

# Hilton Slavery and Human Trafficking Statement

## Financial Year 2025

This statement is published by Hilton, in compliance with the UK Modern Slavery Act 2015. It details the actions taken by Hilton to identify and prevent modern slavery and human trafficking in all parts of its business and supply chains across its global operations during Financial Year 2025.

Hilton manages, leases and franchises hotels, provides hospitality services, and carries on business in the United Kingdom largely through Hilton Worldwide Manage Limited and Hilton Worldwide Limited, as well as Hilton UK Manage Limited, Hilton International Hotels (U.K.) Limited, Hilton HHC Limited, Hilton Worldwide Services Limited, and Adda Hotels, each of which is an indirect wholly-owned subsidiary of Hilton Domestic Operating Company Inc. For the purposes of this statement, the companies carrying on business within the United Kingdom, listed above, on behalf of whom this statement is published, are collectively referred to as "Hilton", "we," "us" or "our".

## OUR COMMITMENT TO RESPECTING HUMAN RIGHTS

As a business of people serving people, respecting human rights is a fundamental part of how we operate. Across our global operations and value chain, Hilton is committed to upholding high standards, with a strong focus on key human rights concerns including forced labour, human trafficking, and unethical recruitment, among others. Hilton has also created and partnered with cross-industry networks to advance human rights internationally as part of our [2030 Travel with Purpose Goals](#). Hilton is a proud signatory of the [United Nations Global Compact](#) and our approach to human rights is informed by the [United Nations Guiding Principles for Business and Human Rights \(UNGPs\)](#) as well as the [OECD Guidelines for Multinational Enterprises](#).

## OUR BUSINESS STRUCTURE

Hilton is a global hospitality company with a portfolio of 25 brands comprising more than 9,100 properties and over 1.35 million rooms in 143 countries and territories as of December 31, 2025, supported by more than 510,000 Team Members.

Hilton Worldwide Holdings Inc. (HWHI) is publicly traded in the United States (NYSE: HLT) and is incorporated in the state of Delaware. HWHI has no independent operations and no material assets other than its ownership of 100% of the equity interests in Hilton Worldwide Parent LLC, a Delaware limited liability company which, in turn, owns 100% of the equity interests in Hilton Domestic

Operating Company Inc. (HDOC), a Delaware corporation. HDOC is the parent company of our various operating subsidiaries.

We operate our business through: (i) a management and franchise segment and (ii) an ownership segment, each of which is reported as a segment based on (a) delivering a similar set of products and services and (b) being managed separately given its distinct economic characteristics. The management and franchise segment includes all of the hotels we manage for third-party owners, as well as all properties that license our intellectual property and/or use our booking channels and related programs, and where we provide other contracted services, but the day-to-day services of the hotels are operated or managed by someone other than us. Franchised properties make independent decisions regarding their hotel operations, including procurement and employment.

As of December 31, 2025, Hilton employed or managed approximately 182,000 individuals at our owned, leased and managed properties and our corporate offices. We refer to these individuals below as "Hilton Employees." The individuals who are employed by the owners (or their designees) of franchised properties are referred to below as "Franchise Employees." There are approximately 328,000 Franchise Employees who work on-property at independently owned and operated franchise properties in the Hilton portfolio. We refer to both Hilton Employees and Franchise Employees collectively as "Team Members."

This chart depicts the number of Hilton properties by type and as a percentage of the Hilton enterprise as of December 31, 2025:

	<b>Owned / Leased / Joint Venture</b>	<b>Managed</b>	<b>Franchised / Licensed</b>	<b>Total</b>
<b>Operating properties</b>	46	873	8,239	9,158
<b>Share of total operating properties</b>	0.5%	9.5%	90.0%	100.0%

A more detailed description of our business model can be found in our [public filings](#).

