

Human rights statement

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At The Bancorp, we support fundamental human rights across all of our business activities and strive to uphold the dignity and respect of individuals in interactions with our employees, customers, business partners, vendors, and communities.

Our employees

Consistent with human rights principles and our [Corporate Values](#), we are committed to providing a safe and secure work environment for all employees and equal employment opportunities for all qualified applicants and employees. In addition, we seek to foster an inclusive workplace where each employee feels valued and respected. We recognize the value of varied thoughts and perspectives and seek to leverage the unique skills sets and experience of our employees to drive creativity and innovation. We maintain policies strictly prohibiting practices that disregard fundamental human rights or violate workplace laws and regulations, such as discrimination, harassment, and modern slavery (e.g., forced labor, unlawful child labor, and human trafficking).

We regularly review and refine our workplace policies and practices in an effort to support these principles and respond to evolving legal, regulatory, operational, and business considerations. For a detailed discussion of our workplace practices, please refer to our [Employee Engagement](#) disclosure.

Our customers, business partners and vendors

Our commitment to human rights is also reflected in our relationships with our customers, business partners and vendors. The Bancorp has adopted policies, procedures, business standards, and training designed to support behavioral compliance with legal requirements and to prevent our products and services from being used for improper or unlawful purposes, including:

- Code of Ethics and Business Conduct
- Know Your Customer requirements
- Anti-Corruption and Anti-Money Laundering policies
- Vendor Code of Conduct

We also recognize human trafficking as a risk for financial crimes. Accordingly, we maintain controls and monitoring activities designed to assist in identifying and reporting potentially suspicious activity involving our financial products and services consistent with applicable law and regulatory requirements.

In addition, while The Bancorp acknowledges that it is the responsibility of each business partner and vendor to define its own policy and approach to human rights, we believe such relationships provide an opportunity to develop responsible business practices supporting human rights. At a minimum, we require business partners and vendors to comply with all applicable laws, rules, and regulations, which include those designed to enforce human rights, and expect such entities to similarly respect individual human rights and conduct their business operations free from human rights abuses.

Our communities

We also respect human rights by using our financial and human capital to support and improve the quality of life in the communities in which we operate. We strive to provide resources, talent and

financial products that support underserved communities in the areas in which we do business pursuant to our Community Reinvestment Act strategy and inclusion efforts. This includes investments of time and funding intended to support the growth and development of low-income and underserved communities.

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