



LAUNCHED 2030 GOALS to double investment in social impact and cut our environmental footprint in half

FEATURED GOALS:

Embed human rights due diligence across our value chain

Partner with suppliers to eradicate any form of forced labor or trafficking

Create and partner with cross-industry networks to advance international human rights

RECOGNITION



RANKED #1 in our industry and top 100 overall for America's Most JUST Companies by Forbes and JUST Capital.

100% rating on the Corporate Equality Index by the Human Rights Campaign

Named industry leader for Human Rights on the Dow Jones Sustainability North America Index

TRAINING

Rolled out **training in risks of modern slavery to**

2,800

leaders at 240+ hotels and corporate offices in Europe, Middle East & Africa



Rolled out **ECPAT training** "Signs of human trafficking" to **100% of hotels**



BUILDING CAPACITY

Empowered 127 female community leaders from **50 countries** since 2013 to accelerate their anti-trafficking impact via the [Global Freedom Exchange](#) with Vital Voices

INDUSTRY ACTION



International Tourism Partnership

Announced our commitment to share our modern slavery training with the industry through the **International Tourism Partnership**

Contributed to the **creation and launch of the Framework to Engage with Suppliers** through the [UK Stop Slavery Hotel Industry Network](#), to help procurement teams and suppliers to **address risks of forced labor and modern slavery in the supply chain**

DUE DILIGENCE



Operations: Embedded signs of human trafficking in **Safety & Security policies and procedures**



Supply chain: **Audited 8 labor outsourcing agencies and scheduled 30 further audits** in Europe, Middle East and Africa



Development: Embedded human rights in our new country due diligence process; conducted risk analysis and developed mitigation plans for **60+ new countries**

DESTINATION STEWARDSHIP

Integrated Human Rights in Enterprise and Operations risk mapping, **highlighting hot spot destinations** for in depth training and mitigations



Launched "Big Five" for Sustainable Travel and Tourism Across Africa, including **commitment to fight human trafficking, audit labour agencies and provide support for victim survivors**

COLLECTIVE ACTION

TOWARD THE SUSTAINABLE DEVELOPMENT GOALS



Supported the launch of the International Tourism Partnership's (ITP) [Forced Labor Principles](#) at the Consumer Goods Forum in Singapore

Support the achievement of the [International Tourism Partnership's Goals](#) for human rights