

2018 **Corporate Responsibility Report**

TRAVEL WITH PURPOSE

Welcome to more sustainable travel – where responsibility and hospitality meet

At Hilton, we're committed to sustainable travel and tourism. Our founder, Conrad Hilton, once said, "To achieve big things, you must first dream big dreams." To mark our 100th anniversary, we followed his spirit and launched bold new goals to cut our environmental footprint in half and double our investment in social impact by 2030. From our operations to our communities and supply chain, we are redefining sustainable travel.

Hilton

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CURIO
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TAPESTRY
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E
EMBASSY
SUITES

MOTTO

Hilton
Garden Inn

Hampton

tru

HOMEWOOD
SUITES

HOME2
SUITES

H
Hilton
Grand Vacations

Hilton
HONORS

TRAVEL WITH PURPOSE OUR APPROACH



Executive Statement

As we prepare to celebrate Hilton's milestone 100th year of hospitality, I am struck by our remarkable legacy. Over the last century, we've had a positive impact across the globe – what Chip Heath has called The Hilton Effect – serving more than 3 billion guests, employing 10 million Team Members and contributing \$1 trillion in economic impact. And as we drive The Hilton Effect forward in this Golden Age of Travel, we depend more than ever on a planet that can continue to support and sustain our growth. That's why in 2018 we launched ambitious new Travel with Purpose 2030 targets for driving positive social and environmental change on a global scale. Through these targets, we pledge to cut our environmental footprint in half, and double our social impact investment by 2030.

Travel with Purpose is the natural extension of that drive to positively change the world around us, and we take our responsibility seriously. That's why we are focused on leading the way in ensuring the destinations where our guests live, work and travel are vibrant and resilient for generations to come. Notably, we are the first major hotel company to both set science-based targets to reduce carbon emissions in line with the Paris Climate Agreement, and to commit to sending zero hotel soap to landfill. And importantly, we will double our investment

in inclusive growth for all through programs that help women, youth, veterans, refugees and people with disabilities around the world – so that our communities can realize the full economic benefits of travel and tourism. All of this is in line with our pledge to further the United Nations' 2030 Agenda for Sustainable Development.

It is this robust commitment to our communities that has earned us important recognitions this year, such as:

- Being named as the Industry Leader on the Dow Jones Sustainability Index, North America
- Being recognized as the Most JUST Company in our industry on America's Top 100 Most JUST companies by Forbes
- Debuting as the only hospitality company on FORTUNE's Change the World List
- Being awarded 2018 Best Corporate Steward by US Chamber of Commerce Foundation

Every day, I wake up inspired, energized and optimistic—because together with all 400,000 Hilton Team Members,* our developers, owners, partners, guests and communities, we truly are making our world a better place.

Together we will drive The Hilton Effect forward into the next century. Thank you for helping us **Travel with Purpose**.

Christopher J. Nassetta
President and Chief Executive Officer

TRAVEL WITH PURPOSE

2018

Key Milestones

Hilton



HILTON IS REDEFINING SUSTAINABLE TRAVEL

Launched the Hilton 2030 Travel with Purpose Goals, committing to doubling investment in social impact and cutting our environmental footprint in half by 2030.



Debuted as the first major hotel company to set **SCIENCE-BASED CARBON REDUCTION TARGETS** approved by the Science-based Targets Initiative



Announced initial investment of **USD \$1 MILLION TO DRIVE SUSTAINABLE TRAVEL AND TOURISM** in Africa



Became first hotel company to **COMMIT TO SENDING ZERO SOAP TO LANDFILL**

2030 GOALS



NAMED INDUSTRY LEADER on the Dow Jones Sustainability Index, North America



RECOGNIZED AS THE MOST JUST COMPANY in our industry and America's top 100 Most JUST companies by Forbes & JUST Capital



RANKED 2ND on the World's Best Regarded Companies by Forbes



AWARDED 2018 BEST CORPORATE STEWARD by US Chamber of Commerce Foundation



Premiered as the only hospitality company on **FORTUNE'S 2018 CHANGE THE WORLD LIST**

DOUBLING INVESTMENT IN SOCIAL IMPACT



Supported the development and launch of

global industry goals for youth, water, carbon and human rights in partnership with the International Tourism Partnership



Logged **236,930 Team Member volunteer hours**

across 93 countries and nearly 5,300 projects during our 2018 Global Week of Service

Launched **Tru by Hilton partnership with Boys & Girls Club of America** to provide Club teens with the foundation they need to **prepare for future careers**



Impacted over 900,000 young

people nearing our pledge to Open Doors for 1 million young people by 2019

Donated over 234 million Hilton Honors points to **support non-profit organizations** in 2018

Launched 10 campaigns globally through the Hilton Responds Fund, **raising over \$175,000 to support 100 Team Members** that were impacted by natural disasters

Awarded 76 Travel with Purpose Action Grants, **investing \$220,000 in local communities**



Rolled out mandatory **anti-trafficking training** across all brands

CUTTING OUR ENVIRONMENTAL FOOTPRINT IN HALF

ZERO SOAP TO LANDFILL



Diverted more than **2.4 million pounds of soap and plastic bottles from landfills**

Distributed more than **9.6 million bars of soap** in 127 countries

Built more than **1.2 million hygiene kits** for  communities in need



Contributed to a **35% reduction in the death rate of children** under the age of five dying due to hygiene-related illnesses

