

HILTON AND THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Hilton

As one of the world's largest industries, travel and tourism plays an important role in helping the international community reach the global Sustainable Development Goals (SDGs), adopted by the United Nations in 2015. At Hilton, we launched our Travel with Purpose 2030 Goals to cut our environmental footprint in half and double our investment in social impact across our value chain by 2030, in line with the SDGs objectives and timeline. We defined 23 specific targets under that overarching framework, each of them supporting at least one of the SDGs. This is how we support the global community's development agenda, and how we redefine sustainable travel.

HILTON'S PRIORITY GOALS



Hilton is redefining sustainable travel and tourism through our corporate responsibility strategy, Travel with Purpose. Hilton contributes to the achievement of all 17 of the SDGs, however we found through our [materiality assessment](#) that we can have the most significant impact on four goals in particular: [SDGs 8, 11, 12 and 13](#). Learn more about how Hilton and the Travel with Purpose 2030 Goals relate to the SDGs below.

SDG	SDG Target Alignments	Hilton's 2030 Targets & Achievements
	<p>NO POVERTY</p> <ul style="list-style-type: none"> • Eradicate extreme poverty • Implement social protection systems • Equal rights to economic resources 	<p>2030 Goal: Double investment in programs that contribute to sustainable solutions for all</p> <ul style="list-style-type: none"> • Announced our Hilton 'Big Five' in Africa with a pledge to invest \$1 million to drive sustainable travel and tourism in Africa, including a focus on hiring local and buying goods locally • Awarded \$222,000 in 2018 in community investment grants to support local innovations for sustainable travel
	<p>ZERO HUNGER</p> <ul style="list-style-type: none"> • End hunger • Double agricultural productivity • Ensure sustainable food systems 	<p>2030 Goal: Reduce food waste sent to landfill by 50%, and participate in food donation programs where allowed by law (managed hotels)</p> <ul style="list-style-type: none"> • Released our new food waste reduction program in the Americas, requiring managed hotels to establish food donation partners (where legal) and a food waste diversion program • Launched the Blended Burger in the US, UK and Africa as part of our membership of the innovation hub Better Buying Lab to promote plant-based diets • Named a USDA Food Loss and Waste 2030 Champion by the US Department of Agriculture, Environmental Protection Agency and Food and Drug Administration
	<p>GOOD HEALTH AND WELL-BEING</p> <ul style="list-style-type: none"> • Reduce number of deaths due to pollution and contamination • Strengthen the capacity of all countries for risk 	<p>2030 Goals: Reduce waste output by 50%, and a goal to send zero soap to landfill</p> <ul style="list-style-type: none"> • Collaborated with soap recycling partners to divert more than 2.4 million pounds of soap and plastic bottles from landfills, distribute more than 9.6 million bars of soap in 127 countries and build more than 1.2 million hygiene kits for communities in need, helping contribute to a 35% reduction in hygiene-related illnesses

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QUALITY EDUCATION

- Free and quality education for all youth
- Substantially increase the number of youth and adults who have relevant skills for employment, decent jobs and entrepreneurship
- Eliminate gender disparities

2030 Goals: Double our investment in programs that contribute to sustainable solutions and economic opportunity for all, and double investment in youth opportunity programs in countries with lowest youth wellbeing

- Initiated context-based water pilot programs in collaboration with World Wildlife Fund to promote stewardship in high water risk areas in the US, South Africa and China
- Impacted more than 900,000 young people since 2014 through our [Open Doors Pledge](#)
- Announced Tru by Hilton [partnership with Boys & Girls Club of America](#), engaging Tru hotels to work with local Clubs to open doors for youth through career development programs
- Partnered with the China Foundation for Poverty Alleviation to empower 5,000+ university students to submit innovative social impact project ideas through the Hilton Charity Future program
- Supported the education of more than 70,400 girls to date in India and Sri Lanka in collaboration with Room to Read
- Trained 20,000 young Team Members and youth globally in the life skills training program, "Passport to Success for Hospitality"



