

BANK OF BERMUDA FOUNDATION (the “Foundation”) NON-DISCRIMINATION POLICY

V- 16 March 2017

The Foundation is a supporter of human rights and in its hiring of employees and service providers, selection of volunteers, and grant-making it is guided by a commitment to making decisions that are non-discriminatory and where applicable to provide assistance in the form of affirmative action consistent with the principles of Targeted Universalism to those persons and groups that have either been the subject of discrimination or are seeking to reverse the harm caused by discrimination.

“In its simplest definition, targeted universalism alters the usual approach of universal strategies (policies that make no distinctions among citizens' status, such as universal health care) to achieve universal goals (improved health), and instead suggests we use targeted strategies to reach universal goals.” Humbolt Area Foundation <http://www.hafoundation.org/Community-Leadership/EquityNorthCoast/Information-Resources#1605170-common-terms--definitions>

The Foundation does not and shall not discriminate on the basis of race, place of origin, colour, ethnic or national origins; sex or sexual orientation; gender; marital status; physical or mental disability; family status; religion or beliefs or political opinions; criminal records of no relevance; age; or on any other ground that best practices consider to be discriminatory.