PRESS RELEASE

June 2018

HOTEL SECTOR UNITES TO TACKLE FORCED LABOUR

The world’s leading hotel groups have united to address a critical human rights issue by supporting the International Tourism Partnership’s Principles on Forced Labour.

The International Tourism Partnership (ITP) is launching the three Principles at The Global Forum for Responsible Recruitment and Employment on 12th June 2018, in Singapore at the Marina Bay Sands Hotel.

ITP’s Principles on Forced Labour are:

I. Every worker should have freedom of movement.
   The ability of workers to move freely should not be restricted by their employer through abuse, threats and practices such as unlawful retention of passport and valuable possessions.

II. No worker should pay for a job.
   Fees and costs associated with recruitment and obtaining employment should not be paid by workers.

III. No worker should be indebted or coerced to work.
   Workers should work voluntarily, be informed of their employment terms and conditions in advance without misrepresentation, and paid regularly as agreed and in accordance with any applicable laws and regulations.

The Principles are supported by ITP’s thirteen member hotel groups. Five of the hotel companies – Hilton, Hyatt, InterContinental Hotels Group (IHG), Marriott, and Radisson Hotel Group - will be attending the launch, sending their senior regional representatives and global CSR leads. Marriott CEO Arne Sorenson, IHG Executive Vice President George Turner and Hilton Executive Vice President Global Corporate Affairs, Katie Fallon will be sending video messages in support of ITP’s Principles on Forced Labour which will be shown during the event.

Launching the Principles, Madhu Rajesh, Director of ITP, said, “Nearly 25 million people worldwide are estimated to be held in forced labour today. Forced labour happens when people are coerced to work through violence or intimidation, or via accumulated debt, retention of identity papers or threats of reporting to immigration authorities. Forced labour is an unacceptable human rights violation that can result from unethical employment and recruitment practices throughout the labour supply chain, including for hotels.

“Last year ITP took a stand on the four critical issues which the industry’s stakeholders want the hotel sector to be addressing, via the launch of ITP’s Goals for 2030. The Goals set out our vision for how hotel companies can work together on carbon, water, youth employment
and human rights. ITP’s Principles on Forced Labour move us closer on our Goal for human rights, and our members are united in their support of our Goals and these three Principles.”

Kevin Hyland, outgoing UK Independent Anti-Slavery Commissioner, said, “I am pleased to see the International Tourism Partnership taking on the challenge of tackling forced labour. No person in the 21st century should have their liberty withheld and be coerced into work under threats of mental or physical duress.

“By committing to uphold freedom of movement, the eradication of recruitment fees, and the end of such coercion, ITP is doing commendable work to ensure we eradicate this abuse. I encourage all hotels to apply these Principles and commend those taking meaningful action.”

Dr. Shawn MacDonald, CEO Verité, commented, “Verité has followed ITP’s work on human rights closely in recent years and I’m delighted to see international hotel companies focusing their collaboration on the most salient risks in the sector. The ITP Principles on Forced Labour send a very positive signal that the hotel industry is moving in the right direction on this issue, and will hopefully encourage further engagement and action from companies to address this issue worldwide.”

Meenal Sachdev, founder and director of the Shiva Foundation said, “Shiva Foundation has been working in collaboration with the International Tourism Partnership for a number of years in order to engage international brands in addressing human trafficking and modern slavery risks within the hotel industry. ITP has also been part of the Shiva Foundation Stop Slavery Hotel Industry Network since its inception, and has contributed to the Network’s “Framework for Working with Suppliers: Mitigating Risk of Modern Slavery” which was launched in March 2018.

“We strive to always complement each other’s work and with this in mind we welcome the ITP Principles on Forced Labour as a wonderful example of leadership in the industry to address human rights in recruitment and employment. We encourage hotels everywhere to adopt the Principles and work towards concrete actions that will end unethical employment practices throughout the supply chain.”

ITP’s Principles on Forced Labour are based on work done by The Consumer Goods Forum (CGF) and align with their Priority Industry Principles. They will be launched at The Global Forum for Responsible Recruitment and Employment organised by the CGF and Institute for Human Rights and Business with the International Labour Organisation and the International Organisation for Migration on 12th June, in Singapore at the Marina Bay Sands hotel.

