

# RYMAN HOSPITALITY PROPERTIES, INC.

Last Updated on September 15, 2025

## **SUPPLIER CODE OF CONDUCT**

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Ryman Hospitality Properties, Inc. (the “Company” or “Ryman”) is committed to achieving high standards of business and personal and ethical conduct for itself. Ryman expects our valued partners and vendors to work together with us in upholding these standards. This Supplier Code of Conduct (“The Code”) sets forth our principles and the minimum standards that we expect our contractors, property managers, and all external suppliers engaged during new development and renovation of our hospitality assets to uphold. In the Code, “Supplier” is defined as any person, company, corporation, or entity that sells, or seeks to sell goods or services to the Company. Suppliers are expected to comply with the standards outlined in the Code and encouraged to hold their suppliers and subcontractors accountable to these standards. Suppliers are expected to support and respect our high sustainability and corporate responsibility standards and commitments.

### **Business Integrity**

Suppliers shall comply with all company laws and regulations, maintain proper licenses, true and accurate financial documents and records.

Suppliers must also comply with all applicable anti-corruption and anti-money laundering laws as well as laws governing lobbying, gifts, and payments to public officials, political campaign contribution laws, and other related regulations.

Suppliers shall, to the best of their abilities, avoid any conflict of interest. An appropriate system should be set up to govern the offering and receipt of any gifts and favors, which must be relatively small and customary in nature. Entertainment and hospitality must be reasonable and proportionate. Suppliers shall treat Ryman employees fairly and with respect. There shall not be any giving or receiving of bribes and undisclosed payments to any Ryman employees.

Suppliers shall neither employ anti-competitive practices nor seek competitive advantage through illegal or unethical business practices. Fair dealing should be adopted at all times, based on the price, quality, and performance standard of products and services.

### **Compliance and Governance**

While we recognize that there are different legal and geographic environments in which our suppliers operate, all suppliers are expected to respect and comply with all relevant laws, rules and regulations and standards in the countries in which they operate. We encourage our suppliers to go beyond basic compliance in meeting high standards for corporate governance, business ethics, human rights and labor, health and safety, environmental protection and business operations, as set forth in the Company’s Code of Business Conduct and Ethics and respective policies.

We encourage suppliers to meet the principles set out in the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and ILO standards.

### **Environmental Protection**

Suppliers are encouraged to put in place an environmental policy. The policy should guide the company to maximize resource use efficiency, prevent or mitigate any environmental pollution, and protect biodiversity and habitats impacted by operations. We also encourage suppliers of architectural services to develop internal sustainable design requirements. In general, all suppliers should source materials responsibly, reduce unnecessary packaging, and promote sustainable packaging.

### **Human Rights**

Ryman recognizes the importance of human rights and the need for the lodging industry to fight the presence of human trafficking. We have zero-tolerance for forced labor, modern slavery, and human trafficking in our business, and expect the same from suppliers.

Forced, bonded, compulsory, or child labor, or those below the minimum legal employment age for their respective jurisdiction, must not be employed by the Supplier. It is the Supplier's own responsibility to verify the age of its employees and maintain a copy of its employee's proof of age.

### **Labor Rights**

Suppliers should provide fair wages to employees, irrespective of gender, age, ethnicity, race, sexual orientation, socio-economic background, and/or lifestyle choices. Actions should be taken to ensure this is maintained throughout its business activities. Suppliers shall adhere to applicable labor laws and regulations including laws related to child labor, minimum age requirements, compensation and working hours. We expect suppliers to have a zero-tolerance policy towards harassment in any of its forms – verbal, physical, psychological, or sexual. Suppliers are expected to provide a fair and safe workplace that is harassment-free and secure.

Where freedom of association and collective bargaining are not restricted by law, employees of Suppliers shall have the right to join or form trade unions and bargain collectively, and Suppliers shall not interfere nor obstruct.

### **Equal Opportunity**

Suppliers shall ensure that no person is subject to any form of discrimination in employment on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

### **Health and Safety**

Suppliers shall provide a safe working environment to workers in compliance with all applicable laws and regulations to prevent accidents and injuries arising out of, associated with, or occurring in the course of or as a result of their operations.

Health and safety training records should also be maintained. Suppliers will be required to provide proof of employee training regimes upon request. Suppliers shall take active employee safety protective actions, such as the provision of appropriate Personal Protective Equipment for employees performing tasks with corresponding hazards and setting machine guarding on or around equipment with high risks.

### **Evaluation and Update**

The Code may be updated from time to time at Ryman's sole discretion. Suppliers should refer to Ryman's website for the latest version of the document. Ryman reserves the right to conduct an independent assessment or audits to assess a Supplier's conduct. This includes evaluating suppliers' performance in areas of environmental, health, safety, labor and or human rights.

**This policy is approved by the Ryman Hospitality Properties, Inc. Sustainability Committee under authority delegated to it by the Ryman Hospitality Properties, Inc. Board of Directors.**