

PLEASE READ & PRINT AS REQUESTED BELOW

Hotel corporate conduct is demonstrated each day through our world-class service, ethical business practices, commitment to our employees, and our culture. We implement our purpose, values and principles of responsible business through policies on employment, human rights, environment, supply chain, and in the conduct we uphold and expect of others.

Your name

Your Organisation

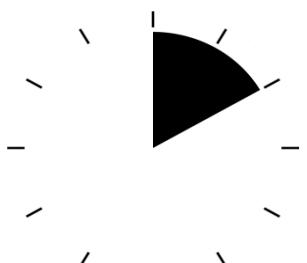
Please use this Guidance Note to help you to navigate your way toward corporate ethics and social responsibility. You can print this out and include it in your anti-THB policy materials.

Please turn over for important information

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This training programme is part of the
10 Minute Trainer Series
for the Hotel Industry



Developed by COMBAT
Human Trafficking Project

For additional information please contact your Risk
Management / anti-THB Champion

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Guidance for Hotel Industry

COMBAT HUMAN TRAFFICKING



The programme is developed for hotel corporate level, management and employees. It offers recommendations for the development of strategies and policies aimed at counteracting and, if present, disrupting trafficking. It also forwards guidelines for reporting procedures and supporting victims at strategic and tactical levels.

Hotel partners, vendors and other 3rd parties may find this programme useful for establishing cooperation with hotels.

**Target audience: Corporate boards and executive
management**

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WHAT YOU NEED TO KNOW

- Trafficking in Human Beings (THB) is a rapidly growing field of criminal activity.** THB means recruitment, transportation, transfer, harbouring or receipt of persons by means of threat or use of force. The most extensive forms are forced labour and trafficking in women and girls for the purpose of sexual exploitation.
- Hotels and motels are increasingly used for trafficking for sexual and labour exploitation.** Risk of human trafficking exists in hotel properties and operations, amongst hotel suppliers and subcontractors, with business partners, and with the use of hotel products and services by guests.
- All hotels, regardless of their size, brand or location are vulnerable to THB.** The characteristics that make hotels vulnerable are strategic, organizational, technological, operational, employment practices and outsourcing strategies. A failure to take action against human trafficking can cause significant damage.
- Your hotels may locate near the world-wide trafficking flows.** Countries in Eastern Europe and the Balkans are mainly origin regions for cross-border trafficking into the rest of Europe and those in Northern and Western Europe tend to be destination regions. Southern European countries are transit countries for trafficked victims from Asia, Africa and the Americas. In reality, trafficking happens everywhere.
- There is no such thing as a 'typical' trafficker,** although they are often considered to be, or imagined as, middle-aged males. Growing numbers of women are involved in trafficking.

WHAT YOU NEED TO DO

- Revise the company's Code of Ethics and Business Conduct** to reflect clear and unambiguous 'zero tolerance' to any form of THB within its operations and its supply chains.
- Publish your anti-THB policy statement.** Make sure that it addresses expectations and concerns of all key stakeholders. Demonstrate an unequivocal commitment to the organisation's anti-trafficking programme.
- Plan and participate anti-THB initiatives; allocate resources and engage all business functions in alleviating THB risks.** A proactive approach to addressing THB helps your hotel chain to mitigate against legislative, regulatory, reputational and financial business risks.
- Share responsibility for the prevention and control of crime.** Get details on the roles and responsibilities of executives, leaders, managers and employees.
- Implement corporate social responsibility (CSR) in practice.** Disseminate your anti-THB policy statement both internally and externally and support it by relevant training and awareness activities. Encourage staff of your hotels to make continuous improvement to working procedures and practices.

Polaris, the US National Trafficking Resource Center, identifies that hotels and motels are second only to brothels as the most popular venue for trafficking for sexual exploitation, and restaurants and bars, two of the most popular venues for labour exploitation.

A failure to take action against THB can cause significant damage. The reporting of a single human trafficking incident can result in:

- extensive negative publicity;
- business interruptions by law enforcement agencies or public protest;
- potential criminal or civil lawsuits as identified above.

Trafficking in human beings is a serious risk for a hotel as well as society as a whole. The industry is in the unique position of being able to identify and confront this criminal activity and support the reintegration of survivors into society.

Along with the legal obligations, hotel companies have an ethical and moral obligation to combat human trafficking.

For more information about THB, please see the COMBAT Training Toolkit



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