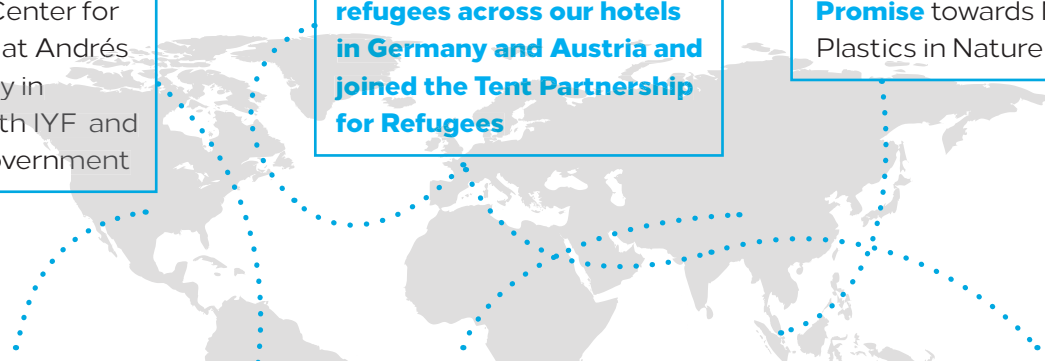
Launched brand standard to remove **plastic straws, stir sticks and cocktail picks** from all hotel operations, including franchises, by June 30, 2019

Named a **USDA Food Loss and Waste 2030 Champion** by the US Department of Agriculture, Environmental Protection Agency and Food and Drug Administration

Activated **2,774 projects at 1,327 global locations** during Earth Week 2018

Signed onto the **UN Water Action Platform** and joined The Climate Group's **Energy Productivity initiative**

COUNTRY SPOTLIGHTS



Released the **Chilean Youth Wellbeing Index** with the new Center for Youth Studies at Andrés Bello University in partnership with IYF and the Chilean government

Connected, prepared or employed nearly **3,000 refugees across our hotels in Germany and Austria** and **joined the Tent Partnership for Refugees**

Committed to **WWF Singapore's PACT Promise** towards No Plastics in Nature by 2030

Launched brand standards requiring all Hilton Garden Inn and Hampton properties in the US, Canada, Dominican Republic and Puerto Rico to **recycle soap bars and amenity bottles through Clean the World**

Empowered **5,000+ students in China** to address **local social & environmental issues** through the Hilton Charity Future program

Expanded Chain of Custody certification for **Marine Stewardship Council-certified** sustainable seafood across 11 Hilton hotels in Germany, bringing our total number of certified hotels in Europe to 61!

LEARN MORE ABOUT OUR ACCOMPLISHMENTS AND 2030 GOALS AT CR.HILTON.COM

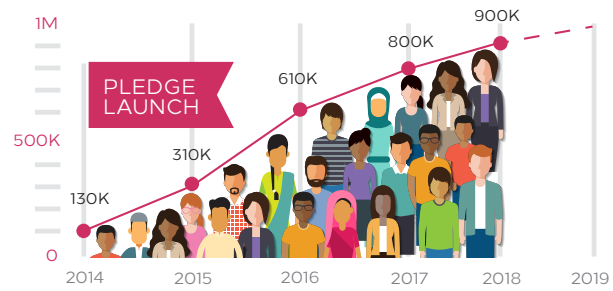




LAUNCHED 2030 GOALS to double investment in social impact and cut our environmental footprint in half

FEATURED GOAL:

Double our investment in youth opportunity programs in countries with lowest youth wellbeing



900,000+ young people impacted since 2014, nearing our pledge to Open Doors for **1 million** by 2019



20,000 young Team Members and youth trained globally in the life skills training program, **“Passport to Success for Hospitality”** in partnership with International Youth Foundation



1,600 apprenticeships around the world in 2018 alone



Launched **“Big Five”** for Sustainable Travel and Tourism Across Africa, **committing to investing in training and apprenticeship programs** to build a strong talent pipeline and tackle identified challenges for youth, including underemployment



Engaged hotels around the world for **Careers@Hilton Week** by conducting job fairs, career guidance talks and job shadowing events

108,000+ youth impacted **1,500** projects



Hosted the **Global Laureate Fellows** to join Hilton business leaders to co-create and solve tangible business opportunities related to Hilton’s 2030 Goals

COUNTRY SPOTLIGHTS

United States

Tru by Hilton launched its official partnership with **Boys & Girls Club of America**, engaging all Tru properties to work with local Clubs to open doors for youth

Egypt

Hilton hotels announced a **five-year partnership with UNICEF and the Ministry of Youth and Sports** to provide training and work experience to more than 750 young people

Chile

As a result of Hilton’s commissioning of the **Global Youth Wellbeing Index**, IYF and the Chilean government **launched the Chilean Youth Wellbeing Index** with the new Center for Youth Studies at Andres Bello University

China

Partnered with the China Foundation for Poverty Alleviation to engage 5,000+ university students to submit innovative social impact project ideas through the Hilton Charity Future program





LAUNCHED **2030 GOALS** to double investment in social impact and cut our environmental footprint in half

FEATURED GOALS:

Double our investment in programs that contribute to sustainable solutions and economic opportunity for all

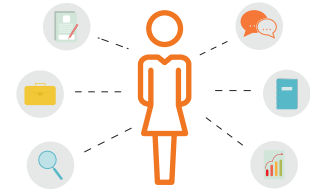
Double our sourcing spend from local, small and medium-sized enterprises and minority-owned suppliers

CREATING OPPORTUNITIES



Room to Read®

Supported the education of **300 girls in India and Sri Lanka** in collaboration with Room to Read, impacting more than 70,400 girls to date



Launched a partnership between Hilton, International Youth Foundation and JP Morgan to provide **200 young women in Saudi Arabia** with skills training for employment in the retail and hospitality sectors

