



Effective as of August 8, 2024

PARK HOTELS & RESORTS INC. VENDOR CODE OF CONDUCT

The Vendor Code of Conduct for Park Hotels & Resorts Inc. and its subsidiaries (collectively, “Park”) outlines standards and expectations of how our vendors should conduct business in a manner that aligns with our values and commitment to responsible business practices. We expect our vendors to conduct business with integrity, demonstrate a commitment to complying with applicable laws, policies and contractual obligations, uphold human and employment rights and ensure environmental and social commitments.

ETHICAL BUSINESS PRACTICES

We expect our vendors to conduct business in accordance with high ethical standards, including compliance with Park’s Code of Conduct.

Integrity

We expect vendors to act with integrity in all business manners.

Bribery and Corruption

We expect vendors to comply with all anti-corruption laws. Vendors will not give, pay, offer or promise improper payments to gain business advantages.

Privacy and Data

We expect vendors to collect, safeguard and handle all data and information in accordance with applicable laws, policies and contractual obligations and in a manner that protects privacy and preserves customer and associate trust.

Legal Compliance

We expect vendors to comply with all applicable local, national and international laws and regulations.

LABOR PRACTICES AND HUMAN RIGHTS

We expect our vendors to conduct business in a manner that complies with employment and labor laws and supports fundamental human rights for all people. We expect our vendors to conform with international standards and guidelines, including the United Nations Universal Declaration of Human Rights and International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Safe and Healthy Work Environment

We expect vendors to comply with occupational health and safety regulations and provide a safe work environment across all operations for all employees and contractors. We expect vendors to provide employees with safety and reporting procedures, preventative maintenance and protective equipment where necessary.

Working Hours

We expect vendors to comply with all labor laws, not exceed maximum hours of work defined by applicable law and appropriately compensate overtime. We expect vendors to offer provisions for rest periods and promote a healthy and fair working environment.

Diversity and Inclusion

We expect vendors to cultivate a work environment of inclusiveness, and we seek to engage with diverse vendors.

Prohibition of Child Labor

We expect vendors to prohibit child labor. We expect vendors to not employ individuals who are under 15 years of age or the lawful age of employment (whichever is higher) in any country in which they operate.

Prohibition of Forced Labor and Human Trafficking

We expect vendors to prohibit any use of forced labor, including prison, bonded or debt labor. We expect vendors to condemn all forms of human trafficking and commercial exploitation, including the sexual exploitation of men, women or children.

Collective Bargaining

We expect vendors to respect the lawful rights of employees to choose (or not choose) collective bargaining representation.

Free Association

We expect vendors to respect the ability of employees to exercise their lawful right of free association.

ENVIRONMENTAL STEWARDSHIP

We expect our vendors to comply with all environmental local, state and national legislation, minimize overall environmental risks and negative impacts and conserve natural resources.

Energy and Water Conservation

We expect vendors to minimize their environmental footprint through tracking and managing energy and water consumption. Where possible and appropriate, vendors should use fossil fuel alternatives.

Waste Management

We expect vendors to minimize waste and implement policies and procedures to properly dispose of all types of waste.

Sustainable Sourcing and Green Procurement

We are committed to purchasing products and services that minimize environmental impact and aim to prioritize vendors who demonstrate sustainable practices and eco-friendly innovations. We aim to partner with suppliers who adhere to environmental regulations, reduce waste and / or use renewable resources in order to positively contribute to global environmental health. We expect vendors to incorporate sustainable materials that are locally sourced, made of recycled or reused content, or that can be disposed of responsibly.

Hazardous Materials

We expect vendors to comply with applicable rules and laws when utilizing hazardous materials and ensure the safe handling, movement, storage, use, recycling or reuse and disposal of chemicals or other materials.

Park reserves the right to evaluate, request certification and documentation for, screen and conduct audits of existing and potential vendors in order to ensure practices are in place to conduct business in a manner that is consistent with Park’s policies, including (without limitation) this Vendor Code of Conduct, Park’s Environmental Policy and Park’s Human Rights Policy.

This policy has been recommended by Park’s Corporate Responsibility Committee and approved by Park’s Chief Executive Officer as of the Effective Date.