

**GRI 102: General Disclosures**

<b>Organizational Profile</b>			
<b>Disclosure</b>	<b>Description</b>	<b>Response</b>	<b>Source</b>
102-1	Name of the organization	RLJ Lodging Trust ("RLJ")	<a href="#">2019 Annual Report</a> , p. 8 of pdf
102-2	Activities, brands, products, and services	<p>RLJ is a self-advised and self-administered Maryland real estate investment trust (REIT) that owns primarily premium-branded, high-margin, focused-service, and compact full-service hotels. We are one of the largest U.S. publicly-traded lodging REITs in terms of both the number of hotels and rooms.</p> <p>Because U.S. federal income tax laws restrict REITs and their subsidiaries from operating or managing hotel properties, we do not operate or manage our hotel properties.</p>	<a href="#">2019 Annual Report</a> , p. 12, 19 of pdf
102-3	Location of headquarters	Our headquarters are located at 3 Bethesda Metro Center, Suite 1000, Bethesda, MD 20814.	<a href="#">Contact Us</a>
102-4	Location of operations	<p>As of December 31, 2019, we owned 104 hotel properties with approximately 22,700 rooms, located in 23 states and the District of Columbia. The states include Alabama, Arizona, California, Colorado, Florida, Georgia, Hawaii, Illinois, Indiana, Kentucky, Louisiana, Massachusetts, Maryland, Minnesota, New Jersey, New York, North Carolina, Oregon, Pennsylvania, South Carolina, Texas, Washington, and Wisconsin.</p> <p>All our hotel properties are located within the U.S.</p>	<a href="#">2019 Annual Report</a> , p. 12 of pdf
102-5	Ownership and legal form	We are formed as a Maryland REIT, publicly traded on the New York Stock Exchange (NYSE:RLJ).	<a href="#">2019 Annual Report</a> , p. 15, 16 and 48 of pdf
102-6	Markets served	Our hotels are geographically diverse and concentrated in major urban markets and drive-to and leisure markets that provide multiple demand generators from business, leisure, and other travelers, attracting long-term growth prospects.	<a href="#">2019 Annual Report</a> , p. 2, 12, 42,43 and 44 of pdf
102-7	Scale of the organization	<p>As of December 31, 2019, we owned 104 hotel properties with approximately 22,700 rooms, located in 23 states and the District of Columbia.</p> <p>We also employed 87 employees in 2019.</p> <p>Total revenues were \$1.57 billion for the year ended December 31, 2019.</p>	<a href="#">2019 Annual Report</a> , p. 12, 18, 42, 43,44, 51, 58 of pdf  ESG Performance Tables
102-8	Information on employees and other workers	<p>In 2019, we had 87 full-time employees, of whom 46% were men and 54% were women. Additionally, 49% of employees were ethnically diverse.</p> <p>Our third-party management companies are responsible for hiring and maintaining the labor force at each of our hotels.</p>	<a href="#">2019 Annual Report</a> , p. 12,18 and 19 of pdf  ESG Performance Tables
102-9	Supply Chain	Our supply chain activities are consistent with that of a lodging REIT, which includes office supplies, furniture, fixtures, and equipment (FF&E), operating supplies and equipment (OS&E), and materials associated with continuous asset enhancement through renovations.	Corporate Responsibility

102-10	Significant changes to the organization and its supply chain	54 hotels were sold within 2019. On December 31, 2019 and 2018, we owned 104 and 151 hotel properties, respectively.	<a href="#">2019 Annual Report</a> , p. 56 of pdf
102-11	Precautionary Principle or approach	We have a dedicated team of asset management professionals that proactively work with our third-party management companies to address environmental concerns and manage potential risks.	Environmental Policy
102-12	External initiatives	Our Labor and Human Rights Policy is designed to reflect our core values and is built in part around the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.  Additionally, our senior leadership team is actively involved in external initiatives. Our President and Chief Executive Officer, Leslie D. Hale, currently serves as a member of the Board of Trustees of Howard University and a director of Macy's Inc (NYSE: M).	<a href="#">2020 Proxy Statement</a> , p. 16 of pdf  Labor and Human Rights Policy
102-13	Membership of associations	We are involved with several industry associations through active membership and board and committee involvement. The associations we are currently members of include the American Hotel & Lodging Association (AHLA), American Hotel & Lodging Foundation, and The National Association of Real Estate Investment Trusts® (NAREIT®).	Corporate Responsibility

