

Carlson Rezidor Hotel Group acknowledges and respects the principles contained in the United Nations Declaration of Human Rights, which are consistent with Carlson Rezidor's core values and commitment to be a force for good. Carlson Rezidor endeavors to conduct its business operations in a manner that seeks to promote and enhance human rights within its sphere of influence. This commitment is aligned with and supported by its Code of Business Conduct and Ethics; and the principles of the United Nations Global Compact.

ETHICAL BUSINESS CONDUCT

Carlson Rezidor believes that it is defined both by the results it achieves, and the way it achieves them. Carlson Rezidor is committed to maintaining a high standard of business ethics, integrity and honesty in full compliance with all applicable laws. The Company's Code of Business Conduct and Ethics contains rules and guidelines, and serves as a reminder of its policies and commitment to do what is right and ethical for Carlson Rezidor and all of its stakeholders. All Carlson Rezidor employees, hotels, and contracted parties shall comply with the laws and agreements applicable to operations and positions in the countries and jurisdictions where they operate.

PROTECTION OF THE RIGHTS OF CHILDREN

Carlson Rezidor supports every child's right to a safe and secure childhood and is committed to the principle that all people have the right to grow up and develop without fear of exploitation or harm. Carlson Rezidor condemns all forms of exploitation of children. The Company does not recruit child labor, in accordance with the applicable International Labour Organization Conventions, and supports the elimination of exploitive child labor. Carlson Rezidor and its employees shall comply with all applicable laws and regulations regarding the prevention of the commercial sexual exploitation of children, including the prevention of the use of its premises for such exploitation.

COMBATING HUMAN TRAFFICKING

Carlson Rezidor is committed to combatting modern-day slavery through the adoption and promotion of business practices that seek to protect victims of human trafficking, and the development of proactive measures to educate employees and encourage its partners and the broader business community to take a stand against human trafficking.

PROTECTION OF THE RIGHTS OF EMPLOYEES

Carlson Rezidor seeks to maintain a culture that supports the well-being and inclusion of all employees and is committed to encouraging a positive working environment which meets and exceeds legal requirements. Carlson Rezidor recruits employees without regard to race, gender, age, disability, marital status, pregnancy, sexual orientation, nationality, caste, political affiliation, veteran status, religious beliefs, union organization, minority group or any other characteristic protected by law. Carlson Rezidor supports the elimination of forced labor, prison labor, indentured labor or exploited bonded labor and the freedom of association and the right to choose a collective bargaining representative.