

DIVERSITY & INCLUSION



100+

We are creating opportunities in more than 100 countries and territories.



50%

Approximately 50 percent of Hilton's global workforce is female.



100

Great Place to Work® recognized Hilton as one of the World's 25 Best Multinational Workplaces. Hilton also ranked in all 14 country lists where it was eligible in 2016 including ranking #1 in China, Turkey and Saudi Arabia.

CHALLENGE

As a company that operates in over 100 countries, our goal is to serve any guest, anywhere in the world, for any travel need. The diversity and inclusivity of our workforce allow us to understand and reflect the various cultures, perspectives and needs of our guests, owners and communities around the world.

APPROACH

Hilton is committed to an inclusive workforce that fully represents many different cultures, backgrounds and viewpoints. Our global brands provide meeting places for people from all walks of life to connect, creating a welcoming environment for all.

Understanding our Team Members' unique perspectives, along with those of our Guests, Owners, Suppliers, and Partners, is essential to driving our competitive performance. Our company will always strive to reflect the global communities where we live and work.

Our strategy is to leverage and promote diversity and inclusion through a framework of Culture, Talent and Marketplace initiatives: 1) We create an engaging, innovative environment that promotes global inclusiveness, 2) We attract, develop, and retain the best and brightest talent in hospitality, 3) We engage, support and create business opportunities in our communities.

ACTION

We believe a diverse and inclusive culture starts with our executive leadership. Our senior leaders demonstrate ongoing support and commitment to diversity and inclusion through a variety of channels.

Our President and CEO, Chris Nassetta, chairs the Hilton Executive Diversity Council (EDC). The EDC is comprised of the company's most senior leaders and provides oversight of our diversity and inclusion programs and initiatives.

A Quarterly Diversity Dashboard, including updates on key diversity metrics and progress related to our culture, talent and marketplace initiatives, is reviewed by EDC members.

Our leaders are committed to our diversity and inclusion efforts, and we hold them accountable through Organizational Objectives that measure their performance against our diversity goals. We also monitor feedback directly provided by our Team Members on our leaders' diversity focus.

Through our Executive Committee (EC) Networking Program, Chris Nassetta and all EC members have at least two women mentees whom they meet with on a regular basis. The emerging leaders are diverse in background, functional area, geographic location and experience.

Culture

We have eight Team Member Resources Groups (TMRGs) that help foster an inclusive and innovative business culture, promote professional growth through networking and development, provide market insights, and support our communities. Our TMRGs are all sponsored by senior leaders. The success of these groups is reflected in the substantial growth in membership and in the number of chapters. Membership has increased more than 150% since 2012, and the number of chapters has jumped from 20 to 46. Hilton was recognized as #11 on DiversityInc's Top 12 Companies for Employee Resource Groups list in 2016.

Talent

In order to attract, develop and retain the best and brightest, we focus our efforts on sourcing and hiring diverse talent. Across all manager levels, we have established diverse hire targets for non-hourly job openings, candidates for all Director and above positions. Our sourcing efforts and scholarship support are targeted across a broad set of talent pools, including Black, Hispanic, Asian and Pacific Islander-serving colleges and universities.

We offer opportunities for Team Members at every level of the organization: professional development, programs with top universities, VP and GM Excellence Programs, leadership events & publications, Team Member Resource Groups, differential programs for women in leadership.

We have set three-year diversity goals for our corporate leadership targeting females and ethnically diverse leaders. Additionally, we have set regional goals for female representation of our global General Manager population.

We are deliberate in our approach to developing women leaders. We incorporated Women in Leadership sessions into key global internal meetings, including the inaugural Women In Leadership Conference in China. We became a pioneering Singapore IMPACT Champion in support of HeForShe, the UN Women solidarity movement for gender equality, making three pledges to advance gender equality across our hotels and offices in Asia Pacific;

- 1) All General Managers and Directors in Asia Pacific will attend an "Unconscious Bias" training by the end of 2016;
- 2) Double the number of female General Managers/Hotel Managers in Asia Pacific by the end of 2016, and
- 3) Implement flexible work initiatives in all corporate offices in Asia Pacific and run a pilot in at least one hotel in each region within Asia Pacific by the end of 2016.

We are also leading a number of other regional initiatives, including establishing Gender Equality in Leadership committees in APAC and driving efforts to increase our headcount of women in Saudi Arabia, which has seen a jump of over 60% in two years.

Additionally, we partner with the Women's Leadership Program at University of Virginia Darden School of Business to help our leaders successfully navigate their careers.

Marketplace

We engage, support and create business opportunities in our communities for our key stakeholders; suppliers, guests, community members and owners. Diversity is continually promoted within our marketplace through our supplier diversity program, multicultural marketing to diverse customer segments, partnerships with numerous diverse non-profit organizations, and development of property ownership opportunities for women and minorities.

Through our award-winning Supplier Diversity Program, which began nearly a decade ago, we have cultivated relationships with more than 1,550 women-, minority-, and LGBT-owned businesses, by developing strategic alliances with companies whose culture and values are consistent with ours.

