

RYMAN HOSPITALITY PROPERTIES, INC.

Last updated on August 15, 2022

HUMAN RIGHTS AND INCLUSIVENESS POLICY

Ryman Hospitality Properties, Inc. (the “Company” or “Ryman”) understands that a sustainable business model recognizes the role companies play in addressing human rights in its value chain when sourcing materials and contractors for developing and renovating hospitality assets. Employees and partners of Ryman are treated with both dignity and respect. We have a zero-tolerance policy towards harassment in any of its forms – verbal, physical, psychological, or sexual. We also recognize that the right to water is a fundamental human right.

Ryman recognizes the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human rights. The Company will comply with all applicable human rights legislation, including the International Labor Organization. Moreover, diversity, inclusiveness, and non-discrimination are core values of Ryman, which we intend to promote throughout all facets of our business.

We are committed to ensuring the effectiveness of this policy and aim to identify, prevent, mitigate and monitor issues related to non-compliance with this policy, including human rights impacts. We communicate this policy to our employees and external stakeholders. We expect our vendors and suppliers to hold similar views of this policy and take action to ensure this is maintained throughout their business activities as well.

Labor Rights

Ryman is committed to ensuring the labor rights of our employees, contractors, and partners at all facilities across all operations in all geographic areas. We will not employ forced, bonded, compulsory, or child labor, or those below the minimum legal employment age for their respective jurisdiction. We respect and support employees’ freedom of association and right to choose a collective bargaining representative, if desired. The Company complies with all applicable safety, health, legal, and wage and compensation requirements, and employees are not required to exceed the maximum number of working hours as defined by applicable laws and will be ensured overtime is compensated at all of our properties and at our company headquarters.

Equality & Non-Discrimination

At Ryman, we are committed to equal employment opportunity (EEO), and it is our policy to provide EEO and protection of rights to all persons regardless of race, color, ethnicity, nationality, religion, sex (i.e. pregnancy, gender identity or sexual orientation), age, mental and/or physical disability, genetic information, or military status.

Diversity, Equity & Inclusion (DEI)

Ryman is committed to directly impact DEI within the organization and in our communities. Specifically, we are committed to:

- Educational partnerships that encourage black and minority candidates to pursue careers in the hospitality and entertainment industries while also creating direct paths to leadership roles.
- Increasing efforts to identify and showcase diverse talent on our Ryman Auditorium, Grand Ole Opry and Ole Red stages, as well as to using our marketing platforms to amplify diverse artists’ contributions to country music.

- Holding all levels of leadership accountable for efforts to foster an inclusive environment through specific annual performance goals related to training, leadership development and talent review processes.
- Increasing our advocacy efforts for inclusive policies at the state, local and federal levels, actively lobbying against discriminatory legislation.

Modern Slavery

We have zero tolerance for forced labor, modern slavery, and human trafficking in our business. We recognize the importance of human rights and the need for the lodging industry to fight the presence of human trafficking. The Company provides Human trafficking awareness and prevention training, and fully endorses the American Hotel & Lodging Association’s No Room for Trafficking campaign. We also assist our vendors, suppliers, and partners to ensure that no form of forced labor exists in their operations as well. \

Employee & Guest Safety & Anti-Harassment

Ryman places a strong emphasis on preventing and responding to harassment – mainly sexual harassment and assault. We fully support and encourage our operators to abide by the principles of the AHLA 5-Star Promise - a voluntary commitment aimed at strengthening the culture of employee and guest safety. The commitment involves the enhancement of policies, training, and resources. The five components of the AHLA 5-Star Promise include:

1. Creating a people culture by offering training and resources to promote health and safety and continuously promote diversity and safety throughout our operations,
2. Developing and distributing anti-harassment policies to all our employees and external partners,
3. Helping employees to identify and report sexual exploitation and harassment through training and education,
4. Providing all employees access to employee safety devices to keep them safe while working, and
5. Developing and maintaining partnerships with key external organizations that target workplace sexual harassment and assault.

Health, Wellbeing & Safety

Ryman is committed to ensuring the health, wellbeing and safety of our employees, contractors, and partners at all facilities across all operations. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulation, as well as internal requirements. We aim to provide a safe, healthy, and productive workplace by addressing and remediating identified risks of accidents, injury, and health impacts.

This policy is approved by the Ryman Hotel Properties Board of Directors.