## OUR SUPPLY CHAIN

Hilton Supply Management (HSM) is the global procurement and supply chain arm of Hilton. HSM supports more than 25,000 properties across the world, of which more than half are non-Hilton branded hotels and non-hotel businesses. HSM develops and negotiates product and service supply programs with more than 4,000 suppliers to make available goods and services at the best combination of price, quality and service.

HSM provides strategic sourcing for food and beverage, property operations, furniture, fixtures, and equipment, and operating supplies and equipment:

- Food and beverage sourcing includes daily replenishment of F&B outlets such as breakfast restaurant, bars and event spaces, and everything needed to complete the construction, renovation and replenishment of their kitchens, from supplies and equipment to consumable products.
- Sourcing for guest rooms and public spaces includes everything customers need for in-room, public space, and fitness and wellness areas, from housekeeping carts, room keys and print materials, and uniform apparel to bedding and bath amenities to fitness and spa equipment and furniture and flooring.
- Sourcing for property operations includes service agreements for maintenance, repair and operations, equipment and supplies such as tools, hardware and electronics, and energy supply programs.

While we strongly encourage hotel owners across our global portfolio to use HSM services, not all hotel owners choose to participate. In addition, hotel owners are responsible for establishing their own supply chain during the development stage of hotels, including construction. Hilton has limited visibility into our owners' supply chain purchasing decisions if HSM services are not utilised.

## HUMAN RIGHTS GOVERNANCE AND POLICIES

### GOVERNANCE

Hilton's efforts to promote human rights internationally are part of [Travel with Purpose](#), our strategy to drive responsible travel and tourism globally. Through Travel with Purpose, we seek to fill the earth with the light and warmth of hospitality, drive positive impact and deliver lasting value to the people, hotels and communities where we live, work and stay. For more information on Travel with Purpose refer to our [Travel with Purpose Report](#).

To effectively advance and operationalise Travel with Purpose, we have established a structure to provide strong guidance and oversight. This structure includes frequent engagement with our board and executives, and cross-functional ownership and feedback from Team Members across the business. The board oversees performance against our Travel with Purpose 2030 Goals, reviews the environmental and community impact strategy on an annual and as-needed basis and ensures the business is managed ethically and responsibly. The Board Nominating & Corporate Governance Committee reviews and assesses the Travel with Purpose strategy and progress on a quarterly basis, and makes recommendations as appropriate. Our CEO is accountable for key issues and decisions relating to our operations, our hotels, our people and our engagement within the communities where Hilton hotels are located. The Executive Committee approves major Travel with Purpose initiatives, monitors progress toward our 2030 Goals and oversees our annual reporting.

We have a cross-functional group of corporate leaders and Team Members convening on a regular basis to collectively implement efforts to meet our human rights commitments. This includes key functions such as Corporate Affairs, Legal, Human Resources, Safety and Security and HSM.

To advance our responsible sourcing efforts, HSM supports our Responsible Sourcing & Sustainability Program. The program is managed by the Responsible Sourcing & Sustainability team,

with direct oversight by Hilton’s Senior Vice President and Chief Procurement Officer and additional guidance provided by Hilton’s Vice President of Global Sustainability and our Legal team.

## **POLICIES**

Our commitment to respecting human rights is enshrined in our [Code of Conduct](#), [Human Rights Principles](#) and [Responsible Sourcing Policy](#), including the prohibition of forced labour, bonded labour, child labour, slave labour, human trafficking and recruitment fees and the prohibition of any Hilton property, product, or service from being used in any manner that supports or enables any form of abuse or exploitation. Our Code of Conduct and Human Rights Principles apply to all Hilton Team Members, while our Responsible Sourcing Policy outlines the minimum environmental and social standards we require of our suppliers. These policies are reviewed and updated periodically.

