



Human Rights Statement

Our approach to human rights is based on:

The United Nations Guiding Principles on Business and Human Rights

Our Human Rights Statement applies to Peoples Financial Services Corp., its subsidiary Peoples Security Bank & Trust (PSBT) and any further subsidiaries. Together denoted as “Peoples” below.

INTRODUCTION

Peoples Security Bank & Trust (Peoples) started out in a small Susquehanna County town called Hallstead, Pennsylvania. When the people in Hallstead realized they needed a place to gather and keep their money safe, they built a bank that was for the community. In 1905, the First National Bank of Hallstead (FNB) opened its doors. In 1965 FNB merged with Hop Bottom National Bank and formed Peoples National Bank. In 2010, the bank converted to a Pennsylvania chartered bank and changed its name to Peoples Neighborhood Bank. In November of 2013, PSBT, an independent community bank, formed as a result of the merger between Peoples Neighborhood Bank and Penn Security Bank & Trust Company. The merger created the largest community bank headquartered in Northeastern Pennsylvania. Over the years, PSBT expanded into all regions of Northeastern Pennsylvania, the Lehigh Valley, the Greater Delaware Valley, and Broome County New York.

Within the last several years, Peoples has added the Greater Pittsburgh Region and Middlesex County in New Jersey to our service area. This expansion demonstrates our commitment to the growth of our brand of hometown banking for the benefit of the customers and the communities we serve.

Our Human Rights Statement sets forth the fundamental beliefs associated with our core values and our culture to demonstrate our commitment to respecting human rights and seeking to avoid adverse human rights impacts resulting from our business activities. We believe it is our corporate and social responsibility to uphold this sentiment throughout our organization. A core value of Peoples is integrity, it is our foundation, the basis of everything we do. We strive to be professional, honest, trustworthy, confidential and respectful at all times. We believe all individuals deserve to be treated with dignity and are committed to encouraging this through our customer relationships and throughout our entire organization. Peoples Board of Directors and the executive leadership team lead by example and expects this conduct at all times.

HUMAN RIGHTS STATEMENT

We are committed to supporting the rights inherent to all human beings regardless of age, race, color, sex, sexual orientation, gender identity or expression, national origin, ethnicity, language, religion,



citizenship status, veteran status, disability, pregnancy, marital status or any other category protected by federal, state or local law. As part of our effort to ensure that respect for human rights is integrated into our business, we have adopted the following policies and procedures:

CODE OF BUSINESS CONDUCT AND BUSINESS ETHICS

Our Code of Business Conduct and Ethics is intended to deter wrongdoing and to promote honest and ethical conduct in compliance with applicable governmental laws, rules and regulations.

FAIR LABOR STANDARD PRACTICES/ FAIR COMPENSATION

Our employees are compensated appropriately in compliance with the Fair Labor Standards Act and applicable state laws. As such, we adhere to requirements in accordance with wage and hour laws and monitor compensation to ensure that employees are compensated equitably and competitively.

DIVERSITY AND INCLUSION

As described in our Diversity and Inclusion Policy, Peoples is committed to fostering, cultivating and preserving a culture of diversity and inclusion. We believe our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievements as well. We embrace our employees' differences that make our employees unique.

ANTI-DISCRIMINATION, HARASSMENT AND REASONABLE ACCOMMODATIONS

It is the policy of Peoples to attract and retain employees without regard to age, race, color, sex, sexual orientation, gender identity or expression, national origin, ethnicity, language, religion, citizenship status, veteran status, disability, pregnancy, marital status or any other category protected by federal, state or local law. Our nondiscrimination policy applies to applicants as well as employees and covers all terms and conditions of employment, including recruiting, hiring, transfers, promotions, terminations, compensation and benefits. Discrimination or harassment based on any protected category is prohibited, as is retaliation against a person who has made a complaint or given information regarding possible violations of this policy.



It is the policy of Peoples that any unlawful discrimination or harassment, including acts creating a hostile work environment, directed against employees, customers or vendors, will result in discipline, up to and including termination. Peoples also will not tolerate unlawful harassment of our employees, customers or vendors by anyone.

Peoples strives to:

- Provide equal employment opportunities to all applicants and employees.
- Maintain workplaces free from harassment or discrimination toward employees, applicants for employment, customers, or any other individuals who visit or conduct business with Peoples.
- Provide reasonable accommodations to a qualified employee or applicant with a disability, to a pregnant employee or applicant, or to an employee or applicant for their sincerely held religious beliefs, practices or observances, where the reasonable accommodation would enable the employee or applicant to perform the essential functions of their job or to have an equal opportunity to be considered for a job.

ENVIRONMENTAL HEALTH AND SAFETY

Peoples is committed to providing a safe and healthy working environment for all employees. Peoples complies with all applicable requirements and regulations issued by federal, state and local agencies, including but not limited to, the Occupational Health and Safety Administration, the Environmental Protection Agency, and analogous state agencies. We have implemented site-specific safety and health programs.

All employees share responsibility for the success of the safety and health program. It is the policy of Peoples to exercise all reasonable precautions necessary to protect employees and customers from injuries and illnesses in the workplace. Peoples and its management are committed to preventing crime and providing a safe and secure environment for employees. Peoples prohibits discrimination or retaliation against any individual for filing, testifying, assisting or participating in any manner in any investigation or proceeding involving allegations of environmental health and safety violations. Anyone who violates these principles will be subject to disciplinary action, up to and including termination.



FORCED LABOR AND HUMAN TRAFFICKING

Peoples is committed to preventing forced labor including human trafficking. Every employee is required to complete Bank Secrecy Act (BSA) training which includes education on how to identify human trafficking. Additionally, our BSA Anti-Money Laundering Office of Foreign Asset Control Policy provides educational information on how to identify human trafficking. Other training is also offered to employees on a regular basis. As an organization, we do not condone or support child labor.

IMPLEMENTATION AND OVERSIGHT

All of us at Peoples have a responsibility to uphold our values with respect to human rights. [The Board of Directors oversees implementation of this Human Rights Statement at the Board level.]

If any conduct is observed and deemed in violation of our Human Rights Statement, Peoples has designated Navex Global Compliance Services to provide a hotline service for the anonymous reporting of compliance issues. This service is available 24 hours a day, 365 days a year to all employees, officers, and directors of the Company by dialing toll-free 844-714-0955 and speaking to a representative. Additionally, concerns can be reported at www.psbtc.ethicspoint.com.

We are dedicated to an environment where human rights are held in the highest regard. As we work to continue to address and improve our approach to complex human rights issues, we seek to continue to listen to and learn from our stakeholders.