



## HYATT HOTELS CORPORATION

### HUMAN RIGHTS STATEMENT

Hyatt respects the fundamental human rights of all people, as embodied in the United Nations Universal Declaration of Human Rights. We manage our business in line with this belief and strive to foster similar ideas in those with whom we do business. These principles align with Hyatt's purpose to care for people so they can be their best. Since our founding, Hyatt has worked to foster environments where all individuals feel welcome in our hotels and offices and we are deeply involved in actions that create a culture of opportunity for all.

#### **Our Approach – World of Care:**

Through [World of Care](#), Hyatt's Environment, Social, and Governance (ESG) platform, we are committed to advancing human rights amongst our key stakeholders, including colleagues, guests, business partners, and community members. We also value the human rights of indigenous peoples, persons of color, persons with disabilities, migrant workers, women, children, and individuals experiencing religious or political persecution. This commitment is aligned with our Company core values and is supported by both our [Code of Business Conduct and Ethics](#) and our corporate social responsibility and diversity, equity, and inclusion strategies. Our Board of Directors oversees Hyatt executive officers and the management of the Company to ensure that our principles are consistently integrated across the Company.

Hyatt has an internal ESG Committee to set general strategies related to ESG matters and advance cross-functional understanding and support for current and emerging ESG priorities, including topics related to slavery, forced labor, and human trafficking. The committee is comprised of senior executives and subject experts representing a comprehensive spectrum of functional areas. The Steering Committee of the ESG Committee is chaired by the Executive Vice President, General Counsel and Corporate Secretary, and includes the Chief Financial Officer, the Chief Human Resources Officer, and the Senior Vice President of Global Operations with direct responsibility for the alignment of Hyatt's principles across Hyatt's regional structure. The Committee is overseen by our CEO as well as the Board's Nominating and Corporate Governance Committee.

#### **Advancing Responsible Business and Ethical Conduct:**

Hyatt's Code of Business Conduct and Ethics requires that business be conducted with honesty and integrity, and in compliance with all applicable laws. Company policies and practices establish clear ethical standards and guidelines for how we do business and ensure accountability. All associates 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. Hyatt also maintains a reporting tool through a website, [www.hyattethics.com](http://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 Hyatt's established policies.

### **Critical Areas of Impact:**

Hyatt 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. One group that Hyatt works closely with is the Sustainable Hospitality Alliance, collaborating with industry peers and serving as a leading member of the organization's Human Rights working group.

#### *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, equity, and inclusion](#) and remain dedicated to providing a safe and healthy work environment for all colleagues. We hold ourselves accountable for continued progress through our commitment to share our annual workforce diversity data on an annual basis, helping us to identify progress, challenges and opportunities for the journey ahead.

Additionally, Hyatt is actively involved in numerous organizations to advance DE&I, including the Human Rights Campaign (HRC) to support the achievement of LGBTQ+ equality and the International LGBTQ+ Travel Association (IGLTA) to advance LGBTQ+ travel and provide resources, among others.

#### *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 the Company becomes aware.

#### *Elimination of Human Trafficking and Modern Slavery*

Given the nature of our business and the complexity of issues surrounding [slavery and human trafficking](#), we are sensitive to the existence of human trafficking, and we are committed to establishing actionable steps that help prevent the use of Hyatt hotels for trafficking and to raise awareness concerning such exploitation wherever Hyatt hotels are located. We cooperate with law enforcement authorities in jurisdictions where Hyatt hotels are located. 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. Hyatt also operates in accordance with the UK Modern Slavery Act of 2015, and our separate [UK Modern Slavery Statement](#) is accessible on our website.

Through participation in the Sustainable Hospitality Alliance, Hyatt works to gain insights and address potential risks related to human rights and forced labor in the industry. As a member of the Sustainable Hospitality Alliance, Hyatt is working with a variety of international agencies to support ethical recruitment practices in the industry, including a hospitality working group in the Middle East. Additionally, Hyatt played a role in developing the Sustainable Hospitality Alliance's Position Statement on Human Trafficking and supports the Sustainable Hospitality Alliance's Principles on Forced Labour.

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 multiple languages. Modern slavery and human trafficking training is a brand standard for all Hyatt colleagues at all locations, including owned, managed, and franchised hotels. Our human trafficking training modules are regularly revised to ensure they are kept current.

#### *Supply Chain and Vendors*

We apply our values in our dealings with the companies with whom we do business through our owner, operator, and supplier engagement, our Supplier Code of Conduct, and our supplier diversity program. Through collaboration with our North America purchasing company in 2021, we built on previous efforts and invited our suppliers of top ESG priority product categories in the region to participate in EcoVadis, a program that screens suppliers on criteria such as environment, labor and human rights, ethics, and sustainable procurement.

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.

***Updated July 2022***