REFUGEE ENGAGEMENT



TENT

First major hotel brand to join the Tent partnership for refugees by pledging to **impact 16,000 refugees by 2030**

Impacted 4,600 refugees in Europe and the US since 2015, including 2,700 refugees in Germany alone, **tracking towards our refugee impact goal** as part of the business-led coalition “Wir Zusammen”

LOCAL SOURCING AND SUPPLIERS

Supported **3,000+** women, minority, Veteran and LGBTQ- owned businesses through our award-winning Supplier Diversity Program

Nine of our brands have standards mandating local sourcing



Launched **“Big Five”** for Sustainable Travel and Tourism across Africa, including a focus on local sourcing and building local entrepreneurs capacity to integrate into Hilton’s supply chain

Partnered with the **International Fund for Agricultural Development (IFAD)** in Seychelles and Argentina



Helped set up micro-farmers cooperative in Bogota’s high mountains, **providing farmers with safety, security and marketing training**

Sourced artisan tote bags for corporate events, **supporting women in India** in partnership with [To The Market](#)

RECOGNITION

Named **#2 World’s Best Workplace** by Great Places to Work

#1 Best Workplace for Diversity by Great Places to Work

Ranked **#10** on DiversityInc’s **Top 50 Companies for Diversity**



TEAM MEMBER GROWTH

Hilton University provides opportunities for advancement:

3.5M Courses completed

4,000+ Learning resources

87,000+ Team Members attended in-person or virtual-led trainings

DIVERSITY & INCLUSION

We are committed to an **inclusive workforce** that fully represents diverse cultures, backgrounds and viewpoints. Learn more about our [diversity & inclusion](#)





LAUNCHED 2030 GOALS to double investment in social impact and cut our environmental footprint in half

FEATURED GOALS:

Embed human rights due diligence across our value chain

Partner with suppliers to eradicate any form of forced labor or trafficking

Create and partner with cross-industry networks to advance international human rights

RECOGNITION



RANKED #1 in our industry and top 100 overall for America's Most JUST Companies by Forbes and JUST Capital.

100% rating on the Corporate Equality Index by the Human Rights Campaign

Named industry leader for Human Rights on the Dow Jones Sustainability North America Index

TRAINING

Rolled out **training in risks of modern slavery to**

2,800

leaders at 240+ hotels and corporate offices in Europe, Middle East & Africa



Rolled out **ECPAT training** "Signs of human trafficking" to **100% of hotels**



BUILDING CAPACITY

Empowered 127 female community leaders from **50 countries** since 2013 to accelerate their anti-trafficking impact via the [Global Freedom Exchange](#) with Vital Voices

INDUSTRY ACTION



International Tourism Partnership

Announced our commitment to share our modern slavery training with the industry through the **International Tourism Partnership**

Contributed to the **creation and launch of the Framework to Engage with Suppliers** through the [UK Stop Slavery Hotel Industry Network](#), to help procurement teams and suppliers to **address risks of forced labor and modern slavery in the supply chain**

DUE DILIGENCE



Operations: Embedded signs of human trafficking in **Safety & Security policies and procedures**



Supply chain: **Audited 8 labor outsourcing agencies and scheduled 30 further audits** in Europe, Middle East and Africa



Development: Embedded human rights in our new country due diligence process; conducted risk analysis and developed mitigation plans for **60+ new countries**

DESTINATION STEWARDSHIP

Integrated Human Rights in Enterprise and Operations risk mapping, **highlighting hot spot destinations** for in depth training and mitigations



Launched "Big Five" for Sustainable Travel and Tourism Across Africa, including **commitment to fight human trafficking, audit labour agencies and provide support for victim survivors**

COLLECTIVE ACTION

TOWARD THE SUSTAINABLE DEVELOPMENT GOALS



Supported the launch of the International Tourism Partnership's (ITP) [Forced Labor Principles](#) at the Consumer Goods Forum in Singapore

Support the achievement of the [International Tourism Partnership's Goals](#) for human rights



LAUNCHED to double investment in social impact and cut our environmental footprint in half

2030 GOALS

FEATURED GOALS:

Double our monetary response, empowerment efforts and investment in resiliency against natural disasters

Contribute 10 Million volunteer hours to activate our Travel with Purpose commitment in our communities

Double Action Grants for social and environmental impact projects in our community

VOLUNTEERING

During our 2018 Global Week of Service, Hilton

Team Members volunteered:



236,930
hours across



93
countries through



5,000
projects



That's more than
\$5.8M

invested in our communities globally through volunteerism

ACTION GRANTS



76
Action Grants awarded

\$222,000
Invested to positively impact local communities and the environment

China: Hilton Chengdu

Partnered with other hotels in the area to educate young girls at the Liangshan Yi Minority Girls School on career pathways in hospitality and provide a better educational environment

USA: Hilton Garden Inn Akron East

Worked with Robinson Learning Center of Akron Public Schools to create a green room utilized as a teaching tool for agricultural curriculum



Russia: Hampton by Hilton St. Petersburg

Provided hospitality skills training and internship opportunities to displaced citizens through partner "Nochlezhka"



234M+
Hilton Honors points donated to support non-profit organizations in 2018

DISASTER RELIEF

\$175,000+ raised in 2018 for the Hilton Responds Fund to support **100 Team Members** impacted by natural disasters

\$3M+
raised to date



Through our partnership with Clean the World, we donated more than

60K & 128K
bars of soap kits

for disaster relief





LAUNCHED 2030 GOALS to double investment in social impact and cut our environmental footprint in half

