

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 2020 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 21 iconic and trusted hospitality brands. We and our nearly 8,900 team members, through our managed hotel properties and our independently owned and controlled franchised properties, welcome people to experience travel across over 8,900 hotels in nearly 95 countries.

We have publicly acknowledged our commitment to operate our business in a manner consistent with the United Nations Universal Declaration of Human Rights and Global Compact. 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 eliminate the potential use of our owned and 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 and have established similar requirements of our franchisees.

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 every two years. 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.

In addition, we make available additional education about child labor and human trafficking to our team members at our owned and managed properties, our corporate team members, and franchisees through webinars, seminars at our global 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 predecessor’s 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 (“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’s Educational Institute as part of the Company’s commitment and efforts to help reduce instances of human trafficking and slavery.

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 victims. Together, we donated nearly 10 million points from the inception of this program through the end of 2020.

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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 corporate and local levels, and 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 of Conduct makes clear that suppliers must not knowingly support, condone, or otherwise participate in any form of modern slavery.

RISK MANAGEMENT.

We encourage our team members to report potential incidents of human trafficking activity to law enforcement. In addition, for our hotels in the U.S. and Canada, we advise of the existence of a third-party hotline, operated by Polaris, whereby team members working at our owned and managed properties, as well as employees of franchised properties, can consult with Polaris to help them identify suspected signs of slavery and human trafficking and provide guidance on reporting matters to law enforcement.

Moreover, globally, we distribute information at our owned and managed properties (and provide access to and encourage use of these materials by 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 a number of training impressions to our initiatives to combat slavery and human trafficking and annually publish these results in our [Environmental, Social & Governance Report \(ESG\)](#). We also track relative to slavery and human trafficking any potential incident reporting.

Looking forward, we plan to maintain our commitment to help end slavery and human trafficking by further developing resources, refining goals, and educating our team members and stakeholders. 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.



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

21 ICONIC BRANDS.

