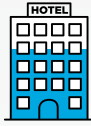


2030 GOALS

- Embed human rights due diligence across our global operations and in our supply chain, and partner with suppliers to address any form of forced labor or trafficking
- Create and partner with cross-industry networks to advance international human rights



On Track

PROGRESS:

- 94% of hotels with at least one Team Member trained in anti-human trafficking, including 78% of General Managers
- Made our training on Key Risks of Modern Slavery in Labor Sourcing publicly available for free
- 100% of hotels mapped against human rights risks, and 100 country-level human rights briefs and mitigation plans developed
- 44 labor agencies audited
- Active collaboration with industry organizations

OPERATIONS

We recognize the risk that hotels may be used by traffickers for commercial sexual exploitation. To best equip our teams to identify the signs and report them appropriately, annual anti-trafficking training is mandatory for all hotel-based Team Members. Team Members can raise concerns via the anonymous Hilton Hotline, and are strongly encouraged to report potential signs of trafficking to hotel management, who are trained to best assess the situation and contact local law enforcement as appropriate.

100%

Hotel-based Team Members required to be trained in anti-human trafficking (managed and franchised)

COLLECTIVE ACTION ON FORCED LABOR

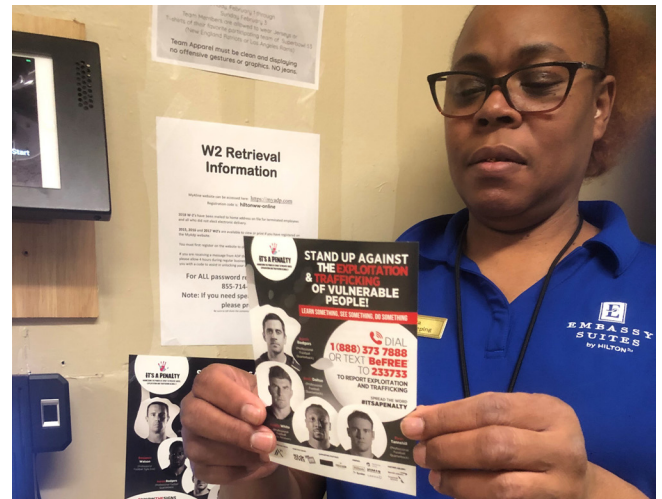
We supported the development and launch of the International Tourism Partnership (ITP) Human Rights Statement and Principles. To bring the Principles to life, we donated our industry-first training on Key Risks of Modern Slavery in Labor Sourcing to ITP and made it [freely available to the whole industry](#).

ITP FORCED LABOR PRINCIPLES

- Every worker should have freedom of movement
- No worker should pay for a job
- No worker should be indebted or coerced to work

As a business of people serving people, respecting human rights is a core part of our mission. Our human rights strategy is informed by the UN Guiding Principles for Business and Human Rights.

Our commitments and expectations are set out in our [Code of Conduct](#), [Human Rights Principles](#) and [Responsible Sourcing Policy](#), including the prohibition of forced labor, bonded labor, child labor, slave labor, human trafficking and recruitment fees. The policies also detail the prohibition for any Hilton property, product or service from being used in any manner that supports or enables any form of abuse and exploitation. Learn more about our human rights journey [here](#).



A Housekeeper at **Embassy Suites Buckhead** reviews the list of signs of trafficking on a pamphlet developed with [It's a Penalty](#), with whom Hilton partnered during the 2019 Super Bowl to continue raising awareness about human trafficking across 60+ hotels in Atlanta.

124,500+

Team Members trained in anti-trafficking since 2017

4,717

General Managers trained by the end of 2019



Hilton's training is used across our membership of leading hospitality companies to better equip their teams to identify and address the risks of modern slavery within their recruitment practices."

Madhu Rajesh, Director, International Tourism Partnership



Signatory to the ECPAT Code to prevent human trafficking in tourism since 2011

SUPPLY CHAIN

Our [Responsible Sourcing Policy](#) outlines the standards expected of Hilton suppliers. Based upon spend and identified regional risks, we require priority suppliers to undergo a deeper due diligence.

LABOR SOURCING

We require outsourcing agencies in EMEA to conduct third-party audits and will expand this to other regions. We enhanced our recruitment manual and processes in the Middle East to continue fostering ethical recruitment.

In 2019 we shared our best practices and contributed to the development of industry guidance through a [Qatar working group on fair recruitment](#).

GOODS SOURCING

We have developed an initial risk-based prioritization of goods suppliers. In 2019, we piloted due diligence for our textile suppliers.



44

audits conducted on outsourcing agencies



91%

labor sourcing leaders trained in modern slavery (EMEA)



100

countries assessed for human rights risks

GLOBAL FREEDOM EXCHANGE

In 2013, Hilton and Vital Voices co-created the Global Freedom Exchange (GFE), a leadership training program for women advocates fighting human trafficking on the front lines. In 2019, we accelerated efforts to provide destination-specific capacity building. We reconvened all 24 Fellows from 11 countries across the African continent for continuous learning, including co-creation sessions with Hilton regional leaders.



VITAL VOICES
GLOBAL PARTNERSHIP

\$259K

disbursed to support 27 GFE Fellows' organizations in 20 countries, benefiting:



830

public officials through training



4,630

community members through prevention



1,800

trafficking survivors through rehabilitation



80%

report improved capability for impact



126

anti-trafficking leaders from 50 countries

COLLECTIVE ACTION TOWARDS THE SUSTAINABLE DEVELOPMENT GOALS

- Co-founded the [World Travel & Tourism Council's Anti-Trafficking Task Force](#) in 2019
- Co-created International Tourism Partnership's Human Rights strategy and [Forced Labor Principles](#)
- Co-founder of [UK Stop Slavery Hotel Industry Network](#)
- Supported launch of the [American Hotel & Lodging Association's No Room For Trafficking](#) campaign