Strategy			
Disclosure	Description	Response	Source
102-14	Statement from senior decision-maker	A statement from our President and CEO, Leslie D. Hale, can be found on our corporate website's corporate responsibility section.	Corporate Responsibility
102-15	Key impacts, risks, and opportunities	Our 2019 Annual Report sets forth the risks we believe are material to our shareholders. These are updated annually through our 10-k filing process.  Our material risks and opportunities related to environmental and social factors are outlined in our ESG policies.	<a href="#">2019 Annual Report</a> , p. 18-42 of pdf  Environmental Policy  Labor and Human Rights Policy  Vendor Code of Conduct

Ethics and Integrity			
Disclosure	Description	Response	Source
102-16	Values, principles, standards, and norms of behavior	At RLJ, we are committed to conducting our business affairs with integrity, transparency, and in full compliance with all applicable laws and regulations. Our business is founded on relationships with our investors, with the third-party management companies that operate our hotels, with each hotel property's brands and franchisors, and with our associates.  To strengthen and maintain our relationships, we treat our partners, associates, and shareholders with fairness and in accordance with high ethical and business standards.	<a href="#">2020 Proxy Statement</a> , p. 28 of pdf  <a href="#">Code of Business Conduct and Ethics</a>  <a href="#">Corporate Governance Guidelines</a>

		Additionally, our Board has adopted and maintains a robust Code of Business Conduct and Ethics that applies to our officers (including our President and Chief Executive Officer, Chief Financial Officer, and Chief Accounting Officer), trustees, and associates.	
102-17	Mechanisms for advice and concerns about ethics	We maintain a confidential Ethics Hotline administered and monitored by the Compliance Officer and Chairperson of the Audit Committee. Potential violations may be reported anonymously.	<a href="#">Code of Business Conduct and Ethics</a>  <a href="#">Complaint Procedures for Accounting and Auditing Matters</a>

<b>Governance</b>			
<b>Disclosure</b>	<b>Description</b>	<b>Response</b>	<b>Source</b>
102-18	Governance structure	<p>Our Board of Directors and its committees administer all aspects of corporate governance for RLJ Lodging Trust, including evaluating management's performance and overseeing how management serves shareholders and other stakeholders' long-term interests.</p> <p>The Nominating and Corporate Governance Committee has primary oversight of our corporate responsibility policies, practices, and procedures.</p>	<a href="#">Corporate Governance - Highlights</a>  Corporate Responsibility
102-22	Composition of the highest governance body and its committees	<p>Our Board of Trustees is comprised of 9 members, 7 of whom are independent. Also, all members of our Board committees are independent. Additionally, 3 of 9 trustees are women, and 5 of 9 trustees are ethnically diverse.</p> <p>A skills matrix, included in our 2020 proxy statement, demonstrates our Board's diversity in skills, qualifications, and experience. Also, our Board demonstrates regular refreshment with an average tenure of approximately six years.</p>	<a href="#">2020 Proxy Statement</a> , p. 8-11 of pdf  ESG Performance Tables
102-23	Chair of the highest governance body	<p>Our founder, Robert L. Johnson, carries out the duties of Executive Chairman.</p> <p>Our Board continues to believe our current leadership structure, including separate positions of Executive Chairman and Chief Executive Officer, provides an effective leadership model that benefits from both individuals' distinct abilities and experience.</p>	<a href="#">2020 Proxy Statement</a> , p. 8 and 29 of pdf
102-24	Nominating and selecting the highest governance body	<p>Our Board considers many factors in evaluating the suitability of individual trustee candidates, including their general understanding of global business, sales and marketing, finance, and other disciplines relevant to the success of a large, publicly-traded company; understanding of our business and technology; educational and professional background; personal accomplishments; and national, gender, age, and ethnic diversity.</p> <p>The Board is committed to actively seeking highly qualified women and individuals from minority groups to include in the pool from which new trustee candidates are selected. Two-</p>	<a href="#">2020 Proxy Statement</a> , p. 24 of pdf  <a href="#">Charter of the Nominating and Corporate Governance Committee of the Board of Trustees</a>

