GLOBAL CITIZENSHIP

Our Mission

We are an online travel company, and our mission is to power global travel for everyone, everywhere. We believe travel is a force for good. Travel is an essential human experience that strengthens connections, broadens horizons and bridges divides. As reflected in our Global Impact Report, we also recognize that we have social, cultural, and environmental responsibilities to the communities in which we operate, and we strive to bring the values of integrity and community to all of our business activities. We remain committed to furthering our efforts to advance Global Citizenship and therefore we expect that our commitments in this area will continue to develop and evolve over time.

Our Commitment to Human Rights

We are committed to uphold and respect human rights for all people. Human rights are the fundamental rights, freedoms, and standards of treatment recognized by a majority of governments, businesses, and individuals around the world as belonging to all human beings by virtue of being human. Given the nature of our business, we operate in spaces that transcend borders. We appreciate our role in the international community and we are committed to being good citizens in all the places we work and live. Examples of this commitment, include:

- We are committed to conducting our business in a manner that protects human rights and workplace rights, and prohibits and opposes all forms of modern slavery, servitude, forced labor and human trafficking.
- We are aware of the link between human trafficking and the hospitality industry and are committed to identifying, preventing, and mitigating human rights violations in the course of our business activities before they occur.
- We have partnered with Businesses Ending Slavery & Trafficking (BEST) to help raise awareness about and to prevent human trafficking and forced labor.
- We have joined over 100 companies worldwide to support the UN Standards of Conduct for Business on Tackling Discrimination against Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual (LGBTQIA) people.
- We partner with international organizations and civil society organizations. We have focused our efforts on 8 of the United Nations’ 17 Sustainable Development Goals (SDGs) aimed at ending poverty, promoting prosperity and well-being for all, and protecting the planet.
Disputed Areas: In furtherance of our mission to power global travel for everyone, everywhere, we facilitate our travel suppliers’ distribution and marketing of their products on a global basis. In certain cases, this may include regions experiencing international or internal conflicts, political unrest, or border disputes. In all cases, we are firmly committed to adhering to the laws, regulations or decisions that apply to our businesses, including those of the UN Security Council, US, EU, Canada and the UK in relation to sanctions, whether they apply to countries, entities or individuals. To this end, we have established internal procedures and allocated resources to drive compliance with all applicable sanctions, both now and as they evolve over time. Where required to do so under these laws and regulations, we actively remove the relevant travel product listings or specific destinations and, where applicable, we will restrict the ability of sanctioned entities or individuals to make travel bookings on our sites.

For territories that may be considered disputed, but for where there are no applicable legal restrictions or sanctions in place, we follow principals of non-discrimination, neutrality and transparency. In these cases, we are committed to providing transparency to our customers so that they have the information necessary to make the travel decisions that best suit their needs.

Our Commitment to our Employees

Inclusion and Diversity: To best serve our employees, customers, partners and community, we aim to build inclusive and diverse workplaces that prioritize and value a sense of belonging, respect, voice and equal opportunity with initiatives such as:

- Employee-led Inclusion Business Groups, which are employee resource groups focused on promoting awareness and inclusion related to race, ethnicity, sexual orientation, military status, disability and gender, as well as allyship for underrepresented identities.

- Learning programs addressing bias and exclusive practices within traditional recruitment, hiring and marketing processes.

- An employee onboarding program that includes a robust focus on intercultural awareness, ally skills and our Inclusion Business Groups.

- Employment and hiring targets for women to occupy 50% of roles at all levels by the end of 2025 and for 25% of U.S. external hires to come from racially and ethnically underrepresented groups by the end of 2021.

- The utilization of employee surveys and external benchmarking to understand and address identity-based trends in order to set clear goals, create strategies and measure progress for increased headcount, hiring, compensation, advancement and retention of underrepresented employee groups.

- Programs with our travel partners to focus on underserved travelers and drive industry engagement related to inclusion and diversity, and participation in outreach related to these efforts in local and global communities.

