

# Human Rights Policy Statement



## About Wyndham Worldwide:

Wyndham Worldwide acknowledges, respects and, through its Business Principles, commits to operating its business in a manner consistent with the principles contained in the United Nations Universal Declaration of Human Rights and Global Compact. Wyndham Worldwide's view on human rights reflects the Company's commitment to conduct its business in a manner consistent with these principles and to protect human rights within the Company's sphere of influence. In addition, the Company's core values enumerated below work to further develop its culture as one committed ethical business practices and good corporate citizenship.

### *Wyndham Worldwide Core Values:*

- *Act with integrity in all that we do: Without integrity, the foundations of business and life crumble.*
- *Respect everyone, everywhere: Whether we are working with a customer, a hotel franchisee, a senior executive or a security guard – respect knows no boundaries.*
- *Provide individual opportunity and accountability: As leaders, we need to actively include diversity in our thought process. Diversity or inclusion – here at Wyndham Worldwide, it is the same concept. Being inclusive expands our horizons and our society.*
- *Improve our customers' lives: Whether we are helping our hotel franchisees or resort affiliates with their businesses or creating memorable experiences for the guests visiting our properties – we strive to improve their lives through their interaction with us.*
- *Support our communities: As a large company, we provide employment that helps out the communities in which we operate. But the Wyndham philosophy is that that is not enough. We need to give back to our communities to improve the world around us. We have created the Wishes by Wyndham program which embodies our philanthropic donations including the use of our time to help others.*

As stated above, Wyndham Worldwide's core values and Business Principles require that its business be conducted with honesty and integrity, and in full compliance with all applicable laws. Company policies establish clear ethical standards and guidelines for how the Company does business and establishes accountability. All Company employees are required to obey the law and comply with specific standards relating to legal obligations, ethics, and business conduct. The Company has clear accountability mechanisms in place to monitor and report on compliance with these directives. In addition, parties contracting with the Company, such as franchisees and resort developers, are also required to operate in a manner which is compliant with all applicable laws and subject to certain operating standards, and where necessary, the Company will take actions to terminate relationships with parties who fail to comply with those standards.

## **Protection of the Rights of Children**

Wyndham Worldwide condemns all forms of exploitation of children. The Company does not recruit child labor, and supports the elimination of exploitive child labor. Wyndham Worldwide also is supportive of laws duly enacted to prevent and punish the crime of sexual exploitation of children. Wyndham Worldwide will cooperate with law enforcement authorities to address any such instances of exploitation of which the Company becomes aware.

## **Protection of the Rights of Employees**

Wyndham Worldwide acknowledges the human rights of its employees throughout the globe and endeavors to provide a safe and healthy working environment for all of its employees. Wyndham Worldwide supports the elimination of all forms of forced, bonded or compulsory labor, the freedom of association and the right to choose a collective bargaining representative, if desired.

Wyndham Worldwide further supports and upholds the elimination of discriminatory practices with respect to employment and occupation, and promotes and embraces diversity in all aspects of its business operations. Wyndham Worldwide is an equal opportunity employer and does not discriminate either directly or indirectly against employees or prospective employees on the basis of race, color, religion, sex, sexual preference/orientation, citizenship, marital status, veteran status, national origin, age or disability, or against any other protection established by applicable law or regulation.

Wyndham Worldwide is dedicated to creating a workplace that values and respects people from diverse backgrounds and enables its employees to do their best work. The Company embraces the unique combination of talents, experiences and perspectives of each employee, making its success possible.

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