

# 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 2022 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 24 trusted hospitality brands. We and our nearly 2,500 team members in our corporate facilities and hotels that we manage ("Team Members"), as well as personnel at independently owned and controlled franchised properties under our brands, welcome people to experience travel across over 9,100 hotels in nearly 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, how to identify and address potential incidents, as well as require staff training on human trafficking through our brand standards.

## TRAINING.

In 2019, we partnered with Businesses Ending Slavery and Trafficking ("BEST") to provide anti-human trafficking training. We require our Team Members to take this training annually. 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.

Further, as part of our ongoing Business Continuity Plan Emergency Preparedness Guide and Training, we include checklists, escalation protocols and information to assist property management and staff in identifying the key warning signs of human trafficking and guidance on how to report cases.

## OUR PROUD HISTORY OF COMMUNITY PARTNERSHIPS.



We belong to the Sustainable Hospitality Alliance (formerly International Tourism Partnership), 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 ECPAT-USA, an organization dedicated to ending commercial sexual exploitation of children. We annually report our progress on our commitment and efforts to help eradicate human trafficking and slavery and continue to help support ECPAT-USA's mission.



In addition to Sustainable Hospitality Alliance and ECPAT, we partner with Polaris, BEST, and the American Hotel & Lodging Association as part of the Company's commitment and efforts to help reduce instances of human trafficking and slavery.

We have also committed \$500,000 to the AHLA Foundation's No Room for Trafficking Survivor Fund. In addition, since the inception of our partnerships with ECPAT, 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, we donated almost 12 million points from the inception of this program through the end of 2022.

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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 working at our managed properties, 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, pursuant to Section 54 of the Modern Slavery Act 2015.

*Geoff*

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

## 24 TRUSTED BRANDS.

