

# HUMAN RIGHTS POLICY

## PURPOSE

This statement sets forth the Human Rights Policy of Target Hospitality Corp. (“Target Hospitality” or the “Company”). The Company supports universal human rights and is committed to ensuring its employees and stakeholders are treated with dignity and respect.

Target Hospitality acknowledges and respects the principles contained in the [United Nations Universal Declaration of Human Rights](#) and the [United Nations Guiding Principles on Business and Human Rights](#). Our Human Rights Policy reflects the Company’s commitment to conduct its business in a manner consistent with these principles and to respect human rights within the company’s sphere of influence. The Company expects the same from its business partners and urges them to adopt similar policies within their own organizations.

## SCOPE

This policy applies to all Target Hospitality operations in North America and is overseen by the Company’s Executive Management Team.

## PRINCIPLES

This Human Rights Policy complements and brings together the human rights aspects of other company policies and guidelines, including our Employee Handbook and Code of Business Conduct and Ethics. The Company is committed to stakeholder engagement in the evolution of this policy.

Target Hospitality’s human rights program requires adherence to fundamental principles of human rights, including but not limited to the following:

- Non-Discrimination, Diversity and Harassment

Target Hospitality is committed to fostering a diverse workplace where all are treated with dignity and respect. Target Hospitality will not tolerate discrimination or harassment on the basis of race, color, religion, disability, genetic information, pregnancy, citizenship, marital status, sex/gender, sexual preference/sexual orientation, age, veteran status, national origin, or any other status protected by laws or regulations. Target Hospitality offers equal employment opportunities for all, basing all employment decisions on an individual’s merits, qualifications, and performance.

- Health and Safety

Target Hospitality is committed to ensuring exceptional levels of performance in safeguarding people and the environment. Our safety expectations and employee obligations are set out in further detail by our Health, Safety & Environment Management System Policy and overseen by our cross-functional Safety Committee.

- Privacy

Target Hospitality places a high value on privacy and is committed to protecting personal information. We have adopted security procedures to protect personal information and confidential third-party data from unauthorized access and will only collect, transmit, disclose,

or use personal information for legitimate business purposes and in compliance with applicable law.

- Workplace Security

Target Hospitality is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

- Working Conditions, Working Hours and Wages

Target Hospitality provides reasonable working conditions and hours throughout the organization. Our employees' wages and salaries meet or exceed minimum wage requirements everywhere we operate, and we comply with all other applicable laws related to working hours and compensation.

- Child Labor

We uphold individual human rights and follow employment laws in all the locations where we conduct business. Target Hospitality does not recruit child labor and condemns all forms of exploitation of children. Other than through internship programs or other educational engagements, Target Hospitality does not employ individuals who are under eighteen years of age. We expect the same level of compliance from our business partners.

- Forced Labor and Human Trafficking

We prohibit the use of all forms of forced or compulsory labor and human trafficking. All employment terms are offered on a voluntary basis. We expect that all members of a business partner's workforce will understand the terms of their employment, and such partners are prohibited from withholding, concealing or destroying employee identity or immigration documents. Our commitment in this regard is detailed in our Anti-Human-Trafficking Policy.

- Freedom of Association and Collective Bargaining

Target Hospitality respects employees' rights to freedom of association and to join collective bargaining organizations.

- Local Communities and Indigenous Peoples

Target Hospitality believes in being good neighbors wherever we operate, focusing on creating opportunities and fostering the economic development and well-being of our communities. We adhere to the principles of the ILO Convention 169 on Indigenous Peoples and have programs and policies in place to recruit, train and retain Indigenous employees.

- Reporting Concerns and Anti-Retaliation

Employees have the right and the responsibility to report violations of this policy or if they believe this policy conflicts with laws, customs, and practices of the place where they work. No reprisals or retaliatory actions will be taken against any employee for raising concerns under this policy.

## **WHISTLEBLOWER HOTLINE**

By mail: Audit Committee of Target Hospitality Corp.  
c/o General Counsel  
9320 Lakeside Blvd., Suite 300  
The Woodlands, Texas 77381

By email: [auditcommittee@targetlodging.com](mailto:auditcommittee@targetlodging.com)

By phone: 844-664-1408

By Internet: [www.th.ethicspoint.com](http://www.th.ethicspoint.com)

## **TRANSPARENCY AND IMPLEMENTATION**

In support of these efforts, we engage in collaboration with our interested stakeholders to strengthen our understanding of relevant human rights issues within our operations and sphere of influence. This engagement allows us to continually evaluate and develop our human rights practices and helps keep us sensitive to the potential impacts of our services and operations on the rights and well-being of our employees, customers and communities.

## **PLEASE DIRECT ALL QUESTIONS TO THE FOLLOWING**

[humanresources@targethospitality.com](mailto:humanresources@targethospitality.com)