

# Modern Slavery Statement

This statement outlines our actions and activities regarding efforts to combat slavery and human trafficking within our business and supply chain for the Financial Year 2024 and is produced to comply with the UK Modern Slavery Act.

## OUR BUSINESS AND CULTURE.

Wyndham Hotels & Resorts, Inc. (“Wyndham Hotels & Resorts”, “Company”, “we”, “us”, or “our”) is the world’s largest hotel franchisor, providing travelers with access to a collection of 25 trusted hospitality brands. We and our nearly 2,200 team members in our corporate facilities and hotels that we manage (“Team Members”), as well as personnel employed by independently owned and/or operated franchised properties under our brands, welcome people to experience travel at approximately 9,300 hotels across over 95 countries.

We have publicly acknowledged our commitment to operate our business in a manner consistent with the United Nations Guiding Principles on Business and Human Rights. Our corresponding Human Rights Policy Statement reflects our commitment to support the protection of human rights within our sphere of influence, and is consistent with our core values, ethical culture and commitment to social responsibility.

Please see our [public filings](#) for more details about our business.

## POLICIES.

We have [Business Principles](#) to help prevent the potential use of our managed properties for slavery and human trafficking. The Business Principles represent the core of our philosophy and state that Team Members are expected to act both ethically and legally when dealing with each other and third parties. Our Human Rights Policy Statement reflects our commitment to help protect human rights within our sphere of influence.

We also expect our franchisees to act in a compliant and ethical manner in the operation of their facilities. We require franchisees to comply with all laws in the operation of their hotels and provide them with access to resources to provide awareness of human trafficking issues and how to identify and address potential incidents.

## TRAINING.

Since 2019, we have partnered with Businesses Ending Slavery and Trafficking (“BEST”) to provide human trafficking prevention and awareness training. We require our Team Members to take this training annually and make it available in multiple languages. Moreover, our new hire orientation includes our commitment to Social Responsibility by focusing on our four key pillars, one of which is protecting human rights.

Globally, our franchisees are required, as part of their compliance with brand standards, to certify their general manager has taken the training and has trained their hotel staff at least every two years.

In addition, we make available additional education about child labor and human trafficking to our Team Members, as well as to personnel at our franchised locations, through webinars and other education sessions at our hotel conferences, and online portals.

As part of our ongoing Emergency Preparedness and Corporate Safety & Security initiatives, we provide resources to help teams recognize critical warning signs of potential risks, including human trafficking and sexual assault while offering recommendations and best practices from various US federal law enforcement agencies

## OUR PROUD HISTORY OF COMMUNITY PARTNERSHIPS.



We belong to the World Sustainable Hospitality Alliance, which facilitates collaboration among its partners in support of its mission to enable the hospitality industry to have a lasting positive impact on the planet and its people, which includes raising awareness of human rights in the hospitality industry.



In 2011, our former parent company, Wyndham Worldwide Corporation, became one of the first hospitality companies to take a stand by signing the Tourism Child-Protection Code of Conduct, now known as The Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism (“The Code”), a commitment which we have continued through our partnership with PACT (formerly ECPAT-USA), an organization dedicated to ending commercial sexual exploitation of children. We continue to further support PACT’s mission.



In addition to our partnerships with the World Sustainable Hospitality Alliance and PACT, we partner with Polaris, BEST, and the American Hotel & Lodging Association (AHLA) as part of the Company’s commitment and efforts to help reduce instances of human trafficking and slavery.

We also participate in the AHLA Foundation’s No Room for Trafficking Council and have committed \$500,000 to the AHLA Foundation’s No Room for Trafficking Survivor Fund, which provides grants to community-based organizations that engage and support survivors. In addition, since the inception of our partnerships with PACT, Polaris and BEST, we are proud that many of our guests have joined us in our commitment to help end human trafficking and slavery by donating Wyndham Rewards® loyalty program points to provide safe stays for human trafficking survivors. Together, since the program’s inception, more than 13.8 million total points have been donated to PACT, Polaris, and BEST through the end of 2024.

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## SUPPLY CHAIN.

As a global hospitality company, we and our franchised properties purchase services and products all over the world. Our supply chain covers procurement at the corporate level and also provides access to purchasing products and services for properties we manage as well as properties which are franchised. We expect our approved suppliers to act in a compliant and ethical manner. As such, we ask suppliers to meet the criteria established in our Supplier Code of Conduct ("Supplier Code"); which, among other things, sets forth the expectations of suppliers with respect to forced labor and child hiring practices.

The Supplier Code makes clear that suppliers must not knowingly support, condone, or otherwise participate in any form of modern slavery.

## RISK MANAGEMENT.

We encourage Team Members to report potential incidents of human trafficking activity to law enforcement. In addition, in connection with our hotels in the U.S. and Canada, we provide notice of the existence of a third-party hotline, operated by Polaris, whereby Team Members, as well as personnel at franchised properties, can consult with Polaris to help them identify potential signs of slavery and human trafficking and provide guidance on reporting matters to law enforcement.

Moreover, globally, we provide access, and encourage use of, materials and information to our managed properties and our franchisees which assists hotel staff with identifying potential signs of slavery or trafficking and provides a suggested process for timely escalating concerns.

## PERFORMANCE.

We track the number of times training has been accessed by a site (in the case of our franchised locations) and by each of our Team Members.

Looking forward, we plan to maintain our commitment to help in efforts to mitigate slavery and human trafficking by further developing resources, refining goals, and educating Team Members, as well as providing access to these materials to personnel at our franchised properties. This is an ongoing process, and we will continue working to make an impact within our sphere of influence.

This statement has been reviewed and approved by the Wyndham Hotels & Resorts, Inc. Board of Directors. This statement also constitutes the modern slavery statement made on behalf of WHG (Ireland) Hotels Unlimited Company and Wyndham Hotel Group (UK) Limited, pursuant to Section 54 of the Modern Slavery Act 2015.

*Geoff*

Geoff Ballotti  
President & CEO, Wyndham Hotels & Resorts  
Director, Wyndham Hotels & Resorts, Inc.

## 25 TRUSTED BRANDS.