We also make the Code of Conduct, Human Rights Principles and Responsible Sourcing Policy available to our franchisees and our business partners as a resource on Hilton’s business principles. We encourage them to develop their own policies and procedures for their operations and to share those policies and procedures with their respective business partners. The Responsible Sourcing Policy, which incorporates our Human Rights Principles, is attached to new contracts with suppliers and is part of the contractual requirements. The Human Rights Principles are also shared with all owners and suppliers during Legal Compliance’s Due Diligence Process.

In addition, our human rights-related training materials, guidance, tools and network of partners are available to franchises. We encourage franchises to leverage these resources through regular internal communications. We review and update these materials periodically.

Our policies outline our commitments on the following salient human rights issues:

- **Human Trafficking**: We condemn all forms of human trafficking and commercial exploitation, including the sexual exploitation of men, women or children. As signatories of [The Code](#), we are fully committed, in all the markets which we operate, to protecting individuals from all forms of abuse and exploitation. Sex trafficking and sexual tourism is a continuous issue in the industry. Hilton prohibits any Hilton property, product, or service from being used in any manner that supports or enables any form of abuse and exploitation.
- **Forced Labour**: Our Code of Conduct outlines our following commitments to respect the human rights of all people, with the same expectations also placed on our suppliers and business partners:
  - We will not use forced labour, including prison, bonded or debt labour, physical punishment or abuse, slave labour or trafficked persons. Forced labour includes coercion such as threats, violence, and the retention of identity documents or non-payment of wages that traps a worker in a job they might otherwise want to leave. Workers must consent to employment and have the freedom to leave at any time, with reasonable notice.
  - We will not exceed maximum hours of work defined by applicable law and will appropriately compensate overtime.
  - We respect the ability of Team Members to exercise their lawful right of free association.
  - We respect the lawful rights of our Team Members to choose (or not choose) collective bargaining representation.

- We are committed to the health and safety of our Team Members and comply with all applicable health and safety laws and guidelines.
- **Ethical Recruitment:** We are committed to ethical recruitment practices. Whenever possible, Hilton hires candidates directly. When candidates need to relocate, Hilton issues recruitment contracts directly to the candidates before the candidates depart from their home countries. In the Middle East and Africa, Hilton covers travel expenses for employees arriving at assigned work locations from overseas.
- **Child Labour:** We will not employ individuals who are under 15 years of age or the lawful age of employment (whichever is higher) in any country in which we operate.

## OUR APPROACH TO HUMAN RIGHTS DUE DILIGENCE

Hilton conducts human rights due diligence across our global operations and in our supply chains to identify, address and mitigate adverse human rights impacts. Our approach is based on the following areas:

- Risk identification
- Risk mitigation
- Training and awareness

### RISK IDENTIFICATION

Based on a global human rights impact assessment across our business activities – including managed and franchised hotels, corporate offices and business relationships – we identified the following salient modern slavery issues based on their severity and likelihood:

- 1) **Operations:** Hotel Team Members may be in situations of forced or bonded labour. Hotels may also be used by criminals to traffic victims for sexual exploitation.
- 2) **Supply chain:** Individuals employed by Hilton hotels via a recruitment agency or a labour outsourcing agency, or by other goods or services suppliers, may be in a situation of forced / bonded or child labour as a result of a range of potential factors, from excessive recruitment fees to inappropriate monitoring of workers' ages.
- 3) **Development phase:** Construction workers employed by owner-appointed contractors could be at risk of forced / bonded or child labour as a result of a range of potential factors, from excessive recruitment fees to restrictions on freedom of movement, or failure to monitor workers' ages.

We identified potential higher vulnerability for certain groups across these risk areas, including children, women and migrant workers. We also conducted a mapping exercise of our global supply chain across a range of economic, environmental, and social risks, including human rights, based on external indicators and spend. We refreshed the analysis in 2019, focusing on modern slavery issues, and identified the following categories for additional attention: meat, seafood, produce, garments and textiles, and services.

