



## **Code of Business Conduct and Ethics**

*This Code of Business Conduct and Ethics (the “Code”) applies to PacWest Bancorp and each of its subsidiaries (as established from time to time) and the term “Company” as used herein means PacWest Bancorp including its subsidiaries. The Company reserves the right to add, change, eliminate or otherwise modify these and other Company policies at any time. The Company’s interpretation of these policies as applied to particular circumstances is final.*

### **I. General Policy Statement**

It is the policy of the Company to conduct its business in accordance with the highest ethical standards of the financial industry and to comply with all laws regulating the conduct of the Company and its employees.

The Company requires that all employees conduct their personal and business affairs in a manner that avoids both actual and even the appearance of ethical impropriety. Every employee must act to protect the Company's reputation as a responsible and professional financial services organization.

Employees are urged not only to use their best judgment in these matters but also to discuss any situation of questionable ethical or legal propriety with a member of the Conduct and Ethics Committee (as described below). No set of guidelines can anticipate or provide answers to every ethical dilemma, nor is mere adherence to the letter of these guidelines an assured defense against charges that federal or state law has been violated.

This Code is based upon the use of conservative good judgment. It is the obligation of each employee, officer and director to be familiar with and understand this Code and the Company’s other policies and procedures and to consult with any member of the Conduct and Ethics Committee regarding any questions.

### **II. Administration and Compliance Standards**

The Conduct and Ethics Committee is responsible for applying these policies to specific situations in which questions may arise and has the authority to interpret these policies in any

particular situation. Any questions relating to how these policies should be interpreted or applied should be addressed to a member of the Conduct and Ethics Committee. The members of the Conduct and Ethics Committee are the persons holding the following positions at PacWest Bancorp:

- 1) Chief Credit Officer
- 2) Chief Financial Officer
- 3) Chief Risk Officer
- 4) Director of Human Resources
- 5) Chief Operating Officer
- 6) General Counsel
- 7) Chief Executive Officer

An employee who is unsure of whether a situation violates this Code should discuss the situation with a member of the Conduct and Ethics Committee to prevent possible misunderstandings and embarrassment at a later date.

Any employee who becomes aware of any existing or potential violation of laws, rules, regulations or this Code is required to notify a member of the Conduct and Ethics Committee promptly or to report promptly such existing or potential violation anonymously via the Company's web-based system, EthicsPoint, which may be accessed directly from the internet at [www.ethicspoint.com](http://www.ethicspoint.com), from the link on the Company's intranet site or via the toll-free telephone reporting hotline at 1-866-ETHICSP (866-384-4277) or 1-866-850-1456. Failure to do so is itself a violation of this Code. To encourage employees to report any violations, the Company will not allow retaliation for a report made in good faith and any suspected or actual violation may be reported anonymously using the reporting methods described above.

### **III. Conflicts of Interest**

A "conflict of interest" occurs when an individual's private interest interferes or appears to interfere with the interests of the Company. Conflicts of interest are prohibited as a matter of Company policy, unless they have been approved by the Company. In particular, an employee, officer or director must never use or attempt to use his or her position at the Company to obtain any improper personal benefit for himself or herself, for his or her family, or for any other person. If an employee, officer or director, in connection with such person's position with the Company, is offered or receives anything of value beyond what is token or reasonable under the circumstances, such person must report it immediately to a member of the Conduct and Ethics Committee and seek approval from the Conduct and Ethics Committee before accepting such item(s). The Company's Employee Handbook provides specific guidelines with respect to the receipt of gifts from customers, prospective customers, and third parties who have, or seek, a relationship with the Company.

Any employee, officer or director who is aware of a conflict of interest, or is concerned that a conflict might develop, is required to promptly discuss the matter with a member of the Conduct and Ethics Committee.

#### **IV. Corporate Opportunities**

Employees, officers and directors owe a duty to the Company to advance the Company's business interests when the opportunity to do so arises. Employees, officers and directors are prohibited from taking (or directing to a third party) a business opportunity that is discovered through the use of corporate property, information or position, unless the Company has already been offered the opportunity and declined such opportunity. More generally, employees, officers and directors are prohibited from using corporate property, information or position for personal gain and from competing with the Company.

