



## Federal Home Loan Bank of Indianapolis Diversity and Inclusion Policy Statement

The Bank is committed to equal opportunity and will promote diversity through all business activities including employment, management, procurement, contracting and community engagement. The Bank will conduct its policies and practices in a manner which treats each applicant, employee and contractor fairly on the basis of merit, experience, and other work-related criteria without regard to race, color, religion, national origin, sex, age, sexual orientation, gender identity, genetic information, veteran's status, mental or physical disability, or status as a parent in accordance with federal law.

The Bank will fulfill its responsibilities through the following activities:

- Provide equal opportunity in all aspects of employment to effectively attract, recruit, hire, compensate and retain all applicants, contractors, and employees in a nondiscriminatory manner;
- Manage internal employment practices and policies to ensure a commitment to a diverse and inclusive workplace through promotions, transfers, separations, education and training, professional development, succession planning and reasonable accommodations;
- Communicate and promote procurement opportunities effectively to qualified minority-, women- and disabled-owned businesses that provide high-quality competitive goods and services and financial instruments; and
- Not discriminate against any employee, applicant for employment, or contractor because of mental or physical disability in regard to any position for which the employee or applicant is qualified (or, where applicable, in connection with any potential procurement opportunity), and take affirmative action to employ, advance in employment, contract with, and otherwise treat qualified individuals with disabilities without discrimination.

In relation to the Bank's Board, to enrich decision making and governance and to represent the needs and concerns of the communities and people served by the Bank, the Board values a diversity of perspectives. The Board will administer its policies and practices in a manner that treats all individuals fairly on the basis of merit, experience, and other work-related criteria. No individual interested in Board service or working with the Board in any capacity will be excluded due to race, color, religion, national origin, sex, age, sexual orientation, gender identity, genetic information, veteran's status, mental or physical disability, or status as a parent in accordance with federal law.

The Bank has established the ODI to promote D&I and to ensure, to the maximum extent possible, the fair inclusion and utilization of qualified minorities, women, disabled individuals, and minority-, women- and disabled-owned businesses. The Senior Vice President Chief Human Resources and Diversity & Inclusion Officer will provide leadership for the ODI. However, all Bank staff will share in the corporate-wide commitment and responsibility by focusing on the implementation of procurement processes and procedures that enhance such opportunities.

The Bank strictly prohibits reprisal for reporting alleged discrimination or retaliation, or for providing information relating to, or cooperating in, any investigation of alleged discrimination or retaliation. Retaliation is itself a violation of this statement. Any persons engaged in such reprisal or retaliation will be subject to disciplinary action.

A handwritten signature in black ink, appearing to read "C. Konich", written over a horizontal line.

Cindy Konich, President-CEO

March 19, 2020

Date