To evaluate human rights risks in our operations, we map more than 10 external human rights risk indices against our operating properties. These indices by Verisk-Maplecroft, a global risk and strategic consulting firm, cover issues such as child labour, forced labour, indigenous people's rights, freedom of assembly and access to remedy. Using the same risk indices, we also conduct a human rights risk review prior to agreeing to develop a hotel in a new country where we do not yet operate.

Based on data from these human rights risk indices, we estimate 20 percent of our managed, franchised and affiliate hotels are located in countries or regions with extreme or high risk of modern slavery.

We supplement our index-based mapping exercises with data collected via our internal Global Enterprise Risk Survey. This survey is distributed to more than 300 senior Hilton leaders and includes human rights and modern slavery issues.

Hilton's Global Intelligence team, part of Hilton's Global Safety & Security Team, also uses social media-monitoring platforms that identify possible human trafficking situations based on keyword scraping and commercial ads. As part of the Global Risk Assessment, each Hilton property is assigned a risk score for human trafficking / modern slavery based on recommendations from industry-leading partners. We share these risk scores with managed properties to help them better understand and manage their exposure to these risks. Team Members who work at hotels receive training on how to utilise Hilton's crisis communications mobile application, required to be used for all properties, to escalate suspected incidents of human trafficking to corporate support functions.

## **RISK MITIGATION**

Our mitigation response to identified risks varies based on Hilton's relationship to the situation and the leverage we have in each context.

### ***Reporting and monitoring***

We encourage Team Members to raise concerns about potential violations of our Code of Conduct, including risks of human trafficking or modern slavery, by notifying our Legal Compliance Team immediately. They can also use the [Hilton Hotline](#), an anonymous reporting mechanism available for anyone to report concerns regarding our corporate offices or leased and managed properties. The Hotline is also available externally to suppliers, business partners, consumers and community members. For corporate offices and leased and managed hotels, Hilton directly reviews and investigates Hotline reports, and tracks findings and responsive actions. For franchised hotels, Hilton ensures allegations are formally communicated to the relevant franchise owner with reminders about the franchise owner's contractual obligations, our brand standards, and the law. Hilton's Global Compliance team is responsible for ensuring all Hotline reports receive appropriate review and response. On a quarterly basis, the Global Compliance team provides confirmation to Hilton's Board of Directors and external auditors that all Hotline reports have received appropriate treatment. The Global Compliance team also engages in benchmarking to ensure the Hotline mechanism is functioning effectively in terms of expected volume of reports.

Leased and managed hotels are required to escalate potential situations of modern slavery to our internal corporate team responsible for handling all issues, inquiries, and/or allegations relating to our

human rights practices. This group, which is comprised of stakeholders from various teams, triages each matter, involving all necessary stakeholders to respond appropriately.

### *Supply chain*

Our Responsible Sourcing Policy outlines the fundamental social, environmental and economic standards required of Hilton suppliers. We require suppliers to acknowledge this policy and take steps to comply with the included principles, including having appropriate management systems in place and undergoing deeper due diligence as appropriate.

New suppliers are identified through our RFX processes (which includes Requests for Proposal, Information and Quotation) to receive requests for more information on environmental and community impact-related items. Typically, these question responses are weighted at 5-10% of the supplier's overall score. Supplier scores are reviewed to identify finalists.

Next, suppliers are required to go through a screening process before entering into contract with HSM. First, we leverage Coupa Risk Assess, a third-party risk management tool that enables Hilton to collect supplier information to evaluate the company's risk (including social and environmental impact). The initial questionnaire could trigger subsequent questionnaires and supplier risk assessments dependent on their response. Next, applicable suppliers undergo further due diligence, such as Exiger Diligence review, EcoVadis Sustainability Assessment and our own internal Human Rights Questionnaire (HRQ). The HRQ was developed internally by Hilton to assess human rights risks associated with high-spend/high-risk suppliers. The questionnaire is comprised of targeted questions that evaluate a supplier's approach to protecting human rights and mitigating potential human rights risks across its operations and supply chain.

