

# Human Rights Policy

All Policies and (required) Programs will be reviewed and approved each calendar year by the Board of Directors or an appropriate committee of the Board, even if there are no changes. Changes to existing and/or new Policies will also be reviewed and approved as described above and may occur at any time during the calendar year.

<b>Functional Division:</b>	<b>Governance</b>
<b>Corporate Executive Sponsor(s):</b>	<b>Chief Governance Officer</b>
<b>Senior-Level Responsibility:</b>	<b>Karlene Gordon</b>
<b>Date Board Reviewed and Approved:</b>	<b>04/17/2025</b>
<b>Date Committee Reviewed and Approved:</b>	<b>04/15/2025</b>
<b>Policy Name:</b>	<b>Human Rights Policy</b>
<b>Policy Number:</b>	<b>GOV.205</b>

## **Our Values**

At Ameris, our values consist of integrity, equal dignity, teamwork, honesty, and high standards. In order to be true to those values, we are compelled to affirm protections for human rights for all people regardless of age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, disability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, or other characteristic. This policy applies to all Bank operations regardless of geographic location.

We are committed to respecting internationally recognized human rights. We review and are informed by the United Nations (UN) Guiding Principles on Business and Human Rights, United Nations' (UN) Universal Declaration of Human Rights, the International Bill of Human Rights, and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

## **Our Teammates**

Ameris is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. We strive to create a respectful and dignified work environment for every employee. Every employee of Ameris Bank has the responsibility to treat others with equal dignity and respect. Employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are required to complete annual diversity awareness training. Any employee found to have exhibited any inappropriate conduct or behavior against others, whether it be at work or outside of work in a way that harms the work environment, may be subject to disciplinary action up to and including termination. Ameris Bank strives to make every employee feel comfortable and confident in approaching any member of management, at any level, with concerns. It is the responsibility of every employee to advise management of any discrimination, harassment, or unacceptable behavior that they may have been the victim of or have otherwise observed. Employees may also seek assistance from a supervisor, Human Resources, or the Diversity and Inclusion Officer, or otherwise utilize Report It.

## **Safety and Health Workplace Environment**

Ameris is committed to the health and safety of our teammates and shall comply with all occupational and industrial safety standards established by law applicable to the locations in which it employs workers, and shall provide employees with safe and healthy working conditions. At minimum, we provide to employees potable drinking water, adequate sanitation, fire exits and essential safety equipment, and appropriately lit and equipped work stations. In addition, our facilities are constructed and maintained in accordance with the standards set by applicable law.

## **Our Suppliers, Vendors, Contractors**

We strive to hold our vendors, suppliers, and other partners to the same standards we hold

our teammates to, and we expect them to respect individual human rights and conduct their business free from human rights abuses such as forced or child labor, human trafficking, and unfair labor practices.

Suppliers are expected to have established processes by which their employees can report workplace concerns such as: violations of local, state, or federal laws, fraud, workplace safety, unlawful discrimination, sexual harassment, human rights violations, and other types of concerns. Employees should be able to report any such concerns without fear of retaliation.

Suppliers can report any suspected conduct that is inconsistent with the company's Human Rights Policy or Supplier Code of Conduct guidelines. Any suspected activity can be reported to 1-877-RPT-LINE or online at [www.reportit.net](http://www.reportit.net), user name = ameris, password = vendor.