FEATURED GOALS:

Reduce Scope 1 and 2 carbon intensity by 61%

Create and partner with cross-industry networks to support a low-carbon future

CLIMATE LEADERSHIP



SCIENCE BASED TARGETS Became the **first hospitality brand to set**

science-based carbon reduction targets approved by the Science Based Targets initiative and aligned with the Paris Climate Agreement. In addition to the above 2030 goals, Hilton has committed to:

Work with Franchisees to **reduce Scope 3 carbon intensity** from Franchises by 52%



Encourage suppliers to set goals around reducing their environmental and social impact

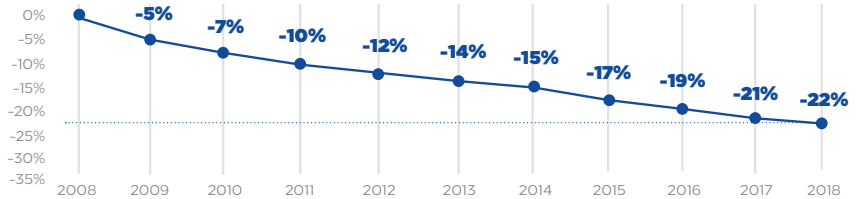
EP 100 Became the first global hotel brand to join **The Climate Group's Energy Productivity 100 (EP100) initiative**, a commitment to improving our energy productivity in line with our 2030 goals



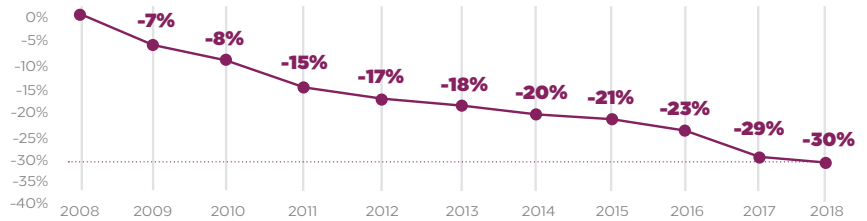
Shared Hilton's efforts to **combat climate change** at the 2018 United Nation's Climate Change Conference of the Parties (COP 24)

PERFORMANCE

Reduced energy consumption by **22%** since 2008 (KWh per m²)



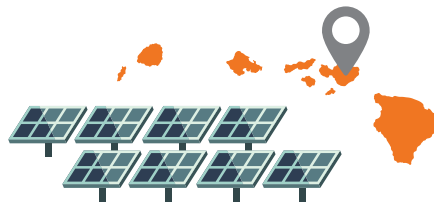
Reduced carbon emissions by **30%** since 2008 (metric tons CO₂e per m²)



Graphs represent data for all managed and franchised hotels. Carbon reporting includes adjustments to 2017 data.

OUR HOTELS

1,162 Electric Vehicle **charging stations** available to guests at **354 hotels** globally



1.5 MW **PV solar array** installed at the Grand Wailea, the largest on the island of Maui



Launched the lower-carbon **Blended Burger** in the US, UK, Brazil, Peru, Namibia, Nigeria and South Africa, and re-engineered the menus at 25 UK hotels **to more prominently feature plant-based dishes**





LAUNCHED 2030 GOALS to double investment in social impact and cut our environmental footprint in half

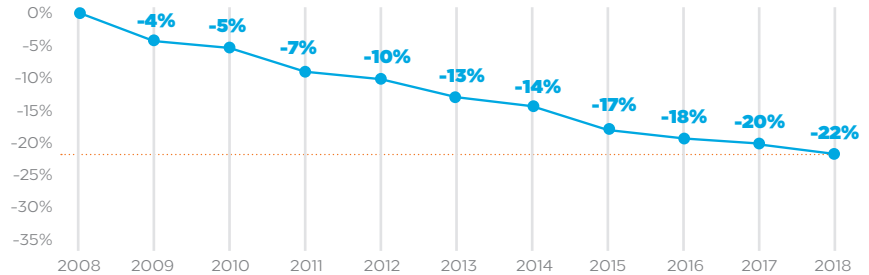
FEATURED GOALS:

Reduce water use in our managed operations by 50%

Activate 20 context-based water projects in our communities and watersheds of top water risk

PERFORMANCE

Reduced water consumption by **22%** since 2008 (liters per m²)



Represents data for all managed and franchised hotels

WATER STEWARDSHIP



Committed to **addressing water stewardship** in Africa through Hilton's Big Five for Sustainable Travel and Tourism across Africa



Signed on to the Ceres Connect the Drops campaign to engage our guests in our **water conservation efforts**

OPERATIONS

2,700+

environmental projects activated at over 1,300 global locations during Earth Week

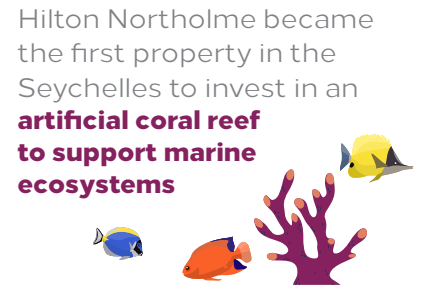


All Hilton properties are required to use LightStay to **set water reduction targets** and implement a continuous improvement project in line with our 2030 Goals

INNOVATION

417M+

gallons of water saved through deploying water efficient laundry and cleaning technologies



Hilton Northholme became the first property in the Seychelles to invest in an **artificial coral reef to support marine ecosystems**

CONTEXT-BASED PILOTS

Joined the **California Water Action Collaborative** and participated in a context-based water targets pilot in the Santa Ana Watershed in California, **helping to develop a methodology for context-based water targets**