During the contracting phase, new suppliers adopt Hilton's standard contract templates which include the Hilton Responsible Sourcing Policy, outlining our minimum responsible sourcing standards. In the contract, HSM also reserves the right to conduct audits and/or inspections of a supplier's facilities as deemed necessary. Should a supplier not be willing or able to accept Hilton's minimum standards, the supplier contract will not be executed.

After contracting, we continuously monitor and assess supplier performance and conduct an extensive review when a supplier contract is up for renewal. Dependent on the commodity provided by the supplier and its associated risk, Hilton may require HSM or a third party to conduct an on-site audit of the supplier's facilities.

Additional due diligence is required for certain high-spend and high-risk suppliers. "High spend" includes suppliers with whom HSM's contracted annual spend is greater than \$1 million. "High risk" includes suppliers with whom HSM's contracted annual spend is greater than \$500,000 that supply Hilton with labour or manufacture rubber, cocoa, packaging, paper, textiles and/or crops. These suppliers are required to complete an EcoVadis Sustainability Assessment and meet Hilton's minimum scores. Should a supplier not meet Hilton's minimum scores, the supplier is engaged and follow-up actions may be required. This includes but is not limited to committing to an EcoVadis Corrective Action Plan to improve their score when assessed the following year. HSM also makes training on the risks of modern slavery in labour sourcing available to suppliers.

We continue to review the results and learnings from our supplier due diligence efforts to strengthen our policies and procedures to better meet our human rights commitments in our supply chain.

***Recruitment and labour outsourcing agencies***

All outsourcing, recruitment and temporary employment agencies engaged by HSM are contractually required to abide by the standards laid out in our Responsible Sourcing Policy and Human Rights Principles.

For our leased and managed hotels in Europe, Middle East and Africa (EMEA), we use a labour sourcing management process, where we conduct due diligence and compliance checks on outsourcing and recruitment agencies. This includes initial screenings on human rights, before the agencies are placed on a regional list of preferred suppliers.

***Development and construction***

We carry out due diligence reviews on potential hotel owners, including a human rights reputational review, and we provide our Code of Conduct and Human Rights Principles to all potential owners.

Prior to agreeing to develop a hotel in a new country, we conduct country-level due diligence, which includes a review of human rights in the region. The process is overseen by our Legal Compliance department and includes review by the Executive Compliance Committee, which is comprised of representatives from the Executive Committee. We have created risk-based country-level mitigation plans for more than 100 countries. These country-specific mitigation plans are implemented through a brand standard applicable to all new managed and franchised Hilton-branded hotels in that country. To help owners and business partners comply with these brand standards, we developed a suite of tools they can use to identify and manage human rights risks in operations and supply chains.

## **TRAINING AND AWARENESS**

It is critical that our Team Members are aware of Hilton’s commitments to human rights and are empowered with the right knowledge to identify and report on human rights issues.

Our key training and awareness efforts on human rights include:

<b><u>Initiative</u></b>	<b><u>Audience</u></b>
<p><b>Training on our Code of Conduct</b></p> <p>Our annual Legal Compliance training reinforces our key internal policies, including our Code of Conduct, to ensure our Team Members support our culture of integrity. During this course, Team Members are required to review our Code of Conduct, which includes a section on human rights and the prohibition of human trafficking.</p>	<p>Mandatory for all Hilton Team Members globally as part of our Annual Compliance Training, within 30-days of hiring and on an annual basis.</p>
<p><b>Training on Preventing Human Trafficking</b></p>	<p>Mandatory for all hotel-based Hilton Team Members globally as</p>

