

OUR COMMITMENT TO INCLUSION

What We Believe

At Hyatt, we care for people so they can be their best.

We are at our best when we respect the dignity of every individual, foster trust, and encourage all colleagues to reach their full potential. This foundational belief requires that we encourage one another to share our unique perspectives, actively participate in creating our culture and drive our business success.

We achieve our greatest success when all colleagues feel comfortable and confident bringing their whole selves to work each day – fueling innovation and creativity through our diverse backgrounds. These different points of view are a source of strength, connecting us more closely to those we serve, including guests, customers, our communities, vendors and owners.

We are committed to creating an environment where every colleague feels respected and has a voice, and where we promptly address issues when colleagues feel they are not respected or heard – without fear of retaliation.

Demonstrating our commitment to inclusion requires all Hyatt colleagues to actively practice empathy, while living our values and respect, integrity, humility, empathy, creativity and fun to the fullest extent.

What We Expect

Each and every Hyatt colleague has a duty to contribute to a workplace of dignity and respect. All colleagues are expected to do this by:

- Respecting and valuing diverse backgrounds, experiences and perspectives
- Accepting other without biases based on differences of any kind
- Listening and seeking to learn from and understand others
- Assuming positive intent

Managers also have a responsibility to promote inclusion and diversity, such as:

- Seeking and encouraging diverse viewpoints
- Fostering a culture of dignity and respect
- Displaying empathy in behaviors and interactions with others
- Providing direct and honest feedback
- Applying all rules fairly and objectively

What We Will Not Tolerate

Any conduct failing to respect the dignity of our colleagues is unacceptable, including discriminatory behavior based on race, color, religion, national origin, citizenship, gender identity and expression, age, disability, sexual orientation, marital or family status, military status, genetic information, political affiliation or any other characteristic protected by applicable law.

We strictly prohibit discrimination as described above in all terms and conditions of employment including recruiting, hiring, assignment, compensation, benefits, training, promotions, demotion, transfers, discipline and termination. Harassment is a form of discrimination, which includes offensive verbal, physical or visual behaviors and actions directed toward an individual.



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We will not tolerate retaliation of any kind and no adverse action will be taken against a colleague for making a good-faith complaint or assisting in an investigation of discriminatory behavior.

If any colleague – or non-colleague such a vendor or guest – is not being treated with dignity and respect, action will be taken.

Concerns can be resolved directly or reported to a manager, Human Resources or any Hyatt leader. Concerns may also be reported to Hyatt's Ethics Point Hotline at (866) 294-3528 or www.hyattethics.com.

All reported incidents of discrimination, harassment or retaliation will be investigated and action taken based on that investigation.