Discrimination and Harassment Free Working Environment: Our commitment to providing equal employment opportunities in a cooperative and productive work environment free from unlawful discrimination and harassment is set out in our Equal Employment Opportunity Policy. We do not accept or tolerate discrimination or harassment on the basis of race, religious creed,
color, national origin, ancestry, physical disability, genetic information, mental disability, medical condition, marital status, sex, pregnancy, gender, gender identity or expression, age, sexual orientation, military or veteran status, or any other characteristics protected by law.

We also recognize each employee’s unique contribution through their experiences, perspectives and skills. Our diversity inspires creativity and innovation and ensures our continued success. To this end, we strive to promote an open, inclusive, and productive work environment where each employee can fully engage and do their best work. Every employee or job candidate of the Company will receive fair treatment and equal access to opportunities. This applies to all aspects of employment, including recruitment, hiring, training, compensation, promotion, discipline, and termination. What’s more, we will not tolerate discrimination of any kind.

Employee Hotline: We maintain a comprehensive and confidential reporting tool for employees to raise concerns without fear of retaliation. Our employees can confidentially report any concerns, which are then investigated in accordance with company policies and procedures.

Our Commitment to the Environment

Our passion is to help travellers explore the planet, make cultural connections and uncover hidden gems and locations wherever they go. To preserve this for future generations of explorers and travellers, our goal is to bring the world within reach while minimizing the impact on our environment. That’s why we’ve worked to reduce our environmental impact, cut greenhouse gas (GHG) emissions, and reduce our energy, waste and water use in our operations.

Our Climate Commitment: We realize that climate change is the environmental issue of our time. That’s why we have made a commitment to making our operations 100% carbon neutral since 2017, through internal reductions as well as a combination of Green-e® Climate Certified Renewable Energy Credits (RECs) and Carbon Offsets.

A Green Workplace and Investing in Sustainable Headquarters: In the fall of 2019, we moved our corporate headquarters into a new LEED Certified v4 campus in Seattle, Washington. In addition to LEED, we’re proud that our new home will be one of the first HQ campuses in the US to be awarded Salmon-Safe Certification, which is one of the nation's leading regional eco-labels that ensures Pacific salmon can thrive in West Coast watersheds. This indicates the campus site is a net positive contributor to local watershed health and will improve local ecosystem services.

Green Policies: To ensure that we are walking the walk as it pertains to climate and the environment, in 2020 we launched a series of policies, guidebooks and best practices to ensure sustainability efforts were being embedded in day-to-day practices. This included creating:

- Green Office Guidelines – to not only set specific policies but to empower all employees into making more environmentally friendly daily decisions.
- Green Leasing Guidelines – to incorporate climate resiliency, and environmental factors into leasing decisions to ensure things like renewable energy are available for purchase, sites are located near mass transit, and that recycling, and composting are available on site.
• Green Meeting Guidelines – when we do get back to having more meeting in person, Expedia created a checklist for ways to reduce the environmental impact of all meetings, with a case study showing not only environmental but cost savings.

• Green Purchasing Guidelines - in process, but not adopted.

Goals and Commitments: Beyond committing to carbon neutrality, below are some of our environmental goals and commitments:

• Commit to 100% renewable energy at our global office locations by 2031.

• Reduce single occupancy vehicle miles by 1,000,000 miles from our 2018 baseline year (not including 2020)

• As part of our move, we have set ambitious targets around energy, water, and carbon to create a campus that is in the top quartile for energy and water performance with a workplace that is focused on employee health and well-being.

What gets measured, gets managed so each year we calculate and report our greenhouse gas emissions to the Carbon Disclosure Project (CDP).

Expectations of our Vendors

Our Vendor Code of Conduct sets out the requirements we impose on our Vendors, including with respect to: human rights, equal opportunity in the workplace, ethical behaviour, sanctions compliance, environmental sustainability and corporate responsibility.

Questions, Concerns or Issues

Should you have questions, concerns or issues related to Expedia Group’s Global Citizenship, we encourage you to communicate them to us via our Ethics Line at expedia.ethicspoint.com or 1-888-571-6827. For locations outside of the United States, toll-free dialing instructions are available at expedia.ethicspoint.com. The Ethics Line allows you to remain anonymous (where allowed by law). No reprisal or retaliatory action will be taken against anyone for raising legitimate concerns. We are committed to investigating and responding to such concerns in a prompt and responsible manner.