Partnerships | Associations | Awards

We provide support for numerous universities globally by participating in conferences and recruiting events, and through monetary and in-kind contributions for scholarships and student development programs.

Since 2014, we have supported Project Inspire, a joint initiative by UN Women and MasterCard to help young change-makers create a better world for women and girls in APAC, Middle East and Africa. The challenge presents 18-35 year olds with a 5-minute platform. They compete to win a top grant of \$25,000 (USD), or a runner up grant of \$10,000 (USD), sponsored by Hilton. Ten youth finalists selected from more than 400 applications from over 100 countries pitched their social change ideas to a panel that included UN Women, MasterCard, Bain & Company, INSEAD and Hilton.

Hilton became the first hospitality company to join the U.S. State Department's Global Equality Fund, an initiative working to advance and protect the human rights of lesbian, gay, bisexual and transgender (LGBT) persons around the world.

Associations

We partner with many organizations that promote diversity and inclusion, including:

- Ascend Pan-Asia Leaders
- Asian Hotel Owners Association
- Asian Pacific Islander American Scholarship Fund
- American Hotel & Lodging Educational Foundation
- American Resort Development Association
- Catalist
- Gay & Lesbian Alliance Against Defamation (GLAAD)
- Human Rights Campaign
- International Gay & Lesbian Travel Association
- Latino Hotel Association
- League of United Latin American Citizens
- National Association for the Advancement of Colored People (NAACP)
- National Association of Black Accountants, Inc.
- National Black MBA Association, Inc.
- National Association of Black Hotel Owners, Operators & Developers

- National Business & Disability Council
- National Center for American Indian Enterprise Development Council
- National Council of La Raza
- National Gay & Lesbian Chamber of Commerce
- National Hispanic Corporate Council
- National LGBTQ Task Force
- National Minority Supplier Development Council
- National Society of Black Engineers
- National Urban League
- National Veteran-Owned Business Association
- Out & Equal Workplace Advocates
- OutServe – SLDN
- Point Foundation
- Prospanica
- Reaching Out MBA
- Services & Advocacy for GLBT Elders (SAGE)
- U.S. Hispanic Chamber of Commerce
- U.S. Pan Asian American Chamber of Commerce
- WEConnect International
- Women's Business Enterprise National Council

Awards

10 Best Workplaces in the Fortune 500, 2016

Best Companies to Work For (#56), 2016

Best Workplaces for Women (#56), 2016

Best Workplaces for Millennials (#60), 2016

Best Multinational Workplaces, 2016

World's Most Admired Companies, 2015 & 2016

Fortune Magazine

Best Large Workplaces Award, 2016:

- China (#1) • Mexico • Turkey (#1)
- Colombia • Netherlands • United Arab Emirates
- India • Peru • United Kingdom
- Italy • Sri Lanka • United States

Regional Winner in Europe and Latin America, 2016

100 Best Workplaces for Women, 2016

World's 25 Best Multinational Workplaces, 2016

Great Place To Work

America's Best Employers, 2016

Forbes

Top 50 Companies for Diversity (#42), 2016

Top 15 Companies for Mentoring (#3), 2016

Top 13 Companies for Supplier Diversity (#4), 2016

Top 12 Companies for Employee Resource Groups (#11), 2016
DiversityInc

Corporate Equality Index Rating of 100 Percent, 2016

Human Rights Campaign

Corporate Leadership Award, 2016

National LGBTQ Task Force

The 25 Most LGBT-Friendly Brands, Trailblazing
LOGO

Most Valuable Employer, 2016

CivilianJobs.com

Top 50 Organizations for Multicultural Business

Opportunities (#38), 2016

DiversityBusiness.com

USA Top 100 Most Attractive Employers Ranking for Business,
2016

APAC Top 50 Most Attractive Employers, 2016

Universum USA & Universum China

Top 50 Companies for Latinas to Work, 2016

LATINA Style 50

LATINO 100 - Companies Providing the Most Opportunities
for Latinos, 2016

LATINO Magazine

Workforce 100: Ranking the World's Top Companies for HR, 2016
Workplace Magazine

Top 100 Military Friendly Employers, 2016

Top 100 Military Spouse Friendly Employers, 2016

Best for Vets: Employers, 2016

Military Times Magazine

Top Supplier Diversity Program, 2016

Top Diversity Employer of Women, 2016

Professional Woman's Magazine

Top Supplier Diversity Program, 2016

Top Diversity Employer, 2016

Black EOE Journal

50 Out Front Companies for Diversity Leadership (#26), 2016
Diversity MBA

In 2015, the United Nations issued a new development agenda - the UN Sustainable Development Goals (SDGs), which provide a set of goals and targets for government, NGOs and businesses to address the most pressing societal challenges of our time. The challenges of the world require the very best of what Hilton has to offer. Through our **INCLUSION** work, we're helping to address the following SDGs:

