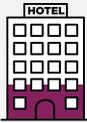


## 2030 GOALS

- Sustainably source all meat and poultry, produce, seafood and cotton at managed hotels (where available)
- Encourage suppliers to set goals and validate through auditing and incentive program
- Create framework for collaboration program with top-tier suppliers
- Increase data visibility by incorporating social and environmental criteria into supplier registration and inquiry processes



### Making Progress

#### PROGRESS:

- Cage-free eggs: 89% of spend in U.S.; 77% of spend in Europe (Luxury & Full Service managed hotels)
- Seafood: 80 hotels in 6 countries have achieved MSC and/or ASC Chain of Custody certification
- Reviewing towel and bed linen supplier sustainability attributes

With global operations spanning 119 countries and territories, we recognize the immense economic, environmental and social impact we have on our supply chain. In 2016, we announced our global commitment to responsibly source our seafood by 2022. Since then we expanded our focus to include other aspects of responsible sourcing, including our 2030 Goals to sustainably source meat, poultry, produce, seafood and cotton, and to collaborate with our suppliers to improve our responsible sourcing. We continue to work with our suppliers to drive progress towards our responsible sourcing goals.

The spend data reflected in this section is based on 2019 data from Hilton Supply Management (HSM), Hilton's central purchasing organization. HSM manages national and regional procurement contracts for our managed hotels, with many of our franchised hotels also participating in HSM contracts.

## SUSTAINABLE SEAFOOD

In partnership with World Wildlife Fund (WWF), Hilton is committed to responsibly sourcing seafood globally by 2022. This includes banning the procurement of endangered species, sourcing at least 25% of our seafood globally from fisheries and farms certified by the most credible sustainability standards, the Marine Stewardship Council (MSC) and the Aquaculture Stewardship Council (ASC), and ensuring the remaining portion of our seafood is working towards certification, sustainable improvement or are on WWF green lists.



Achieved MSC and/or ASC Chain of Custody certification at

**80 hotels in 6 countries**



Worked with WWF to invest in

## 6 Fishery Improvement Projects

in our supply chain to improve ocean health and support local community livelihoods

**19**



U.S. seafood suppliers engaged to develop roadmaps and reporting in support of our 2022 seafood targets

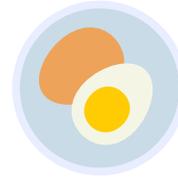
Local fishermen improve sustainability practices through WWF's Honduran Spiny Lobster Fishery Improvement Project supported by Hilton. © Antonio Busiello WWF-US.

## ANIMAL WELFARE

Hilton strives to work towards the legal, ethical, humane treatment of animals across our value chain. Our approach to animal welfare is informed by the Five Freedoms of care and codified in our [Animal Welfare Statement](#).

In May 2019, Hilton announced an expanded commitment to source 100% of our shell, liquid and egg products across our global portfolio from cage-free sources by the end of 2025. We are committed to transparently sharing our progress towards this commitment as we work with our hotels and suppliers.

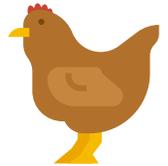
We were unable to meet our 2018 commitment to source gestation crate-free pork for our Luxury and Full Service hotels in the U.S and Europe, due to limited availability in our supply chain and inconsistent legal limits on how long sows are held in gestation crates. We continue to work with our pork suppliers to transition towards group-housed pork and gestation crate-free pork.



Distributed our **Cage-Free Egg Policy** to all hotels, in 18 native languages

**89% (U.S.)  
77% (Europe)**

eggs from cage-free sources (by dollar spend for Hilton-managed Full Service and Luxury hotels)



Please refer to our [Animal Welfare Fact Sheet](#) for more information on our animal welfare practices and progress towards our goals.

## SUPPLIER DUE DILIGENCE

Based on our supply chain risk assessment, we identified the following categories for additional attention from a modern slavery perspective: services, meat, seafood, produce, garments and textile. We continued to roll out our training on Key Risks of Modern Slavery in Labor Sourcing and our due diligence process on all outsourcing agencies in EMEA, and extended it to recruitment agencies.

In line with our goal to responsibly source cotton, we are currently reviewing our towel and bed linen suppliers' sustainability attributes, including:

- Production locations
- Third-party labor audits
- OekoTex 100 certification
- Wash performance and product life



**Responsible Sourcing Policy**

included in all new contracts



**44**

labor agencies audited



**200+**

suppliers and hotel leaders attended our Hilton Supply Management responsible sourcing workshops in South America and Southeast Asia



**91%**

assigned labor sourcing leaders in EMEA trained in key risks of Modern Slavery

## COLLECTIVE ACTION TOWARDS THE SUSTAINABLE DEVELOPMENT GOALS

- Signatory to the World Travel & Tourism Council's [Declaration on Illegal Trade in Wildlife](#), committing to not knowingly purchase, utilize or facilitate the sale of illegally harvested wildlife products