<p>A course that helps our Team Members around the world understand human trafficking, recognise warning signs in hotel settings, respond appropriately using internal reporting procedures, and support a safe, respectful environment for guests and colleagues. The course is available in both e-Learning and in-classroom formats.</p> <p>Building on Hilton’s years-long commitment to ensure our Team Members recognize and address signs of human trafficking, in 2025 Hilton led a partnership with Hyatt and Intercontinental Hotels Group (IHG) to create an updated, modernised and survivor-informed training curriculum designed to empower Team Members to recognise, respond to and report instances of trafficking. Developed in partnership among the three hospitality companies, Protect All Children from Trafficking (PACT) and Unboxed Training &amp; Technology, the training leverages live-action video storytelling and has been made <a href="#">available</a> to the industry, free of charge. The course is also hosted on Hilton University in 21 languages for Hilton Team Members to complete for annual compliance trainings.</p>	<p>part of our Annual Compliance Training, within 90-days of hiring and on an annual basis.</p>
<p><b>Awareness Posters on Human Trafficking and Modern Slavery</b></p> <p>We require all hotels to display a list of signs to identify risks of human trafficking and forced labour at their Team Member areas.</p> <p>In the United States, we place posters to raise awareness of the U.S. National Anti-Trafficking Hotline in guest-facing areas of our managed hotels, as required by some state laws. We also monitor evolving local, state, regional, and national legislation relating to trafficking to ensure compliance with all rules and regulations.</p>	<p>Posted in Team Member areas at all managed hotels globally.</p> <p>Posted in guest-facing managed hotels in the US, as required by some state laws.</p>
<p><b>Training on Risks of Modern Slavery in Labour Sourcing</b></p> <p>An e-Learning training module that educates our Team Members with the definition of modern slavery, highlights where it may occur in the hospitality industry, describes the key risks of modern slavery specifically in labour sourcing, lists the signs that Team Members can look out for to identify potential risk of modern slavery, and explains how to react.</p> <p>In 2019, we facilitated efforts for this training course to become freely <a href="#">available</a> to the global hospitality industry via</p>	<p>Mandatory for Team Members in EMEA directly involved in recruitment and outsourcing (i.e. General Managers, Human Resources, Procurement, Finance).</p> <p>Also made available to all Team Members.</p>

<p>the World Sustainable Hospitality Alliance, to help industry players to identify and mitigate these risks.</p>	
<p><b>Awareness on Recruitment Fraud</b></p> <p>We understand unscrupulous organisations may use the Hilton name to fraudulently recruit individuals and we specifically warn against <a href="#">recruitment fraud on our careers website</a>.</p>	<p>Available to all members of the public.</p>
<p><b>Awareness on Orphanage Tourism</b></p> <p>We recognize that orphanage tourism may take place in certain countries where we operate. We provide internal resources for our hotels to educate them on the issue and remind them not to offer or promote any tour that would include orphanages.</p>	<p>Available to all Team Members.</p>

These trainings and resources are also made available to our franchised hotels via our internal corporate website.

In addition, our Safety and Security teams typically provide in-person training ahead of major sporting events, such as the Super Bowl, Olympics and World Cup, to remind our hotel Team Members about identifying and combatting human trafficking.

# PERFORMANCE INDICATORS

We recognise the importance of tracking and measuring the progress towards meeting our goals to mitigate modern slavery, forced labour, and human trafficking risks in our operations. The chart below details our goals, key performance indicators (KPIs) associated with each goal, and our progress to date.


