

Human Rights Policy

Choice Hotels International, Inc. (Choice) is one of the largest lodging franchisors in the world and has long employed environmental, social and governance (ESG) considerations in our business practices.

We recognize and respect the principles contained in the United Nation's [Universal Declaration of Human Rights](#) (UDHR). Our commitment to promoting and protecting human rights within the sphere of influence of our organization is reflected in this policy document. Choice is committed to responsible workplace practices and aims to conduct its business operations in a manner that upholds human rights and is free from complicity in human rights abuses.

We expect Choice's associates, affiliates, and suppliers to comply with the principles of the UDHR and our Human Rights Policy and its principles listed below.

Additional details about Choice's efforts to support human rights can be found in our annual ESG Report [here](#).

BUSINESS ETHICS

- Choice conducts its business to meet the highest standards of honesty and integrity at all times. These standards are articulated in our [Code of Ethics and Conduct](#).

FORCED LABOR AND HUMAN TRAFFICKING

- Choice condemns forced labor, slavery, and human trafficking in all forms.
- Choice respects the freedom of association and recognizes the right to collective bargaining.
- Choice supports laws duly enacted to prevent and punish the crime of sexual exploitation. Choice Hotels will work to raise awareness concerning such exploitation and will cooperate with law enforcement authorities to address any such instances of exploitation of which the Company becomes aware.

CHILD LABOR

- Choice believes that child labor is a form of exploitation that is a violation of human rights, as recognized and defined by international accords.
- Choice expects its stakeholders to adhere to all applicable laws including relevant minimum age provisions. Workers should only be employed if they are of the applicable minimum age for employment or are the applicable age for completion of any required education levels.

HEALTH AND SAFETY

- At Choice's managed hotels, we are committed to providing our associates and guests with a safe and healthy environment that meets or surpasses applicable standards and laws.

DIVERSITY, EQUITY & INCLUSION

- At Choice, we value diversity, equity and inclusion and are committed to fostering an environment of fair and respectful treatment, free from discrimination and harassment.

PRIVACY

- Choice is committed to respecting and protecting privacy rights. More information can be found under our [Privacy Policy](#).

RESPONSIBLE SOURCING

- Choice expects its suppliers, qualified vendors and business partners to comply with all applicable laws and regulations as well as with its [Supplier Code of Conduct](#).

GRIEVANCE AND QUESTIONS

- You can ask a question or report an incident anonymously through Choice's Compliance & Ethics Hotline at choicehotels.ethicspoint.com or 855.313.3421.

Choice reserves the right to make changes from time to time to this Code as it deems necessary or appropriate.