



Modern Slavery Statement

June 1, 2018

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

Wyndham Hotels & Resorts Business and Culture

Wyndham Hotels & Resorts, Inc. (“Wyndham Hotels & Resorts”, “Company”, “we”, “us”, or “our”) provides travelers with access to a collection of trusted hospitality brands. Wyndham Hotels & Resorts and its 15,000 employees, through its managed hotel properties and its independently owned and controlled franchised properties, welcomes people to experience travel across a variety of brands and offers more than 9,000 hotels in 82 countries.

Ranked among the World’s Most Ethical Companies, our predecessor’s parent company, Wyndham Worldwide Corporation, publicly acknowledged its commitment to operate its business in a manner consistent with the United Nations Universal Declaration of Human Rights and Global Compact since 2007 when it first published [its Human Rights Policy Statement](#), a commitment which we continue. This is reflective of the Company’s core values, culture of ethical business practices and commitment to corporate social responsibility.

Policies. Wyndham Hotels & Resorts has in place business principles to help eliminate the potential use of Company owned and managed properties for slavery and human trafficking. [Wyndham Hotels & Resorts’ Business Principles](#) represent the core of our business philosophy requiring our employees to act both ethically and legally when dealing with fellow employees and third parties with whom we do business. As mentioned above, we also abide by our Human Rights Policy Statement, reflecting our commitment to protect human rights within our sphere of influence. In furtherance of this commitment, in 2011, Wyndham Worldwide Corporation became one of the first hospitality companies to take a stand by signing the [Tourism Child-Protection Code of Conduct](#) (“The Code”), a commitment which we plan to continue through our partnership with ECPAT, an organization dedicated to ending commercial sexual exploitation of children. We also expect our suppliers to act in a compliant and ethical manner, and as such, we ask our suppliers to meet the criteria established in our [Supplier Code of Conduct](#), which, among other things, sets forth our expectations of our suppliers with respect to forced labor and child hiring practices. Although we do not own or operate franchised hotels, our franchisees agree to comply with all laws that apply to their hotels, which includes all anti-trafficking laws.

Risk Management. Wyndham Hotels & Resorts also has in place processes to help eliminate the potential use of the Company’s owned and managed properties for slavery and human trafficking. Our work on human rights is overseen by our Corporate Social Responsibility team. We encourage our employees and suppliers (where permitted by law) to report certain matters confidentially or anonymously through a third party whistleblower hotline, including circumstances that may give rise to slavery or human trafficking concerns. In addition, for our North America operations, we make available a third party hotline, operated by Polaris, whereby employees of our owned and managed properties can consult with experts who will help them identify suspected signs of slavery and human trafficking and report such matters to the authorities. Moreover, globally, we distribute information at our owned and managed properties (and encourage the use of these materials by our franchised hotels) which assists employees with identifying potential signs of slavery and human trafficking and provides a process for timely escalating concerns within the organization.

Supply Chain. As a global hospitality company, we and our independently owned and controlled franchised properties purchase services and products all over the world. Given the nature of the hotel business’s risks of human trafficking activity, we have focused our anti-human trafficking efforts within our own operations and by reviewing certain global suppliers that participate in our approved supplier program, Our supply chain covers procurement at the corporate and local levels. The Company has an approved supplier program that supports the purchasing efforts of our owned and managed properties, as well as independently owned and controlled franchisees, by negotiating prices and volume discounts for products and services with third-party suppliers. We take a risk-based approach to performing due diligence

on our approved suppliers, which includes reviewing suppliers doing business in high-risk countries or offering high-risk products or services. Wyndham Worldwide Corporation used the Dun & Bradstreet Human Trafficking Risk Index (HTRI), which assesses suppliers and their global families for the risk that they have been involved in modern slavery. To the extent a supplier did not meet our due diligence requirements or our standards for ethical conduct as outlined in our Supplier Code of Conduct, we do not approve the supplier and, as to previously approved suppliers, require corrective action and terminate if necessary. We have developed a risk-based approach to report, manage and roll out programs intended to combat slavery and human trafficking in areas where we believe there is a high risk of such activity and where we have operational control over the business and our supply chain. We will continue to monitor, refine and implement programs, previously used by Wyndham Worldwide Corporation. Through these programs we are able to measure number of personnel trained as well as number of suppliers evaluated.

Training. The Company requires employees to attend training on its Business Principles. Compliance with this training requirement is monitored. In addition, Wyndham Hotels & Resorts has introduced training to our employees at our owned and managed properties relating to slavery and human trafficking. Moreover, our new hire orientation includes education about Corporate Social Responsibility and our Human Rights program. In addition, we make a reasonable effort to positively influence parties over which we do not have operational control. In that respect, we make available training and education about child labor and human trafficking to our independently owned and controlled franchisees through webinars, seminars at our global hotel conferences and online portals, and provide educational materials to our approved suppliers on slavery and human trafficking. In 2016 and 2017, Wyndham Worldwide Corporation rolled out training sessions to our managed and owned properties in the U.S., as well as to our managed properties in Asia Pacific, Europe, Middle East, Africa and Latin America. Further as part of our ongoing Business Continuity Plan Emergency Preparedness Guide and Training, we include checklists, escalation protocols and information to assist our property management and key staff in identifying the key warning signs of human trafficking and guidance on how to report cases.

Community and Stakeholder Partnerships. We collaborate and work with organizations to identify risks and develop best practices and solutions to this issue. In partnership with Polaris and the American Hotel & Lodging Association's Educational Institute, our predecessor co-developed and launched one of the first hotel human trafficking videos and corresponding training materials, which is available for use by over 25,000 hotels globally throughout the industry. Over the past four years, in conjunction with International Tourism Partnership, our predecessor conducted internal and external stakeholder surveys and meetings to develop industry assessments and solutions. This has included the industry statement on Human Trafficking and materials such as Guidelines for Checking Recruitment Agencies; and Factsheets on the UK Modern Slavery Act. As mentioned earlier, we also work with ECPAT-USA, which administers The Code, to annually report our progress on our commitment to training our owned and managed hotel employees and properties, to identify and report cases, and to raise awareness among our hotel business partners and customers. We are proud that many of our hotel guests have this same commitment, demonstrated by their donation of over 2 million Wyndham Rewards guest loyalty points for safe stays for human trafficking victims. We plan to continue these programs and collaborations.

Key Performance Indicators. Wyndham Hotels & Resorts will continue to track a number of key performance indicators relative to its initiatives to combat slavery and human trafficking. In its [Corporate Social Responsibility Report](#), Wyndham Worldwide Corporation published annually the results of its programs, including those involving human rights. This included a description of our policies, education and training as well as guest and stakeholder engagement. Wyndham Worldwide Corporation also tracked key metrics relative to slavery and human trafficking that include training, education, assessments and reporting. We expect to provide similar reporting practices in the future..

Looking forward, we plan to maintain our commitment to combatting slavery and human trafficking by continuing to develop resources, refine our goals, and educate our employees and stakeholders across relevant areas of our business and supply chain. This is an ongoing process and to that end, we aspire to continue to work with the industry 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.



Stephen P. Holmes
Chairman, Wyndham Hotels & Resorts, Inc.

