Hilton Worldwide
Human Rights Policy Statement

1. Commitment

Human rights are the basic rights and freedoms that all people are entitled to. Hilton Worldwide is committed to complying with the law in every country and region in which we operate.

As signatories of the UN Global Compact, Hilton Worldwide recognizes that companies have a responsibility to respect human rights across their operations. Hilton Worldwide is committed to respecting human rights, as defined in the Universal Declaration of Human Rights and endeavors to conduct business operations in a manner that is free from complicity in human rights abuses.

The Human Rights Statement applies to Hilton Worldwide's corporate offices, owned, leased and managed hotels. Hilton Worldwide is committed to working with and encouraging our owners and franchise partners to uphold the principles in this Statement and to adopt similar policies within their businesses. Our Responsible Sourcing Policy applies to our suppliers and is aligned with the expectations and commitments of this Statement.

2. Scope

This commitment includes, but is not limited to:

Labor rights:

- Hilton Worldwide 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 Hilton Worldwide operates.
- Hilton Worldwide complies with all wage and compensation requirements as defined under applicable local laws and regulations, including those relating to minimum wages and at a minimum provides legally mandated benefits.
- Hilton Worldwide will seek to ensure Team Members* do not exceed maximum hours of work defined by applicable law and will appropriately compensate overtime.
- Hilton Worldwide will not tolerate the use of forced labor, including prison, bonded or debt labor.
- Hilton Worldwide will not tolerate physical punishment or abuse of any Team Member.
- Hilton Worldwide respects Team Members' right to freedom of peaceful assembly and association, and their right not to be compelled to belong to an association.
- Hilton Worldwide respects the right of freedom of opinion and expression, including the freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media, provided, however, that the exercise of such rights does not interfere with the safe and efficient performance of work by persons on working time.
- When consistent with local law, everyone shall have the right whether or not to be represented for collective bargaining purposes through genuine elections, which shall be held whenever possible by secret ballot, guaranteeing the free expression of the will of the voters.

Harassment & Non-Discrimination. Hilton Worldwide values diverse people, talent and ideas. We do not tolerate any form of harassment or discrimination based on any personal characteristic protected by applicable national law.

Safe & Healthy Work Environment. Hilton Worldwide is committed to the health and safety of our guests, Team Members and business colleagues. Each Team Member and business partner is responsible for understanding and complying with all applicable safety and health laws and guidelines. In addition we are each responsible for identifying and responding to health and safety hazards and security concerns.

Prohibition Against Forced Labor, Slavery and Human Trafficking. Hilton Worldwide condemns all forms of slavery, forced labor, human trafficking and commercial exploitation.

As signatories of the ECPAT Tourism Child-Protection Code of Conduct, Hilton Worldwide is fully committed, in each and every one of the markets in which we operate, to protecting individuals from all forms of abuse and exploitation. Hilton Worldwide expects our Team Members as well as our business partners to help us meet this commitment. Sex trafficking and sexual tourism is a large and growing problem worldwide, and Hilton Worldwide must never allow any Hilton properties, products, or services to be used in any manner that supports or enables any form of abuse and exploitation.

Hilton Worldwide is committed to identify, prevent and monitor risks of forced labor, slavery and human trafficking in our business operations.

Hilton Worldwide expects our business partners to comply with all laws and regulations in that regard and to embrace the essence of our human rights statement and extend these standards to their own business relationships wherever they operate.

3. Governance

Hilton Worldwide operates at a global scale, with a complex supply chain. For the latest figures of the company's structure, please refer to www.ir.hiltonworldwide.com

For the latest updates on risk mapping and actions taken, please refer to Hilton Worldwide's annual corporate responsibility report: www.cr.hiltonworldwide.com

This statement should be read in conjunction with all relevant Hilton Worldwide policies and guidance, including but not limited to the following ones:

- Global Code of Conduct
- Responsible Sourcing Policy

This policy statement has been developed by Hilton Worldwide in consultation with external subject matter experts, including government, non-governmental organizations, industry bodies, academia and key business partners.

**Hilton Team Members include employees of Hilton Worldwide at corporate offices, owned, managed, leased and timeshare properties. Franchise employees include employees at independently owned and operated franchised properties. While franchisees and their employees are not employed by us, they are a large part of our brands and our culture of hospitality.*

Hilton Worldwide reserves the right to amend or modify this Human Rights Policy Statement.
Last Updated June 2016