

APPENDIX B:

GRI CONTENT INDEX:

GENERAL DISCLOSURES

Our General Disclosures provide company information relating to our operations, strategy and governance structure, in addition to engagement with stakeholders and reporting approach.

Number	Description	Disclosure	References
Organizational Profile			
102-1	Name of the organization	Park Hotels and Resorts Inc. ("Park")	2019 10-K Filing
102-2	Activities, brands, products and services	<p>Park is the second largest publicly traded lodging real estate investment trust ("REIT") with a diverse portfolio of market-leading hotels and resorts with significant underlying real estate value. We own and lease hotels and resorts primarily in the upper upscale chain scale segment.</p> <p>Our objective is to be the preeminent lodging REIT, focused on consistently delivering superior, risk-adjusted returns to stockholders through active asset management and a thoughtful external growth strategy while maintaining a strong and flexible balance sheet.</p> <p>In addition, we also owned and operated three commercial laundry facilities in FY 2019. In 2020, these facilities were subsequently closed and are therefore no longer part of Park's portfolio.</p>	2019 10-K Filing (Our Company, pg. 1 of 10-K)
102-3	Location of headquarters	Our corporate headquarters is located at 1775 Tysons Boulevard, 7th Floor, Tysons, VA 22102.	2019 10-K Filing (Cover Page of 10-K)
102-4	Location of operations	<p>As of February 27, 2020, our portfolio consisted of 60 premium-branded hotels and resorts with over 33,000 rooms in the United States.</p> <p>In early February 2020, we sold 2 hotels, including our Hilton hotel in São Paulo, Brazil, thereby marking our exit from international markets.</p>	2019 10-K Filing (p. 2, 85 of 10-K)
102-5	Ownership and legal form	<p>Park is a publicly traded REIT.</p> <p>We were originally formed as Hilton Hotels Corporation, a Delaware corporation, in 1946 and existed as a part of one of Hilton's business segments. On January 3, 2017, Hilton Parent completed the spin-off that resulted in our establishment as an independent, publicly traded company.</p>	2019 10-K Filing (Our Company, p. 1 of 10-K)

Number	Description	Disclosure	References
102-6	Markets served	<p>Park is focused on consistently delivering superior risk-adjusted returns to stockholders through active asset management and a thoughtful external growth strategy while maintaining a strong and flexible balance sheet.</p> <p>Our portfolio is located primarily in markets with high barriers to entry. Over 86% of our properties are considered luxury and upper-upscale properties.</p> <p>Our high-quality portfolio includes hotels in major urban and convention areas, including New York City, Washington, D.C., Chicago, San Francisco, Boston, New Orleans and Denver; premier resorts in key leisure destinations, including Hawaii, Orlando, Key West and Miami Beach; and hotels adjacent to major gateway airports, such as Los Angeles International, Boston Logan International and Miami International, as well as hotels in select suburban locations.</p>	<p>2019 10-K Filing (Our Company, p. 1, 36 of 10-K)</p>
102-7	Scale of organization	<p>As of February 27, 2020, our portfolio consisted of 60 premium-branded hotels and resorts with over 33,000 rooms. We also own and operate three commercial laundry facilities, located in Piscataway, New Jersey, Portage, Indiana and Portland, Oregon, that service approximately 50 hotels, including five of our owned hotels.</p> <p>At the date of this report, we have closed these commercial laundry facilities.</p> <p>As of December 31, 2019, we had 488 employees, including corporate employees, employees of the Select Hotels (hotels operated by Park) and our commercial laundry operations.</p> <p>As of year-end 2019, our total revenues were \$2,844 million. Our Select Hotels and commercial laundry operations generated \$38 million, or 1.3% of our total revenues.</p>	<p>2019 10-K Filing (pgs. 2-3, 8, 36 of 10-K)</p>
102-8	Information on employees and other workers	<p>As of December 31, 2019, we had 488 employees, comprised of 95 corporate employees, 174 employees of the Select Hotels and 219 employees of our commercial laundry operations. We may also engage with external consultants on an ad-hoc basis. All of our employees are in the United States.</p> <p>45% of our corporate employees are male, and 55% are female. At both our Select Hotels and commercial laundry operations, 43% are male and 57% are female.¹⁶ Our third-party hotel management companies manage daily operations and oversee efforts by frontline employees, except for our Select Hotels.</p>	<p>2019 10-K Filing (Employees, pg. 8, of 10-K)</p> <p>2020 Corporate Responsibility Report GRI Index</p>
102-9	Supply chain	<p>Our supply chain extends to suppliers engaged in design and construction services; construction materials and equipment; furniture, fixtures and equipment (“FF&E”); food and beverage supplies; office supplies, including computer equipment; laundry facility supplies and equipment; and other lodging-related supplies and equipment.</p>	<p>2019 10-K Filing (pgs. 16 and 38-39 of 10-K)</p>

