



HUMAN RIGHTS POLICY

Summit Hotel Properties, Inc. aims to conduct our business in a manner that respects human rights within our sphere of influence. We have modeled our Human Rights Policy on the guiding principles outlined in the UN Universal Declaration of Human Rights. Our commitments to human rights include the following:

- ✓ We respect the rights of our employees, guests, business partners, other stakeholders and members of our local communities.
- ✓ We promote ethical business practices and foster a culture of connectedness and social responsibility based on our Company values.
- ✓ We provide a safe and healthy working environment for our employees, including women and minorities.
- ✓ We promote equality and work to protect the rights of all individuals.
- ✓ We support non-discrimination, diversity and inclusion, fair working conditions and wages, and freedom of association.
- ✓ We promote fair competition and do not support corruption.
- ✓ We comply with the labor and employment laws in every jurisdiction in which we operate.
- ✓ We condemn and have zero tolerance for slavery, child labor, forced labor, commercial exploitation and human trafficking.
- ✓ We partner with charitable organizations that support at-risk youth in our local community and other charitable causes.
- ✓ We maintain a whistleblower hotline where unethical behavior and/or human rights grievances can be reported, either anonymously or with identification, via a telephone hotline or online. Each report is evaluated and resolved by our senior management team and Board of Directors.
- ✓ All employees are required to complete human rights training, including harassment and human trafficking awareness and prevention training annually.
- ✓ We support the human rights programs and initiatives implemented by our brand partners, third-party management companies and industry associations.
- ✓ We expect our suppliers, vendors and other business partners to adhere to the same ethical business standards and human rights compliance.