GENDER EQUALITY

- End forms of discriminations against women
- Eliminate all violence against women, including trafficking and sexual and other types of exploitation
- Ensure equal opportunities for women

2030 Goal: Double our investment in programs that contribute to sustainable solutions and economic opportunity for all, with a focus on gender equality

- Supported 3,000+ women, minority, Veteran and LGBTQ-owned businesses through our Supplier Diversity Program
- Supported the education of more than 70,400 girls to date in India and Sri Lanka in collaboration with Room to Read
- Empowered 127 female anti-trafficking leaders to date from 45 countries through the [Global Freedom Exchange](#)
- Committed to our [Human Rights Statement](#)
- 58% of corporate [global managers are women](#), with a continued differentiated investment in women
- Launched a partnership between Hilton, International Youth Foundation and JP Morgan to provide young women in Saudi Arabia with skills training for employment



CLEAN WATER AND SANITATION

- Access to safe drinking water
- Adequate sanitation and hygiene
- Implement water resources management

2030 Goals: Reduce water use in our managed operations by 50%, and a goal to send zero soap to landfill

- Reduced [water consumption](#) by 22% since 2008
- Signed on to the UN Water Action Platform to further our commitment to the UN CEO Water Mandate and the global water crisis
- Collaborated with soap recycling partners to distribute more than 9.6 million bars of soap in 127 countries and build more than 1.2 million hygiene kits for communities in need, helping contribute to a 35% reduction in hygiene-related illnesses
- Initiated context-based water pilot programs in collaboration with WWF to promote stewardship in high water risk areas in the US, South Africa and China
- Announced our [Hilton 'Big Five' in Africa](#) with a pledge to invest \$1 million to drive sustainable travel and tourism in Africa, including a focus on water stewardship

