

POLICY STATEMENT ON HUMAN RIGHTS

H World International (HWI) is committed to compliance with human rights and to acting responsibly along the supply chain. We comply with all applicable laws, respect internationally recognised human rights and are eager to prevent any violations of human rights within the scope of our business activities. The present Policy Statement is valid for all companies of H World International, which includes all direct and indirect subsidiaries of Steigenberger Hotels GmbH. We are guided by the following human rights standards and policies.

- Universal Declaration of Human Rights of the United Nations
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises
- Principles of the Global Compact of the United Nations (UNGC)

Our Code of Conduct forms the foundation of our business activities and is mandatory for each employee and serves as our inner compass. Nevertheless, we also expect our suppliers and business partners, including sub-contractors and all companies that maintain a relationship with a HWI company or division, to base their own actions and activities on the same ethical principles. This is why we require contractual adherence to human rights standards by our suppliers and business partners via the vehicle of our Code of Conduct for Business Partners and Suppliers. This code defines binding minimum standards and rules for collaboration with HWI.

The duty to exercise due diligence with regard to human rights continues to be an inherent part of the group-wide compliance and risk management system, in which we actively address opportunities and threats both within and outside the company. Internal policies supplement and complete our holistic approach and the areas of responsibility involved.

Three of the identified risks along the supply chains were prioritized within the risk analysis in accordance with Section 5 of the German Supply Chain Act. These are the sourcing of terrycloth and bed linen from Egypt, the sourcing of furniture and technical hardware from China and the outsourcing of on-property work within the hotels to external companies. Preventive measures have been taken for these risks, such as a complaints mechanism campaign, supplier audits and the introduction of self-assessments by suppliers, which are monitored and scrutinized at regular intervals. Furthermore, a training course on the law and human rights has been launched, which is mandatory for risk groups within the company.

We appreciate that the implementation of due diligence in respect of human rights is a constant process and that regular checks need to be conducted in order to ascertain whether underlying conditions have altered. Our Policy Statement on Human Rights will be continuously reviewed and updated as needed.


Reporting concerns

Major compliance concerns can be reported via the HWI Speak-Up Line, a web-based and anonymous platform which is available in multiple languages. This facilitates encrypted and confidential dialogue with the **International Audit, Risk & Compliance Department** of HWI. Violations can be reported via [this link](#). Alternatively, a live telephone intake is also available, you'll find the phone number [here](#).


Responsibility

The function of the Human Rights Officer at H World International is performed by a Human Rights Committee. The coordination of this committee is the responsibility of the **International Audit, Risk & Compliance department**.

The Steigenberger Hotels GmbH Declaration of Principles on Human Rights was amended for the first time on February 27th, 2024 and adopted by our management. It replaces the original policy statement dated August 30^{iest}, 2022.



Oliver Bonke, CEO



Choon Wah Wong, CFO