



Modern Slavery Statement

This statement outlines our actions and activities regarding efforts to combat slavery and human trafficking within our business and supply chain during the period April 1, 2017 to May 31, 2018.

Wyndham Worldwide Business and Culture

Wyndham Worldwide Corporation (“Wyndham Worldwide”, “Company”, “we”, “us”, or “our”) is one of the largest global hospitality companies, providing travelers with access to a collection of trusted hospitality brands. With a collective inventory of more than 22,000 places to stay across 110 countries on six continents, Wyndham Worldwide and its 39,000 employees welcome people to experience travel the way they want. Our diverse portfolio transcends multiple hospitality and lodging segments. Wyndham Hotel Group (“WHG”) includes hotel franchising and management across 15 brands and offers more than 8,400 hotels in 80 countries. Wyndham Destination Network offers more than 121,000 properties of professionally managed, unique vacation accommodations – from houseboats and cottages to rental homes and timeshare resorts in more than 110 countries. Wyndham Vacation Ownership has 221 vacation ownership resorts throughout the United States, Canada, Mexico, the Caribbean and the South Pacific and has nearly 900,000 owner families worldwide. Our supply chain covers procurement at the corporate, business unit and local levels. The Company has a Strategic Sourcing approved supplier program that partners with suppliers and strives to offer our collective businesses products and services at the best possible value and price. 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. Given the nature of the hotel business with its risks for human trafficking activity, the Company has focused its anti-human trafficking efforts primarily within WHG and certain global suppliers of our approved supplier program. We will continue to work with our businesses to monitor, refine and implement programs.

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

Policies. Wyndham Worldwide has in place policies to help eliminate the potential use of Wyndham properties for slavery and human trafficking. [Wyndham Worldwide’s 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. In addition, as mentioned above, Wyndham Worldwide also abides 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, we became one of the first hotel companies to take a stand against the commercial sexual exploitation of children by signing the [Tourism Child-Protection Code of Conduct](#) (“The Code”). Wyndham Worldwide also expects 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 the Company’s expectations of its suppliers with respect to forced labor and child hiring practices.

Risk Management. Wyndham Worldwide also has in place processes to help eliminate the potential use of Wyndham properties for slavery and human trafficking. The Company’s work on human rights is overseen by the Corporate Social Responsibility Council, which is comprised of senior leaders across our businesses. It includes a Human Rights Working Group that identifies and educates employees and suppliers, and works in partnership with key stakeholders to implement solutions. The Company encourages its employees and suppliers (where permitted by law) to report certain matters confidentially or anonymously through its third party whistleblower hotline without fear of retaliation, including circumstances that may give rise to slavery or human trafficking concerns. In addition, for our WHG operations in North America, we make available a third party hotline, operated by Polaris, whereby employees of our WHG managed hotel 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, WHG distributes information at our owned and managed hotel properties that 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 purchase services and products all over the world. These include but are not limited to services related to cleaning, maintenance and consulting as well as products such as food and beverages, operating supplies, furniture, fixtures and equipment. We take a risk-based approach to performing due diligence on our Strategic Sourcing approved suppliers, which includes reviewing suppliers doing business in high-risk countries or offering high-risk products or services. All suppliers are reviewed through a 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. All Strategic Sourcing approved suppliers have been assessed using a risk scale of 1-7. To the extent a Strategic Sourcing approved supplier does not meet our due diligence requirements or our standards for ethical conduct as outlined in our Supplier Code of Conduct, we will not do business with that supplier.

Training. The Company requires employees to attend training on its Business Principles. Compliance with this training requirement is monitored. In addition, Wyndham Worldwide has introduced training to our WHG employees at our owned and managed hotel 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, Wyndham Worldwide makes a reasonable effort to positively influence parties over which we do not have operational control. We have provided training and education about child labor and human trafficking to our WHG franchised operations through webinars, seminars at our global hotel conferences and online portals, and provided educational materials to our Strategic Sourcing approved suppliers on slavery and human trafficking. In 2017, we continued to roll out training sessions to our WHG managed and owned hotel properties in the U.S., as well as to our managed hotel 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 staff in identifying the key warning signs of human trafficking and guidance on how to report cases.

Community and Stakeholder Partnerships. The Company collaborates and works 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 we 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 we 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. We also work with ECPAT-USA, which administers The Code, to annually report our progress on our commitment to training our WHG hotel associates and properties, to identify and report cases, and to raise awareness among our WHG 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. Additionally, we have worked with Sabre Corporation, a global technology and distribution provider, to launch the Passport to Freedom program, which is the first-ever educational scholarship for human trafficking survivors.

Key Performance Indicators. Wyndham Worldwide will continue to track a number of key performance indicators relative to its initiatives to combat slavery and human trafficking. In our [Corporate Social Responsibility Report](#), we publish annually the results of our programs including regarding human rights. This includes a description of our policies, education and training as well as guest and stakeholder engagement. We also track key metrics relative to slavery and human trafficking that include training, education, assessments and reporting.

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 Worldwide Board of Directors.



Stephen P. Holmes
Chairman and CEO, Wyndham Worldwide