

OUR STRATEGY

Hilton has been a long-standing advocate for human rights and against human trafficking. The company's commitment was enshrined in the company's [Code of Conduct](#) (2011), our [Responsible Sourcing Policy](#) (2015), and our [Human Rights Principles](#) (2016). In 2014, Hilton conducted a **global human rights impact assessment** and in 2015 developed and launched a comprehensive **human rights strategy** across its whole value chain.

OUR JOURNEY

YEAR	ACTION	D	SC	O	SE
1994	Co-founded the International Tourism Partnership (ITP); co-created the ITP Human Rights Policy Statement (2017), Human Rights Goals (2017), ITP Forced Labor Principles (2018). Donated training on risks of modern slavery in labor sourcing (2018), now available for free to the whole industry (2019).				✓
2011	Signed the ECPAT Tourism Child-Protection Code of Conduct . We have been providing related training to our hotels ever since.			✓	
2012	Joined the U.N. Global Compact .				✓
2013	Co-created the Global Freedom Exchange with Vital Voices to empower women advocates fighting human trafficking on the front lines. Supported 127 leaders from 50 countries to date.				✓
2015	Created the industry-first training on key risks of modern slavery in labor sourcing , which is available to all our hotels, and mandatory to labor sourcing leaders in our managed hotels in Europe, Middle East and Africa (EMEA)		✓		
2016	Co-founded the UK Stop Slavery Hotel Industry Network with Shiva Foundation. Co-created the 'Framework to Engage with Suppliers' (2018) and a new 'Resource Hub' (2018) both of which are a first for the hotel industry.				✓
	Strengthened our outsourcing contracts requirements and are rolling-out a mandatory audit program for all our outsourcing agencies in EMEA with support guidance documents.		✓		
2017	Mandatory training on anti-trafficking for all hotels, extended to all hotel-based Team Members globally, including franchises			✓	
2018	Conducting comprehensive human rights assessment for all new countries and developing mandatory mitigation steps accordingly for new hotels in those countries (managed & franchised).	✓			
	Developing and sharing analysis briefs and guidance documents on key human rights to enable owners to identify and mitigate risks in their own operations and supply chains.	✓			
2019	Building on due diligence on our recruitment agencies , we updated our recruitment manual to include a full section and processes to promote ethical recruitment.		✓		
	Conducting risk assessments on goods suppliers .		✓		
	Co-founded the World Travel and Tourism Human Trafficking Task Force .				✓
	Co-developers of the UK GLAA Protocol on Anti-Trafficking for Hospitality.				✓

Legend:

D – Development: modern slavery and land rights are considerations during the development and construction phase of hotels
 SC – Supply Chain: there may be risks of modern slavery in labor and good sourcing for hotels
 O – Operations: hotels may be misused for the purpose of trafficking for sexual exploitation
 SE – Stakeholder Engagement: we work with industry and NGO partners to make an impact

AWARDS AND RECOGNITION

- **Voices of Solidarity Award** for Chris Nassetta, CEO, December 2017
- **Forbes / JUST Capital**, [Industry leader, including in Human Rights](#), 2017 & 2018
- **Dow Jones Sustainability Index**, [Industry Leader in Human Rights](#), 2018 & 2019

REPORTING

- [2019 Corporate Responsibility report, Human Rights Fact Sheet](#)
- [2019 UK Modern Slavery Act Statement](#)