

## SONESTA INTERNATIONAL HOTELS CORPORATION'S NOTICE OF COMMITMENT TO HUMAN RIGHTS

Sonesta International Hotels Corporation recognizes, respects and is committed to human rights, as set out in the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organisation's Fundamental Conventions. We believe that hospitality organizations are in a unique position to promote positive change in the field of human rights through our business practices and those with whom we do business.

Sonesta's commitment to human rights necessitates that we engage in a continuous dialogue on the principles set out in this document, as we diligently work to uphold our own ideals and ensure the dignity of every person that intersects with our business.

The effort to support human rights in our industry is of critical importance and we continue to develop and refine our policies and processes in support of human rights.

### 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, and prioritizing 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.

### HUMAN TRAFFICKING

Sonesta condemns human trafficking in all forms, including but not limited to the commercial sexual exploitation of children and use of child labor, and we are committed to compliance with all applicable laws and regulations regarding the prevention of human trafficking. We also regularly partner with law enforcement in appropriate circumstances to stop possible instances of human trafficking of which we become aware, and support legislation and efforts to eradicate the exploitation of children in all forms.

## FORCED LABOR

Sonesta also firmly believes in each person's freedom to work and move without abusive, threatening, unlawful, or intimidating tactics by employers or others. Forced, bonded, or compulsory labor is antithetical to Sonesta's values and commitment to human rights. Sonesta is committed to compliance with all applicable laws and regulations, including those concerning hours, compensation, opportunity, overtime, benefits and working conditions.

## CHILD RIGHTS

As with human trafficking and forced labor, Sonesta condemns the use of child labor and supports legislation and efforts to eradicate the exploitation of children in all forms.

## SAFETY AND SECURITY

Sonesta firmly believes in the importance of providing a safe and healthy environment for all our employees, guests and visitors. All our hotels, franchisees, suppliers and operators are required to comply with all applicable health, safety and security laws. Sonesta is also committed to protecting employees' and guests' privacy rights, and safeguarding information gathered for legitimate business purposes in accordance with applicable laws.

## TRAINING

Human Trafficking awareness and prevention training is assigned to all Sonesta employees on an annual basis. Posters to raise awareness of the US National Anti-Trafficking hotline are posted as required by some state laws. Our Sonesta Code of Business Conduct is also distributed annually to all employees.

*Updated: May 2023*