		<p>thirds of our trustees being diverse demonstrate this commitment.</p> <p>Additional details on our trustee selection process and criteria can be found in the 2020 Proxy Statement and Charter of the Nominating and Corporate Governance Committee of the Board of Trustees.</p>	
102-25	Conflicts of interest	Our Code of Business Conduct and Ethics details the processes for ensuring conflicts of interest are avoided and managed.	<a href="#">Code of Business Conduct and Ethics</a>
102-26	Role of highest governance body in setting purpose, values, and strategy	Members of management engage with a cross-section of shareholders to maintain an active dialogue to ensure a diversity of perspectives is thoughtfully considered on issues including strategy, business performance, risk, culture and workplace topics, compensation practices, and a broad range of environmental, social, and governance issues. Our Board, which receives a summary of all relevant shareholder feedback, leverages the information and responses to help set purpose, assess values, and create long-term shareholder value.	<a href="#">2020 Proxy Statement</a> , p. 34 of pdf
102-30	Effectiveness of risk management processes	The Board and its committees assess whether management has an appropriate framework to manage risks and whether that framework is operating effectively. The Board and its committees regularly engage with management on risk as part of broad strategic and operational discussions that encompass interrelated risks and a risk-by-risk basis. The Board executes its oversight responsibility directly and through its committees, who regularly report back to the Board. Additionally, our risk management processes cover material environmental, social, and corporate governance risks.	<a href="#">2020 Proxy Statement</a> , p. 33-34 of pdf  Corporate Responsibility
102-33	Communicating critical concerns	The process for communicating critical concerns to the Board of Trustees is detailed in the <i>Compliance Procedures; Reporting Violations</i> section of our Code of Business Conduct and Ethics.	<a href="#">Code of Business Conduct and Ethics</a>
102-35	Remuneration policies	Our compensation practices and policies are detailed in our 2020 Proxy Statement and Charter of the Compensation of the Board of Trustees.	<a href="#">2020 Proxy Statement</a> , p. 13 of pdf  <a href="#">Charter of the Compensation Committee of the Board of Trustees</a>
102-36	Process for determining remuneration	The Compensation Committee adopted a compensation program designed to link financial and strategic results to executive awards, reward favorable shareholder returns, and enhance our competitive position within our segment of the hospitality industry. The Compensation Committee is committed to protecting shareholders' interests by using fair and objective evaluation processes for our executives and prioritizing the creation of short-term and long-term shareholder value. Most executive compensation is tied directly to the achievement of pre-established individual and corporate goals. We believe these corporate goals help ensure our senior executives' financial interests are aligned with those of our shareholders. We also have a clawback policy to ensure that executives are not unduly enriched in the event of a financial restatement. Additionally, the Compensation Committee, which is comprised solely of independent trustees,	<a href="#">2020 Proxy Statement</a> , p. 36-57 of pdf

		retains an independent compensation consultant, FTI Consulting, Inc.	
102-37	Stakeholders' involvement in remuneration	We engage our shareholders on executive compensation through our Say-on-Pay vote, which has historically received positive shareholder support.  In 2019, 96% of shareholders supported our Say-on-Pay vote.	<a href="#">2020 Proxy Statement</a> , p. 12 of pdf
102-38	Annual total compensation ratio	The ratio of our President and Chief Executive Officer's annual total compensation to our median employee's total compensation for the fiscal year 2019 is 36.9 to 1.	<a href="#">2020 Proxy Statement</a> , p. 69 of pdf

