



## **Health, Safety & Well-being Policy**

We believe the health, safety and well-being of our employees, guests, business partners and other stakeholders is critical to the continued success of our company.

To facilitate the health, safety and well-being needs of our employees, guests, business partners and other stakeholders, we support the programs and initiatives implemented by our brand partners and third-party management companies, including well-designed fitness centers and providing healthy food options for our guests. Further, we have undertaken the following health, safety and well-being practices:

### **Employee Benefits**

We offer regular, full-time employees a competitive, comprehensive benefits package, including health insurance, paid time off and a retirement plan with company matching.

We offer regular, full-time employees paid parental leave to care for a newborn child or newly adopted child.

### **Work Environment**

We promote a safe, healthy, and inclusive, harassment-free work environment for our employees that is based on mutual respect. We comply with all laws and regulations to which we are subject, including labor and employment, health, safety and security laws.

We support the continued professional and personal development of our team members through our tuition reimbursement programs, internal and external skills training programs, professional development opportunities and other learning experiences.

We mentor and develop our employees through formal semi-annual performance reviews and discussion of career goals and objectives. We also have a career development strategy that focuses on four main principles: (1) communication and teamwork; (2) networking and mentorship; (3) leadership development; and (4) work-life balance.

### **Physical and Mental Health & Well-being**

We support the physical well-being of our employees by providing ergonomic office equipment, nutritional training and wellness programs, sponsored recreational sports leagues and corporate gym partnership, and promoting daily physical calisthenics in the office. We also have a 'micro-market' in our corporate offices to provide our employees with healthy food options.

We offer an employee assistance program to assist employees with addressing certain professional or personal issues that may arise.

## **Social Health & Well-being**

We support local charities and provide charitable service opportunities to our employees.

We maintain a culture of connectedness through company events that promote social interaction, such as monthly team celebratory and informational lunches.

We support diversity and inclusion regardless of race, color, religion, national origin or ancestry, sex, age, disability or familial status. We also support gender and wage equality and provide equal opportunities to all employees.