

LABOR AND HUMAN RIGHTS POLICY

RLJ Lodging Trust and its subsidiaries (collectively, RLJ) are committed to conducting all aspects of our business in accordance with the highest ethical and legal standards at all levels of the Company. RLJ is rooted in the commitment to our communities and our people, and we promote honest and ethical conduct. We believe that associate health, safety and well-being is an essential component to attracting and retaining the best associates at every level of our Company. We also comply with employment and labor laws in each state and municipality in which our hotel properties operate. Additionally, as an owner of hotel properties modern slavery and human trafficking are prohibited.

RLJ's Labor and Human Rights Policy is designed to reflect our core values of diversity and inclusivity and is built in part around the *UN Universal Declaration of Human Rights* and the *UN Guiding Principles on Business and Human Rights*. The UN's foundational principles are grounded in the role of business enterprises to comply with, respect, protect, and fulfill human rights and fundamental freedoms. Additionally, our Code of Business Conduct and Ethics and Corporate Governance Guidelines supports our commitments to human rights and sustainable labor practices by holding our Company, including its Board, associates, and vendors to the highest ethical standards. We also encourage our stakeholders, namely our vendors and third-party hotel management company partners, to adopt similar commitments and implement relevant practices related to human rights and labor rights that are material to their business activities.

This Labor and Human Rights Policy is governed by our internal Corporate Responsibility Committee, which oversees our efforts in conducting our business activities responsibly. The Committee summarizes relevant information and shares it with the Nominating and Corporate Governance Committee on an ad-hoc basis, to be considered by our Board of Trustees with respect to strategic decision-making and enterprise risk management processes.

We recognize the following social aspects as most relevant to our Company and our stakeholders, namely our associates, third-party hotel management partners, and vendors. We also acknowledge that these are ever-evolving.

- Associate health and well-being
- Compliance with labor laws
- Child, forced and compulsory labor
- Community relations
- Compensation
- Diversity and inclusion
- Non-discrimination
- Human trafficking
- Sexual harassment
- Social attitudes and trust

Our Commitments and Practices

Diversity and Inclusion

- We promote equality and strive to protect the rights of all individuals, including minority groups and women.
- We promote diversity and inclusion at all levels of our organization, including our Board and its Committees, senior management and across our associate teams.
- We support non-discrimination and fair employment.
- We do not discriminate based on gender, race, religion, disability, nationality, ethnicity, sexual orientation, gender identity, or other potentially discriminatory factors.
- We are committed to supplier diversity by seeking to engage with minority- and women-owned vendors.

Human Rights

- We condemn and have a zero-tolerance policy for slavery or human trafficking and will not allow the use of child or forced labor of any kind. We also aim to combat any form of modern slavery in the supply chain with any third-party supplier, vendor, or company.
- We support the human rights programs of our brand partners and third-party management companies.

- We aim to partner with vendors and suppliers who demonstrate high ethical standards and maintain human rights compliance.
- We maintain a whistleblower hotline where human rights and / or unethical behavior complaints can be submitted, either anonymously or with identification, via a telephone hotline or online. Each report is reviewed and investigated by either the General Counsel's office and / or the office of Administration / Corporate Secretary.
- We work with our associates and third-party hotel management company partners to improve overall cybersecurity, protecting our customers, associates, and vendors' data and information.

Labor Practices

- We comply with the labor and employment laws in every state and municipality in which we operate, including all wage and compensation requirements as defined under applicable laws and regulations.
- We provide a safe and healthy work environment for all our associates and support fair working conditions and wages.
- We respect the right of our associates to express freedom of association.

Commitments and practices on community relations

- We aim to ensure that our business activities do not negatively impact the natural resources, transportation, or health of our local communities.
- We support and partner with charitable organizations to benefit our local communities, including in the Washington, D.C. metro area.