Stakeholder Engagement			
Disclosure	Description	Response	Source
102-40	List of stakeholder groups	Our stakeholders include our investors, customers, associates, shareholders, brands and franchisors, and third-party management companies and their employees. We also engage with external suppliers, vendors, contractors, and local communities through our various business activities.	GRI disclosures
102-41	Collective bargaining agreements	As of December 31, 2019, we had 87 employees, none of whom were subject to collective bargaining agreements.  Our third-party management companies are responsible for hiring and maintaining the labor force at each of our hotels, some of whom may be subject to collective bargaining agreements.	<a href="#">2019 Annual Report</a> , p. 18 and 19 of pdf  Labor and Human Rights Policy

Reporting Practice			
Disclosure	Description	Response	Source
102-45	Entities included in the consolidated financial statements	A list of our properties is provided in our 2019 Annual Report.	<a href="#">2019 Annual Report</a> , p. 16, 42-44 of pdf
102-46	Defining report content and topic Boundaries	Our boundaries and reporting content are defined by the most relevant and material issues faced by our Company. We consider the interests of our stakeholders, including investors, to help form our boundaries and content.	GRI disclosures
102-47	List of material topics	Our material topics are addressed through the following GRI Economic, Environmental, and Social standards: <ul style="list-style-type: none"> <li><i>Economic standards:</i> Economic Performance, Indirect Economic Impacts, Anti-corruption, and Anti-competitive Behavior</li> <li><i>Environmental standards:</i> Energy, Water and Effluents, Emissions, Waste, and Environmental Compliance</li> <li><i>Social standards:</i> Employment, Occupational Health and Safety, Training and Education, and Diversity and Equal Opportunity</li> </ul>	GRI disclosures
102-48	Restatement of information	2019 is the first year of non-financial reporting in alignment with GRI standards.	GRI disclosures
102-49	Changes in reporting	2019 is the first year of non-financial reporting in alignment with GRI standards.	GRI disclosures
102-50	Reporting period	The reporting period is the calendar year 2019.	GRI disclosures
102-51	Date of most recent report	Published April 28, 2021	GRI disclosures

102-52	Reporting cycle	Our reporting in alignment with GRI standards is expected to continue on an annual basis.	GRI disclosures
102-53	Contact point for questions regarding the report	Sean M. Mahoney Executive Vice President and Chief Financial Officer, RLJ Lodging Trust Phone: 301-280-7774 E-mail: <a href="mailto:ir@rljlodgingtrust.com">ir@rljlodgingtrust.com</a>	<a href="#">Contact Us</a>

**GRI 200: Economic Standards**

Economic Performance			
Disclosure	Description	Response	Source
103	Management Approach	<p>Our Board of Trustees acts as the steward of the Company for the benefit of all shareholders. Our trustees exercise their business judgment in the Company's best interests and its shareholders, consistent with their legal duties. Our trustees also bring to the Board a wealth of business experience and a track record of excellent business judgment in various situations relevant to the Company's operations. Our Board also prioritizes shareholder engagement and believes hearing and listening to shareholder perspectives firsthand is valuable for both management and the Board's trustees.</p> <p>The Board is committed to ensuring our overall business strategy is designed to create long-term value for our shareholders. By playing an active role in formulating, planning, and overseeing the implementation of the Company's strategy, the Board engages in a robust strategic planning process during which key elements of our business and financial plans, strategies, and near and long-term initiatives are developed and reviewed. This process includes a thorough review of the Company's overall strategy, opportunities, challenges, and capabilities with our senior management team. In addition to business strategy, the Board reviews the Company's short-term and long-term financial plans, which serve as the basis for the upcoming year's annual operating and capital plans. The Board evaluates progress made, as well as related challenges and risks, concerning our strategy and plans throughout the year.</p> <p>Additional details can be found in our 2020 proxy statement.</p>	<a href="#">2020 Proxy Statement</a> , p. 26-28 of pdf
201-1	Direct economic value generated and distributed	As of December 31, 2019, total revenues were \$1.57 billion, and our net income was \$129.4 million. Additionally, we distributed \$1.35 billion in total operating expenses.	<a href="#">2019 Annual Report</a> , p. 85