2030 Travel with Purpose Goal	KPI	Progress to date					
<p><b>Operate through best-in-class measurement, governance, and oversight.</b></p>	<p>Embed human rights in Hilton policies and governance.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Human Right Principles</a> details company approach.</li> <li>• <a href="#">Code of Conduct</a> includes commitment to respect human rights and to prohibit employees or contractors from paying recruitment fees.</li> <li>• <a href="#">Responsible Sourcing Policy</a> includes human rights commitments for our suppliers.</li> </ul>					
	<p>Provide mandatory annual training on preventing human trafficking to all hotel Team Members globally.</p>	<p><b>Progress in FY2025:</b></p> <p><b>Preventing Human Trafficking, Recognizing the Signs:</b></p> <table border="1" data-bbox="913 980 1936 1250"> <tr> <td data-bbox="913 980 1243 1057">Completion rate (%):</td> <td data-bbox="1243 980 1936 1057">Managed properties: 100% Franchised properties: 90%</td> </tr> <tr> <td data-bbox="913 1057 1243 1174">Completion rate (Estimated number of hotel TMs):</td> <td data-bbox="1243 1057 1936 1174">Managed properties: 162,000 Franchised properties: 247,000</td> </tr> <tr> <td data-bbox="913 1174 1243 1250">Total number of training hours:</td> <td data-bbox="1243 1174 1936 1250">102,300</td> </tr> </table>	Completion rate (%):	Managed properties: 100% Franchised properties: 90%	Completion rate (Estimated number of hotel TMs):	Managed properties: 162,000 Franchised properties: 247,000	Total number of training hours:
Completion rate (%):	Managed properties: 100% Franchised properties: 90%						
Completion rate (Estimated number of hotel TMs):	Managed properties: 162,000 Franchised properties: 247,000						
Total number of training hours:	102,300						

		<p><b>Key Risks of Modern Slavery in Labour Sourcing:</b></p> <table border="1" data-bbox="915 233 1932 347"> <tr> <td>Course completions since inception (2017):</td> <td>11,700 (Mainly Corporate and Operations Team Members with focus on procurement roles)</td> </tr> </table> <p><b>Legal Compliance / Code of Conduct:</b></p> <table border="1" data-bbox="915 461 1932 539"> <tr> <td>Completion rate:</td> <td>100% for corporate and managed hotel Team Members</td> </tr> </table>	Course completions since inception (2017):	11,700 (Mainly Corporate and Operations Team Members with focus on procurement roles)	Completion rate:	100% for corporate and managed hotel Team Members
Course completions since inception (2017):	11,700 (Mainly Corporate and Operations Team Members with focus on procurement roles)					
Completion rate:	100% for corporate and managed hotel Team Members					
	<p>Map operating hotels and pipeline countries against human rights risks and information embedded in operations and development processes.</p>	<ul style="list-style-type: none"> <li>• We have mapped more than 10 external human rights risk indices against our operating hotels to evaluate human rights risks in our operations.</li> <li>• We conduct a human rights risk review whenever we are seeking to open properties in a new country where we do not yet operate. We have completed more than 100 country-level human rights reviews and developed action plans accordingly.</li> <li>• Integrated human rights criteria in our annual internal Global Enterprise Risk Survey completed by more than 300 Hilton leaders.</li> </ul>				
<p><b>Embed due diligence across our supply chain and partner with suppliers to advance positive impact.</b></p>	<p>100% of suppliers have received the Responsible Sourcing Policy.</p>	<ul style="list-style-type: none"> <li>• Policy embedded in any new contract with certain suppliers as defined above.</li> </ul>				
	<p>Conducting due diligence on suppliers to mitigate human rights risk.</p>	<ul style="list-style-type: none"> <li>• We require key suppliers (high-risk and high-spend) across our Americas, APAC and EMEA regions to complete the EcoVadis assessment.</li> </ul>				

## PARTNERSHIPS AND ENGAGEMENT

Human rights issues in the travel and tourism industry are complex, and we recognise we cannot solve them on our own. We engage with industry partners to keep up-to-date with the latest developments on human rights issues in our industry, as well as to better identify areas for collaboration.

