

Our Inclusion Journey

2025



ROCKLAND
TRUST

BANK

Where Each Relationship Matters®

Member FDIC

Our Commitment

At Rockland Trust, we believe each relationship matters, and that statement goes way beyond our customers. We have an inclusive workforce that enables us to better perform for our customers and the diverse communities in which we operate.

Here, our relationships are our competitive advantage, and we believe in earning business through education, support, and advocacy. That's why we strive to be a place where every colleague feels respected and is given equal opportunities to succeed. We are committed to a culture of inclusion, respect, teamwork, and community engagement. To achieve this, we strive to ensure every colleague is treated with dignity, and without discrimination based on age, race, color, religion, sex, gender identity, marital status, national origin, disability status, protected veteran status, or any other characteristic protected by law. As an organization, Rockland Trust does not tolerate discrimination in the workplace.

This commitment is more than just words on paper. For more than 17 years, our commitment to diversity has been infused into everything from how we contract suppliers, source and hire employees, to the training, engagement, and professional development programming we provide. By offering colleagues opportunities to attend leadership development programs, we have elevated many employees throughout the Bank and look forward to continuing these efforts in the future.



Our Strategy

We've invested in ensuring inclusion touches all aspects of our business. Rich diversity in our workplace and our marketplace enhances our company, stimulates innovation and creativity, and provides opportunities for all to grow.

Established in 2006, our Diversity Council, comprised of senior leaders from across the business and the chairs of our employee resource groups (ERGs) champions and steers our DEI strategy. The Council meets regularly and updates our Board annually. Our ERGs include:

EmpowHer Alliance: This group works to empower and inspire women by facilitating meaningful connections, fostering personal and professional growth, and championing success through development seminars, conferences, and social events

Inclusion Network: This ERG focuses on promoting diversity awareness throughout the organization through hosting inclusive events, education and training, and volunteer efforts.
MoneyCircle@RocklandTrust: This ERG gathers, educates, and empowers our employees with personal finance education and spreads awareness and support for education efforts in our communities.

Pride Alliance: This group addresses the needs of LGBTQ+ community through education and support through social and community service events.

RockFit: This ERG is dedicated to improving the physical, emotional, and financial health of all colleagues and their family members through programming and initiatives.

Unidos: The mission of Unidos is to empower our colleagues by: Celebrating our rich and diverse cultures, providing a platform for professional development and networking, advocating for advancement in the company, and giving back to the Latino community through volunteer initiatives.

In addition, we partner with multiple DEI consulting firms, leveraging their networks and expertise to strengthen our initiatives.

Since 2010, our colleagues have taken part in multiple organization-wide assessments to identify our inclusion readiness, capabilities, and goals. The results of these inform our strategy and identify the areas where we can make an impact.

D&I Impact Areas

Colleague Sourcing

Community Representation in our workforce leads to better performance.

Colleague DEI Education and Awareness

Colleagues have access to tailored education to increase their empathy and understanding of our DEI mission.

Colleague Development and Retention

Opportunities for advancement and skill building have a focus on what diverse colleagues need to be successful here.

Foundation & Charitable Giving

Giving criteria includes a DEI lens to ensure underserved communities are getting the support they need to thrive

Supplier Diversity

Partnerships with diverse suppliers invigorate the local economy, support small business and strengthen our supply chain.

Marketplace Opportunities

Our products and services meet the needs and demands of consumers.

Colleague Sourcing

Employees come to Rockland Trust with different backgrounds and experiences. These differences together can result in greater creativity, better insights, and improved decision-making, all vital to Rockland Trust's success in the New England marketplace.

For the last 16 years, Rockland Trust has been recognized by the Boston Globe as a Top Place to Work. In 2024, we were ranked 9 on the list. Rockland Trust was the only bank to earn a spot within the largest employer category. Additionally, for the 10th consecutive year, we received a score of 100 on the Human Rights Campaign Foundation's Corporate Equality Index, the nation's leading benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.

