



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2024

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This statement outlines Hyatt's* ongoing efforts in the prevention of slavery and human trafficking and is published in compliance with the UK Modern Slavery Act 2015.

Hyatt respects the fundamental human rights of all people, as embodied in the United Nations Universal Declaration of Human Rights. We have taken an aggressive approach to prevent human trafficking both at Hyatt properties and more broadly in the hospitality industry. Our zero-tolerance approach to human trafficking reflects our deep commitment to human rights and the dignity of people everywhere. We manage our business in line with this belief and strive to foster similar ideals in those with whom we do business. These principles align with Hyatt's purpose to care for people so they can be their best.

In respect of slavery and human trafficking risks that intersect with our industry, we are committed to taking actionable steps to prevent the use of Hyatt hotels for these crimes, raise awareness concerning such exploitation wherever Hyatt hotels are located, and protect potential risk populations including children, women, refugees and migrant workers.

*As used in this document, the terms "Hyatt", "we", "our" and other similar terms are used for convenience to refer to Hyatt International (Europe Africa Middle East) LLC and Hyatt Hotels (UK) Limited, which are affiliates of Hyatt Hotels Corporation. Where in this statement it refers to "Hyatt", or "we" having done something (or other similar terms and concepts), this may refer to such thing having been done directly by Hyatt, or by any of Hyatt's affiliates.

ABOUT HYATT'S STRUCTURE, BUSINESS AND SUPPLY CHAINS

Hyatt Hotels Corporation is a global hospitality company with widely recognized, industry-leading brands, and a tradition of innovation developed over more than sixty-five years.

Our corporate headquarters are in Chicago and we have regional offices, sales offices, service centers, and data centers across the globe including in Mexico, Australia, Spain, Japan, the United Arab Emirates, India, People's Republic of China, the United Kingdom, Germany, Switzerland, and the United States.

We operate, manage, franchise, own, lease, license, or provide services to a portfolio of properties, consisting of full-service hotels, select-service hotels, all-inclusive resorts, and other properties, including timeshare, fractional, and other forms of residential and vacation ownership units. Managed hotels

are independently owned by third parties and Hyatt provides management and operational services to them. Franchised hotels are independently owned and operated by third parties. Hyatt also provides hotel distribution and destination management services.

Our supply chain consists of products and services needed to operate our portfolio of owned and leased hotels and other properties, such as furniture and equipment, operational supplies and contracted services.

Care is at the heart of everything that we do at Hyatt. The advancement of human rights is an important component of World of Care, which

reflects our commitment to advancing care for our colleagues, guests, business partners and the communities in which we operate around the world.



Hyatt CFO and NRFT Advisory Council Co-Chair, Joan Bottarini, speaks during the NRFT Summit in July 2024.

ABOUT HYATT'S STRUCTURE, BUSINESS AND SUPPLY CHAINS (CONT.)

At December 31, 2024, Hyatt hotels globally had:



*Coming soon to World of Hyatt.

*This includes all individuals working at Hyatt's corporate and regional offices and individuals employed by Hyatt or third parties at Hyatt's managed, franchised, and owned properties around the world.
†This is all individuals directly employed by Hyatt, the remaining colleagues are employed by third-party owners and franchisees of Hyatt properties.

HYATT'S CODES, POLICIES, AND STATEMENTS

Hyatt maintains several codes, policies, and statements including:

- Hyatt's Code of Business Conduct and Ethics
- Hyatt's Human Rights Statement
- Hyatt's Supplier Code of Conduct

Hyatt is a supporter of the
World Sustainable Hospitality Alliance's Forced Labour Principles.



HYATT'S CODES, POLICIES, AND STATEMENTS (CONT.)

Hyatt's Code of Business Conduct and Ethics:

- Is the core of our compliance program and provides a framework for making ethical business decisions.
- Requires that business be conducted with honesty and integrity, and in compliance with all applicable laws.
- Reiterates our commitment to the fundamental protection of human rights and the prevention of slavery and human trafficking.
- Establishes (in conjunction with training) ethical standards and guidelines for how we do business and ensure accountability.

All colleagues are required to follow this code, and we have clear procedures in place to encourage reporting of any potential non-compliance with these standards. As part of our Code of Business Conduct and Ethics, we work to foster similar ideals in those with whom we do business.

HYATT'S CODES, POLICIES, AND STATEMENTS (CONT.)

Through our Supplier Code of Conduct, Hyatt outlines minimum standards for suppliers, including expectations for suppliers' treatment of their employees and that no supplier's activities will contribute toward human exploitation. This code further reiterates our commitment to upholding the human rights of colleagues; our commitment to treating all workers with dignity and respect; our prohibition of forced labor; and our expectation that our business partners uphold the same principles.

Hyatt supports the World Sustainable Hospitality Alliance's Forced Labour Principles which include:



Every worker should have freedom of movement.



No worker should pay for a job.



No worker should be indebted or coerced to work.

DUE DILIGENCE OF SLAVERY AND HUMAN TRAFFICKING RISKS IN OUR BUSINESS AND SUPPLY CHAIN

Given the nature of our business and the complexity of issues surrounding slavery and human trafficking, we have robust policies and procedures in place that aim to prevent slavery or human trafficking at our hotels.