 <p><b>Protect All Children from Trafficking™</b></p>	<p>Our partnership with Protect All Children from Trafficking (PACT) helps mitigate the risks associated with child exploitation, a crime that affects millions worldwide.</p> <p>Since 2011, we have been signatories of <a href="#">The Code</a> to fight the sexual exploitation of children in travel and tourism. In 2025, Hilton led a partnership with Protect All Children from Trafficking (PACT), Hyatt and Intercontinental Hotels Group (IHG) to create an updated, modernised and survivor-informed training curriculum designed to empower Team Members to recognise, respond to and report instances of trafficking.</p>
 <p><b>NO ROOM FOR TRAFFICKING</b> AN AHLA FOUNDATION INITIATIVE</p>	<p>From 2022 to 2025, the Hilton Global Foundation announced a donation commitment of \$500,000 toward the <a href="#">American Hotel and Lodging Association (AHLA) Foundation's No Room for Trafficking Survivors Fund</a>, growing the fund by 50% in 2022. The Fund provides financial support to community-based organisations to engage and support trafficking survivors; from direct financial support to career support that can set them up for longer-term success.</p>
 <p><b>World Sustainable Hospitality Alliance</b></p>	<p>We are a member of the <a href="#">World Sustainable Hospitality Alliance</a> Human Rights working group. Building on the launch of the World Sustainable Hospitality Alliance's Human Rights Policy Statement, Human Rights Goals and Forced Labour Principles, we shared our internal training on 'Risks of Modern Slavery in Labour Sourcing' with the World Sustainable Hospitality Alliance. This training has been made <a href="#">publicly available</a> to the whole industry at no cost since December 2019.</p>

 <p><b>hospitality alliance for responsible procurement</b> powered by ecovadis</p>	<p>Hilton co-founded the <a href="#">Hospitality Alliance for Responsible Procurement (HARP)</a> with peer hospitality companies. Powered by EcoVadis, HARP aims to bring together hospitality companies to improve the sustainability performance of suppliers, including on human rights.</p>
--	---

## OUR ONGOING COMMITMENT

Hilton is steadfast in its commitment to protecting human rights in the markets in which we operate. We recognise that this is an ongoing commitment, and we will continue to update the content of this statement to reflect our continuous efforts.

As we track towards our Travel with Purpose Goals, we will focus in particular on:

- Strengthening our risk/impact assessments to deepen our understanding of our human rights risks/impacts;
- Deploying and improving our risk mitigation plans for opening properties in countries where we did not previously have a presence;
- Strengthening due diligence of suppliers, as well as recruitment and labour outsourcing agencies;
- Continuing to update and disseminate our training programs;
- Continuing to collaborate with peers in the hospitality industry and across industries to advance human rights efforts;
- Continuing to evaluate further partnership opportunities to strengthen our efforts; and
- Continuing to support non-profit organisations driving progress on human rights, including those who provide support for victims of human trafficking, as opportunities arise.

This statement was approved by the management boards of Hilton Worldwide Manage Limited and Hilton Worldwide Limited, as well as Hilton UK Manage Limited, Hilton International Hotels (U.K.) Limited, Hilton HHC Limited, Hilton Worldwide Services Limited, and Adda Hotels with respect to compliance with the reporting obligations under section 54 of the UK Modern Slavery Act 2015 for the period 1 January 2025 to 31 December 2025.

*Simon Vincent*

*Simon Vincent, President Europe Middle East and Africa; Director of the Board for Hilton Worldwide Limited (UK)*

**Relevant policies and resources:**

1. [Statement for the UK Modern Slavery Act – FY 2016](#)
2. [Statement for the UK Modern Slavery Act – FY 2017](#)
3. [Statement for the UK Modern Slavery Act – FY 2018](#)
4. [Statement for the UK Modern Slavery Act – FY 2019](#)
5. [Statement for the UK Modern Slavery Act – FY 2020](#)
6. [Statement for the UK Modern Slavery Act – FY 2021](#)
7. [Statement for the UK Modern Slavery Act – FY 2022](#)
8. [Statement for the UK Modern Slavery Act – FY 2023](#)
9. [Statement for the UK Modern Slavery Act – FY 2024](#)
10. [Code of Conduct](#)
11. [Human Rights Principles](#)
12. [Responsible Sourcing Policy](#)
13. [Travel with Purpose Report](#)