



Vendor Code of Conduct

DiamondRock Hospitality Company's (DiamondRock) Vendor Code of Conduct outlines our expectations and minimum standards for vendors to conduct business with integrity, comply with regulations, protect human rights, provide a safe and healthy working environment and responsibly manage environmental impacts. Our Code of Vendor Conduct is designed in accordance with the guiding principles outlined in the United Nations Universal Declaration of Human Rights (UDHR) and International Labour Organisation (ILO) standards. We encourage and expect our stakeholders, vendors, suppliers, tenants, and all other business partners to comply with the following standards:

Business Ethics

Vendors are expected to conduct their business in an ethical manner:

- Comply with all applicable national and local laws, regulations, agreements and standards as well as the principles outlined in our Code of Business Conduct and Ethics.
- Act with integrity and adhere to the highest standards in all aspects of business.
- Do not accept or tolerate any form of bribery or corruption and comply with all anti-corruption laws.
- Do not pay, give, offer, or promise improper payments to achieve business advantages.
- Adhere to privacy and intellectual property guidelines and applicable laws, to safeguard customer and business information.
- Comply with legal guidelines regarding financial information and invoices and all local, national and international laws and regulations.

Human Rights and Labor Practices

Vendors are expected to protect human rights and adhere to fair and safe labor practices:

- Support fundamental human rights for all people.
- Operate in a manner that is consistent with internationally-accepted principles, including the United Nations Universal Declaration of Human Rights (UDHR)
- Comply with all applicable national and local laws, regulations, agreements and standards, including those pertaining to wages, working hours and minimum age requirements.
- Provide all employees, suppliers, and customers with a safe and inclusive work environment that encourages mutual respect, fair treatment and diversity.
- Improve supplier diversity by sourcing and offering opportunities for diverse-owned enterprises.
- Strictly prohibit any type of child or forced, bonded or compulsory labor and human trafficking in all business operations.
- Eliminate fees for recruitment payable by job applicants, if any.
- Respect the laws regarding rights of employees to choose (or not choose) collective bargaining representation.
- Respect the ability of employees to exercise their lawful right of free association.

Occupational Health and Safety

Vendors are expected to provide a safe and healthy workplace for all employees:

Updated 11/11/2021

- Comply with all applicable health and safety laws, regulations and standards.
- Maintain a safe work environment for all employees, which includes providing appropriate controls, safe work procedures, preventive maintenance and necessary protective measures to mitigate risks.
- Provide employees with safety and reporting procedures, preventative maintenance and protective equipment where necessary.
- Support the safety initiatives implemented by our industry organizations, specifically the AHLA 5-Star Promise, a pledge to provide hotel employees across the U.S. with employee safety devices (ESDs) and commit to enhanced policies, trainings and resources that together are aimed at enhancing hotel safety, including prevention of and response to reports of sexual harassment and assault.

Environment

Vendors are expected to minimize environmental risks and impacts across the lifecycle of products and services:

- Comply with all applicable environmental laws, regulations and standards.
- Conduct business operations in an environmentally responsible manner that reduces energy consumption, greenhouse gas emissions, water consumption and waste generation.
- Integrate sustainable measures in our operations and operations of our suppliers.
- Support the value chain initiatives implemented by our brand partners and third-party management companies.
- Avoid and mitigate risks to the environment, including the safe handling, movement, recycling and management of waste and wastewater.
- Support sustainable sourcing opportunities, including the use of products that contain recycled content, have the ability to be recycled at the end of their useful life, have low carbon materials, are locally-sourced and have received certifications for sustainability.
- Avoid hazardous chemicals and materials of concern that can have harmful impacts on humans and/or the environment.

DiamondRock expects its vendors and suppliers to conduct business in accordance with the standards outlined in this Vendor Code of Conduct. DiamondRock reserves the right to perform audits of vendors to ensure practices are in place to conduct business in a manner that is consistent with our Vendor Code of Conduct. DiamondRock also reserves the right to amend or modify our Vendor Code of Conduct.

In order to improve communication, DiamondRock maintains a whistleblower hotline where unethical behavior and/or human rights grievances can be reported, either anonymously or with identification, via a telephone hotline or online. DiamondRock's employees and our suppliers' employees can report suspected human rights and Modern Slavery issues via this hotline. Each report is evaluated and addressed by our Company's Audit Committee, Nomination and Governance Committee or Corporate General Counsel.

This policy is approved by the DiamondRock Board of Directors.