3 context-based water pilot programs activated in the United States, South Africa and China, in partnership with World Wildlife Fund





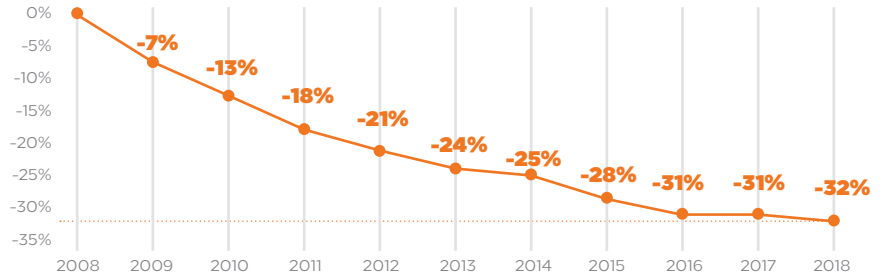
LAUNCHED **2030 GOALS** to double investment in social impact and cut our environmental footprint in half

FEATURED GOALS:

- Reduce waste output in our managed operations by 50%
- Reduce food waste sent to landfill by 50%
- Participate in food donation programs where allowed by law
- Send zero soap to landfill by recycling all used guest soap bars where available

PERFORMANCE

Reduced waste by **32%** since 2008 (metric tons per m²)



Represents data for all managed and franchised hotels

33% of waste diverted from landfill (managed hotels only)

SOAP RECYCLING

4,350+

hotels (75% of our portfolio) participating in the industry's largest soap recycling program

9.6M+

bars of recycled soap distributed in **127 countries**

2.4M+

pounds of soap and amenity bottles diverted from landfill



Expanded soap recycling program to **all Hampton by Hilton** and **Hilton Garden Inn** hotels in the US and Canada, and **all hotels in India**



PLASTICS REDUCTION



250M+ straws to be saved annually through new brand standard requiring the removal of plastic straws, stir sticks and cocktail picks from all hotel operations globally

40 TONS of plastic reduced

through 7.6 million Digital Key downloads

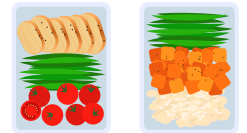


Announced commitment to **remove plastic water bottles from all meeting and events** at managed hotels in Asia Pacific and Europe, Middle East and Africa

Launched **in-house water bottling systems** at Hilton Colombo Residences and Hilton Seychelles Labriz

FOOD WASTE

Partnered with World Wildlife Fund to **deploy the Hotel Kitchen food waste reduction program** across the Americas



3M+

pounds of organic waste diverted from landfill in 2018 via composting and food digesters

1.2M+

Pounds of prepared food donated in 2018, providing **over 1M meals** to those in need in our local communities

COLLECTIVE ACTION

TOWARD THE SUSTAINABLE DEVELOPMENT GOALS



Hilton was invited by the USDA, US EPA and FDA to become a U.S. Food Loss and Waste 2030 Champion, recognizing our leadership in fighting food waste

First global hospitality company to commit to WWF Singapore's PACT Promise towards No Plastics in Nature by 2030



LAUNCHED 2030 GOALS to double investment in social impact and cut our environmental footprint in half

FEATURED GOALS:

Sustainably source (e.g. certified) all meat and poultry, produce, seafood and cotton at managed hotels (where available)

Encourage suppliers to set goals and validate through auditing and incentive program

Create framework for collaboration program with top-tier suppliers

SUSTAINABLE SEAFOOD

INCREASED PROCUREMENT* IN EUROPE, MIDDLE EAST AND AFRICA:



4.6%

Total seafood volume from certified fisheries, including Marine Stewardship Council (MSC) sources

↑ **+25%**
(above 2015 baseline)

16.2%

Total seafood volume from fisheries progressing toward sustainability

↑ **+300%**
(above 2015 baseline)

*based on available procurement data, analyzed in 2018



Achieved traceability with MSC Chain of Custody certification at

62 hotels in 5 countries

IMPROVED SUSTAINABILITY OF SOURCES:

Supported 7 Fishery Improvement Projects in Hilton's supply chain (based on available procurement data), including Peru mahi mahi, Bahamas spiny lobster and Vietnam yellowfin tuna fisheries

CAGE-FREE EGGS:

Launched our goal in 2015 for five brands to switch to **cage-free eggs in 19 countries**

11 out of 19 countries now have cage-free eggs available

70% of eggs procured* in the US and UK are cage-free

*based on known egg procurement data, by dollar value

SUSTAINABLE MENUS



Introduced new **cooking program** to empower 60 chefs to create plant-based dishes, supporting local suppliers

Launched the **Blended Burger**, with 70% beef and 30% mushroom, in five countries

Re-engineered **UK central menu** served at 25 hotels to feature:



The **AvoClub**, a Hilton creation to reduce the meat content of the Club Sandwich

50% more sustainable seafood options

25% more plant-based dishes

MEET WITH PURPOSE



985 hotels offer **Meet with Purpose**

globally, incorporating sustainably sourced food, wellness options and waste reduction into meetings and events

DUE DILIGENCE

Included **Responsible Sourcing Policy** on all new contracts

Extended due diligence on all contracts over \$500,000

100% of procurement leads in Europe, Middle East and Africa trained in risks of modern slavery in labor sourcing

100% of procurement leads trained in responsible sourcing

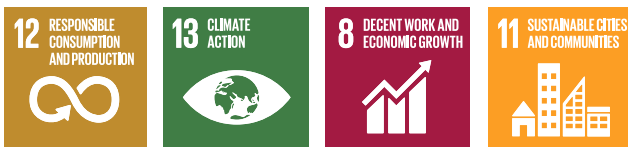


HILTON AND THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Hilton

As one of the world's largest industries, travel and tourism plays an important role in helping the international community reach the global Sustainable Development Goals (SDGs), adopted by the United Nations in 2015. At Hilton, we launched our Travel with Purpose 2030 Goals to cut our environmental footprint in half and double our investment in social impact across our value chain by 2030, in line with the SDGs objectives and timeline. We defined 23 specific targets under that overarching framework, each of them supporting at least one of the SDGs. This is how we support the global community's development agenda, and how we redefine sustainable travel.