Sometimes the line between personal and Company benefits is difficult to draw, and sometimes there are both personal and Company benefits in certain activities. The only prudent course of conduct for our employees, officers and directors is to make sure that any use of Company property or services that is not solely for the benefit of the Company is approved beforehand by a member of the Conduct and Ethics Committee.

Employees, officers and directors also may not in any way compete with the Company through other employment or engage in activities which might impair such person's ability to perform his or her responsibilities for the Company, expose the Company to any liability or reflect poorly on the Company. Prior to accepting a position as an officer or director of any other entity, employees, officers and directors (with respect to directors, only to the extent of a potential conflict as described herein) must seek approval from the Company's Executive Vice President ("EVP"), Director of Human Resources (for employees), or from the Company's Chief Executive Officer (for executive officers). Directors of PacWest Bancorp must seek approval from the Compensation, Nominating and Governance Committee. Prior to accepting a position as an employee of any other entity, whether part-time or full-time, employees and officers must obtain the approval of the Company's EVP, Director of Human Resources.

#### **V. Confidentiality**

In carrying out the Company's business, employees, officers and directors often learn confidential or proprietary information about the Company, its customers, its suppliers, or other parties with which the Company does business. Employees, officers and directors must maintain the confidentiality of all information so entrusted to them, except when disclosure is authorized by the Company or legally mandated. Confidential or proprietary information of our Company, of our customers, and of other companies, includes any non-public information that would be harmful to the relevant company or useful or helpful to competitors if disclosed. The obligation to maintain this confidentiality continues even after an employee, officer or director is no longer employed by the Company.

#### **VI. Fair Dealing**

The Company has a history of succeeding through honest business competition. The Company does not seek competitive advantages through illegal or unethical business practices. Each employee, officer and director should endeavor to deal fairly with the Company's

customers, service providers, suppliers, competitors and employees. No employee, officer or director should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair dealing or practice.

## **VII. Protection and Proper Use of Company Assets**

All employees, officers and directors should protect the Company's assets and ensure their efficient use. All Company assets should be used only for legitimate business purposes.

## **VIII. Full and Fair Disclosure**

It is the Company's policy to comply with all applicable laws, rules and regulations related to the disclosures the Company makes to the SEC and to ensure that such disclosures are made fairly, accurately and timely. PacWest Bancorp will disclose in its annual report filed with the SEC that it has adopted a code of ethics for all of its directors, officers and employees, including its principal executive officer, principal financial officer, principal accounting officer or controller, or persons performing similar functions. PacWest Bancorp will make a copy of this Code available to the public through a posting on its Internet website and by disclosing its Internet website address and the fact that it has posted its code of ethics on its Internet website in its annual report filed with the SEC.

An employee who is unsure of whether any particular disclosure is required under any applicable laws, rules or regulations should discuss the situation with a member of the Conduct and Ethics Committee to prevent possible misunderstandings and embarrassment at a later date.

Any violation of applicable laws, rules and regulations related to the disclosures PacWest Bancorp makes to the SEC will be dealt with swiftly by the Company and, if appropriate, promptly disclosed to the applicable law enforcement authorities.

## **IX. Compliance with Certain Laws, Rules and Regulations (Including Insider Trading Laws)**

It is the Company's policy to comply with all applicable laws, rules and regulations. The Company is subject to a variety of laws governing the business of banking and the operations of the Company. It is the personal responsibility of each employee, officer and director to adhere to the standards and restrictions imposed by those laws, rules and regulations. The Company has in place a number of policies designed to ensure compliance with those laws and regulations. It is the responsibility of each employee, officer and director to become familiar with the various policies that pertain to his/her responsibilities within the Company and to comply with such policies. Such policies include but are not limited to the following:

Federal Company Bribery Law: The Federal Company Bribery Law makes it a crime for officers, directors, agents, attorneys and employees of federally insured banks or bank holding companies, directly or indirectly, to ask, solicit, accept, receive or agree to receive anything of value, for themselves or for any other person or entity, from any person, or entity, for or in

connection with any transaction or business of the financial institution. Violation of the law can lead to termination of employment and criminal penalties. The offer or grant of such improper payment is also prohibited, and employees, officers and directors must immediately report any situation to their supervisors, or to a member of the Conduct and Ethics Committee.