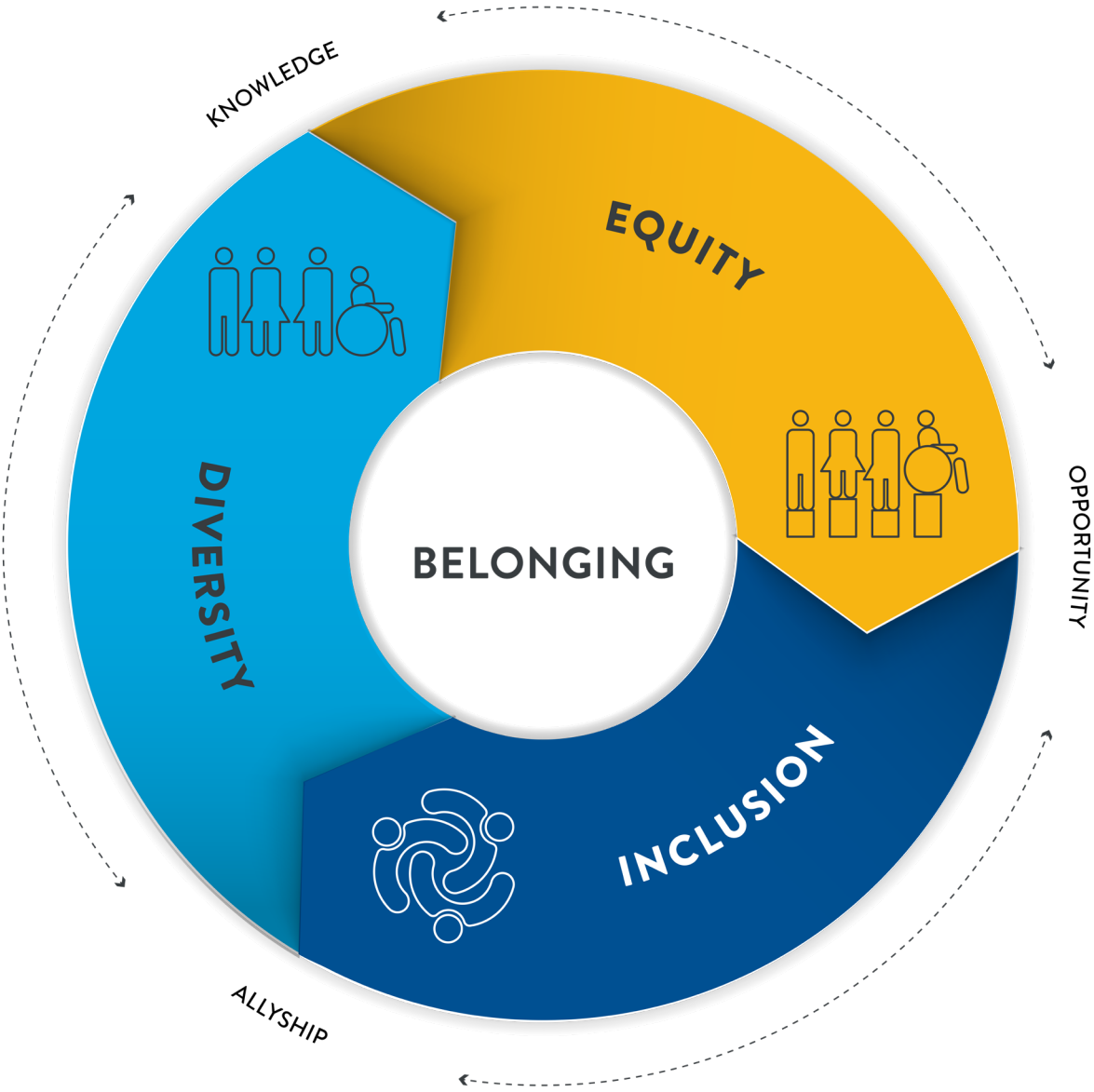
Forming partnerships with the right organizations is critical for our success in creating a diverse and inclusive workforce. From recruiting top diverse talent to offering professional development to our team members as they advance their careers at the Bank, we rely on their networks to make us stronger.

