



Individual AHLA Member Commitments to Advance Safety and Security

Building on decades of investing in safety and security, the American Hotel & Lodging Association (AHLA) and the major hotel brands in membership announced the [5-Star Promise](#) on September 6, 2018. Participating members pledged to provide hotel employees across the U.S. with employee safety devices (ESDs) and commit to enhanced policies, trainings and resources that together are aimed at preventing and responding to sexual harassment and assault. In addition to ESDs, their commitment includes mandatory anti-sexual harassment policies in multiple languages and employee training programs.

The following hotel brands made commitments during the initial announcement: AccorHotels, Best Western Hotels & Resorts, Caesars Entertainment, Four Seasons Hotels and Resorts, G6 Hospitality, Hilton, Hyatt, IHG, Las Vegas Sands Corp, Loews Hotels & Co, Marriott International, Montage International, Outrigger Hotels and Resorts, Radisson Hotel Group, Red Lion Hotels Corporation, Red Roof, and Wyndham Hotels & Resorts. The details of those individual brand commitments can be viewed [here](#).

Additional commitments from AHLA members not included in the initial announcement are below.

Concord Hospitality Enterprises: Since the inception of the company, Concord Hospitality Enterprises has put people first. We have joined AHLA's 5-Star Promise as one of the first management companies to commit this to our 5000 associates across North America. As an award-winning hotel development and management company, Concord has spent the last three decades building relationships with investors, partners, and third-party hotel owners on more than \$2.5 billion in premium-branded properties across the United States and Canada. As an operator, Concord Hospitality instills value from the ground up, developing and managing with a sustainable viewpoint, a focus on quality and hands-on involvement to ensure long-term profitability and success. We believe that our people are our greatest strength. With the brightest talent, the most innovative processes and a commitment to giving back to the communities where associates live and work, Concord Hospitality is committed to being a great place to work for all. All Concord associates are CARE certified, which means they have completed training courses on a variety of safety and security issues, including harassment prevention, workplace violence and active shooter response, and human trafficking. Concord will deploy employee safety devices across their hotels by the end of 2020. Concord is committed to the safety and security of our team members and guests.

Host Hotels & Resorts: Last year, the major hotel brands announced the 5-Star Promise, representing the hotel industry's commitment to advance safety and security for hotel employees and guests. Host Hotels & Resorts ("Host") is pleased to be one of the first owners in the hotel industry to formally embrace the 5-Star Promise goals. As a lodging Real Estate Investment Trust (REIT), tax laws prohibit Host from operating or managing the roughly 90 hotels that we own in North America. Instead, we hire what we believe to be the best companies in the hospitality industry to operate and manage our hotels. While our operators retain the exclusive right to, and are responsible for, hiring, training, directing and supervising their hotel employees, we can play a meaningful role in ensuring the safety of the hotel employees and guests that work and stay at our hotels. Host's management team will continue to regularly consult with and support our operators to ensure the development, funding and implementation at our hotels of (1) effective anti-sexual harassment policies, (2) training and education that enables workers to better identify and report sexual harassment, and (3) the deployment of employee safety devices by the end of 2020. The hospitality industry has emerged as the leader among U.S. businesses in taking concrete steps to better protect the safety and security of its employees. Host is committed to supporting our operators and AHLA so that our industry continues to lead the way on this critical issue.

Pebblebrook Hotel Trust: Pebblebrook strongly supports AHLA's 5-Star Promise. Our pledge to AHLA complements the practices and policies in place by our company and our hotel operating partners which are designed to ensure that the hotel employees at our more than 60 owned hotels across the United States abide by the law, respect individual's rights, and do not tolerate sexual harassment of any type at our properties. We have dedicated a significant amount of resources to assist our hotel operators with sexual harassment awareness, training, and avoidance programs, in addition to training and resources to prevent human trafficking. We will continue to engage with our hotel operators to provide the resources to further assist them in ensuring the safety of our hotel employees and our guests. Pebblebrook has committed to funding the purchase of hotel employee safety devices for use at all our owned hotels by the end of 2020, as well as to provide funding for additional training and education programs on sexual harassment and human trafficking at our corporate level and our hotel properties. Through our pledge to the 5-Star Promise, Pebblebrook intends to contribute to positive, industry-wide improvements to continue to make hotels a safe place for all our employees and guests.

Vision Hospitality Group, Inc. The safety and security of our employees has always been a top priority at Vision Hospitality Group, Inc. Our employees are Vision's single greatest asset, and we are committed to ensuring their safety and well-being at work. Vision has mandatory training programs and procedures in place, in addition to brand training, that includes anti-sexual harassment education for all 1,418 employees at 37 properties across the United States. Vision Hospitality Group continuously reviews policies, protocols, trainings and new and emerging technologies to enhance employee and guest safety.

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