Federal Deposit Insurance Act: The Federal Deposit Insurance Act prohibits individuals who have been convicted of or plead guilty to a crime involving dishonesty or a breach of trust from working for the Company unless the individual has received a waiver from the Federal Deposit Insurance Corporation. Any applicant or employee, officer or director who has been convicted or has pled guilty to a crime involving dishonesty or a breach of trust must disclose such conviction or plea to Company management. Failure to do so in a timely manner may result in discipline, up to and including termination.

Regulation O and Extensions of Credit to Insiders: The Company has an Insider Lending (Regulation O) Policy which governs the extensions of credit by the Company to its executive officers, directors, principal shareholders and their related interests as well as to employees generally. All extensions of credit to any of the foregoing are to be made pursuant to the Company's Insider Lending Policy.

Office of Foreign Assets Control (OFAC) Regulations: Federal law prohibits specific transactions with targeted countries and individuals that are known to be acting on behalf of the targeted countries. The parties subject to the OFAC are usually identified as "Specially Designated Nationals" (SDNs) and the OFAC Sanctions program, which designates those countries with which companies are not to engage in business. Employees are to immediately report to the Company's BSA Officer or the Assistant BSA Officer any transaction, loan application, letter of credit application, or other bank account, service or document which may involve or make reference to a SDN. The Company's Bank Secrecy Act Policy, Customer Identification Program and Foreign Exchange Policy provide additional mandatory procedures for Company employees in order to comply with OFAC regulations and other laws such as the Bank Secrecy Act and the USA Patriot Act.

Securities Laws and Insider Trading. Generally, it is both illegal and against Company policy for any individual to profit from undisclosed information relating to the Company. You may not trade in Company securities or in the securities of customers based on material nonpublic information. You may not share confidential information about our customers with others or assist others in insider trading and may not disclose information in any manner which would result in violation of insider trading laws.

If you are uncertain about the rules involving your purchase or sale of any Company securities or any securities in companies that you are familiar with by virtue of your work for the Company, you should consult with the Company's General Counsel or the Company's Chief Financial Officer before making any such purchase or sale.

The Company's Insider Trading Policy, with respect to directors, executive officers and senior officers of the subsidiary bank and other designated employees, and the Insider Trading

Policy statement in the Employee Handbook with respect to all other employees, are complete statements of Company policy with respect to trading in Company securities by the employees, officers and directors of the Company. These policies must be complied with at all times. It is also a violation of this Code to fail to comply with these insider trading policies or any other Company policies.

An employee, officer or director who is unsure of whether a situation violates any applicable laws, rules or regulations should discuss the situation with a member of the Conduct and Ethics Committee to prevent possible misunderstandings and embarrassment at a later date.

Any violation of applicable laws, rules or regulations, including any conflict of interest that rises to such a level, will be dealt with swiftly by the Company and promptly disclosed to the applicable law enforcement authorities.

## **X. Other Guidelines**

Giving Advice to Customers: Employees may occasionally be asked by customers to comment upon the legality or tax consequences of a particular transaction. The Company cannot practice law or give legal or tax advice. Employees must exercise care in discussing transactions with customers and offer nothing that may be interpreted as legal, tax or investment advice.

Only officers authorized by the Company to recommend the services of a particular attorney, investment advisor, or accountant to a customer may do so. In those instances when an Employee makes such a recommendation, more than one professional, preferably three, should be recommended, allowing the customer a choice of professional services. It is against Company policy to receive any remittance or fee of any kind for a referral.

Lending Practices: It is the policy of the Company to maintain prudent lending services to meet the credit needs of its customers. Any rate concessions shall be based solely upon a borrower's credit worthiness and overall business relationship with the Company.

Employees, officers and directors are not in any way to represent or exercise authority on behalf of the Company, grant direct or indirect accommodations, or make credit recommendations with respect to members of their families, any individual or organization to which the Employee or his or her immediate family is indebted, or any organization with which the Employee or his or her immediate family is employed or in which they hold a material financial interest.

Additional Guidelines for Ethical Conduct: The following list is not all-inclusive and is intended to apply to relatively common situations:

1. Employees must observe fair and ethical conduct when dealing with the Company's competitors. Disparaging remarks regarding competitors are considered inappropriate, unethical and may be unlawful. The Company emphasizes quality and competence in its staff and services.

