



## Human Rights & Labor Rights Policy

DiamondRock Hospitality Company (DiamondRock) strives to conduct business in a manner that is consistent with the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We also aim to comply with all applicable human rights and labor rights laws, including International Labour Organisation (ILO). Likewise, we expect our vendors, contractors, business partners and hotel operators to adhere to these principles and laws. This policy applies to DiamondRock and our affiliated entities. Our commitments to human rights include the following:

- We support fundamental human rights for all people.
- We support the safety initiatives implemented by our industry organizations including AHLA 5-Star Promise, a pledge to provide hotel employees across the U.S. with employee safety devices (ESDs) and commit to enhanced policies, training and resources that together are aimed at enhancing hotel safety, including prevention of and response to reports of sexual harassment and assault.
- We comply with all applicable national and local laws, regulations, agreements, standards, including those pertaining to wages, working hours, and minimum age requirements.
- We are an equal opportunity employer and aim to provide all employees, suppliers, and customers with a safe and inclusive work environment that encourages mutual respect, fair treatment and diversity.
- We condemn any form of harassment or discrimination based on race, gender, nationality, ethnicity, religion, gender identity, disability, sexual orientation or other discrimination factors.
- We support the protection of employees from all types of exploitation and abuse.
- We promote the prompt reporting and prompt investigation of all sexual harassment complaints.
- We will not employ individuals who are under 15 years of age or the lawful age of employment (whichever is higher) in any country in which we operate.
- We require compliance with applicable work hour and overtime laws. We work to ensure that employees do not exceed maximum hours of work defined by applicable law and will appropriately compensate overtime.
- We prohibit any type of child or forced, bonded or compulsory labor and human trafficking in all business operations.
- We respect our employees' right to join, form or not to join a labor union without fear of harassment, reprisal, or intimidation. Where employees are represented by a legally recognized union, we aim to support a constructive dialogue with their freely chosen representatives. We are committed to bargaining with these representatives in good faith.
- We require all employees to complete periodic human rights training, including harassment and human trafficking prevention training and expect and encourage the operators of our lodging properties to do the same.
- We encourage our operators work to increase awareness of human trafficking at their properties.
- To promote Occupational Health and Safety, we comply with all applicable legal regulations for safety and health at our headquarters and encourage the same at our owned lodging properties. We actively identify and promptly respond to safety, security, and health concerns. Our policies regarding safety and health are provided to all employees, contractors, partners, and vendors in the form of our Employee Handbook, a section of which is devoted to security and safety.

DiamondRock is committed to complying with our Human Rights and Labor Rights Policy and provides annual corporate policy training for all corporate associates. We encourage all our stakeholders including partners, suppliers, vendors, operators and brand partners to follow these same standards and policies for human rights, labor rights, and occupational health and safety. To enhance the policy, we are committed to engaging with all these stakeholders to continuously develop, evaluate, improve, and implement new initiatives.

To identify, prevent and mitigate issues related to non-compliance with this policy, 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. 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.