HILTON'S PRIORITY GOALS



Hilton is redefining sustainable travel and tourism through our corporate responsibility strategy, Travel with Purpose. Hilton contributes to the achievement of all 17 of the SDGs, however we found through our [materiality assessment](#) that we can have the most significant impact on four goals in particular: [SDGs 8, 11, 12 and 13](#). Learn more about how Hilton and the Travel with Purpose 2030 Goals relate to the SDGs below.

| SDG | SDG Target Alignments | Hilton's 2030 Targets & Achievements |
|-----|--|---|
| | <p>NO POVERTY</p> <ul style="list-style-type: none"> • Eradicate extreme poverty • Implement social protection systems • Equal rights to economic resources | <p>2030 Goal: Double investment in programs that contribute to sustainable solutions for all</p> <ul style="list-style-type: none"> • Announced our Hilton 'Big Five' in Africa with a pledge to invest \$1 million to drive sustainable travel and tourism in Africa, including a focus on hiring local and buying goods locally • Awarded \$222,000 in 2018 in community investment grants to support local innovations for sustainable travel |
| | <p>ZERO HUNGER</p> <ul style="list-style-type: none"> • End hunger • Double agricultural productivity • Ensure sustainable food systems | <p>2030 Goal: Reduce food waste sent to landfill by 50%, and participate in food donation programs where allowed by law (managed hotels)</p> <ul style="list-style-type: none"> • Released our new food waste reduction program in the Americas, requiring managed hotels to establish food donation partners (where legal) and a food waste diversion program • Launched the Blended Burger in the US, UK and Africa as part of our membership of the innovation hub Better Buying Lab to promote plant-based diets • Named a USDA Food Loss and Waste 2030 Champion by the US Department of Agriculture, Environmental Protection Agency and Food and Drug Administration |
| | <p>GOOD HEALTH AND WELL-BEING</p> <ul style="list-style-type: none"> • Reduce number of deaths due to pollution and contamination • Strengthen the capacity of all countries for risk | <p>2030 Goals: Reduce waste output by 50%, and a goal to send zero soap to landfill</p> <ul style="list-style-type: none"> • Collaborated with soap recycling partners to divert more than 2.4 million pounds of soap and plastic bottles from landfills, distribute more than 9.6 million bars of soap in 127 countries and build more than 1.2 million hygiene kits for communities in need, helping contribute to a 35% reduction in hygiene-related illnesses |

| SDG | SDG Target Alignments | Hilton's 2030 Targets & Achievements |
|-----|-----------------------|--------------------------------------|
|-----|-----------------------|--------------------------------------|



QUALITY EDUCATION

- Free and quality education for all youth
- Substantially increase the number of youth and adults who have relevant skills for employment, decent jobs and entrepreneurship
- Eliminate gender disparities

2030 Goals: Double our investment in programs that contribute to sustainable solutions and economic opportunity for all, and double investment in youth opportunity programs in countries with lowest youth wellbeing

- Initiated context-based water pilot programs in collaboration with World Wildlife Fund to promote stewardship in high water risk areas in the US, South Africa and China
- Impacted more than 900,000 young people since 2014 through our [Open Doors Pledge](#)
- Announced Tru by Hilton [partnership with Boys & Girls Club of America](#), engaging Tru hotels to work with local Clubs to open doors for youth through career development programs
- Partnered with the China Foundation for Poverty Alleviation to empower 5,000+ university students to submit innovative social impact project ideas through the Hilton Charity Future program
- Supported the education of more than 70,400 girls to date in India and Sri Lanka in collaboration with Room to Read
- Trained 20,000 young Team Members and youth globally in the life skills training program, "Passport to Success for Hospitality"



GENDER EQUALITY

- End forms of discriminations against women
- Eliminate all violence against women, including trafficking and sexual and other types of exploitation
- Ensure equal opportunities for women

2030 Goal: Double our investment in programs that contribute to sustainable solutions and economic opportunity for all, with a focus on gender equality

- Supported 3,000+ women, minority, Veteran and LGBTQ-owned businesses through our Supplier Diversity Program
- Supported the education of more than 70,400 girls to date in India and Sri Lanka in collaboration with Room to Read
- Empowered 127 female anti-trafficking leaders to date from 45 countries through the [Global Freedom Exchange](#)
- Committed to our [Human Rights Statement](#)
- 58% of corporate [global managers are women](#), with a continued differentiated investment in women
- Launched a partnership between Hilton, International Youth Foundation and JP Morgan to provide young women in Saudi Arabia with skills training for employment



CLEAN WATER AND SANITATION

- Access to safe drinking water
- Adequate sanitation and hygiene
- Implement water resources management