2. Employees are prohibited from involving the Company in arrangements with its competitors which involve the setting or controlling of rates, prices, or marketing policies, as such arrangements may violate antitrust laws.
3. Conditioning the sale of services to a customer upon that customer's purchase of other services from the Company or the exclusive purchase of any services from the Company must be approved by a senior officer (EVP or President), as the tying of certain services may be prohibited by law. Employees should refer to the Company's Anti-Tying Policy to ensure actions are in accordance with Company policy.
4. Employees are required to cooperate fully with examinations, reviews and audits conducted by regulators and the Company's compliance reviews, internal auditors and external, independent auditors. Such inquiries must be responded to fully and honestly, without concealment of any kind.
5. All records and accounts must accurately reflect the Company's assets, liabilities, receipts and disbursements. The falsification of any books, records, or documents, or the destruction of any books, records or documents for purposes of concealment, is grounds for discipline, up to and including termination and also may result in criminal prosecution. Documents must be retained in accordance with the Company's Record Retention Policy.
6. An employee's personal use of the Company's letterhead or that of a Company affiliate may prove embarrassing for both the employee and the Company. Accordingly, employees may not use official stationery or envelopes for personal correspondence or any purpose unrelated to the Company's official business.
7. Any bequest or legacy made to an employee by a customer must be reported in writing to and approved by the employee's supervisor. Approval of the bequest or legacy is based upon (1) the absence of a lender/borrower relationship between the two parties, and (2) whether the bequest or legacy resulted from a personal relationship, apart from the Company.
8. The Company believes every citizen should pursue an active interest in political and governmental processes. Employees are encouraged to keep themselves informed of political issues and candidates and to take an active interest in such matters. However, in every instance, employees participate in political and civic activities as individuals, not as the Company's representatives. The Company's name, address, financial or other resources may not be used in connection with such activities. The use of Company facilities, equipment, personnel or other resources in connection with political activities is prohibited. Employees may not make any contribution on the Company's behalf in connection with any election or any issue before voters.

## **XI. Investigations**

The Conduct and Ethics Committee will investigate any complaints and will report its findings to the Audit Committee (the “Audit Committee”) of the PacWest Bancorp Board of Directors. In the case of complaints unrelated to accounting, accounting controls or auditing matters, management shall have the authority to direct any discipline deemed appropriate, up to and including dismissal of any employee found to have engaged in wrongdoing. The Audit Committee will investigate promptly any reports it receives of concerns or complaints about accounting, accounting controls or auditing matters. The Audit Committee will review the outcome of any such investigations and record the results in the minutes of its meetings. The Audit Committee shall have the authority to determine any discipline it deems appropriate for complaints about accounting, accounting controls or auditing matters, up to and including dismissal of employees found to have engaged in wrongdoing.

## **XII. Waivers of the Code**

From time to time, the Company may waive some provisions of this Code. Any employee, officer or director who believes that a waiver is appropriate should contact a member of the Conduct and Ethics Committee. Under the rules of The Nasdaq Stock Market, LLC any waiver of the Code for executive officers or directors of the Company may be made only by the affirmative vote of a majority of the PacWest Bancorp Board of Directors, and must be disclosed promptly to shareholders, along with the reasons for the waiver, within four business days.

In addition, any amendment or waiver (including an implicit waiver) of this Code that applies to PacWest Bancorp’s principal executive officer, principal financial officer, principal accounting officer or controller, or person performing similar functions shall be disclosed in a Form 8-K filed by PacWest Bancorp, or posted on its Internet website within four business days of such amendment or waiver. The disclosure shall include a brief description of the nature of the amendment or waiver, and in the case of a waiver, the name of the person to whom the waiver was granted and the date of the waiver. Such disclosure will be required with respect to any material departure from a provision of this Code, or the failure by the Company to take action within a reasonable period of time regarding a material departure from a provision of this Code. No disclosure in a Form 8-K or by posting on PacWest Bancorp’s Internet website, however, will be required for technical, administrative or other non-substantive amendments of this Code. If PacWest Bancorp discloses amendments or waivers to this Code by means of a posting on its Internet website, then it shall previously have disclosed, in its most recent annual report filed with the SEC, its Internet website address and the fact that it intends to disclose such amendments and waivers on its Internet website.