

Vendor Code of Conduct

Apple Hospitality REIT, Inc. (“Apple Hospitality” or the “Company”) expects all vendors, including our suppliers and contractors, to share Apple Hospitality’s commitment to protecting the rights, dignity and safety of workers and avoiding activities that cause or contribute to adverse human rights impacts consistent with Foundational Principles 11 and 13 of the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization’s (“ILO”) Conventions #29, #105, #138 and #182, and any similar state or federal laws within the United States. We expect our vendors to conduct business ethically and in accordance with the following guiding principles:

Child Labor Prohibited

Vendors must not use any workers under the legal age of employment. If a vendor employs minors, the vendor must follow all laws pertaining to employment of minors and ensure that minors do not perform work that might jeopardize their health, safety or morals in alignment with the ILO’s Minimum Age Convention #138.

Forced Labor Prohibited

Vendors must neither permit nor tolerate any use of indentured servants, slaves or any other form of forced or involuntary labor. Vendors must respect all standards set forth in the ILO Forced Labour Convention #29 and the Abolition of Forced Labour Convention #105.

Freedom of Association

Employees of vendors should not be subject to intimidation or harassment in exercising their right to join or not join any organization or expressing support for right-to-work laws.

Non-Discrimination

Vendors must not discriminate against any worker based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, gender expression, union membership, or any other status protected by applicable national or local law, in hiring and other employment practices.

Health and Safety

Vendors must comply with all applicable health, safety and environmental laws and regulations in the jurisdictions in which they operate including those related to handling, disposing of, storing, labeling, and treating hazardous chemicals and materials. Vendors should commit to a workplace that is free of harassment, discrimination and abuse. Vendors must provide workers with access to clean, safe and reasonable working conditions, and clean, safe and reasonable living conditions in the event that housing is provided to workers. Vendors are also encouraged to develop and implement emergency plans and response procedures to keep workers safe and secure should emergency events occur, including those related to weather, natural disasters, and the widespread outbreak of infectious or contagious diseases.

Wages, Benefits and Working Hours

Vendors must comply with all applicable minimum wage laws and all applicable workplace laws covering overtime payments, benefits, maximum working hours and rest periods. Vendors should pay their workers in a timely manner and respect workers’ rights to a living wage.

Environmental Responsibility

Vendors must comply with all applicable laws covering environmental responsibility. We actively seek and prefer vendors that can provide eco-efficient, sustainable products and services that minimize energy usage, water consumption and waste.

We encourage our vendors to adopt the following priorities wherever feasible: (i) maximize the eco-efficiency of products and services across the life cycle, including sourcing, manufacturing, distribution, transportation, use and end-of life; and (ii) reduce or eliminate waste at the source or through process-related and product-related practices including modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

Ethics, Integrity and Anti-Corruption

Vendors should commit to the highest standards of ethics and integrity. Vendors must comply with U.S. Foreign Corrupt Practices Act and other applicable laws governing anti-corruption. Vendors must not pay or offer anything to any government official, employee of a state-owned enterprise or political candidate for office for the purpose of improperly influencing such person or obtaining or retaining business.

Data Privacy and Information Protection

Vendors must comply with all applicable laws governing data privacy and information protection. Vendors should only collect, use, retain or share information needed to fulfill their contractual obligations to Apple Hospitality and are expected to immediately notify the Company should any potential data or privacy breaches occur.

Environmental, Social and Governance Management Systems

Vendors should maintain the appropriate management systems to monitor performance on labor practices, human rights, environmental stewardship, anti-corruption, data privacy and information protection practices. Vendors should also ensure that all of their suppliers, contractors and/or third-party recruitment agencies are compliant with the provisions and the spirit of the Company's Vendor Code of Conduct.

Apple Hospitality reserves the right to inquire about management systems, including the existence of labor and/or environmental audits, and may request performance data for the topics covered in the Company's Vendor Code of Conduct.