2030 Goals: Reduce water use in our managed operations by 50%, and a goal to send zero soap to landfill

- Reduced [water consumption](#) by 22% since 2008
- Signed on to the UN Water Action Platform to further our commitment to the UN CEO Water Mandate and the global water crisis
- Collaborated with soap recycling partners to distribute more than 9.6 million bars of soap in 127 countries and build more than 1.2 million hygiene kits for communities in need, helping contribute to a 35% reduction in hygiene-related illnesses
- Initiated context-based water pilot programs in collaboration with WWF to promote stewardship in high water risk areas in the US, South Africa and China
- Announced our [Hilton 'Big Five' in Africa](#) with a pledge to invest \$1 million to drive sustainable travel and tourism in Africa, including a focus on water stewardship

| SDG | SDG Target Alignments | Hilton's 2030 Targets & Achievements |
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| | | <ul style="list-style-type: none"> Partnered with the California Water Action Collaborative and the UN CEO Water Mandate to identify context based targets and opportunities for collective action to improve the health of the Santa Ana watershed Helped to launch the International Tourism Partnership's Water Risk Index Report during World Water Week Support the International Tourism Partnership Goals for carbon, water, youth and human rights in collaboration with the hospitality industry |
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| <p>7 AFFORDABLE AND CLEAN ENERGY</p> | <p>AFFORDABLE AND CLEAN ENERGY</p> <ul style="list-style-type: none"> Universal access to reliable energy services Increase share of renewable energy Double rate of energy efficiency |
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| | <p>2030 Goal: Reduce Scope 1 and 2 carbon intensity by 61%</p> <ul style="list-style-type: none"> Became the first major hotel company to set science based greenhouse gas targets, approved by the Science Based Targets initiative Reduced energy consumption by 22% and carbon intensity by 31% since 2008 Certified all 5,600+ properties worldwide to ISO 50001 (Energy Management) Recognized as the first global hotel brand to join The Climate Group's Energy Productivity 100 (EP100) initiative, committing to improve our energy productivity in line with our 2030 Goals Installed 1.5 MW PV solar array at the Grand Wailea, the largest on the island of Maui |
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| <p>8 DECENT WORK AND ECONOMIC GROWTH</p> | <p>DECENT WORK AND ECONOMIC GROWTH</p> <ul style="list-style-type: none"> Sustain per capita economic growth Promote sustainable tourism through jobs Reduce proportion of youth not in employment Eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor |
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| | <p>2030 Goals: Double our investment in programs that contribute to sustainable solutions for all, double investment in youth opportunity programs, embed human rights due diligence in our supply chain and double our local sourcing spend</p> <ul style="list-style-type: none"> Impacted more than 900,000 youth through our Open Doors pledge to connect, prepare or employ 1 million youth by 2019 Supported 1,600+ apprenticeships around the world in 2018 Committed to our Human Rights Statement Announced our Hilton 'Big Five' in Africa with a pledge to invest \$1 million to drive sustainable travel and tourism in Africa Empowered 127 female anti-trafficking leaders to date from 45 countries through the Global Freedom Exchange Rolled out mandatory anti-trafficking training to 100% of our hotels Trained 20,000 young Team Members and youth globally in the life skills training program, "Passport to Success for Hospitality" Support the International Tourism Partnership's Goals for carbon, water, youth and human rights in collaboration with the hospitality industry |
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| <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> | <p>INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <ul style="list-style-type: none"> Develop quality infrastructure to support economy Promote inclusive industrialization Upgrade technological capabilities Infrastructure development through technical support |
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| | <p>2030 Goal: Adopt a global standard for responsible travel and tourism</p> <ul style="list-style-type: none"> Embedded Human Rights due diligence in new country development processes Committed to our Responsible Sourcing Policy Updated and refreshed LightStay, our corporate responsibility measurement platform, to enhance its functionality and design in order to increase accessibility, Team Member usage and tracking accuracy |
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| | <p>REDUCED INEQUALITIES</p> <ul style="list-style-type: none"> Promote inclusion of all regardless of status Ensure equal opportunity and reduce inequalities | <p>2030 Goals: Double our investment in programs that contribute to sustainable solutions and economic opportunity for all, and double our local sourcing spend</p> <ul style="list-style-type: none"> Dedicated to diversity and inclusion to foster innovation and create a globally competitive business Scored 100% on the Corporate Equality Index by the Human Rights Campaign Supported 3,000+ women, minority, Veteran and LGBTQ-owned businesses through our Supplier Diversity Program Committed to hiring 20,000 veterans, spouses, dependents and caregivers through Operation: Opportunity Impacted 4,600 refugees in Europe and the US since 2015, and became the first major hotel company to join the Tent Partnership for Refugees |
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| | <p>SUSTAINABLE CITIES AND COMMUNITIES</p> <ul style="list-style-type: none"> Enhance sustainable urbanization Protect and safeguard world's cultural and natural heritage Reduce number of deaths caused by natural disasters Support least developed countries | <p>2030 Goals: Cut our environmental footprint in half and double investment in social impact, specifically committing to adopting a global standard for responsible travel and tourism</p> <ul style="list-style-type: none"> Announced our Hilton 'Big Five' in Africa with a pledge to invest \$1 million to drive sustainable travel and tourism in Africa Logged 236,930 volunteer hours across 93 countries and nearly 5,000 projects during our 2018 Global Week of Service Supported 10 campaigns all over the world through our Hilton Responds fund to support 100 Team Members that have been impacted by natural disasters Supported and signed on to the launch of the World Travel & Tourism Council's initiative to fight against illegal wildlife trade |
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| | <p>RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <ul style="list-style-type: none"> Achieve sustainable use of natural resources Halve per capita global food waste Create sustainable development tools Reporting on sustainability practices | <p>2030 Goals: Cut our environmental footprint in half, reducing energy and water consumption and waste output</p> <ul style="list-style-type: none"> Became the first major hotel company to set science based greenhouse gas targets, approved by the Science Based Targets initiative Reduced water consumption by 22%, waste output by 32% and energy consumption by 22% since 2008 Diverted more than three million pounds of organic waste from landfill in 2018 via composting and food digesters Launched a new food waste reduction program in the Americas, requiring managed hotels to establish food donation partners (where legal) and a food waste diversion program Reported annually on sustainability impact, including third-party assured environmental and social data Integrated Travel with Purpose (our corporate responsibility strategy), 2030 Targets and our progress into the annual financial report Implemented a complete refresh of LightStay, Hilton's corporate responsibility measurement platform, in order to optimize functionality and further drive Team Member engagement as we track towards our 2030 Goals Launched the Blended Burger in the US, UK and Africa as part of our membership of the innovation hub Better Buying Lab to promote plant-based, low carbon diets Set new hotel brand standard requiring the removal of plastic straws, stir sticks and cocktail picks from all hotel operations |
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CLIMATE ACTION