¹⁶ Employee breakdown metrics represent data as of July 2020.

Number	Description	Disclosure	References
102-10	Significant changes to the organization and its supply chain	<p>On September 18, 2019, we completed a merger with Chesapeake Lodging Trust (“Chesapeake”), adding 18 hotels to our portfolio across several markets in the United States (2 of which were subsequently sold in December 2019).</p> <p>As of December 31, 2019, we sold eight hotels (including two hotels acquired as part of the merger). Additionally, we no longer lease the Hilton Sheffield Hotel.</p> <p>Please note, in February 2020, we sold the Hilton São Paulo Morumbi. Upon the sale of this hotel, we no longer own hotels outside the United States and its territories.</p>	2019 10-K Filing (pgs. 9 and 71 of 10-K)
102-11	Precautionary principle or approach	<p>Park’s Corporate Responsibility strategy of Responsible Risk Mitigation, Responsible Environmental Management, and Responsible Social Commitment aims to manage our business risks, including those related to climate change.</p> <p>Additional details on Park’s approach to managing business risks can be found on page 6 of this report.</p>	2020 Corporate Responsibility Report GRI Index
102-12	External initiatives	<p>In 2019, Park became a signatory of the CEO Action for Diversity & Inclusion™ to advance diversity and inclusion within Park’s workplace.</p> <p>Per our Human Rights Policy, we aim to conduct operations that are consistent with the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. Additionally, Park aims to align with and support the United Nations Sustainable Development Goals (“UN SDGs”), through our Corporate Responsibility strategy.</p> <p>We also participate in the Cornell Hotel Sustainability Benchmarking (“CHSB”) Index, annually.</p>	2020 Corporate Responsibility Report GRI Index Human Rights Policy
102-13	Membership of associations	<p>Park is a member of the American Hotel Lodging Association, the National Association of Real Estate Investment Trusts (“Nareit”), and a member of Nareit’s Real Estate Sustainability Council (“RESC”), which helps to guide Nareit’s ESG efforts and priorities.</p>	2020 Corporate Responsibility Report GRI Index

Number	Description	Disclosure	References
Strategy			
102-14	Statement from senior decision-maker	A statement from our CEO is available in our 2020 Corporate Responsibility Report GRI Index.	2020 Corporate Responsibility Report GRI Index
102-15	Key impacts, risks and opportunities	<p>In our 2019 10-K filing, we identified risk factors that are related to our business. We also report on our Company’s risk in our GRESB disclosure.</p> <p>In 2019, we also published Environmental and Human Rights Policies and a Vendor Code of Conduct that considers risk factors related to our business.</p> <p>Additional details on Park’s approach to assessing, mitigating, and reporting on climate-related risks and opportunities can be found on page 6 of this report.</p>	<p>2019 10-K Filing (Risk Factors pgs. 9-15 of 10-K)</p> <p>Environmental Policy</p> <p>Human Rights Policy</p> <p>Vendor Code of Conduct</p> <p>2020 GRESB Survey (Risk Management)</p> <p>2020 Corporate Responsibility Report GRI Index</p>
Ethics and Integrity			
102-16	Values, principles, standards and norms of behavior	<p>Park’s expectations, values, principles, standards, and norms of behavior are outlined in our Code Conduct.</p> <p>The Code of Conduct applies to all of our directors, officers and employees, including our President and Chief Executive Officer; Executive Vice President, Chief Financial Officer and Treasurer; Executive Vice President, Chief Investment Officer; and Senior Vice President and Chief Accounting Officer.</p>	<p>Code of Conduct</p> <p>Proxy Statement (p. 20)</p>
102-17	Mechanisms for advice and concerns about ethics	Park is committed to maintaining an environment where open, honest communication is the expectation, not the exception. Concerns about ethics or violations of the Code of Conduct can be reported directly to the Company, or through EthicsPoint, anonymously.	<p>Code of Conduct</p> <p>EthicsPoint</p>

