**Vendor declares herewith:**

**Compliance with Laws and Regulations**
- to comply with the laws of the applicable countries in which it operates as well as international laws related to the conduct of business.

**Labour and Human Rights**
- to support the protection of human rights, particularly those of its employees, the parties with whom it conducts business and the communities where it operates.
- to respect its employees' rights to voluntary freedom of association under the law.
- to provide a safe and healthy working environment.
- to not support forced and compulsory labour or the exploitation of children.
- to support the elimination of employment discrimination and harassment, and promote diversity in the workplace.
- to provide employees with remuneration and tools for growing their careers, and take their wellbeing into consideration.

**Environmental Protection**
- to implement sound environmental practices in the design, development and operation of its business and provide the training and resources required to implement such practices.
- to encourage the development and integration of sustainable technologies and to endeavour to reduce the use of energy and water, and re-use and recycle the resources consumed by its business wherever practical.
- to engage its customers, colleagues, partners, suppliers and contractors in its efforts to protect the environment.

**Business Integrity**
- to not comply with the laws of the applicable countries in which it operates as well as international laws related to the conduct of business.
- to support the protection of human rights, particularly those of its employees, the parties with whom it conducts business and the communities where it operates.
- to respect its employees' rights to voluntary freedom of association under the law.
- to provide a safe and healthy working environment.
- to not support forced and compulsory labour or the exploitation of children.
- to support the elimination of employment discrimination and harassment, and promote diversity in the workplace.
- to provide employees with remuneration and tools for growing their careers, and take their wellbeing into consideration.

**Environmental Protection**
- to implement sound environmental practices in the design, development and operation of its business and provide the training and resources required to implement such practices.
- to encourage the development and integration of sustainable technologies and to endeavour to reduce the use of energy and water, and re-use and recycle the resources consumed by its business wherever practical.
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**Business Integrity**
- to comply with the laws of the applicable countries in which it operates as well as international laws related to the conduct of business.
- to support the protection of human rights, particularly those of its employees, the parties with whom it conducts business and the communities where it operates.
- to respect its employees' rights to voluntary freedom of association under the law.
- to provide a safe and healthy working environment.
- to not support forced and compulsory labour or the exploitation of children.
- to support the elimination of employment discrimination and harassment, and promote diversity in the workplace.
- to provide employees with remuneration and tools for growing their careers, and take their wellbeing into consideration.
Supply Chain

- To use reasonable efforts to ensure that vendors, subcontractors and suppliers also operate in a manner consistent with the IHG Vendor Code of Conduct.

Note that this document is not intended to create new or additional third party rights or obligations in favour of third parties, including any rights of, or obligations to, employees of the vendor. It supplements, but does not supersede, any rights maintained by IHG under any contract or agreement with any vendor.

IHG reserves the right to reasonably update, alter or change the requirements of the IHG Vendor Code of Conduct. In such an event, IHG expects the vendor to accept such changes and act accordingly.

Vendor Code of Conduct

- Georgia is intended to create new or additional third party rights or obligations in favour of third parties, including any rights of, or obligations to, employees of the vendor. It supplements, but does not supersede, any rights maintained by IHG under any contract or agreement with any vendor.

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