Peoples Bank
A Finward Company

Corporate Center
9204 Columbia Avenue
Munster, Indiana 46321

219.836.4400

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Peoples Bank is an equal opportunity employer. It is the Bank's policy to assure equal employment opportunity (EEO) to all individuals without regard to race, color, religion, gender, sexual orientation, veteran status, national origin, age, disability, genetic information, or any other characteristic protected by applicable federal or state law. The Bank also recognizes its responsibility to hire, train, and promote protected veterans and individuals with disabilities. The Bank shall make a continuing affirmative action effort to insure that all personnel policies, practices, and procedures are administered in a manner consistent with federal laws.The obligation includes, but is not limited to, the areas of recruiting, hiring, training, promotion, transfer, and termination; compensation, benefits, education and training, and social and recreational programs.

The Chief People Officer has been designated to direct the establishment of and to monitor the implementation of personnel procedures to guide our affirmative action program. This official is charged with designing and implementing audit and reporting systems that shall keep management informed of the status of equal employment opportunities.

Management will not tolerate any form of discrimination or harassment of our employees by coworkers, supervisors, customers, or vendors. Any employee who feels subjected to inequitable treatment needs to bring it to the attention of the Chief People Officer.

Any person may submit a good faith complaint, report, or concern regarding the conduct of employees and/or officers of Peoples Bank. Any employee may report their concerns on a confidential and anonymous basis by calling the independent, toll-free hotline, 1-800-727-3217, established by the Bank for that purpose.

The successful achievement of a non-discriminating employment program requires a maximum of cooperation between management and employees. In fulfilling its part in this cooperative effort, management is obliged to lead the way by establishing and implementing affirmative action procedures and practices which shall insure this objective, namely, equitable employment opportunity for all.