Number	Description	Disclosure	References
Governance Structure			
102-18	Governance Structure	<p>Park's Board of Directors is the highest governance body within the Company, comprised of three committees: Audit Committee, Compensation Committee and Nominating and Corporate Governance Committee.</p> <p>Our ESG objectives, reporting and strategy are directly overseen by our Chairman and CEO, Thomas J. Baltimore, Jr, who is informed by our three ESG-related committees: Park Green Committee, Park Cares Committee, and Diversity and Inclusion Steering Committee. ESG-related topics are reported directly to the Nominating and Corporate Governance Committee of the Board.</p> <p>Additional information on our Company's governance structure is available on our Corporate Governance webpage, and further details about our ESG-related committees can be found on page 5 of this report.</p>	<p>Corporate Governance</p> <p>2020 Corporate Responsibility Report GRI Index</p>
102-20	Executive-level responsibility for economic, environmental, and social topics	<p>Park's ESG objectives, reporting and strategy are directly overseen by our Chairman and CEO, Thomas J. Baltimore, Jr., and reported directly to the Nominating and Corporate Governance Committee of the Board.</p>	<p>2020 Corporate Responsibility Report GRI Index</p>
102-22	Composition of the highest governance body and its committees	<p>Park's Board of Directors is comprised of 10 Board members, 9 of which are independent directors. Additionally, 20% of our Board members are women.</p> <p>The Board of Directors' three Committees includes the Audit Committee, the Compensation Committee, and the Nominating and Corporate Governance Committee.</p>	<p>Board of Directors</p> <p>Corporate Governance</p> <p>2020 Corporate Responsibility Report GRI Index</p>
102-23	Chair of the highest governance body	<p>Thomas J. Baltimore Jr. is the Chairman of the Board, President, and Chief Executive Officer of Park.</p> <p>Gordon M. Bethune is our lead independent director.</p>	<p>Board of Directors</p>
102-24	Nominating and selecting the highest governance body	<p>Park's Nominating and Corporate Governance Committee is responsible for identifying the individuals qualified to become Board members, recommending the persons to be nominated by the Board for election as directors, or filling vacancies or newly created directorships.</p>	<p>Corporate Governance</p> <p>Nominating and Corporate Governance Committee Charter</p>
102-25	Conflicts of interest	<p>Park's policy on conflicts of interest is provided in our Code of Conduct.</p> <p>The Code of Conduct applies to all of our directors, officers and employees, including our President and Chief Executive Officer; Executive Vice President, Chief Financial Officer and Treasurer; Executive Vice President, Chief Investment Officer; and Senior Vice President and Chief Accounting Officer.</p>	<p>Code of Conduct (p. 6)</p> <p>2020 Proxy Statement (p. 20)</p>
102-27	Collective knowledge of highest governance body	<p>Our internal ESG-related committees (Green Park Committee, Park Cares Committee, and Diversity and Inclusion Steering Committee) were established to enhance the collective knowledge of ESG topics of our Company.</p>	<p>2020 Corporate Responsibility Report GRI Index</p>