Indirect Economic Impacts			
Disclosure	Description	Response	Source
103	Management Approach	RLJ is committed to philanthropy and community engagement by improving education, employment, and other opportunities for youth and people in dependent situations. Our approach is primarily through the support of charitable organizations by financial donations and volunteering. Additionally, we maintain a matching gift program for all active full-time associates to encourage and support the generosity and community involvement of our associates.	Corporate Responsibility

203-1	Infrastructure investments and services supported	<p>In 2019, we supported several charitable organizations with cash, in-kind donations and volunteering, including Marriott's Bridges Foundation, Habitat for Humanity, and the American Hotel &amp; Lodging Foundation. Throughout 2019, we contributed \$167,153 in charitable donations.</p> <p>RLJ is also committed to sustainability by improving education, employment, and other opportunities for young people in the metropolitan Washington, D.C. area. To accomplish this, we sponsor and work with the youth of low- and moderate-income backgrounds in the D.C. area to provide opportunities for them to obtain educational, work, and entrepreneurial experiences.</p>	Corporate Responsibility
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<b>Anti-corruption</b>			
Disclosure	Description	Response	Source
103	Management Approach	At RLJ, our Board adopted and maintains a robust Code of Business Conduct and Ethics that applies to our officers (including our President and Chief Executive Officer, Chief Financial Officer, and Chief Accounting Officer), trustees, and employees. Among other matters, our Code of Business Conduct and Ethics is designed to deter wrongdoing and promote honest and ethical conduct, including the anti-corruption of information.	<a href="#">Code of Business Conduct and Ethics</a>
205-2	Communication and training about anti-corruption policies and procedures	As defined by the Bribes, Gifts and Gratuities section of the Code of Business Conduct and Ethics, our anti-corruption policies are made available to all our employees and partners through our corporate website.	<a href="#">Code of Business Conduct and Ethics</a>
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption during the reporting period.	GRI disclosures

<b>Anti-competitive Behavior</b>			
Disclosure	Description	Response	Source
103	Management Approach	We seek to outperform our competition fairly and honestly. We also seek competitive advantages through superior performance, never through unethical or illegal business practices. Stealing proprietary information, possessing trade secret information obtained without the owner's consent, or inducing such disclosures by past or present employees of other companies is prohibited.	<a href="#">Code of Business Conduct and Ethics</a>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no completed or pending legal actions during the reporting period regarding anti-competitive behavior.	GRI disclosures

**GRI 300: Environmental Standards**

<b>Energy</b>			
Disclosure	Description	Response	Source
103	Management Approach	Green initiatives, including the management of energy, water, and waste, at our hotels are frequently developed and	<a href="#">Serve 360: Doing Good in Every Direction</a>

		<p>implemented through cooperation between the individual brands, our third-party management companies and the RLJ asset management and design and construction teams. The environmental and sustainability programs that are developed in conjunction with our brand partners are a significant component of RLJ's strategy.</p> <p>Currently, we participate in the sustainability programs of the following franchisors:</p> <ul style="list-style-type: none"> <li>• Marriott International, Inc.</li> <li>• Hilton Worldwide Holding Inc.</li> <li>• InterContinental Hotels Group PLC</li> <li>• Hyatt Hotels Corporation</li> </ul> <p>In 2019, we invested \$771,593 in energy efficiency projects such as energy-efficient lighting, building and guestroom-specific energy management systems, heating, ventilation, air-conditioning and refrigeration systems.</p>	<a href="#">Travel with Purpose</a> <a href="#">IHG Green Engage™</a> <a href="#">Hyatt Thrive</a>
302-1	Energy consumption within the organization	In 2019, total energy consumption was 407,855.21 megawatt-hours.	ESG Performance Tables
302-3	Energy intensity	In 2019, our energy intensity was 25.25 kilowatt-hours per square foot.	ESG Performance Tables
302-4	Reduction of energy consumption	Our energy intensity decreased by 1.71% between 2018 and 2019.	ESG Performance Tables

