



**HYATT HUMAN TRAFFICKING
AND HUMAN RIGHTS
STATEMENT**

Fiscal Year 2019

Hyatt International (Europe Africa Middle East) LLC and Hyatt Holdings (UK) Limited (collectively, “Hyatt”) are publishing this statement in compliance with the UK Modern Slavery Act 2015. It details steps taken by Hyatt to aid in the prevention of modern slavery and human trafficking during the year ending 31 December 2019. Hyatt is part of the Hyatt Hotels Corporation family (the “Company”), a global hospitality organization with widely-recognized, industry-leading brands and a tradition of innovation developed over our almost sixty-year history. We develop, own, operate, manage, franchise, license or provide services to a portfolio of properties, consisting of full service hotels, select service hotels, resorts and other properties, including timeshare, fractional and other forms of residential and vacation properties.

As directly owned subsidiaries of the Company, Hyatt International (Europe Africa Middle East) LLC and Hyatt Holdings (UK) Limited are governed by the Company’s global policies, including the Hyatt Hotels Corporation Code of Business Conduct and Ethics (the “Code”). We have a long-standing commitment to support and respect the fundamental protection of human rights as embodied in the Universal Declaration of Human Rights. We believe that we have a responsibility to manage our business in a manner that is consistent with fundamental human rights and we attempt to foster similar ideals in those with whom we do business, including our owners, franchise operators and suppliers. This commitment is aligned with our Company core values and is supported by both the Code and our organization’s corporate social responsibility and diversity and inclusion strategies. The Company’s Board of Directors oversees executive officers of the Company to ensure that our principles are consistently integrated across the organization. Additionally, the Company has adopted its own Human Rights Statement, which addresses ethical business conduct, human rights of our colleagues, protection of the rights of children, and the elimination of human trafficking/modern slavery, as further described below.

Ethical Business Conduct

The Code of Business Conduct and Ethics requires that business be conducted with honesty and integrity, and in compliance with all applicable laws. The Code further reiterates our commitment to the fundamental protection of human rights for all people, our efforts to combat human trafficking, and our expectation that our business partners uphold the same principles. Company policies and practices establish clear ethical standards and guidelines for how we do business and also establish accountability. All colleagues are required to obey applicable laws and comply with specific standards relating to legal obligations, ethics, and business conduct. We have clear accountability mechanisms in place to encourage reporting of compliance with these standards.

Hyatt promotes an open door policy to encourage the reporting of any violations of company policy, misconduct or mistreatment. The Company also maintains a reporting tool through a website,

www.hyattethics.com, and a dedicated toll-free number, to provide a way to anonymously and confidentially report activities that potentially may involve criminal, unethical or otherwise inappropriate behavior in violation of applicable law and/or our established policies.

Human Rights of Our Colleagues

We respect the human rights of our colleagues including freedom from discrimination, forced or compulsory labor as well as freedom of association. We have a long-standing commitment to diversity and inclusion and remain dedicated to providing a safe and healthy work environment for all colleagues.

Protection of the Rights of Children

Hyatt complies with all applicable laws prohibiting the use of child labor and supports legislation to prevent and punish the crime of sexual exploitation of children. In keeping with our mission, Hyatt is committed to seeking to raise awareness concerning such exploitation, and will cooperate with law enforcement authorities to address any such instances of exploitation of which Hyatt becomes aware.

Elimination of Human Trafficking/Modern Slavery

Given the nature of our business, we are sensitive to the existence of human trafficking and we are committed to working to establish steps that help prevent the use of Hyatt hotels for trafficking and to raise awareness concerning such exploitation. We cooperate with law enforcement authorities, and we also support efforts to eliminate forced labor of all kinds. We are committed to following all applicable employment related laws, including pay, overtime and work conditions, and ensuring that Hyatt is a place where people can be their best.

The following are some of the ways that we express our commitment to combating human trafficking and modern slavery:

- Mandatory human trafficking training is a Company brand standard for all hotels, and we make our training available for our franchise partners. In 2018, more than 55,000 of our colleagues were required to take the training, which is integrated into Hyatt's onboarding process and ongoing compliance training throughout a colleague's employment with us. We periodically update our training over time to ensure current information is communicated to our colleagues.
- Hyatt supports the International Tourism Partnership's Principles on Forced Labour, and the Company became a signatory in 2018. Hyatt therefore expects its suppliers to adhere to these principles: (1) Every worker should have freedom of movement; (2) No worker should pay for a job; (3) No worker should be indebted or coerced to work. Hyatt further expects that forced, bonded or indentured labor or involuntary prison labor is not to be used; that workers should be free to terminate their employment upon reasonable notice; and that workers shall not be required to relinquish control of government-issued identification, passports or work permits as a condition of employment.
- Hyatt worked in partnership with the International Tourism Partnership and our industry partners to develop the International Tourism Partnership's Position Statement on Human Trafficking.
- Hyatt regularly works with local law enforcement officials in preparation for and during international sporting events to create heightened awareness around human trafficking.
- The Company is a signatory to the ECPAT Tourism Child-Protection Code of Conduct (the "ECPAT Code"). The ECPAT Code specifically focuses on the protection of children from sexual exploitation in the travel and tourism industries.
- Hyatt strictly adheres to employment laws respecting pay and hours worked.
- Hyatt promotes our commitment to the respect and dignity of workers with our suppliers through our

Supplier Code of Conduct, which addresses our expectations for suppliers' treatment of their employees, including that no supplier's activities will contribute toward human exploitation. The Code further reiterates our commitment to upholding the human rights of workers; our commitment to treating all workers with dignity and respect; our prohibition of forced, bonded, indentured or involuntary labor; and our expectation that our business partners uphold the same principles.

- Hyatt supports programs that help to prepare vulnerable youth with life and hospitality skills through partnerships with non-profit organizations focusing on youth employment.

Our organization continuously assesses evolving human rights issues that have the potential to intersect with our business. Given the complexity of these issues, especially in a global context, we frequently collaborate with industry groups and experts to shape our knowledge and awareness of human rights. For example, the Company works in close partnership with the International Tourism Partnership and is a leading member of the organization's Human Rights working group, where we are working with our industry peers to:

- Identify appropriate mechanisms to address human rights issues throughout the value chain, from direct employment to construction and supplychains.
- Identify appropriate human rights key evaluation indicators to implement guidance and define targets.
- Develop relevant training and other resources for those working in the industry.

We are committed to respecting the rights of all parties consistent with applicable law and to continued dialogue on the principles espoused in this statement as we fulfill our mission as an organization.



Peter Fulton
Chairman of the Board of Managers, Hyatt International (Europe Africa Middle East) LLC
Director, Hyatt Holdings (UK) Limited