

DIGNITY, RESPECT AND HARASSMENT POLICY STATEMENT

Hyatt is committed to building an inclusive, dynamic, innovative and caring culture. Such a culture is built on the foundations of dignity and respect where every associate has the freedom to express him or herself, without fear of harassment or intimidation.

We believe that harassment based on personal characteristics including, but not limited to race, nationality, ethnic origin, gender, pregnancy, sexual orientation, age, religion, disability, veteran status or any other ground protected under local law, is unacceptable and will not be tolerated.

Harassment is unwanted conduct based on an individual's personal characteristics, such as those identified above, or any other ground protected by local law, which has the purpose or effect of:

- violating the dignity of individuals at work; or
- creating an intimidating, hostile, degrading, humiliating or offensive working environment.

Actions generally become harassment if they continue after it has been made clear that they are regarded by the recipient as unwanted. Harassment can take many forms including but not limited to unwanted verbal conduct, unwanted physical contact, and unwanted non-verbal contact, such as offensive emails or internet postings.

All of the separate and distinct legal entities that manage, operate, own and/or provide service to the various Hyatt Hotels & Resorts properties around the world have adopted, or will adopt, a harassment policy that includes, at a minimum:

- a statement prohibiting harassment;
- a mechanism for associates to report harassment;
- a commitment to preserve the confidentiality of harassment complaints consistent with the need to investigate such complaints;
- a procedure for investigating harassment complaints;
- discipline for confirmed incidents of harassment; and
- a non-retaliation policy for those who report incidents of harassment or cooperate in the investigation thereof.

Should you have questions or concerns about this policy statement, please contact your manager or human resources.