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		<ul style="list-style-type: none"> Partnered with the California Water Action Collaborative and the UN CEO Water Mandate to identify context based targets and opportunities for collective action to improve the health of the Santa Ana watershed Helped to launch the International Tourism Partnership's Water Risk Index Report during World Water Week Support the International Tourism Partnership Goals for carbon, water, youth and human rights in collaboration with the hospitality industry
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<p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>AFFORDABLE AND CLEAN ENERGY</p> <ul style="list-style-type: none"> Universal access to reliable energy services Increase share of renewable energy Double rate of energy efficiency 	<p>2030 Goal: Reduce Scope 1 and 2 carbon intensity by 61%</p> <ul style="list-style-type: none"> Became the first major hotel company to set science based greenhouse gas targets, approved by the Science Based Targets initiative Reduced energy consumption by 22% and carbon intensity by 31% since 2008 Certified all 5,600+ properties worldwide to ISO 50001 (Energy Management) Recognized as the first global hotel brand to join The Climate Group's Energy Productivity 100 (EP100) initiative, committing to improve our energy productivity in line with our 2030 Goals Installed 1.5 MW PV solar array at the Grand Wailea, the largest on the island of Maui
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<p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>DECENT WORK AND ECONOMIC GROWTH</p> <ul style="list-style-type: none"> Sustain per capita economic growth Promote sustainable tourism through jobs Reduce proportion of youth not in employment Eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor 	<p>2030 Goals: Double our investment in programs that contribute to sustainable solutions for all, double investment in youth opportunity programs, embed human rights due diligence in our supply chain and double our local sourcing spend</p> <ul style="list-style-type: none"> Impacted more than 900,000 youth through our Open Doors pledge to connect, prepare or employ 1 million youth by 2019 Supported 1,600+ apprenticeships around the world in 2018 Committed to our Human Rights Statement Announced our Hilton 'Big Five' in Africa with a pledge to invest \$1 million to drive sustainable travel and tourism in Africa Empowered 127 female anti-trafficking leaders to date from 45 countries through the Global Freedom Exchange Rolled out mandatory anti-trafficking training to 100% of our hotels Trained 20,000 young Team Members and youth globally in the life skills training program, "Passport to Success for Hospitality" Support the International Tourism Partnership's Goals for carbon, water, youth and human rights in collaboration with the hospitality industry
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<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <ul style="list-style-type: none"> Develop quality infrastructure to support economy Promote inclusive industrialization Upgrade technological capabilities Infrastructure development through technical support 	<p>2030 Goal: Adopt a global standard for responsible travel and tourism</p> <ul style="list-style-type: none"> Embedded Human Rights due diligence in new country development processes Committed to our Responsible Sourcing Policy Updated and refreshed LightStay, our corporate responsibility measurement platform, to enhance its functionality and design in order to increase accessibility, Team Member usage and tracking accuracy
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	<p>REDUCED INEQUALITIES</p> <ul style="list-style-type: none"> Promote inclusion of all regardless of status Ensure equal opportunity and reduce inequalities 	<p>2030 Goals: Double our investment in programs that contribute to sustainable solutions and economic opportunity for all, and double our local sourcing spend</p> <ul style="list-style-type: none"> Dedicated to diversity and inclusion to foster innovation and create a globally competitive business Scored 100% on the Corporate Equality Index by the Human Rights Campaign Supported 3,000+ women, minority, Veteran and LGBTQ-owned businesses through our Supplier Diversity Program Committed to hiring 20,000 veterans, spouses, dependents and caregivers through Operation: Opportunity Impacted 4,600 refugees in Europe and the US since 2015, and became the first major hotel company to join the Tent Partnership for Refugees
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	<p>SUSTAINABLE CITIES AND COMMUNITIES</p> <ul style="list-style-type: none"> Enhance sustainable urbanization Protect and safeguard world's cultural and natural heritage Reduce number of deaths caused by natural disasters Support least developed countries 	<p>2030 Goals: Cut our environmental footprint in half and double investment in social impact, specifically committing to adopting a global standard for responsible travel and tourism</p> <ul style="list-style-type: none"> Announced our Hilton 'Big Five' in Africa with a pledge to invest \$1 million to drive sustainable travel and tourism in Africa Logged 236,930 volunteer hours across 93 countries and nearly 5,000 projects during our 2018 Global Week of Service Supported 10 campaigns all over the world through our Hilton Responds fund to support 100 Team Members that have been impacted by natural disasters Supported and signed on to the launch of the World Travel & Tourism Council's initiative to fight against illegal wildlife trade
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	<p>RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <ul style="list-style-type: none"> Achieve sustainable use of natural resources Halve per capita global food waste Create sustainable development tools Reporting on sustainability practices 	<p>2030 Goals: Cut our environmental footprint in half, reducing energy and water consumption and waste output</p> <ul style="list-style-type: none"> Became the first major hotel company to set science based greenhouse gas targets, approved by the Science Based Targets initiative Reduced water consumption by 22%, waste output by 32% and energy consumption by 22% since 2008 Diverted more than three million pounds of organic waste from landfill in 2018 via composting and food digesters Launched a new food waste reduction program in the Americas, requiring managed hotels to establish food donation partners (where legal) and a food waste diversion program Reported annually on sustainability impact, including third-party assured environmental and social data Integrated Travel with Purpose (our corporate responsibility strategy), 2030 Targets and our progress into the annual financial report Implemented a complete refresh of LightStay, Hilton's corporate responsibility measurement platform, in order to optimize functionality and further drive Team Member engagement as we track towards our 2030 Goals Launched the Blended Burger in the US, UK and Africa as part of our membership of the innovation hub Better Buying Lab to promote plant-based, low carbon diets Set new hotel brand standard requiring the removal of plastic straws, stir sticks and cocktail picks from all hotel operations
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13 CLIMATE ACTION




CLIMATE ACTION

- Improve education and awareness on climate change
- Promote mechanisms for climate change-related planning
- Strengthen resilience to natural disasters