Number	Description	Disclosure	References
102-28	Evaluating the highest governance body's performance	The Compensation Committee is responsible for overseeing our executive officers' goals, objectives, compensation, and benefits, including overall compensation structure, policies and programs, and recommendations to the Board concerning director compensation.	2020 Proxy Statement (pgs. 18-19 and 24-26) Compensation Committee Charter
102-32	Highest governance body's role in sustainability reporting	Park's ESG objectives, reporting and strategy are directly overseen by our Chairman and CEO, Thomas J. Baltimore, Jr., and reported directly to the Nominating and Corporate Governance Committee of the Board.	2020 Corporate Responsibility Report GRI Index
102-35	Remuneration policies	Information on Parks' remuneration policies is provided in our annual proxy statement and Compensation Committee Charter.	2020 Proxy Statement (pgs. 46-48) Compensation Committee Charter
102-36	Process for determining remuneration	The Compensation Committee is responsible for making recommendations to the Board with respect to director compensation. Additional information regarding Park's process for determining remuneration is provided in our annual proxy statement and Compensation Committee Charter.	2020 Proxy Statement (pgs. 24-26) Compensation Committee Charter
Stakeholder Engagement			
102-40	List of stakeholder groups	Our key stakeholder groups include investors, brand and management companies, industry associations, employees, suppliers, industry peers, and local communities.	2020 Corporate Responsibility Report GRI Index
102-41	Collective bargaining agreements	Park engages in collective bargaining agreements with a number of its employees. At year end 2019, Park employed 148 unionized employees. This accounts for 39% of Park's total Select Hotels and laundry employees.	2019 10-K Filing
102-42	Identifying and selecting stakeholders	We select stakeholders by identifying the groups that may directly or indirectly impact our business.	2020 Corporate Responsibility Report GRI Index

Number	Description	Disclosure	References
102-43	Approach to stakeholder engagement	<p>Park actively engage with our partners, employees, and other stakeholders to better understand their priorities, enabling us to embed environmental and social responsibility into our Company.</p> <p>Stakeholder Engagement Approach</p> <p>Employees: We consistently engage with our employees, including our Associate Satisfaction and Engagement Survey and continuous feedback, to encourage immediate and consistent feedback.</p> <p>Brand and Management Companies: Along with other lodging REITs, as well as on our own, we engage with hotel brands to gain insights on their ESG-related programs, as well as examine opportunities for future collaboration. We continually meet with the property team to identify potential ESG projects such as energy efficiency investments. Furthermore, we conduct monthly meetings with property managers to discuss the integration of ESG initiatives at the property level.</p> <p>Industry Associations: We are an active member of the American Hotel and Lodging Association and Nareit, and support these organization's work to encourage the development and adoption of ESG best practices in REIT-based investments and hotel properties.</p> <p>Communities: Through our Park Cares Committee, we engage with local communities to support organizations and individuals alike through events or programs with charitable donations, sponsorships, and volunteer hours. Furthermore, our hotels also regularly engage with their communities through monetary donations and in-kind donations.</p>	2020 Corporate Responsibility Report GRI Index
Reporting Practices & Materiality			
102-45	Entities included in the consolidated financial statements	Our annual 10-K filing includes a list of properties or "interests."	2019 10-K Filing (pgs. 30-31 of 10-k)
102-46	Defining report content and topic boundaries	<p>The most important and relevant information to our business defines our reporting content and topic boundaries for the reporting period.</p> <p>A portion of this content includes continuous stakeholder engagement, including engagement of internal subject matter experts, identifying Company priorities, and risk and opportunities along with their understanding of corporate responsibility.</p>	GRI Index - Disclosures
102-47	List of material topics	Park provides management approach disclosures on governance, social, and environmental topics in an annual GRI index disclosure.	GRI Index - Disclosures
102-48	Restatements of information	2017 and 2018 environmental (energy, carbon, water, and waste) data were restated due to increased data availability.	2020 Corporate Responsibility Report pg. 33
102-49	Changes in reporting	No changes in reporting were reported during the reporting cycle.	GRI Index - Changes in reporting
102-50	Reporting Period	Our reporting period is the 2019 calendar year.	2020 Corporate Responsibility Report GRI Index

Number	Description	Disclosure	References
102-51	Date of most recent report	January XX, 2021.	2020 Corporate Responsibility Report GRI Index
102-52	Reporting cycle	We provide an annual update of our sustainability initiatives and programs in our Corporate Responsibility Report.	2020 Corporate Responsibility Report GRI Index
102-53	Contact point for questions regarding the report	Park Hotels & Resorts 1775 Tysons Boulevard, 7th Floor Tysons, VA 22102 (571) 302-5757	Park - Contact Us
102-56	External assurance	We did not receive external assurance during this reporting cycle.	2020 Corporate Responsibility Report GRI Index

Management Approach Disclosures: Economic

Our economic management approach disclosures provide information on the following topics: performance, indirect impacts, and anti-corruption.