Additionally, 84% of our colleagues would recommend working at Rockland Trust to others.

Colleague DEI Education and Awareness

From the outset, new hires are welcomed to Rockland Trust and introduced to our award-winning culture of care and support for the whole colleague. As part of their onboarding, all colleagues participate in a Diversity and Inclusion training which includes breakout sessions where employees from across the Bank can meet and share perspectives.

Colleagues also have access to tailored education to increase their understanding of our DEI mission. From training to events and communications, we strive to reinforce the significant role our diverse workforce plays in making our organization a Great Place to Work.



Colleague Development and Retention

Our colleagues' success is our success and we prioritize investment initiatives like training and development programs to digital upskilling and leadership development to ensure our employees have the tools and opportunities to learn and grow.

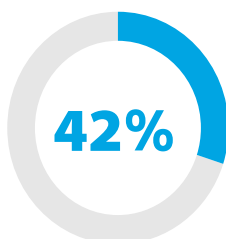
In 2024, we welcomed nearly 373 new colleagues to Rockland Trust. Of our open positions, 25.69% were filled internally as we succeeded in promoting homegrown talent.

Onboarding	We strive to deliver a welcoming and supportive onboarding experience to every new colleague as they embark on their journey with us. They are supported during their first 90 days by a guided orientation, a comprehensive New Hire toolkit and checklist, and advice from our Training and Development teams.
Principles of Management	We offer a multi-day program to help newly promoted managers or externally hired managers embrace our "manager as a coach" leadership philosophy. Managers hone skills to effectively manage performance, motivate staff, and develop talent.
STEP (Strategies and Tactics for Emerging Professionals)	A career path program exclusively for professionals of color dedicated to building engagement and equitable access to promotional opportunities.
Rising Stars	This is open to all colleagues. Similar to the STEP program, Rising Stars provides career development, mentorship and shadowing opportunities to high-performing, entry-level colleagues.
Inclusive Leadership	In 2023, Rockland Trust piloted an Inclusive Manager program in September. Participants from our ERGs, ERGs, D&I Council, Executive Leadership and Human Resources teams engaged in candid conversations about the dynamics facing managers leading diverse teams.
Career Development Programs: Retail Manager Training Program Credit Analyst Training Program	Programs dedicated to providing the necessary skills to accelerate growth and advancement in our Retail Banking and Commercial Banking divisions.

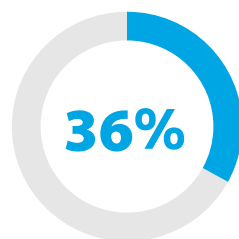
We remain committed to supporting the advancement of women in the workplace and expanding their representation in leadership roles.



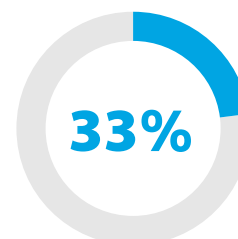
Officer level



Executive



Senior Leadership



Board Members

Foundation & Charitable Giving

We are committed to strengthening the communities in which we live and work. Rockland Trust advocates and provides funding for non-profit community organizations that support the diverse communities we serve. We are proud to be among just 10% of U.S. Banks awarded the highest possible “outstanding” rating for our work to comply with the Community Reinvestment Act. Our most recent performance evaluation by the FDIC validated our success in meeting the credit needs of communities across our footprint, including low and moderate-income individuals, neighborhoods, and businesses.

Our RockCorp program is an employee-led effort to provide volunteer assistance to community organizations. In 2024, our colleagues volunteered more than 17,709 hours, or approximately 28 hours per employee, to community organizations.

Moving Forward

While we reflect on our past and the accomplishments made, we are humbled by the fact that our journey is not over. We continue to learn and adjust and advance our DEI Impact areas. We are working to launch additional programming to enhance the mentorship and advocacy of diverse colleagues, build education and awareness of diverse experiences, and promote greater understanding and belonging amongst colleagues. Externally, we continue to seek meaningful ways to add value for our customers and strengthen our communities.

