

PLAYA HOTELS & RESORTS N.V.

Human Rights Policy

Playa Hotels & Resorts N.V. (together with its subsidiaries, the “Company”) is committed to supporting fundamental human rights. Our Human Rights Policy is intended to cover the Company’s and its subsidiaries’ (i) directors, (ii) officers, (iii) corporate employees located in all jurisdictions, and (iv) employees, agents and other parties acting on behalf, or for the benefit, of the Company and/or its subsidiaries in the countries we operate (“Covered Persons”).

Governance

The Company’s ESG Committee has responsibilities relating to the supervision of its ESG programs, objectives, policies and procedures, and this includes those related to human rights. The Company’s Code of Business Conduct and Ethics (“Code”), outlines our commitment to conduct business in an honest and ethical manner. The Nominating and Governance Committee together with the Company’s Board of Directors has overall responsibility for adopting, revising and interpreting the Code. The Compliance Officer is responsible for the implementation and administration of the Code. All Covered Persons are responsible for complying with the Code and our Human Rights Policy.

Legal Compliance and Alignment with International Standards

This Policy is informed by the Universal Declaration of Human Rights and International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work. The Company complies with all applicable laws and regulations protecting human and labor rights. In the case of conflicting requirements between national law and international human rights standards, the Company shall adhere to the national law while pursuing ways to honor the principles of internationally recognized human rights.

Prohibition on Forced Labor

The Company prohibits the use of any form of forced, compulsory, indentured, or trafficked labor or involuntary prison labor. This includes any work for which someone has not offered himself or herself voluntarily; any work performed under threat of penalty; any work that is demanded as repayment for a loan or debt; any work for which the worker was recruited, transported, harbored, obtained, or received through the use of deception, intimidation, threat, force, or other forms of coercion for the purpose of exploitation; and any work performed by a prisoner that is not performed voluntarily or for which he or she does not receive pay.

Prohibition on Child Labor

We will not employ individuals under or the lawful age of employment in any country in which we operate, in compliance with child labor laws and as set out in ILO Convention 138 (Minimum Age Convention and ILO Convention 182 (Worst Forms of Child Labor).

Prohibition on Other Exploitation

The Company strictly prohibits any other form of exploitation by or of Covered Persons -- including sexual exploitation or abuse. Sex trafficking and unlawful sexual tourism are a large and growing problem worldwide, and the Company prohibits any properties, products, or services to be used in any manner that supports or enables any form of abuse and exploitation.

Freedom of Association and Collective Bargaining

The Company respects the voluntary choice of Covered Persons to exercise their right to freedom of association and collective bargaining in a lawful manner.

Working Hours and Compensation

The Company complies with all wage and compensation requirements as defined under applicable local laws and regulations, including those relating to minimum wages and maximum hours, and at a minimum provide legally mandated benefits.

Prohibition of Discrimination and Harassment

We promote a free and diverse environment where discrimination of, and between, Covered Persons are not allowed for any reason, including but not limited to race, color, nationality, ethnic origin, religion, gender identity, political or sexual orientation, marital status, age, disability or pregnancy. We strive to be an equal opportunity employer that hires and rewards based on relevant considerations, such as the individual's qualification, ability, contribution and experience.

The Company strives to create a positive and inclusive workplace where all are treated with dignity and respect, and able to do their jobs without fear of harassment or discrimination. We have zero tolerance for violence. Verbal abuse, threatening behavior, or conduct that may endanger persons or property is strictly prohibited.

Health and Safety

The safety and wellbeing of Covered Persons on our premises is of utmost importance to the Company. We are committed to operating our facilities in accordance with all applicable workplace health and safety laws. We expect all Covered Persons to do their part to ensure a safe work environment.

Land, Water and Property Rights

The Company is committed to ensuring that all land or property acquisitions are legal and compliant with local and indigenous rights, including the right to water. Free, prior and informed consent is sought, as appropriate, to ensure no involuntary resettlements.

Due Diligence Process

The Company seeks to identify, prevent, mitigate and account for its impacts on human rights through a due diligence process that involves engagement of our internal and external stakeholders.

It is mandatory for all Covered Persons to acknowledge and commit to complying with the Company's standard of business ethics by signing the Code. A formal grievance reporting process is outlined in the Code and under the Whistleblowing section in this Policy.

Vendors are expected to comply with our standards of human rights and fair labor conditions set out in our Vendor Code of Conduct. The Company retains the right to conduct audits to determine compliance with the Vendor Code of Conduct, and the right to terminate our relationship with a vendor that violates this Code.

We strive to advance our human rights performance by assessing human rights risks and mitigating impacts through appropriate measures across our operations and supply chain.

Whistleblowing

Any concerns of violations or misconducts may be reported anonymously using our Ethics Hotline. The Company will investigate alleged violations and take necessary corrective actions. We will not tolerate any retaliation against any Covered Persons for making a good faith complaint or report to the Company.

Approved: September 23, 2021