Water and Effluents			
Disclosure	Description	Response	Source
103	Management Approach	<p>Green initiatives, including the management of energy, water, and waste, at our hotels are frequently developed and implemented through cooperation between the individual brands, our third-party management companies and the RLJ asset management and design and construction teams. The environmental and sustainability programs that are developed in conjunction with our brand partners are a significant component of RLJ's strategy.</p> <p>Currently, we participate in the sustainability programs of the following franchisors:</p> <ul style="list-style-type: none"> <li>• Marriott International, Inc.</li> <li>• Hilton Worldwide Holding Inc.</li> <li>• InterContinental Hotels Group PLC</li> <li>• Hyatt Hotels Corporation</li> </ul> <p>In 2019 we invested \$170,169 in water efficiency projects such as low-flow water fixtures.</p>	<a href="#">Serve 360: Doing Good in Every Direction</a> <a href="#">Travel with Purpose</a> <a href="#">IHG Green Engage™</a> <a href="#">Hyatt Thrive</a>
303-5	Water consumption	In 2019, total water consumption was 857,777.02 kilogallons.	ESG Performance Tables



Emissions			
Disclosure	Description	Response	Source
103	Management Approach	<p>Green initiatives, including the management of energy, water, and waste, at our hotels are frequently developed and implemented through cooperation between the individual brands, our third-party management companies and the RLJ asset management and design and construction teams. The environmental and sustainability programs that are developed in conjunction with our brand partners are a significant component of RLJ's strategy.</p> <p>Currently, we participate in the sustainability programs of the following franchisors:</p> <ul style="list-style-type: none"> <li>• Marriott International, Inc.</li> <li>• Hilton Worldwide Holding Inc.</li> <li>• InterContinental Hotels Group PLC</li> <li>• Hyatt Hotels Corporation</li> </ul>	<p><a href="#">Serve 360: Doing Good in Every Direction</a></p> <p><a href="#">Travel with Purpose</a></p> <p><a href="#">IHG Green Engage™</a></p> <p><a href="#">Hyatt Thrive</a></p>
305-1	Direct (Scope 1) GHG emissions	In 2019, our scope 1 emissions were 31,921.96 metric tons CO2e.	ESG Performance Tables
305-2	Energy indirect (Scope 2) GHG emissions	In 2019, our scope 2 emissions were 97,158.80 metric tons CO2e.	ESG Performance Tables
305-4	GHG emissions intensity	In 2019, our GHG emissions intensity was 7.99 kilograms CO2e per square foot.	ESG Performance Tables
305-5	Reduction of GHG emissions	Our GHG emissions intensity decreased by 1.60% between 2018 and 2019.	ESG Performance Tables

Waste			
Disclosure	Description	Response	Source
103	Management Approach	<p>Green initiatives, including the management of energy, water, and waste, at our hotels are frequently developed and implemented through cooperation between the individual brands, our third-party management companies and the RLJ asset management and design and construction teams. The environmental and sustainability programs that are developed in conjunction with our brand partners are a significant component of RLJ's strategy.</p> <p>Currently, we participate in the sustainability programs of the following franchisors:</p> <ul style="list-style-type: none"> <li>• Marriott International, Inc.</li> <li>• Hilton Worldwide Holding Inc.</li> <li>• InterContinental Hotels Group PLC</li> <li>• Hyatt Hotels Corporation</li> </ul>	<p><a href="#">Serve 360: Doing Good in Every Direction</a></p> <p><a href="#">Travel with Purpose</a></p> <p><a href="#">IHG Green Engage™</a></p> <p><a href="#">Hyatt Thrive</a></p>
306-2	Management of significant waste-related impacts	<p>We recognize the impact of waste-related impacts by hotel activities and are committed to improving our tracking of waste generated across our hotel properties during future reporting periods.</p> <p>We are committed to complying with all applicable laws and regulations on proper waste management and disposal. Additionally, we support our third-party hotel management</p>	<p>Corporate Responsibility</p> <p>Labor and Human Rights Policy</p>

		companies with waste practices, such as linen and towel reuse, reducing food waste, and minimizing single-use plastics.	
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Environmental Compliance			
Disclosure	Description	Response	Source
103	Management Approach	We believe that our hotel properties comply, in all material respects, with all federal, state, and local environmental ordinances and regulations regarding hazardous or toxic substances and other environmental matters, the violation of which could have a material adverse effect on us.	<a href="#">2019 Annual Report</a> , p. 17 of pdf
307-1	Non-compliance with environmental laws and regulations	There were no instances that RLJ is aware of, with respect to non-compliance with environmental laws and regulations during the reporting period.	<a href="#">2019 Annual Report</a> , p. 17 of pdf

