

ARCHER HOTEL CAPITAL

LONG-TERM INVESTORS IN HOTEL REAL ESTATE

SUPPLIER CODE OF CONDUCT



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Archer Hotel Capital is a long-term investor in hotel real estate and has incorporated sustainability best practices as a main goal for all of its operations including its supply chain. This means we do business in a fair and responsible manner and choose to work exclusively with partners who want to do the same. We seek to unite forces with partners to reach a high level of service, quality and dedication. This 'supplier code of conduct' is applicable for all of our (sub)contractors, consultants and other third parties we are conducting business with.

Archer is committed to being a sincere partner and living up to its own high ethical standards. Consequently, the company chooses to work with suppliers that operate with similar values. We expect them to meet these principles:

- Acting in the most honest way they can; ethically and with integrity. Therefore, we believe it is important that suppliers continue to maintain independence and objectivity and will refrain from offering, soliciting or accepting any gift, benefit, consideration or anything of value that could be expected to compromise your own or another's ability to act fairly and professionally and in Archer's best interests.
- Follow all relevant laws and regulations of governments, regulatory organizations or professional associations governing your professional activities as well as the Code of Ethics of Archer. When a conflict does occur, you should follow the stricter law, rule or regulation.
- Maintain a high ethical standard of business conducts and halt all forms of bribery. Archer particularly prohibits offering or providing anything of value to any third party.
- Refrain from facilitating or participating in money laundering. A prevention program and policy must be in place to avoid this risk and employees are required to understand that this type of activity is not accepted.
- Archer finds fraud, in any form, unacceptable and we need to ensure that the partners we work with share our zero tolerance approach. All personnel are responsible for reporting any suspicion of fraud promptly and complying with relevant protocols, policies and procedures at all times. Where an opportunity for fraud is believed to exist because of a poor procedure or lack of effective oversight, employees should immediately alert their line manager.
- Suppliers will actively monitor compliance with any ethical standards and report incidents that occur directly to Archer.

Archer is committed to respecting and protecting workers' rights and working with local communities. We require all our suppliers to meet the following standards:

- Employees are entitled to equal opportunities in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Workplaces must be free from, any discriminatory behaviour, harassment or victimization. Compliance with labour laws and regulations is self-evident, which also means that working hours should not exceed the maximum set by applicable law.
- We require all organisations we engage with to ensure their goods, materials and labour related supply chains fully comply with the Modern Slavery Act 2015, are transparent, accountable and auditable; and are free from ethical ambiguities. Safety is vital and Archer is committed to ensuring safe workplaces for its employees and safe spaces for hotel staff and guests. Employees of on-site suppliers must have access to safe working environments and ensure the safety of the users of our hotels and their direct neighbourhoods.
- All procedures and systems to manage, track and report occupational injury and illness should be in place. Employees of suppliers should receive all relevant training on safety, proper use of equipment, use of hazardous materials and chemicals and use of personal protective equipment.

- Archer believes that supporting the urban communities in which we own hotels and do business is a major aspect of how we want to shape our operations. When suppliers are working near our hotels, we encourage them to engage in a positive manner and respect and support the local communities in which they are working.

Archer takes its responsibility to reduce the impact on our environment and we expect our suppliers to work with us towards a minimal environmental impact of our hotels and operations:

- We keep track of our environmental performance and may ask our partners to share how much energy and water they consume, what their waste management procedures are and what their environmental impact is in other areas including transportation of goods and employees. Archer and its hotel operators seek to actively engage and share knowledge and expertise with suppliers to look for opportunities that can help us to minimise our impact on the environment.
- We ask our suppliers to support Archer to implement and respect improvement plans for hotels that enable us to reduce our impact. They are required to comply with the regulations and standards of the hotel operator and meet environmental regulations.
- We expect our suppliers to be aware of the impact and carbon footprint of their operations and products. We believe it is our responsibility to look for ways to reduce this footprint and handle hazardous materials and chemicals in a safe way. Actively exploring methods to minimize waste and dispose of all types of waste correctly.
- The environmental performance of our hotels is of great importance to Archer and we ask our suppliers to join our commitment to not adversely affect it and cooperate with mandatory energy rating schemes or achieving green building certifications in the future.
- Suppliers support our efforts to minimize the pollution and waste caused by our joint activities and will inform Archer when there are negative impacts on the environment.

If the supplier, subsidiary or subcontractors, have questions that pertain to any part of Archer's supplier code, they can contact Archer directly for more information and explanation. Compliance with the supplier code is one of Archer's key principles. Consequently, non-compliance will not be tolerated and may result in termination of the contract.

CLOSING REMARKS

Mutual respect and integrity are central to working with our partners and suppliers and are critical to of building lasting relationships based on trust. Our supplier code of conduct will be regularly reviewed and amended as necessary to ensure we follow new and relevant developments and succeed in our mission. Our overarching goal is to continue to contribute to the success of our company while at the same time making a positive contribution to society and the local environment.

We encourage contractors, suppliers and service providers to communicate any concerns, questions, complaints or any irregularities witnessed at or around our assets via info@archerhotelcapital.com.

Archer Hotel Capital's ESG strategy, targets and policies can be found on our website: www.archerhotelcapital.com/about-us/#esg



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