

# ANIMAL WELFARE POLICY STATEMENT

At Hilton, we are committed to fostering responsible travel and tourism through our ESG strategy, Travel with Purpose. We recognize our responsibility to be stewards of the environment and the precious natural and cultural heritage of the communities in which we operate. We are committed to operating in a way that contributes to a sustainable future for our planet, while creating heartfelt experiences for our Guests and meaningful opportunities for our Team Members.\* Our commitments are established in our [ESG Policy Statement](#), [Environmental Policy Statement](#), and [Responsible Sourcing Policy](#).

Hilton strives to work towards the legal, ethical, humane treatment of animals across our value chain - operations, supply chain and communities. Our approach to animal welfare is informed by the “Five Freedoms” of care, including: 1) freedom from thirst, hunger and malnutrition; 2) freedom from fear and distress; 3) freedom from heat stress or physical discomfort; 4) freedom from pain, injury and disease; and 5) freedom to express normal behavior. The principles outlined in this statement are aligned with the expectations laid out by the Global Sustainable Tourism Council.

Hilton expects its suppliers and business partners to comply with all laws and regulations, and is committed to encouraging its owners, franchise partners, and others in its value chain to uphold the principles laid out in this statement in their own operations and business relationships.

## OPERATIONS

- As a signatory of the [World Travel and Tourism Council \(WTTC\) Declaration on Illegal Trade in Wildlife](#) we support the implementation of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and strictly condemns and prohibits any form of trade or promotion of wildlife or wildlife parts or products that is contrary to international and/or domestic law
- As per our global Brand Standard, all food and beverage operations contained within or provided by the hotel (including third-party operations) must ensure compliance with applicable laws and Hilton's sustainability commitments.
- Captive wildlife are not recommended on site. No species of wild animal should be acquired, bred or held captive at our hotels, except by authorized and suitably equipped persons and for properly regulated activities in compliance with local and international law. Housing, care and handling of all wild and domestic animals must meet the highest standards of animal welfare.

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## SUPPLY CHAIN

- We expect our suppliers to live up to the principles outlined in our Corporate Responsibility Statement, Environmental Statement Responsible Sourcing Policy, and this Animal Welfare Statement.
- We expect our suppliers to implement humane procedures to prevent the mistreatment of animals at all times, including when they are raised, cared for, transported, and processed.
- We encourage our suppliers to hold their suppliers and subcontractors accountable to animal welfare principles.
- As per our Brand Standards, hotels must follow animal welfare standards around responsible sourcing of eggs and pork.
- As per our global Brand Standards, hotels must eliminate the procurement of endangered species identified by World Wildlife Fund (WWF) utilizing the International Union for Conservation of Nature (IUCN) and Convention of International Trade in Endangered Species of Wild Fauna and Flora (CITES) rankings unless procured from certified sources.

## COMMUNITIES

- we seek to promote a responsible approach to wildlife-based tourism, namely one which has tangible conservation outcomes and a tangible positive benefit to local communities.
- Where applicable, our properties should follow appropriate guidelines for the management and promotion of visits to natural sites, in order to minimize adverse impacts and maximize visitor fulfilment. Interactions with free roaming wildlife, taking into account cumulative impacts, should be non-invasive and responsibly managed to avoid adverse effects on the animals concerned.

*\*Team Members include employees at Hilton corporate offices and its owned and managed properties, and employees of franchisees who work on-property at independently owned and operated franchise properties in the Hilton portfolio.*

*Hilton reserves the right to amend or modify this Statement. Last updated April 2021.*

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