**GRI 400: Social Standards**

Employment			
Disclosure	Description	Response	Source
103	Management Approach	<p>We provide all full-time employees a competitive benefits package, including health and welfare benefits, such as medical, dental, short- and long-term disability insurance, and life insurance plans.</p> <p>All full-time employees can participate in our 401(k) Retirement Savings Plan (401(k) Plan). We provide the 401(k) Plan to help employees save a portion of their cash compensation for retirement in a tax-efficient manner. Under the 401(k) Plan, employees are eligible to defer a portion of their salary, and we, at our discretion, may make a matching contribution and/or a profit-sharing contribution commencing six months after they begin their employment. For the calendar year 2019, we made a matching contribution of up to 4% of each participant's annual salary, determined by the individual's contribution and restricted by the statutory limit.</p>	<a href="#">2020 Proxy Statement</a> , p. 58 of pdf
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	RLJ had no part time employees	

Occupational Health and Safety			
Disclosure	Description	Response	Source
103	Management Approach	Occupational health and safety is critical to our Company. While the risks of work-related injuries are low in our corporate office environment, we were pledged to the AHL's 5-Star Promise principles during 2019 to improve and promote workplace safety around sexual violence, assault, and human trafficking in the hotels we own. Additionally, we are committed to supporting our third-party management companies by promoting a healthy and safe work environment.	Corporate Responsibility

403-9	Work-related injuries	None of our employees experienced work-related injuries in 2019.	GRI Disclosure
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Diversity and Equal Opportunity			
Disclosure	Description	Response	Source
103	Management Approach	<p>Our senior leadership team has introduced various initiatives to ensure our Company remains inclusive and supportive for all, including:</p> <ul style="list-style-type: none"> <li>• Conducting regular training on "Creating a Respectful Workplace," which focuses on unconscious bias, discrimination, and harassment.</li> <li>• Holding a regular discussion series called "Conversations in Courage" to encourage employees to discuss issues related to racial unrest and diversity.</li> <li>• Leveraging a diverse slate of candidates for all job vacancies, including senior leadership.</li> <li>• Providing access to skills development training for all employees through a \$2,500 annual per employee training allowance.</li> </ul>	Corporate Responsibility
405-1	Diversity of governance bodies and employees	<p>To ensure the Board benefits from diverse perspectives, our Board and Nominating and Corporate Governance Committee seek qualified nominees from various backgrounds, including candidates of age, gender, and ethnic diversity. To that end, 66% of our trustees contribute to gender and/or ethnic diversity. Additionally, at year-end 2019, 49% of our employees were racially diverse, and 54% of our employees were women. We are proud that our organization is governed and propelled by such a diverse group of individuals, which we believe contributes to our Company's success now, and in the long-term.</p>	<p><a href="#">2020 Proxy Statement</a>, p. 10 and 26</p> <p>Corporate Responsibility</p> <p>ESG Performance Tables</p>

Human Rights Assessment			
Disclosure	Description	Response	Source
412-3	Significant investment agreements and contract that include human rights clauses or that underwent human rights screening	<p>RLJ has recently published a Human Rights Policy which aligns with the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.</p> <p>RLJ expects its vendors to conduct business in accordance with the environmental, human rights, labor and business conduct standards that are outlined in our vendor code of conduct.</p>	<p>Human Rights Policy</p> <p>Vendor Code of Conduct</p>

Local Communities			
Disclosure	Description	Response	Source
413-1	Operations with local community engagement, impact assessments, and development programs	<p>In 2019, RLJ supported 26 organizations through charitable donations and volunteer hours. RLJ contributed \$167,153 in cash donations and our associates volunteered 189 hours.</p>	Sustainability Report