2030 Goal: Cut environmental footprint in half by 2030, promote environmental awareness

- Hilton's CEO Chris Nassetta serves as Chairman of the World Travel & Tourism Council, with a focus on driving sustainable travel and tourism through collaboration with other companies
- Reduced [water consumption](#) by 22%, [waste output](#) by 32% and [energy consumption](#) by 22% since 2008
- Became the first major hotel company to set science based greenhouse gas targets, approved by the [Science Based Targets initiative](#)
- Became the first global hotel brand to join The [Climate Group's Energy Productivity 100 \(EP100\) initiative](#)
- Maintained certification to ISO 50001 (Energy Management), ISO 14001 (Environmental Management) and ISO 9001 (Quality Management) across our portfolio of more than 5,600 hotels, the largest certified portfolio in the world

14 LIFE BELOW WATER




LIFE BELOW WATER

- Reduce marine pollution
- Protect marine and coastal ecosystems
- Regulate harvesting and overfishing
- Increase benefits to developing countries from sustainable use of marine resources through sustainable tourism

2030 Goal: Sustainably source (e.g. certified) all meat and poultry, produce, seafood and cotton at managed hotels (where available)

- Announced new brand standard to [remove plastic straws](#) from all hotel operations
- Progressed towards our sustainable seafood goals, with 16.2% of total seafood volume in Europe, Middle East and Africa from fisheries progressing toward sustainability (based on available procurement data)
- Supported World Wildlife Fund (WWF) fishery improvement projects in Ecuador, Peru, Vietnam and the Bahamas
- Achieved traceability with Marine Stewardship Council Chain of Custody certification to 62 hotels in 5 countries
- Partnered with WWF and MSC to deliver training workshops to suppliers and Hilton teams in China, Japan, Thailand, Malaysia and Indonesia

15 LIFE ON LAND



LIFE ON LAND

- Combat desertification and restore degraded land
- Combat poaching and trafficking of protected species

2030 Goal: Cut our water consumption by 50%

- Reduced [water consumption](#) by 22% since 2008
- Announced our [Hilton 'Big Five' in Africa](#) with a pledge to invest \$1 million to drive sustainable travel and tourism in Africa, with a commitment to protecting wildlife and promoting responsible wildlife-based tourism
- Brand standard prohibiting the serving of endangered species on our menus
- Supported and signed on to the launch of the World Travel & Tourism Council's initiative to [fight against illegal wildlife trade](#)

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



PEACE, JUSTICE AND STRONG INSTITUTIONS

- End abuse and trafficking of children
- Reduce corruption and bribery
- Strengthen participation in governance for developing countries

2030 Goals: Embed human rights due diligence across our global operations and in our supply chain, and partner with suppliers to eradicate any form of forced labor or trafficking

- Committed to our [Human Rights Statement](#)
- Code of Conduct training mandatory for all Hilton Employees, including a section on human rights
- Rolled out mandatory anti-trafficking training to 100% of our hotels
- Support the [International Tourism Partnership Goals](#) for carbon, water, youth and human rights in collaboration with the hospitality industry

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PARTNERSHIP FOR THE GOALS

- Assist developing countries in attaining sustainability
- Multi-stakeholder partnerships for sustainable development
- Implement official development assistance commitments

2030 Goal: Create and partner with cross-industry networks to support policies for a low carbon future and to advance international human rights

- Hilton's CEO Chris Nassetta serves as Chairman of the World Travel & Tourism Council, with a focus on driving sustainable travel and tourism through collaboration with other companies
- Support the [International Tourism Partnership Goals](#) for carbon, water, youth and human rights in collaboration with the hospitality industry
- Hosted the [Global Laureate Fellows](#), young social entrepreneurs from around the world, to join Hilton business leaders to co-create and solve tangible business opportunities related to Hilton's 2030 Goals
- Partnered with the California Water Action Collaborative and the UN CEO Water Mandate to identify context based targets and opportunities for collective action to improve the health of the Santa Ana watershed
- Partnered with the World Wildlife Fund on water stewardship, food waste and sustainable seafood
- Supported the launch of the ITP Forced Labour Principles and the ITP Water Risk Index
- Named a [USDA Food Loss and Waste 2030 Champion](#) by the US Department of Agriculture, Environmental Protection Agency and Food and Drug Administration