Number	Description	Disclosure	References
Economic Performance			
201-1	Direct economic value generated and distributed	In 2019, Park’s total revenues and total operating expenses were \$2,844 million and \$2,437 million, respectively. We also contributed over \$291,000 in charitable donations.	2019 10-K Filing (p. 60 of 10-K) 2020 Corporate Responsibility Report GRI Index
201-2	Financial implications and other risks and opportunities due to climate change	Park discloses risk factors related to our business in our annual 10-K filing. This includes financial implications and risks due to natural disasters, climate change or availability of natural resources. Informed by the work of our internal Park Green Committee, our Corporate Responsibility Report outlines both the transitional and physical risks of climate change to our Company. In response to the financial risk of these factors, we assess both sustainability related opportunities and climate-change related risks across our portfolio. To seize these opportunities and eliminate the identified risks, we allocate capital on an ongoing basis across our business.	2019 10-K Filing (Sustainability p. 3 and Risk Factors p. 9-15 of 10-K) 2020 Corporate Responsibility Report GRI Index
Indirect Economic Impacts			
103	Management Approach	We are committed to supporting the communities where we work and own properties. Our Park Cares Committee comprises corporate employees, and engages with local individuals and organizations through volunteer work, charitable donations, sponsorships and volunteer hours. Our Park Cares Committee will continue to further engage community organizations, including those that support the hospitality industry, as well as youth.	2020 Corporate Responsibility Report GRI Index

203-1	Infrastructure investments and services supported	We support over 20 organizations through charitable donations, sponsorship donations and/or volunteer hours and donated \$291,500 in charitable donations.	2020 Corporate Responsibility Report GRI Index
Anti-Corruption			
103	Management Approach	<p>Park's Code of Conduct outlines our Company's expectations, values, principles, standards, and norms of behavior and is applicable to all employees, officers, and directors of Park and its subsidiaries.</p> <p>The Vendor Code of Conduct sets standards and expectations for ethical business practices, labor practices, human rights and environmental stewardship.</p> <p>For additional guidance, aside from the Code of Conduct, employees are expected to consult Park's policies and seek advice from the General Counsel Office.</p>	Code of Conduct Vendor Code of Conduct
205-1	Operations assessed for risks related to corruption	Park regularly assesses operations for risks related to corruption.	Code of Conduct
205-2	Communication and training on anti-corruption policies and procedures	<p>Park is committed to conducting its business in compliance with all laws prohibiting bribery and other corrupt practices.</p> <p>All associates participate in several trainings, including anti-bribery and anti-corruption, harassment, diversity and inclusion, and compliance, all on an annual basis.</p>	Code of Conduct 2020 Corporate Responsibility Report GRI Index
205-3	Confirmed incidents of corruption and actions taken	No known incidents of corruption were confirmed during the reporting cycle.	GRI Index – Disclosures

Management Approach Disclosures: Environmental

Our environmental management approach disclosures provide information on the following topics: energy, water and effluents, emissions, and effluents and waste.

Number	Description	Response / Disclosure	References
103	Management Approach	<p>Protecting the environment is a top priority for Park. Responsible environmental activity is good for both our business and the communities we serve. Park is committed to complying with all applicable environmental laws and regulations wherever we do business. Additionally, we consistently monitor and report on our hotel portfolio’s energy, carbon emissions, water, and waste impact, while seeking opportunities to improve our environmental performance and drive progress towards our internal goals.</p> <p>Our Green Park Sustainability Playbook establishes environmental sustainability expectations across our portfolio, leveraging proven interventions through technology or operational practices that generate cost savings, maintain guest comfort, and drive asset value. This Playbook also serves as an Environmental Management System (“EMS”) for our portfolio of hotels.</p> <p>Furthermore, our Park Green Committee is responsible for implementing environmental, energy and sustainability projects across our portfolio. These projects impact our Company’s environmental performance.</p> <p>In 2019, we invested over \$1 million in energy efficiency projects, including LED retrofits and building management systems.</p>	2020 Corporate Responsibility Report GRI Index
Energy			
103	Management Approach	<p>Protecting the environment is a top priority for Park. Responsible environmental activity is good for both our business and the communities we serve. Park is committed to complying with all applicable environmental laws and regulations wherever we do business. Additionally, we consistently monitor and report on our hotel portfolio’s energy, carbon emissions, water, and waste impact, while seeking opportunities to improve our environmental performance and drive progress towards our internal goals.</p> <p>Our Green Park Sustainability Playbook establishes environmental sustainability expectations across our portfolio, leveraging proven interventions through technology or operational practices that generate cost savings, maintain guest comfort, and drive asset value. This Playbook also serves as an Environmental Management System (“EMS”) for our portfolio of hotels.</p> <p>Furthermore, our Park Green Committee is responsible for implementing environmental, energy and sustainability projects across our portfolio. These projects impact our Company’s environmental performance.</p> <p>In 2019, we invested over \$1 million in energy efficiency projects, including LED retrofits and building management systems.</p>	2020 Corporate Responsibility Report GRI Index
302-1	Energy consumption within the organization	In 2019, total energy consumption was 895,464 MWh.	ESG Performance Tables
302-3	Energy intensity	In 2019, energy intensity was 29.23 kWh per sq. ft.	ESG Performance Tables

