

Travel with Purpose at **HILTON MOLINO STUCKY**

Travel with Purpose is Hilton's corporate social responsibility strategy to redefine and advance sustainable travel globally. By 2030, we plan to double our investment in social impact and reduce our environmental footprint in half. We track, analyze and report our environmental and social impact at each of Hilton's 5,600+ hotels through LightStay, our award-winning corporate responsibility measurement system.

Travel with Purpose unites our organization around a set of global issues that connect our business to society, concentrating our efforts where we can have the highest social and environmental impact. It also allows us to contribute in a meaningful way to help the international community reach the UN Sustainable Development Goals.

Discover how the Hilton Molino Stucky contributes to Travel with Purpose initiatives:

CLEAN THE WORLD

Clean the World is a social enterprise with the mission of saving lives around the world. It leads a Global Hygiene Revolution to distribute recycled soap and hygiene products from more than 5,000+ hotel partners to people in countries with a high death rate due to acute respiratory infection and diarrheal diseases. Since 2009, Clean the World has distributed more than 46 million bars of soap in 127 countries.

CAREERS @ HILTON

This initiative represents our global youth commitment to open doors to over 1 million young talents. We organize events that are a unique opportunity for passionate job seekers who are looking for a career in hospitality, supporting them by providing guidance on the skills that lead to success in the workplace and beyond. Participants join Hilton for events ranging from CV workshops to networking, as well as presentations by current employees about their career paths in hospitality.

WASTE REDUCTION & ENERGY SAVING

As part of Hilton commitment of reducing our impact on the environment, several are the initiatives that are organized at hotel level such as: "Clean your plate" which aims to sensitize team members on food waste at the hotel canteen. Since 2016, waste has been reduced by 38%; water dispensers has been installed for team members reducing the usage of plastic bottles by 800,000 bottles.

FOOD DONATION

Hilton Molino Stucky produces almost 1000 dishes per day for its guests and employees and inevitably part of the food produced is left over. Since 2015, the food that is not consumed is donated to Redentore Church in Venice which distributes it to people in need who attend their canteen. Since then, we have donated more than 40 thousand food portions, allowing the Hotel to eliminate food waste and put smiles on people's faces.

CREATE OPPORTUNITIES

We support inmates of the female prison in Venice to build up their knowledge and widen their skills regarding jobs they could carry out in the future through trainings that aim to help them in growing their potential and self-confidence. Our purpose is to help them find motivations, stimulate them to create a different future and build a new life. This aims at having a positive impact on the local community, looking to build a better future of these women.

DIVERSITY & INCLUSION

Diversity is at the core of our Company. We are committed to an inclusive workforce that represents many different cultures, backgrounds and viewpoints. Our 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 drive our competitive performance.

100 Years of Hospitality **the HILTON EFFECT in VENICE**

On the occasion of 100th anniversary in 2019, best-selling author and Stanford Business professor Chip Heath unveiled the impact that the first global hotel company has had around the world in a new book titled 'The Hilton Effect'.

Business author Karla Starr joined him in the examination of the company founded by Conrad Hilton, a dreamer who aspired to create much more than just a comfortable place to sleep.

The Hilton Effect, as the authors define it, is the positive, world-altering impact that Hilton has had, and continues to have, on billions of lives of both Guests and Team Members and thousands of Communities around the globe.

At Hilton Molino Stucky we strongly believe in the support we give to our local Community. Discover the initiatives organized for the 100 Years Celebration in Venice:

JANUARY

Donation of clothes to people in need supporting Casa Famiglia San Pio X.

MARCH

National Recruiting days organized by Italian Hilton Hotels and participation to Earth Hour

MAY

Hosting event of Garanzia Civica to sensitize children on sustainability

JULY

Participation to Estate A Palazzo: initiative organized for people over 75 to prevent loneliness.

SEPTEMBER

Diversity and Inclusion day organized at the hotel by Human Resources.

NOVEMBER

Event organized at the Hotel in support to the Movember initiative.

FEBRUARY

Orientation fairs creating youth opportunities organized at hotel level by Human Resources.

APRIL

Donation of 100 roses to elderly women living at Centro IRE in Giudecca Island.

JUNE

Training session organized for women staying in Giudecca prison.

AUGUST

Collaboration with "Casa Famiglia" supporting mothers and children in need.

OCTOBER

Activity to sensitize on breast cancer with the collaboration of local associations.

DECEMBER

Christmas tree decorated with 100 wishes by children in need for guests to purchase.