Hyatt's strategy for combatting slavery and human trafficking is overseen by Hyatt's Corporate Social Responsibility department, and is a focus area of Hyatt's World of Care program. World of Care topics are supported by the cross-functional World of Care Steering Committee, with the aim of advancing organizational understanding and collaboration of current and emerging needs. The Steering Committee is comprised of senior executives and subject experts representing a comprehensive spectrum of functional areas. The World of Care Steering Committee is chaired by the Executive Vice President, General Counsel and Corporate Secretary, and includes

the Chief Financial Officer and the Chief Human Resources Officer. World of Care matters are overseen by the Board's Nominating and Corporate Governance Committee.

Within the recruiting practices across Hyatt's global managed properties, there are policies and processes in place to address risks related to forced labor. For example, we require that all of our managed properties verify the age of colleagues upon hire. We require that colleagues work at Hyatt-managed properties on a voluntary basis, and that their identification documentation are not withheld.

Hyatt works with Avendra, a procurement solutions company specializing in hospitality-related businesses, for centralized contracting for operational and food-related supplies and services in North America. In collaboration with Avendra, we invite our suppliers in North America to participate in EcoVadis. EcoVadis is a program that evaluates suppliers on criteria, including labor and human rights. Hyatt is working to increase participation and score improvements. In addition, we are taking steps to collaborate with purchasing companies in Europe on similar efforts.

STEPS TAKEN TO ADDRESS SLAVERY AND HUMAN TRAFFICKING RISKS IN OUR BUSINESS AND SUPPLY CHAIN

If a colleague has a concern about a situation, or questions whether a situation is consistent with Hyatt's ethical standards, we encourage them to bring their concerns to Hyatt's attention. Various reporting options are identified in Hyatt's Code of Business Conduct and Ethics, and include anonymous and confidential reporting through the EthicsPoint Website, and the EthicsPoint phone line.

Hyatt commits to taking the following actions in these circumstances:

- Promptly investigating the report and following up with the colleague who voiced the concern.
- Taking appropriate action as a result of an investigation.
- Escalating the concern for assistance when needed.
- Maintaining the confidentiality of those involved in a manner that is consistent with the need to conduct the investigation and to the extent permissible by law.
- Ensuring that the colleague who voiced the concern will not face retaliation.

STEPS TAKEN TO ADDRESS SLAVERY AND HUMAN TRAFFICKING RISKS IN OUR BUSINESS AND SUPPLY CHAIN (CONT.)

Slavery and human trafficking are complex issues, and Hyatt frequently collaborates with industry groups and experts to shape our knowledge and programs.

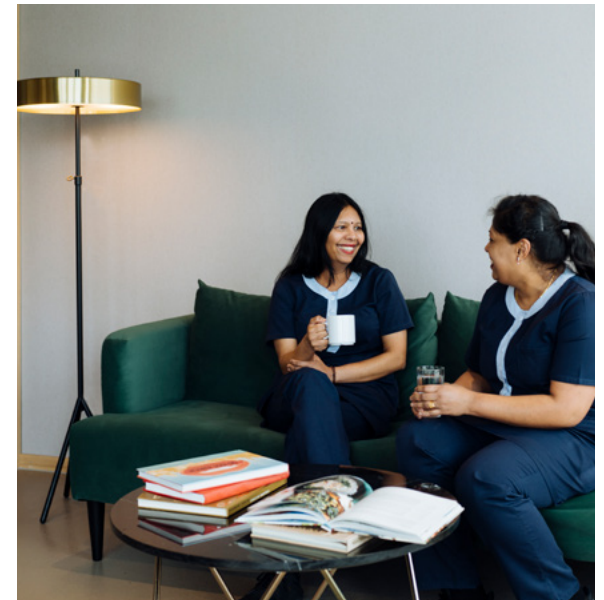
Hyatt works in close partnership with the World Sustainable Hospitality Alliance and is a longstanding and active member of the organization's Human Rights working group.

In 2022, the Hyatt Hotels Foundation provided the initial donation to launch the American Hotel & Lodging Association Foundation's (AHLAF) "No Room for Trafficking Survivor Fund." In 2024, a representative from Hyatt Hotels Foundation continued serving as co-chair of the "No Room for Trafficking" (NRFT) Advisory Council, which brings together industry executives to collaborate on industry-wide human trafficking prevention and awareness efforts. In addition, in 2024, a Hyatt representative continued serving as a member of the NRFT Industry Impact Leaders group, where they work with representatives from across the hotel industry to drive deliverables in support of shared training, awareness, and survivor support goals.

In 2024, the NRFT Survivor Fund awarded its second round of grants to four nonprofit organizations working in the human trafficking prevention and survivor empowerment fields. Hyatt's representatives on the NRFT Advisory Council and NRFT Industry Impact Leaders group worked with industry peers and the AHLA Foundation to implement the grant process, review applications and approve recommended awardees, while combining efforts to amplify grantees' work throughout the award period. Through these collaborations, Hyatt gains insights and addresses potential risks related to human rights and forced labor in the hospitality industry.