- Improve education and awareness on climate change
- Promote mechanisms for climate change-related planning
- Strengthen resilience to natural disasters

2030 Goal: Cut environmental footprint in half by 2030, promote environmental awareness

- Hilton's CEO Chris Nassetta serves as Chairman of the World Travel & Tourism Council, with a focus on driving sustainable travel and tourism through collaboration with other companies
- Reduced [water consumption](#) by 22%, [waste output](#) by 32% and [energy consumption](#) by 22% since 2008
- Became the first major hotel company to set science based greenhouse gas targets, approved by the [Science Based Targets initiative](#)
- Became the first global hotel brand to join The [Climate Group's Energy Productivity 100 \(EP100\) initiative](#)
- Maintained certification to ISO 50001 (Energy Management), ISO 14001 (Environmental Management) and ISO 9001 (Quality Management) across our portfolio of more than 5,600 hotels, the largest certified portfolio in the world



LIFE BELOW WATER

- Reduce marine pollution
- Protect marine and coastal ecosystems
- Regulate harvesting and overfishing
- Increase benefits to developing countries from sustainable use of marine resources through sustainable tourism

2030 Goal: Sustainably source (e.g. certified) all meat and poultry, produce, seafood and cotton at managed hotels (where available)

- Announced new brand standard to [remove plastic straws](#) from all hotel operations
- Progressed towards our sustainable seafood goals, with 16.2% of total seafood volume in Europe, Middle East and Africa from fisheries progressing toward sustainability (based on available procurement data)
- Supported World Wildlife Fund (WWF) fishery improvement projects in Ecuador, Peru, Vietnam and the Bahamas
- Achieved traceability with Marine Stewardship Council Chain of Custody certification to 62 hotels in 5 countries
- Partnered with WWF and MSC to deliver training workshops to suppliers and Hilton teams in China, Japan, Thailand, Malaysia and Indonesia



LIFE ON LAND

- Combat desertification and restore degraded land
- Combat poaching and trafficking of protected species

2030 Goal: Cut our water consumption by 50%

- Reduced [water consumption](#) by 22% since 2008
- Announced our [Hilton 'Big Five' in Africa](#) with a pledge to invest \$1 million to drive sustainable travel and tourism in Africa, with a commitment to protecting wildlife and promoting responsible wildlife-based tourism
- Brand standard prohibiting the serving of endangered species on our menus
- Supported and signed on to the launch of the World Travel & Tourism Council's initiative to [fight against illegal wildlife trade](#)



PEACE, JUSTICE AND STRONG INSTITUTIONS

- End abuse and trafficking of children
- Reduce corruption and bribery
- Strengthen participation in governance for developing countries

2030 Goals: Embed human rights due diligence across our global operations and in our supply chain, and partner with suppliers to eradicate any form of forced labor or trafficking

- Committed to our [Human Rights Statement](#)
- Code of Conduct training mandatory for all Hilton Employees, including a section on human rights
- Rolled out mandatory anti-trafficking training to 100% of our hotels
- Support the [International Tourism Partnership Goals](#) for carbon, water, youth and human rights in collaboration with the hospitality industry

SDG

SDG Target Alignments

Hilton's 2030 Targets & Achievements

17 PARTNERSHIPS
FOR THE GOALS



PARTNERSHIP FOR THE GOALS

- Assist developing countries in attaining sustainability
- Multi-stakeholder partnerships for sustainable development
- Implement official development assistance commitments

2030 Goal: Create and partner with cross-industry networks to support policies for a low carbon future and to advance international human rights

- Hilton's CEO Chris Nassetta serves as Chairman of the World Travel & Tourism Council, with a focus on driving sustainable travel and tourism through collaboration with other companies
- Support the [International Tourism Partnership Goals](#) for carbon, water, youth and human rights in collaboration with the hospitality industry
- Hosted the [Global Laureate Fellows](#), young social entrepreneurs from around the world, to join Hilton business leaders to co-create and solve tangible business opportunities related to Hilton's 2030 Goals
- Partnered with the California Water Action Collaborative and the UN CEO Water Mandate to identify context based targets and opportunities for collective action to improve the health of the Santa Ana watershed
- Partnered with the World Wildlife Fund on water stewardship, food waste and sustainable seafood
- Supported the launch of the ITP Forced Labour Principles and the ITP Water Risk Index
- Named a [USDA Food Loss and Waste 2030 Champion](#) by the US Department of Agriculture, Environmental Protection Agency and Food and Drug Administration

