



Environmental Policy

For DiamondRock Hospitality Company (DiamondRock), and our affiliated entities, responsible environmental activity is a top priority. The goal of DiamondRock's Environmental Policy is to understand and reduce environmental risks, comply with all laws and governmental regulations, identify opportunities to decrease environmental impact, and strive for improvement in the environmental performance of our portfolio. DiamondRock is focused on adhering to all applicable environmental regulations and laws wherever we do business. Our Environmental Policy and programs use, as a guideline, the United Nations Sustainable Development Goals ("UN SDGs"). Our environmental stewardship programs and practices focus on the following:

- **Emissions and Energy**
 - By improving operating procedures, investing in efficient energy projects, and monitoring and reporting, DiamondRock strives to reduce energy consumption and carbon emissions in our hotel portfolio. We have partnered with a third-party energy management and analytics company to monitor and analyze our electric, natural gas and water usage. Through benchmarking reports and analytics, we are able to identify and remedy anomalies in our consumption to avoid waste. We also utilize the Environmental Protection Agency's Energy Star Portfolio Manager to benchmark our environmental performance. For all development, redevelopment, and renovation projects, DiamondRock focuses on the incorporation of energy efficiency concepts, projects, and methods.
- **Water Management**
 - DiamondRock acknowledges the right to clean water as a fundamental human right and works toward the conservation of water resources. To ensure equal access to quality water sources we aim to monitor water risk throughout our portfolio. DiamondRock is committed to reducing water consumption in our portfolio through investment in water efficiency projects, monitoring and reporting, and enhancing operating procedures. For all development, redevelopment, and renovation projects, DiamondRock focuses on the incorporation of water efficiency concepts, projects, and methods.
- **Waste Management**
 - DiamondRock is committed to reducing the total amount of waste generated and improving waste diversion rates and recycling for our corporate offices, construction projects, and at our hotel properties. We expect suppliers to minimize waste and implement policies and procedures to properly dispose of all types of waste, including water, energy, raw materials and processed materials. DiamondRock strives to make sure development, redevelopment, and renovation projects properly dispose of waste generated.
- **Associate Waste Management**
 - DiamondRock expects associates to support our programs through properly handling, storing, and disposing of all hazardous materials and wastes, complying with all environmental permits that apply to equipment, operations and properties.

- **Supply Chain Management**
 - DiamondRock is committed to purchasing services and products that are the most supportive of long-term environmental sustainability. We are committed to sustainably purchasing materials that are locally sourced and have credible sustainability certifications. DiamondRock, with our brand partners and third-party management companies, promote sustainable procurement throughout our value chain and expect our suppliers, vendors and other business partners to adhere to the same standards to which we hold our Company and associates.

- **Local Habitat Management**
 - DiamondRock is committed to enhancing local biodiversity and reducing risks on habitats. By responsibly managing surrounding environments during development, redevelopment, and renovation projects by following measures we strive to reduce impact on ecosystems.

- **Training**
 - DiamondRock is committed to promoting environmental awareness among our associates and supporting their work in an environmentally responsible manner through training and education opportunities.

- **Reporting Transparency**
 - DiamondRock strives to ensure transparency with our stakeholders through our annual Environment, Social, and Governance reporting framework. Our Chief Executive Officer oversees all environmental initiatives, which are then directly reported to the Board of Directors.

- **Preservation of Historic Structures**
 - DiamondRock promotes the preservation and protection of our historical buildings. Within our portfolio, we have several historical buildings which we maintain in accordance with historical building mandates.

DiamondRock recognizes the impact that our properties and projects can have on the environment. DiamondRock is committed to complying with our Environmental Policy at all organizational levels, and provides annual corporate policy training for all corporate associates. In an effort to promote transparency and reduce risks within our supply chain, we encourage all of our stakeholders including partners, suppliers, vendors, operators and brand partners to follow these same standards and policies. In order to enhance the policy, we are committed to engaging with all of these stakeholders to continuously develop, evaluate, improve, and implement new initiatives.

To ensure compliance and communication, DiamondRock has an internal Environmental, Social, and Governance committee which oversees ESG efforts and updates our Board of Directors quarterly. Our committee has direct oversight of our procedures and policies.

DiamondRock expects its vendors and suppliers to endeavor to conduct business in accordance with the standards outlined in this Environmental Policy. DiamondRock performs annual audits of vendors to ensure practices are in place to conduct business in a manner that is consistent with our Environmental Policy. DiamondRock also reserves the right to amend or modify our Environmental Policy.