Water and Effluents			
303-5	Water consumption	In 2019, total water consumption was 1,889,759 kilogallons.	ESG Performance Tables
Emissions			
305-1	Scope 1 emissions	In 2019, scope 1 emissions were 75,369 metrics tons CO ₂ e.	ESG Performance Tables
305-2	Scope 2 emissions	In 2019, scope 2 emissions were 198,714 metrics tons CO ₂ e.	ESG Performance Tables
305-4	Greenhouse gas intensity (GHG)	In 2019, greenhouse gas intensity was 8.78 kg. per sq. ft.	ESG Performance Tables
Effluents and Waste			
103	Management Approach	<p>Protecting the environment is a top priority for Park. Responsible environmental activity is good for both our business and the communities we serve. Park is committed to complying with all applicable environmental laws and regulations wherever we do business. Additionally, we consistently monitor and report on our hotel portfolio's energy, carbon emissions, water, and waste impact, while seeking opportunities to improve our environmental performance and drive progress towards our internal goals.</p> <p>Our Green Park Sustainability Playbook establishes environmental sustainability expectations across our portfolio, leveraging proven interventions through technology or operational practices that generate cost savings, maintain guest comfort, and drive asset value. This Playbook also serves as an Environmental Management System ("EMS") for our portfolio of hotels.</p> <p>Furthermore, our Park Green Committee is responsible for implementing environmental, energy and sustainability projects across our portfolio. These projects impact our Company's environmental performance.</p> <p>In 2019, we invested over \$1 million in energy efficiency projects, including LED retrofits and building management systems.</p>	2020 Corporate Responsibility Report GRI Index
306-2	Waste by type and disposal method	<p>In 2019, total waste generated was 30,580 metric tons.</p> <p>In 2019, 20,949 metric tons of waste was sent to landfill, 6,186 metric tons was recycled, 3,445 metric tons of waste was composted, and no waste was incinerated.</p> <p>By utilizing composting and recycling methodologies, we diverted 32%, or 9,631 metric tons of waste from being sent to the landfill.</p>	ESG Performance Tables

Management Approach Disclosures: Social

Our social management approach disclosures provide information on the following topics: employment, occupational health and safety, training and education, diversity and opportunity, local communities, customer health and safety and customer privacy.

Number	Description	Disclosure	References
Employment			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>We provide our employees at Corporate headquarters with health and wellness programs and initiatives, including health care benefits and paid parental leave.</p> <p>Our employees at Corporate headquarters are also provided with health and wellness programs and initiatives, including:</p> <ul style="list-style-type: none"> Associate gym membership Ergonomic workstations Wellness room Annual flu shot clinic Employee Assistance Program (“EAP”) Transportation benefits PTO plan 401k match program 	2020 Corporate Responsibility Report GRI Index
Occupational Health & Safety			
403-1	Occupational health and safety management system	In 2019, we began rolling out our Company-wide First Responder Program to address natural disaster and man-made risks through a three-tiered system. We created specific mitigation plans and ensure properties are equipped to address disasters prior to an event occurring.	2020 Corporate Responsibility Report GRI Index
403-6	Promotion of worker health	We are committed to improving the health, safety and well-being of our employees and business colleagues. Our employees are responsible for understanding and complying with all applicable safety and health laws and guidelines. In addition, we are each responsible for identifying and responding to health and safety hazards and security concerns throughout our Company.	2020 Corporate Responsibility Report GRI Index
403-9	Work-related injuries	<p>In 2019, no corporate employees suffered work-related severe injuries or fatalities occurred.</p> <p>In order to prevent any injuries prior to occurrence, we emphasize active hazard identification and elimination among all employees.</p>	2020 Corporate Responsibility Report GRI Index

