

Human Rights:

IHG Responsible Recruitment and Anti-Human Trafficking Policy

We are committed to respecting human rights. We believe hotels have an opportunity to affect positive change in people's lives, which includes the advancement of human rights through our business activities. The human rights of all our colleagues, guests and communities are important and should be protected, and we will encourage those we do business with including our suppliers to prevent, mitigate and address adverse impacts on human rights. Our commitment to respect human rights includes the following:

1. Labour practices

We are committed to compliance with all applicable laws and regulations, including those concerning hours, compensation, opportunity, working and living conditions.

1.1 Driving Responsible Recruitment practices to combat Forced Labour

We are committed to supporting Sustainable Hospitality Alliance's principles of forced labour to drive responsible recruitment practices:

1. Every worker should have freedom of movement. The ability of workers to move freely should not be restricted by their employer through abuse, threats and practices such as unlawful retention of passports and valuable possessions.
2. No worker should pay for a job. Fees and costs associated with recruitment and obtaining employment should not be paid by workers.
3. No worker should be indebted or coerced to work. Workers should work voluntarily, be informed of their employment terms and conditions in advance without misrepresentation and paid regularly as agreed and in accordance with any applicable laws and regulations.

1.2 Child rights

We comply with child labour laws across our operations in accordance with applicable national legislation and ILO labour standards as set out in ILO Conventions No. 138 and 182.

1.3 Freedom of association and collective bargaining

We respect our employees' rights to voluntary freedom of association, under the law. Employees have the right to organise or join associations, and bargain collectively, if they so choose.

1.4. Diversity and inclusion

We are committed to providing equality of opportunity without discrimination. We recruit and promote individuals based on their suitability for the job and do not discriminate on the grounds of race, colour, ethnic or national origin, gender, sexual orientation, gender identity or expression, age, religion, marital status, disability, or any other characteristic protected by national, state or local legal requirements.

2. Human Trafficking

We condemn and prohibit any form of human trafficking including the commercial sexual exploitation of any person, including children, and we are committed to compliance with all

applicable laws and regulations regarding the prevention of human trafficking. In addressing key risks, we have training in place on how to spot signs of, and help combat, human trafficking-related activities. If you ever have any concerns about the state or safety of guests or colleagues, you should notify your line manager or supervisor as soon as possible.

3. Additional Resources and Reporting Concerns

The IHG Code of Conduct also supports our commitment to respecting Human Rights and contains guidance on additional topics including Anti-Bribery, Safety and Security, Environment and our role in local communities. The Code can be found on Merlin on the Code and Policies pages.

We all have a responsibility to report concerns. We take seriously any concerns that human rights are not being respected. If you have any concerns that related to the topics covered in this policy or the IHG Code of Conduct we hope that you feel comfortable to report these to your line manager, Human Resources or another member of management at the hotel. However, IHG also offers a confidential reporting channel to report concerns, should you prefer. For more information on how to report concerns, please visit www.ihgethics.com.