

Southside Bancshares, Inc.

Human Rights Statement

Southside values and respects individual human rights and is committed to operate our company in an environment where everyone is treated with dignity and respect. With our values, culture and expectations we strive to conduct our business in accordance with the [United Nations Universal Declaration of Human Rights](#). While we believe our government and policy makers bear the primary responsibility for safeguarding human rights, we acknowledge the corporate responsibility to respect human rights and are guided by the standards of the United Nations Guiding Principles on Business and Human Rights. Oversight of human rights and related commitment resides with our Board of Directors and Executive Management.

We acknowledge our commitment to workplace safety through a variety of security precautions and procedures, aligned to respect human rights. We are committed to a healthy and productive work environment for all employees, and recognize the right to water as a fundamental human right.

We are firmly committed to maintaining a work environment where every team member at every level is treated with dignity and respect, free from discrimination and harassment, and devote their full attention and best efforts to the job. Everyone will be treated without discrimination or harassment based on race, color, religion, gender, sexual orientation, gender identity, national origin, age, veteran status or disability. We expressly prohibit the use of child labor and forced labor. These same standards apply to our interactions with customers and others with which we do business, including vendors, contractors and subcontractors.

We want our team members to be successful and we provide opportunities for personal and professional development for all levels of employment. We seek employee engagement and input of human rights and other matters through a variety of ways, including; employee engagement surveys, regular and systematic employee training and quarterly company-wide town hall meetings with feedback opportunities. Southside provides access to an anonymous reporting hotline and encourages all team members to report concerns related to human rights. These are some of the efforts Southside makes to ensure we are honoring our commitment to human rights:

- Requires team members to certify upon hire and annually thereafter they have read, agree to and understand the Code of Ethics, the Harassment Policy and Southside's CORE Values.
- Mandates a zero tolerance for violence in the work environment to ensure team members work in a safe and secure environment with safe working conditions.
- Encourages team members to raise concerns, ask questions and report potential policy violations or suspicious behavior without fear of retaliation.
- Provides access to a confidential 24 hour hotline to report concerns related to human rights.
- Conducts business in accordance with applicable labor, safety, health, anti-discrimination and other workplace laws.
- Offers equal employment opportunity to all and is committed to diversity, inclusion and accessibility.
- Maintains an annual Affirmative Action Plan to gauge and ensure equality in hiring, pay and employment opportunities.