

# Hilton Worldwide Global Giving Guidelines

## Our Approach to Giving

The mission of our strategic giving is to harness our passion and expertise to address the social, economic and sustainability issues that impact our business and are important to the communities where we live and work.

**Funding Priorities:** Hilton Worldwide funds programs that align with our four corporate responsibility pillars:

- **Opportunity:** includes programs focusing on youth development, career mentoring and workforce development in hospitality training with a focus on disadvantaged populations; prevention of child trafficking and support services for victims; promotion of diversity in our workforce, owners, and suppliers;
- **Communities:** includes programs that support entrepreneurship training (esp. in developing economies); projects that support sustainable economic growth by increasing opportunities for emerging local businesses to succeed in the global value chain; disaster preparation and resiliency; critical services including housing and hunger/food insecurity;
- **Culture:** includes education programs that foster cultural heritage, preservation and restoration of historic or cultural monuments; projects that bridge diverse cultures and foster inclusiveness and diplomacy; support for local sourcing and goods;
- **Sustainability:** includes projects that assist in the protection, conservation and restoration of natural resources and habitats; projects that educate and inform the public about sustainability; support for sustainable sourcing and purchasing.

**Unsolicited Requests for Funding:** Given our focus areas, in general we do not accept unsolicited funding requests and prefer to invite requests for proposals that contribute to our strategic program areas. It will be the responsibility of the Corporate Responsibility team to invite such requests and these requests will be reviewed and evaluated by a Contributions Review Committee under the supervision of the Corporate Responsibility team.

Hilton Worldwide **supports** organizations that are:

- Primarily focused on Hilton Worldwide's priority funding areas: sustainability; community, culture and opportunity (see details above).
- Serve the community without discrimination on the basis of age, color, citizenship, disability, disabled veteran status, gender, race, religion, national origin, marital status, sexual orientation, military service or status.
- Hold charitable status in their country of origin and provide official documentation establishing the legal and tax status of the applicant organization, including a copy of the legislative act or statute, or the sections thereof, granting exemption to this type of organization.
- Make records available for regular independent external audit and make the results available to all potential contributors.
- Comply with applicable laws regarding registration and reporting.
- Observe the highest standards of business conduct in their relationships with the public.
- Have a method by which to measure and track and report one or more program outcomes and specific results that demonstrate measurable societal impact. Outcomes and results must be reported by the grantee on a bi-annual basis for the period of the grant.

**Hilton Worldwide does not support:**

- Individuals.
- Private charities or foundations not aligned with our principle areas of charitable giving.
- Religious organizations, unless the particular program will benefit a large portion of a community without regard to religious affiliation and does not duplicate the work of other agencies in the community.
- Political causes, candidates, organizations or campaigns.
- Organizations whose primary purpose is to influence legislation.
- Endowments or capital campaigns.
- Research studies or video projects, including student films and documentaries, unless related to initiatives Hilton Worldwide is already supporting.
- Local, regional or national sports teams or activities.
- Event sponsorship (including walk-a-thons), unless related to initiatives Hilton Worldwide is already supporting.
- Medical research and disease-specific initiatives.
- Medical procedures for individuals.
- Tickets for contests, raffles or other activities with prizes.
- Promotional merchandise.
- Performing arts tours, except on a case-by-case basis.
- Association memberships.

**Team Member Requests:** Requests by Hilton Worldwide team members for charitable contributions must follow the established corporate strategic giving policy.

**All requests that fall within these guidelines should be directed to [corporateresponsibilityinquiries@hilton.com](mailto:corporateresponsibilityinquiries@hilton.com)**