

## 1. SCOPE

The Human Rights Principles apply to Hilton's corporate offices and Hilton-owned, leased and managed hotels. Hilton expects its suppliers and business partners to comply with all laws and regulations, and is committed to working with and encouraging its owners, franchise partners, and others in its value chain to uphold these Principles in their own operations and business relationships. Hilton's [Responsible Sourcing Policy](#) is aligned with the expectations and commitments of these Principles.

## 2. COMMITMENT

Human rights are the basic rights and freedoms inherent to all human beings. Hilton is committed to complying with the law in every country and region in which we operate. Where national law and international human rights standards differ, or are in conflict, Hilton shall respect the law of the land, while seeking ways to advance international human rights consistent with these Principles.

As a signatory to the United Nations (UN) Global Compact, Hilton endeavors to conduct business operations in a manner that respects human rights as defined in the Universal Declaration of Human Rights and to avoid complicity in human rights abuses. Prohibited conduct under these Principles includes, but is not limited to, the following:

- Using forced or slave labor, including prison, bonded, or debt labor. This prohibition includes transporting, receiving, trafficking, harboring, recruiting or transferring, persons by means of threat, force, coercion, abduction, or fraud.
- Requiring Team Members\* and temporary employees to pay for their employment.
- Employing individuals who are under 15 years of age or the lawful age of employment (whichever is higher).
- Failing to comply with applicable laws and regulations regarding compensation, hours of work, overtime and benefits.
- Failure to respect Team Members' right to freedom of peaceful assembly and association, including their right not to be compelled to belong to an association and their right to choose whether to be represented for collective bargaining purposes.
- Failure to respect the right of freedom of opinion and expression, including the freedom to hold opinions without interference provided that the exercise of such rights does not interfere with the safe and efficient performance of work by persons during work hours.
- Failure to respect Team Members' and guests' privacy rights. Hilton is committed to safeguarding information gathered for legitimate business purposes in a reasonable manner and in accordance with laws.

**Harassment & Non-Discrimination.** Hilton values diverse people, talent and ideas. We have a zero tolerance policy for any form of harassment or discrimination based on any personal characteristic, including race, color, gender, religion or nationality. Hilton's [Harassment and Violence-Free Workplace Policy](#) outlines our commitments to prohibiting all forms of harassment, including sexual and non-sexual harassment. Our Harassment and Violence-Free Workplace Policy also describes the escalation process for reporting incidents and the framework for determining corrective and disciplinary actions for workplace harassment and violence.

**Safe & Healthy Work Environment.** Hilton is committed to the health and safety of our Team Members, guests, and business colleagues. Each Team Member and business partner is responsible for understanding and complying with all applicable safety and health laws and guidelines. In addition, each Team Member is responsible for identifying and responding to health and safety hazards and security concerns.

**Prohibition Against Human Trafficking, including Sexual Exploitation.** Hilton condemns all forms of slavery, forced labor, human trafficking and commercial exploitation. As signatories of the ECPAT Tourism Child-Protection Code of Conduct, Hilton is fully committed to protecting individuals from all forms of abuse and exploitation. Hilton expects Team Members as well as business partners to help us meet this commitment.

**Equal Opportunities.** Hilton is committed to ensuring equal opportunities for our Team Members and complies with all local laws and policies addressing equal opportunity. Hilton's [Equal Employment Opportunity Policy](#) ensures all Team Members are provided with equal opportunities in regard to employment, promotion decisions and remuneration within set compensation and benefits strategies, country-specific statutory requirements and other relevant factors.

### 3. ADDRESSING HUMAN RIGHTS

Hilton addresses human rights impacts in the following ways:

- Hilton requires all Team Members to take training on our Code of Conduct, which includes a commitment to human rights as set out in these Principles.
- Hilton conducts human rights due diligence to identify, address, and mitigate adverse human rights impacts in our supply chain and value chain.
- Hilton seeks to continually strengthen its due diligence processes by integrating findings back into its policies and procedures.
- Hilton communicates with its stakeholders both internally and externally regarding how it addresses, impacts and publishes its progress in its annual corporate responsibility report.
- Hilton seeks to establish and strengthen mechanisms to report and investigate known or suspected human rights violations.

## 4. GOVERNANCE

Hilton's Nominating and Environmental, Social and Governance (ESG) Board Committee has oversight of the company's ESG strategy, including human rights.

Hilton operates at a global scale, with a complex supply chain. For the latest information about the company's structure, please refer to [www.ir.hilton.com](http://www.ir.hilton.com). For the latest updates on risk mapping and actions taken, please refer to Hilton's annual ESG Report: [www.cr.hilton.com](http://www.cr.hilton.com).

These Principles should be read in conjunction with all relevant Hilton policies and guidance, including but not limited to the following:

- [Code of Conduct](#)
- [Responsible Sourcing Policy](#)

These Principles have been developed by Hilton in consultation with external stakeholders, including government agencies, non-governmental organizations, industry bodies, members of academia and key business partners.

*\*Team Members include employees at Hilton corporate offices and its owned and managed properties, and employees of franchisees who work on-property at independently owned and operated franchise properties in the Hilton portfolio.*

*Hilton reserves the right to amend or modify these Human Rights Principles. Last updated April 2021.*