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NOTES TO EDITORS

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Opportunities are available to interview representatives from Hilton, Hyatt, Marriott and Radisson Hotel Group. Representatives present include: Marriott - Rivero Delgado (Area Vice President – Singapore, Malaysia and The Maldives); Hilton - Jules Kerby (VP Corporate Affairs, APAC); IHG - Michael Blanding – (Director, Corporate Responsibility, Asia, Middle East & Africa and Greater China); Hyatt - Tom Smith (SVP of Operations for ASPAC); Radisson Hotel Group - Robert Chessen (Senior Vice President Resources, Radisson Hotel Group Asia-Pacific); Tom Smith - SVP of
Operations for ASPAC, during the event on 12th June at the Marina Bay Sands.

In addition, ITP’s Programme Manager Nicolas Perin who will be presenting the Principles at the event will also be available for comment.

Additionally it may be possible to organise telephone interviews with representatives from all representing hotel groups after the event.

To book interviews with any hotel representative, please email Siobhan as above.

For more information on ITP’s Principles on Forced Labour please see the associated infographic and the human rights page of our website.

**ITP’s Goals for 2030** demonstrate leadership and a clear focus on the key sustainability issues affecting the hotel industry, alongside the proposed collective impact and commitment to tackle them.

- **YOUTH EMPLOYMENT**: Collectively impact one million young people through employability programmes by 2030, thereby doubling the industry’s current impact on youth unemployment.
- **CARBON**: Embrace science-based targets, and encourage the wider industry to join in reducing emissions at scale.
- **WATER**: Embed water stewardship programmes to reduce the number of people affected by water scarcity; also improve water-use efficiency and identify ways to address water scarcity.
- **HUMAN RIGHTS**: Raise awareness of human rights risks, embed human rights into corporate governance, and address risks arising in the labour supply chain and during hotel construction.

Visit our digital page for full details of the Goals

**HUMAN RIGHTS**

Human rights are the basic rights and freedoms that all people are entitled to. By consensus of ITP members, human rights abuses within the sector are most likely to occur in a number of key areas: the supply chain and procurement, recruitment, the hotel construction phase, and vulnerability to human trafficking activities.

ITP members recognise the critical importance of having an increased focus on human rights. As such members focus on fighting modern slavery, human trafficking, and increasing awareness, transparency and remediation.

ITP members are committed to supporting the following four key goals to improve human rights in the industry:

- Continue to raise awareness of human rights risks in the hotel industry
- Embed human rights into corporate governance requirements
- Work to address human rights risks in the labour supply chain, including elimination of fees charged to workers to secure employment
- Identify ways to address human rights risks during the development and construction phase of hotels

**ABOUT THE INTERNATIONAL TOURISM PARTNERSHIP**

The International Tourism Partnership drives responsible business in the hospitality industry by engaging with the world’s leading hotel companies, which collectively manage over 27,000 hotels. ITP’s members are Deutsche Hospitality, Diamond Resorts International, Four Seasons Hotels and Resorts, Hilton, Hyatt, InterContinental Hotels Group, Marriott International, NH Hotel Group, Radisson Hotel Group, Soneva, Taj Hotels, Resorts and Palaces, Whitbread and Wyndham Hotels and Resorts.

ITP is unique for its role engaging specifically with hotels – globally – on sustainability issues.

ITP turns responsible ambition and good ideas into positive action. We do this by sharing best practice, offering practical products and programmes and facilitating collaboration in one of the world’s largest and most successful industries.
For our members we provide a non-competitive platform for leaders to share ideas, build relationships and work together on making the industry more responsible. For hoteliers around the world, however big or small, we provide access to valuable information and resources at no cost, allowing them to drive their own responsible business agendas. Most of this information is freely available on www.greenhotelier.org.

ITP is an initiative of Business in the Community. BITC is the Prince’s Responsible Business Network.

For more information on ITP and our programmes visit http://tourismpartnership.org/