

RADISSON HOTEL GROUP HUMAN RIGHTS COMMITMENT

Within the international hospitality industry, Radisson Hotel Group (RHG) is recognized for its unique business approach inspired by the service philosophy “Yes I Can!”. RHG highly values the preservation of good relations with our guests, partners and stakeholders and empowers employees. The Universal Declaration of Human Rights serves as the basis of our relationship with our employees.

Around the world, all our stakeholders have the right to expect that the RHG and all its employees act and take positions on key issue of business ethics with a single voice.

RHG is committed to maintaining a high standard of business ethics, honesty and integrity, and with the following provides an overview of our commitment to human rights, also reflected in our [Human Rights Policy Statement](#).

Our Human Rights Commitments

- RHG has signed the United Nations Global Compact in 2009. The Global Compact aligns with our core values and our commitment to be a force for good. We incorporate its principles into our decision-making processes, day-to-day operations and training programs.
- RHG’s Human Rights Commitment is aligned with our [Human Rights Policy Statement](#).
- RHG’s [Sustainability Report](#) features a section on Health and Safety of our Guest and Employees and another section on Business Ethics and Community Action.
- At RHG, respect is the key in all our actions and just like trust, respect is earned. You have to show respect to earn respect. RHG [Code of Business Conduct and Ethics](#) helps guide us in that effort.
- RHG endorsed the End Child Prostitution, Child Pornography and Trafficking of Children for Sexual Purposes (ECPAT) Code of Conduct policy to protect children against sexual exploitation in travel and tourism. We support every child’s right to a safe and secure childhood and are committed to the principle that everyone has the right to grow up and develop without fear of exploitation or harm. We fully endorse the ECPAT Code of Conduct and apply its requirements and guidelines in all of our hotels and business units. All employees are expected to abide by this code.
- RHG is a member of the International Tourism Partnership (ITP). We participated in ITP’s Human Trafficking Working Group and were involved in the creation of the ITP Goal on Human Trafficking and the Principles to tackle Forced Labor.
- RHG signed the United Nations Women’s Empowerment Principles, in support for gender equality.



Our Internal training and programs

RHG's Human Rights Commitment is communicated to all its employees and strengthened through training and programs.

- The “Living and Leading Responsible Business” mandatory training programs were designed as part of our overall Responsible Business strategy to provide employees around the world with a better understanding of how they can positively impact people, communities and the environment.
- RHG has implemented a training module for all hotel employees as part of its larger “Living Responsible Business” training program. The “Human Trafficking” training module is designed to provide employees with a better understanding of how they can positively impact and safeguard children in our communities.
- The “Living Responsible Business” course focuses on our Code of Business Conduct and Ethics, Human Rights and child protection.
- Radisson Academy is the educational platform for classroom training provided to General Managers, department heads, and corporate leaders across all of our hotel brands and units. For optimal access, the Radisson Academy is hosted several times each year in a different city to provide ongoing training and networking opportunities that attract, advance and retain talented people.
- The Balanced Leadership initiative has been created to build on the company heritage of growing from within and bring a positive change in our culture by overcoming the barriers that may be blocking women from developing into senior leadership positions. Our focus of women holding senior leadership positions represents a significant cultural change to our organization and is a major step forward towards true gender balance that will support our continuing business growth.
- Across RHG, we celebrate diversity, individuality and passion. Our common beliefs were developed as RHG Employee Value Proposition. It helps us all understand who we are and what we do as a company. It's been created by our people for our people, and it's the glue that binds us all together. As a key communication and engagement tool it helps us stand out together as one team.

Our Community action, Partnerships and Stakeholders

- We're committed to ensuring the highest ethical standards in conducting business and the same is expected of suppliers. As a supporting member of the UN Global Compact, the core values in the areas of human rights, labor, environment and anti-corruption are the foundation of RHG's Supplier Code of Conduct, which outlines standards that any of our suppliers is expected to achieve.
- The Youth Career Initiative (YCI) is a worldwide recognized program that offers traineeships and trainings to underprivileged youngsters. RHG has become a lead partner of the YCI, specially with the objective of further driving people development initiatives in emerging markets.
- In 2018, RHG signed a global partnership with SOS Children's Villages, the world's largest not-for-profit organization dedicated to supporting children without parental care and families at risk. SOS Children's Villages provide loving, secure safe permanent family structures for orphaned and abandoned children around the world. The organization is operating in 135 countries with over 500 villages.