LANGHAM
HOSPITALITY GROUP

# DIVERSITY, EQUITY, AND INCLUSION POLICY

## PURPOSE OF THIS POLICY

Langham Hospitality Group ("the Group") is committed to operating as a leader in sustainability in the global hospitality sector. This Diversity, Equity and Inclusion Policy ("the Policy") sets out the Group's commitment to fostering, cultivating and preserving a culture of valuing diversity and inclusiveness and upholding principles of equity.

Diversity, equity, and inclusion are closely linked to our values and our culture of respect for colleagues, guests, other parties involved in our business activities, and the communities around us. We strive to create an environment where everyone feels they belong, are valued, and can achieve their full potential. Diversity also helps us meet the needs of our colleagues and guests across different markets, both globally and locally.

## SCOPE AND APPLICABILITY

This Policy applies to all hotels and properties managed by Langham Hospitality Group, as well as the Group's management and colleagues. All General Managers (hotels and properties) and Department/Function Heads (corporate office) are responsible for ensuring that both the contents and the spirit permeating this Policy are communicated, understood, and complied with in all their business activities. All CONNECT Champions and Heads of Human Resources have the operational responsibility of implementing the Policy within their hotels.

Diversity initiatives include, but are not limited to, our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that is both encouraged and enforced throughout the Group.

In case of any discrepancies or differences in interpretation between translations of the Policy, the English version shall prevail.

## GENERAL PRINCIPLES

- We regard discrimination, harassment, bullying, or any behaviour that breaches this Policy, whether intentional or unintentional, as unacceptable, and will not be tolerated. Such acts may be subject to disciplinary proceedings.
- We ensure every employee is responsible for treating others, including colleagues, guests, and partners, with dignity and respect at all times. All colleagues should exhibit conduct that reflects inclusion during work, at work functions inside or outside our hotels, and at all other company-sponsored and participative events. We expect that all relationships in the workplace, whether with other employees, guests, or contractors, be business-like and free of bias, prejudice, and harassment.
- We maintain a diverse, inclusive, and equitable work environment is one where all colleagues and contractors, whatever their age, colour, race, ethnicity, country of origin,

gender identity or expression, sexual orientation or identity, family or marital status, creed, religion, disability, genetic information, and veteran status feels safe, valued, and welcome.

- We value all colleagues' cooperation in ensuring a diverse and harassment-free workplace. We prohibit retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- We ensure all colleagues have equal access to opportunities, and we have policies and procedures in place to pay them equitably, based on their role, skills, contribution, or impact.
- We embrace our colleagues' differences in characteristics that make them unique. We encourage the composition of our colleagues to mirror our customer base.
- We invest time and resources to expand more diverse leadership within the Group and at all of our hotels.
- We contribute to the communities we serve to promote a greater understanding and respect for diversity and inclusion.

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