

SONESTA INTERNATIONAL HOTELS CORPORATION'S NOTICE OF COMMITMENT TO DIVERSITY, EQUITY & INCLUSION

Sonesta is committed to fostering an environment of inclusion for every individual, where each person feels supported, has a voice, and is encouraged to share their unique perspective. Sonesta strives to create policies and procedures that reflect that commitment, and embody the value we place on diverse backgrounds and viewpoints, fostering dignity and respect for all.

CULTURE OF CARING

Our Culture of Caring is central to being a Sonesta employee. Respect and care for all employees, guests, and the communities in which we operate is practiced daily. Prioritizing and supporting new ideas, beliefs, and backgrounds is essential to creating and maintaining our deep connections with these groups and one another. We stress the importance of treating others with dignity; committing to the Sonesta team; and communicating openly, honestly, and clearly.

EMPLOYMENT OPPORTUNITIES

Sonesta's policy is to provide equal employment opportunities by prohibiting discrimination against any applicant, contractor, vendor, or employee on the basis of the following legally protected characteristics: race, color, religion, national or ethnic origin, age, ancestry, sex, pregnancy (including childbirth, lactation and related medical conditions), gender, gender identity, sexual orientation, mental or physical disability, genetic information (including characteristics and testing), or membership in any other category protected by applicable law.

In accordance with applicable law, we will extend all legal rights and responsibilities to same sex spouses on the same basis as we extend those rights and responsibilities to opposite sex spouses. Our equal employment opportunity and nondiscrimination policy reflects our attitude and intention to do the following:

1. Recruit, hire, train and promote for all positions without regard to the legally protected characteristics listed above.
2. Ensure that promotion decisions are made consistent with principles of equal employment opportunity.
3. Ensure that all personnel actions including, for example, compensation, benefits, transfers, Sonesta sponsored training, educational tuition assistance and social and recreation programs, will be administered in accordance with the principles of equal employment opportunity.



TRAINING

Training on DEI topics such as workplace harassment, equity, and cultural sensitivity is assigned to all Sonesta employees as part of our onboarding process, with additional training assigned on a regular basis to every Sonesta employee.

Our employee handbook, distributed to each employee, includes an Equal Employment Opportunity, Non-Discrimination and Anti-Harassment Policy and Workplace Rules and Conduct policy which provides rules and guidance for reporting violations.

HARASSMENT

Sonesta considers harassment to be a form of discrimination, and therefore, our policy is to promote a workplace that is free from harassment. We will not tolerate harassment of employees in the workplace, or in other settings in which employees may find themselves in connection with their employment. Further, any retaliation against an individual who has complained about discrimination, harassment, or retaliation against individuals for cooperating with an investigation of a harassment or discrimination complaint is unlawful and will not be tolerated.

We will respond promptly to complaints of harassment and, where it is determined that our policy has been violated, disciplinary action, up to and including termination of employment may be taken.

REPORTING

Concerns should be reported to a member of Human Resources, and may also be reported via email to Compliance@sonesta.com, to Sonesta's Ethics Point website at <http://ethicspoint.com>, or tollfree to Sonesta's Ethics Point Hotline at:

United States: 833-946-0390

Canada: 833-946-0391

Puerto Rico: 833-946-0399

All reported incidents of discrimination, harassment or retaliation will be investigated, and appropriate action taken based on that investigation.

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