



HUMAN RIGHTS POLICY

Respect For Human Rights

Chatham Lodging Trust (“Chatham”) aims to conduct operations that are consistent with the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights, which encompass three pillars:

1. The obligation to protect human rights;
2. The corporate responsibility to respect human rights; and
3. The need for greater access to remedy for victims of business-related abuse.

We are committed to helping increase the respect of human rights and labor rights within the communities we operate and to engage our stakeholders in developing, implementing, and evaluating the policy’s effectiveness. This commitment is expected of our suppliers and vendors as well.

We support fundamental human rights for all people.

Oversight of Human Rights

This Human Rights Policy applies to Chatham and our affiliated entities. The Nominating and Corporate Governance Committee (“Committee”) of our Board of Directors (“Board”) is charged with considering and advising the Board on social responsibility matters, reviewing and recommending appropriate social responsibility goals, policies and practices, and reviewing and monitoring key performance metrics relating to social responsibility matters. For Chatham, our focus areas for human and labor rights include:

- Integrating diversity and inclusion through our labor practices
- Maintaining health and safety in the workplace
- Safeguarding workplace security
- Prohibiting forced labor and human trafficking
- Respecting labor rights through fair employment
- Encouraging training and reporting

Diversity and Inclusion

We value and advance the diversity of our Company and the inclusion of the people with whom we work, including women and minority groups. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, religion, color, national origin, ethnicity, sex, sexual orientation, gender identity, gender expression, age, disability, veteran status, marital status, genetic information, or any characteristic protected by law. The basis for recruitment, hiring, placement, development, training, compensation, and advancement at Chatham is qualifications, performance, skills, and experience.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment is not tolerated in the workplace and any work-related circumstance outside the workplace.

Safe and Healthy Workplace

The health and safety of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulation, as well as internal requirements. We work to provide and maintain a safe, healthy, and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury, and health impacts.

Workplace Security

We are committed to maintaining a workplace free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking. Additionally, we are committed to complying with all applicable child labor laws.

Operational excellence by our vendors is a vital component of our success. We recognize that low-wage and unskilled workers, and those without legal immigration status, are most vulnerable to falling prey to modern slavery.

Although Chatham does not directly employ such workers, we hire third party operators that provide landscaping, janitorial services, and building maintenance, among other services. These industries are identified as posing at least some risk of trafficking, according to the [National Human Trafficking Hotline](#). We have updated our policies to ensure heightened awareness, detection, prevention, and reporting of human trafficking to our employees, managers, and third-party operators. The National Human Trafficking Resource Center Hotline is: (888) 373-7888.

Work Hours, Wages, and Benefits

We compensate employees competitively relative to the industry and local labor market. We intend to be fully compliant with applicable wage, work hours, overtime, and benefits laws. We are committed to complying with applicable labor and employment laws.

Water Resources

We recognize that the right to water is a fundamental human right.

Freedom of Association and Collective Bargaining

The right to freedom of association is proclaimed in the United Nations Universal Declaration of Human Rights. We respect the freedom of association, and employers are required to comply with all applicable labor and employment laws, regulations, and policies related to freedom of association and collective bargaining.

Employee Training and Reporting

We strive to create workplaces in which open and honest communications among all employees are valued and respected. Annually, we will ensure our employees are aware of this Human Rights Policy, and we follow up with a written acknowledgment of review and education.

Reporting Violations of This Policy

If any officer or employee of Chatham has concerns or complaints regarding questionable human rights violations, then he or she should submit those concerns or complaints to their supervisor or the Human

Resources department. Any employee who would like to report a potential violation of this policy confidentially should raise his or her concerns (a) to our Legal Department, or (b) to our Whistleblower Hotline at (866) 528-1805. We believe that employee feedback is critical to our organization's growth and progress. Employees are encouraged to provide input via their managers and/or our Human Resources department at any time and, when offered, are invited to participate in employee satisfaction surveys to help identify specific areas of improvement.

To encourage reports of observed violations of this policy, we keep all reports strictly confidential to the extent reasonably possible within the objectives of this policy and law. We do not allow retaliation for reports made of misconduct by others. Specifically, Chatham will not discharge, demote, suspend, threaten, harass or in any other manner discriminate against, such an officer or employee in the terms and conditions of his or her employment. Any person who participates in any such retaliation is subject to disciplinary action, including termination.

Administration

In accordance with the preceding, this Policy Statement on Human Rights was approved on January __, 2021, and is overseen and reviewed at least annually by the Committee of our Board. We reserve the right to assess our suppliers and vendors in the area of human rights.

Version 1.0

Adopted: *February 4, 2021*

Acknowledgment of Receipt and Review

I, _____ (employee name), acknowledge that on _____ (date), I received a copy of Chatham’s Human Rights Policy and that I read it, understood it and agree to comply with it. I understand that Chatham has the maximum discretion permitted by law to interpret, administer, change, modify or delete this policy at any time [with or without notice]. No statement or representation by a supervisor or manager or any other employee, whether oral or written, can supplement or modify this policy. Changes can only be made if approved in writing by the Board of Trustees of Chatham. I also understand that any delay or failure by Chatham to enforce any work policy or rule will not constitute a waiver of Chatham’s right to do so in the future. I understand that neither this policy nor any other communication by a management representative or any other employee, whether oral or written, is intended in any way to create a contract of employment. I understand that, unless I have a written employment agreement signed by an authorized Chatham representative, **I am employed at will and this policy does not modify my at-will employment status.** If I have a written employment agreement signed by an authorized Chatham representative and this policy conflicts with the terms of my employment agreement, I understand that the terms of my employment agreement will control.

Signature

Printed Name

Date