Training and Education			
103	Management Approach	<p>All of our employees participate in, educational and professional development programs at our Company, including ESG-specific training, executive coaching, and technical skill development.</p> <p>Our leadership team encourages employees to continue education and professional certifications with time away from work and training budgets.</p>	2020 Corporate Responsibility Report GRI Index
404-2	Programs for upgrading employee skills and transition assistance programs	<p>We provide employees at Corporate headquarters with Leadership Development programs, Management Development Series programs, Corporate Technical “lunch and learn” Trainings, REIT Tax Training, Executive Coaching, and Emotional Intelligence training.</p> <p>All employees also participate in an annual anti-bribery and anti-corruption training and harassment, diversity and inclusion, and compliance training at least annually.</p>	2020 Corporate Responsibility Report GRI Index
404-3	Percentage of employees receiving regular performance and career development reviews	<p>Our employee performance review process includes continuous feedback to encourage immediate and consistent feedback.</p> <p>All employees receive regular one-on-one feedback sessions in lieu of annual performance reviews to ensure feedback is current to reinforce positive performance.</p>	2020 Corporate Responsibility Report GRI Index
Diversity and Equal Opportunity			
103	Management Approach	<p>We pride ourselves on creating a respectful, professional and inclusive workplace for everyone. Park values the unique perspectives that a workforce with diverse cultures, ages, genders, and ethnicities brings to our processes. We embrace the diversity that enhances our success.</p> <p>In 2019, Park’s CEO, Thomas J. Baltimore Jr. signed the CEO Action for Diversity & Inclusion.</p> <p>In 2020, we established the Diversity and Inclusion Steering Committee to address topics related to diversity and inclusion. The Committee will also recommend hiring actions for Park to be a positive catalyst for change in enhancing diversity and inclusion through mentorship, internships, and education.</p>	2020 Corporate Responsibility Report GRI Index
405-1	Diversity of governance bodies and employees	<p>Park’s Board of Directors is comprised of 8 men and 2 women.</p> <p>At our headquarters location, 45% of employees are men, and 55% are women. At our Select Hotels and laundry facilities, 43% of employees are men, and 57% are women.¹⁷</p> <p>Please refer to page 28 of our 2020 Corporate Responsibility Report GRI Index for a breakdown of employee race and age group metrics.</p>	2020 Corporate Responsibility Report GRI Index Board of Directors

¹⁷ Employee breakdown metrics represent data as of July 2020.

Human Rights Assessment			
412-3	Significant investment agreements and contract that include human rights clauses or that underwent human rights screening	<p>In 2019, we adopted and published a Human Rights policy that aligns with the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.</p> <p>We also expect our vendors to conduct business in a manner that aligns with our values and commitment to responsible business practices, including upholding human and employment rights as outlined in our Vendor Code of Conduct.</p>	<p>Human Rights Policy</p> <p>Vendor Code of Conduct</p>
Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	<p>We support over 20 organizations through charitable donations, sponsorship donations and volunteer hours.</p> <p>In 2019, Park contributed over \$291,000 in charitable donations to over 20 organizations, and our headquarters employees volunteered 210 hours.</p> <p>Our Company and third-party hotel management companies are also engaged with their local communities, and raise funds through in-kind and monetary donations, as well as contribute volunteer hours and provide meals to various organizations.</p>	2020 Corporate Responsibility Report GRI Index
Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	<p>We are committed to the health and safety of our employees and business colleagues.</p> <p>Our employees are responsible for understanding and complying with all applicable safety and health laws and guidelines. In addition, we are each responsible for identifying and responding to health and safety hazards and security concerns throughout our Company.</p>	2020 Corporate Responsibility Report GRI Index
Customer Privacy			
418-1	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	No known substantiated complaints regarding breaches of customer privacy and losses of customer data were reported during 2019.	2020 Corporate Responsibility Report GRI Index