- Hyatt works with our industry peers to:
 - Identify appropriate mechanisms to address human rights issues throughout the value chain, from direct employment through to supply chains.
 - Develop relevant training and other resources for those working in the industry.

- Helped develop the World Sustainable Hospitality Alliance's Position Statement on Human Trafficking.
- Supports the World Sustainable Hospitality Alliance's Principles on Forced Labour.



STEPS TAKEN TO ADDRESS SLAVERY AND HUMAN TRAFFICKING RISKS IN OUR BUSINESS AND SUPPLY CHAIN (CONT.)

Further ways that we express our commitment to combating slavery and human trafficking include:

- Hyatt works with local law enforcement officials in preparation for, and during, international sporting events to create heightened awareness around human trafficking at relevant hotels and properties.
- Hyatt supports the U.S. Department of Homeland Security's Blue Campaign to end human trafficking.
- Hyatt participates in human trafficking awareness initiatives, such as World Day Against Trafficking in Persons, to amplify colleagues' understanding and awareness about the issue and how they can help prevent and report human trafficking and modern slavery in their communities and at work.
- Hyatt supports programs that help to prepare vulnerable youth with life and hospitality skills through partnerships with nonprofit organizations focusing on youth employment. In addition, Hyatt works with nonprofit organizations on extending opportunities to survivors of trafficking.
- The Hyatt Hotels Foundation made financial donations to Survivor Alliance and the AHLAF's No Room for Trafficking Survivor Fund to fund their ongoing work to raise awareness, prevent human trafficking, and empower survivors.
- Hyatt Corporate made financial, in-kind and volunteer donations to Salt & Light Coalition to support their trauma-informed workforce development program, which empowers survivors of trafficking to thrive.
- Hyatt's cloud security provider, Zscaler, engages with the Internet Watch Foundation (IWF) to block online access to child sexual abuse images on colleague systems globally.
- In 2023, Hyatt introduced a technology initiative at select U.S. properties with the aim of preventing technology at Hyatt hotels from being used to access exploitative materials. In 2024, this technology was made a brand standard and rolled out to all eligible Hyatt properties globally, inclusive of franchise properties. The technology was recognized with two hospitality technology awards and inspired other hospitality companies to engage in similar initiatives.
- Hyatt was among the first signatories to PACT's Tourism Child-Protection Code of Conduct, which focuses on the protection of children from sexual exploitation in the travel and tourism industries.

TRAINING

Recognizing and knowing how to report the signs of possible slavery and human trafficking is a critical component of prevention efforts. Accordingly, Hyatt maintains slavery and human trafficking training programs in 10 languages.

Hyatt's modern slavery and human trafficking training is one of the most comprehensive in the hospitality industry. It is a brand standard and is required of all of Hyatt's more than 227,000 colleagues globally, including new Hyatt colleagues, corporate office colleagues, and colleagues at franchised hotels.

These training modules are updated regularly to ensure they are kept current with best practices and with changing indicators. In 2020, Hyatt partnered with Polaris (a nonprofit organization working to end human trafficking) to update the training. The revised training includes an additional focus on human trafficking indicators and tactics used by traffickers

to help ensure colleagues are well-placed to identify potential issues. In 2024, Hyatt began working with partners and industry peers to once again update its training.

Based on heightened risk factors surrounding major events in cities where Hyatt has a presence, Hyatt routinely requires key hotel team members to take supplemental modern slavery and human trafficking training to combat the potential risks posed by these events.



TRAINING (CONT.)

In addition to new hire and annual compliance training, Hyatt provides the following resources to all colleagues:

- Professionally designed back-of-house and front-of-house posters for Hyatt properties to use globally to increase awareness of human trafficking and modern slavery and how to report suspected incidents.
- A guide on Responding to and Reporting a Potential Trafficking Incident.
- A Human Trafficking Role Playing Scenario script, which was developed in collaboration with Polaris to help colleagues be better prepared for identifying and reacting to potential trafficking situations.
- U.S. National Center for Missing & Exploited Children Posters & Tipline information.
- U.S. Department of Homeland Security's Blue Campaign Trafficking vs. Smuggling Tip Card.
- U.S. Department of Homeland Security's Blue Campaign Hospitality toolkit (English and Spanish).
- Polaris' Human Trafficking Myths and Misconceptions document.



In July 2024, members of Hyatt's UK chapter of Women@Hyatt helped prepare a new safe house for female survivors of human trafficking during a volunteer project supporting Ella's, a London-based nonprofit working with women who have survived trafficking and sexual exploitation.

CLOSING STATEMENT

Hyatt's purpose is to care for people so they can be their best. Our purpose guides every aspect of our business and is central to our commitment to upholding and protecting human rights.

In 2024, we advanced our commitment by strengthening collaborations with industry alliances, adding new human trafficking and modern slavery awareness and prevention partnerships, and making it harder to access exploitative materials via Hyatt property Wi-Fi. We look forward to continuing and improving these efforts in 2025.

This statement has been approved by the boards of Hyatt International (Europe Africa Middle East) LLC and Hyatt Hotels (UK) Limited.



Peter Boesch

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