

ITP Statement on Respecting Human Rights

August 2017



Introduction

The [International Tourism Partnership](#) (ITP) is a membership-based organization that drives responsible business within the hotel industry on behalf of the world's leading hotel companies. ITP is committed to the principles outlined in the [Universal Declaration on Human Rights](#) and the business responsibility to respect human rights as informed by the [United Nations Guiding Principles on Business and Human Rights](#) (UNGPs). ITP also commits to collaborate with the industry in support of the [United Nations Sustainable Development Goals](#) on human rights-related targets, including **SDG 8, “to promote inclusive and sustainable economic growth, employment and decent work for all.”**

Our Industry & Impact

ITP represents a diverse membership, ranging from companies that own a few properties to companies that operate or franchise thousands of hotels across the globe. The collective reach of ITP members represents more than 25,000 hotels and 1.5 million employees worldwide. ITP supports a multi-faceted industry with different business models and complex supply chains. ITP has consulted with stakeholders and members forums to identify the most relevant human rights risks in the hotel industry. Through this process, the following areas were identified as potentially high risk to human rights, and where industry collaboration would be most effective:

- The development and construction phase
- Supply chain and procurement
- Recruitment
- The potential use of hotels as venues for human trafficking

Our Commitment

ITP members recognise that to drive positive change on respect for human rights and foster safe and inclusive working environments, we need to collaborate and share experiences and expertise. ITP members are committed, both individually and collectively, to assessing actual and potential human rights risks, integrating and acting upon the findings, and communicating how risks are addressed. We will continue to work together to identify and share best practices across the industry and are committed to continuing to engage all relevant stakeholders, including our business stakeholders – direct employees, developers, owners, franchisees and suppliers – to:

- Identify appropriate mechanisms to address human rights risks throughout the value chain, from direct employment through construction to supply chains
- Identify appropriate human rights key performance indicators to recommend industry standards and define targets
- Develop relevant training and other resources for those working in the industry

Progress to Date

Since 2004, ITP has supported practices and programs that offer opportunities to disadvantaged young people and human trafficking survivors, while promoting workforce diversity and inclusion within the hotel industry. ITP has made progress on addressing the most salient human rights risks across the membership. Highlights include;

An initiative of

**BUSINESS
IN THE
COMMUNITY**

International Tourism Partnership

The voice for social and environmental responsibility in the hotel industry
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Governance

- Formed a Human Rights Working Group, which offers members a formal structure through which to better understand and address human rights risks affecting the hospitality industry and to share best practices

Policy & Position Statements

- In 2011, established a [Human Trafficking Position Statement](#)
- In 2017, established this ITP Statement on Respecting Human Rights

Education

- Developed and provided industry resources such as Know How Guides on [Human Trafficking](#) and [Human Rights, Guidelines for Checking Recruitment Agencies](#); Factsheets on the Living Wage, the UK Modern Slavery Act, Responsible Recruitment; webinars on Social Dialogue, Water for Sanitation and Health (WASH) issues, and the UK Modern Slavery Act

Engagement

- Deepened our understanding of key risks by engaging with key human rights organisations.
- Conducted benchmarking and gathered input from members on their current human rights strategies and priorities
- Hosted two ITP Stakeholder Engagement Forums focusing on labour and water in London in 2014 and in Hong Kong in 2016

Going Forward

Our Goals

ITP members commit to;

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

Our roadmap

To 2020, ITP will support members through sharing best practice and developing tools and resources to achieve the following. Goals will be reviewed by the ITP Steering Committee on an annual basis and refined as necessary.

ITP members will report progress annually. ITP will post a public summary of progress.

- **Continue to raise awareness of human rights risks in the hotel industry and embed human rights requirements into the corporate governance of ITP members**

- All member companies to provide training for all employees on human rights, including ethical recruitment, forced labour, and sex trafficking and child sexual exploitation
 - Engage with hotel owners and suppliers to raise awareness of human rights, including the above issues
 - All members have a publicly available human rights policy
 - All members have procedures implementing their human rights policy
 - All members have a Supplier Code of Conduct that includes human rights
 - All members use employee messaging (e.g. back of house posters)
- **Work to address human rights risks in the labour supply chain, including elimination of fees charged to workers to secure employment**
 - ITP and members establish an exploratory committee that includes functional stakeholders of ITP member companies and engages stakeholders to identify and develop tools to address human rights risks in the labour supply chain, including with regards to recruitment fees. Develop recommendations by 2020.
 - **Work to identify and address human rights risks in the development and construction phase of hotels**
 - ITP and members establish an exploratory committee that includes functional stakeholders of ITP member companies and engages stakeholders to identify and develop tools to address human rights risks during the development and construction phase of hotels. Develop recommendations by 2020.