

## ARVEST EQUAL EMPLOYMENT OPPORTUNITY POLICY

Our employment policy is to provide equal opportunity to all persons regardless of race, color, religion, marital status, sex, sexual orientation, gender identity, pregnancy, age, national origin, disability, veteran status, or any other basis, which now or in the future may be specified by law. This policy springs from our basic belief that “all people should be treated equally and with dignity and respect.” These are not only moral obligations, but also legal ones. Therefore, Arvest has made a solid commitment to: (1) recruit, hire, train, evaluate, promote, coach, and compensate individuals without regard for race, color, religion, marital status, sex, sexual orientation, gender identity, age, national origin, pregnancy, disability, or veteran status; (2) further the principles of equal employment opportunity; (3) stand by these same principles in our promotion decisions by measuring all promotion candidates in a fair and equal manner and by imposing only those requirements for a promotion which we believe are valid; and (4) ensure that all company benefits (i.e. training, social programs, etc.) be administered without regard to race, color, religion, marital status, sex, sexual orientation, gender identity, age, national origin, disability, veteran status, or other legally protected class.