

Human Rights Policy

Apple Hospitality REIT, Inc. (“Apple Hospitality” or the “Company”) is a values-driven company. We aim to be thoughtful in our interactions with others because we know that strong, caring relationships are the core of our industry. We are passionate about the work we do and are steadfast in our commitment to maximizing value for our shareholders and stakeholders. We believe that our success is grounded in being trustworthy and accountable. We support and empower one another, embracing diversity of opinion and background.

We are committed to respecting and protecting all fundamental human rights, including women’s and minorities’ rights, across our value chain and we seek to align our conduct with the principles expressed in the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the Civil Rights Act of 1964. We believe that supporting these principles is a business imperative that should guide our Company and the third-party management companies, brands, suppliers, contractors and other colleagues with whom we engage.

Our Operations

We aim to lead by example on human rights in our role as an employer of approximately 65 employees. We provide equal employment opportunities without regard to personal characteristics such as race, color, religion, gender, sexual orientation, pregnancy, gender identity or expression, age, national origin, ancestry, citizenship status, marital status, veteran status, disability, medical condition, genetic information, or any other legally protected category. We do not tolerate any form of discrimination, physical violence, threats, intimidation or harassment in the workplace and require that all employees complete training related to anti-harassment, anti-discrimination, and diversity and inclusion on an annual basis. We are committed to supporting all employees in their career development, providing employees with training opportunities and offering employee benefits that support personal and professional growth.

Our Portfolio

Substantially all of our hotels operate under the Marriott®, Hilton® or Hyatt® brands – each of which have made strong brand-wide commitments to protect human rights; advance diversity and inclusion; and ensure that workers are trained to prevent all forms of human trafficking, discrimination and harassment. As a real estate investment trust, we engage third-party management companies to operate our hotels. We carefully vet our third-party management companies and only engage those that we believe are the best in the industry and share our commitment to the well-being of hotel associates and guests. Our third-party management companies are responsible for the employment and training of hotel associates, protection of workers’ rights, and day-to-day operations at our hotels. We support the management companies by sharing best practices identified across our diverse group of management companies and brands. These best practices encompass our management companies’ enhancement of existing initiatives to continuously improve safety and security measures to ensure the health and well-being of associates and guests, including training and policies that address anti-harassment, anti-discrimination, diversity and inclusion, anti-trafficking, sanitation and data privacy. While we are an owner and not an operator of hotels, we recognize the importance of advancing travel and tourism solutions in an effort to eradicate all forms of human trafficking and protect all vulnerable individuals from exploitation.

Pursuant to our management agreements, all third-party management companies are expected to comply with or exceed the requirements of labor-related laws and regulations, including those addressing wages and working hours and workers’ rights to unionize or rights to work.

Engagement with Developers, Suppliers and Other Business Affiliates

We expect all business affiliates – including developers and suppliers – to share our commitment to respect and protect human rights. We outline our human rights expectations in the Company’s Vendor Code of Conduct. Our Vendor Code of Conduct explicitly prohibits all forced labor regardless of its form and all child labor pursuant to the International Labour Organization’s labor standards outlined in Convention #138 and #182. Our Vendor Code of Conduct also emphasizes the importance of ensuring that workers’ rights are respected and the workplace is free from harassment and discrimination.

We actively engage with developers to integrate accessibility, particularly for people with disabilities, as part of our new development and major construction projects.

Engagement with Industry Associations and Communities

Apple Hospitality is committed to the health, safety and security of hotel associates and guests and is proud to support the American Hotel and Lodging Association’s (AHLA) 5-Star Promise. Our hotel management companies share our commitment to the well-being of hotel associates and guests and are responsible for the day-to-day operations of our hotels, including hiring, training and supervising hotel associates. AHLA’s 5-Star Promise is focused on ensuring that hotels:

- Build on our industry’s longstanding commitment to hospitality and a People Culture by continuing to provide industry-wide training and materials on safety and security, and retain expert guidance to work with the industry on diversity and safety matters.
- Have mandatory anti-sexual harassment policies in place in multiple languages.
- Provide ongoing training and education for employees on identifying and reporting sexual harassment.
- Provide employees with employee safety devices to help them feel safe on the job.
- Broaden vital partnerships with wide-ranging national organizations that target sexual violence and assault and trafficking and promote workplace safety.

Through Apple Gives, our employee-led charitable committee, we aim to support organizations that advance the rights, dignity and prosperity of underserved and disadvantaged individuals within our local community and the communities surrounding our hotels.

Enforcement, Reporting and Governance

We reserve the right to take remedial actions as warranted, including the termination of business relationships, with parties that do not adhere to the standards set forth within our Human Rights Policy. We encourage all stakeholders to report any potential violations or concerns, and we maintain a strict non-retaliation policy for all our employees.

Our Human Rights Policy is supported by the Company’s Board of Directors. Our senior management team is responsible for providing oversight over this policy’s enforcement and providing the Company’s Board of Directors, through its Nominating and Corporate Governance Committee, with regular reports on its implementation. The Company’s Nominating and Corporate Governance Committee reviews the Company’s policies, programs and practices related to corporate responsibility and sustainability, including environmental, social, human capital and other related matters and risks. Our management team seeks to continually enhance our risk monitoring and assessment procedures. We aim to incorporate stakeholder feedback to inform the advancement of our engagement activities to respect and protect human rights within our sphere of influence. We also commit to reporting publicly to our stakeholders on our progress. The Company’s Environmental, Social and Governance (“ESG”) Advisory Committee is comprised of key Company leaders and is responsible for overseeing our Human Rights Policy. Our Chief Financial Officer serves as the executive sponsor for the ESG Advisory Committee.