



NEWPORT
HOSPITALITY GROUP

Newport Hospitality Group, Inc.

Corporate Responsibility Policy

Newport Hospitality Group's reputation for honesty, transparency, and fair play is critical to building long-term value for our associates and owners. We recognize that our continued outstanding performance in the communities in which we operate is based not only on our financial results but also on our conduct beyond the bottom line. Developing and protecting our reputation as an engaged and responsible corporate partner is a priority that distinguishes our company as one committed to enhancing the communities in which we conduct business.

By this belief, we have developed a Corporate Responsibility Policy outlining our commitment to conducting business operations ethically, legally, and in a fiscally, environmentally, and socially responsible manner while continuing to deliver sustainable value creation to our associates and owners through strong financial performance.

This policy applies to any activity undertaken by or on behalf of NHG anywhere we conduct business.

Our Corporate Responsibility Policy is built on the following ten (10) areas of commitment:

1. Management Commitment:

NHG's management is accountable as a role model to integrate Corporate Responsibility considerations into decision-making early and consistently. NHG's workforce is expected to follow the example set by management.

2. Sustainable Value Creation:

As a high-performance industry leader, we strive to maximize value for our associates and owners. We accomplish this by utilizing advanced recruiting techniques to place the right people in the right jobs and WOW our guests at every opportunity.

3. Business Practices:

NHG is committed to maintaining the highest standards of integrity. We will comply with all applicable laws and regulations in the states and jurisdictions where we operate, with generally accepted business and accounting principles and practices. We will not tolerate unlawful or unethical behavior in our workforce. We recognize the importance of protecting all company assets, including financial, physical, human, information, social, environmental, and reputational assets. We will assess and manage our risks to effectively steward these assets. We will advise our partners, contractors, and suppliers of our Corporate Responsibility Policy and work with them to achieve consistency.

4. Human Rights

While governments are primarily responsible for promoting and protecting human rights, NHG shares this goal and will support and respect human rights where we conduct business.

5. Labor Practices

NHG will apply fair labor practices while respecting our communities' federal, state, and local laws. We will not engage in nor tolerate unlawful workplace conduct, including discrimination, intimidation, or

harassment. We will strive to provide local employment and economic opportunities in our communities. We will treat our workforce with dignity, fairness, and respect.

6. Environment, Health, and Safety

NHG is committed to protecting the health and safety of all individuals affected by our activities, including our associates, our guests, and the general public. We will not compromise the health and safety of any individual in the conduct of our activities. We will provide a safe and healthy working environment and expect our associates to comply with the health and safety practices established for their protection.

We will safeguard the environment and operate consistently with recognized American industry standards in environment, health, and safety.

7. Owner Engagement

NHG is committed to timely and meaningful dialogues with owners and will address their legitimate issues and concerns within our areas of operation.

8. Socio-Economic and Community Development

NHG values building partnerships in those communities in which we live and work. Through our activities, we will assist in local community enhancement efforts and develop mutually beneficial relationships to positively contribute to the communities in which we live and the regions in which we operate. We will lend a helping hand when it's needed. We can achieve uncommon things together through shared commitment and knowledge with our community partners. We are committed to building strong and vibrant communities, improving quality of life, and making a positive difference where we live and work. We focus resources and associate talents on two key priorities:

- To positively **impact** the communities where we live and work. We do this by **building** relationships, **inspiring** philanthropy, and **promoting** goodwill inside and outside the company.
- As a community **partner**, our dedicated employees share their time, talents, and resources with organizations and programs that **make a difference** in local communities.
- Whether it's a city or a neighborhood, our mission is to **help develop** every community where we do business—fostering an excellent place to live, work, and raise and educate children. The diverse needs of these communities, our employees' interests, and the company's goals and values drive NHG's **community support** and activities.

9. NHG's Community Spirit Award

This Award will be given to the property staff that most encompasses our dedication to being a Corporate Partner in the communities where we do business. The recipients of this award will be decided in October of each year and will include the activities reported to the VP of Team Member Engagement from October to October. All winning hotels receive a certificate and \$500 to support their favorite charity. Actions required to qualify for the Community Spirit Award are as follows:

- **Innovation:** Describe how your hotel has demonstrated creativity and innovation (e.g., operations, marketing, service, etc.) and flexibility to change with the evolving market.
- **Commitment to Community:** Describe how your hotel has demonstrated a commitment to the community through involvement in initiatives, organizations, investment in the lives of others, financial contributions, and other activities.
- **Environmental Impact:** Describe how your hotel strives to minimize the ecological impact of your hotel operations by implementing clear environmental policies and supporting local green initiatives (a list of environmental initiatives is available from the Human Resource Department by request)

10. Disclosure of Corporate Responsibility and Practices

NHG is committed to maintaining a current version of our corporate responsibility policy and practices on our corporate website. This disclosure will be updated following any significant changes in corporate responsibility.