

## Anti-human Trafficking (AHT) Strategy

As per MGM's Human Rights and Anti-Human Position Statement & Policy, MGM China supports the elimination of forced labor and human trafficking and its destructive effect upon humanity and our communities across the globe.

The following impact areas have been identified: 1) employees & contractors, supply chain and community outreach and partnerships

Risk area	Goals	Policies & procedures	Method of investigation	Performance	Future plans & targets
<b>Employees &amp; contractors</b>	<ul style="list-style-type: none"> <li>• Protect the human rights of our employees &amp; contractors</li> <li>• Build awareness and inspire action amongst our team members</li> <li>• Train front-line staff on detection and how to deal with suspect cases</li> <li>• Educate and engage recruitment firms for best practice</li> </ul>	<ul style="list-style-type: none"> <li>• Code of Conduct</li> <li>• Human Rights &amp; AHT Policy &amp; Position Statement</li> <li>• Employee handbook &amp; supporting HR policies e.g. Grievance Policy &amp; Procedures , Recruitment Policy</li> <li>• Security AHT training &amp; guidelines</li> </ul>	<ul style="list-style-type: none"> <li>• Background investigation for employees and contractors</li> <li>• Code of Conduct audits</li> <li>• Integrity hotline</li> <li>• 2-way communication with employees through HR Partner Team and numerous communication channels</li> </ul>	<ul style="list-style-type: none"> <li>• AHT Steering Committee created, including MGM senior leadership</li> <li>• All employees receive training on our employee Code of Conduct and ethical labor practices. From January 2016, all new hire employees receive training on MGM's Anti-human Trafficking Position Statement</li> <li>• 96% of the Security Department have received training on AHT</li> <li>• Senior management received training the Macao Human Trafficking Deterrent Measures Concern Committee and also took part in multi-stakeholder AHT forums sponsored &amp; hosted by MGM</li> <li>• No incidents relating to human trafficking identified for either employees or contractors</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitate AHT training for MGM recruitment firms</li> <li>• Continue to seek feedback from migrant workers to ensure satisfactory onboarding through our Relocation Team and other means such as surveys</li> <li>• Hold wide scale interactive and engaging employee awareness raising campaign</li> <li>• Engage third party help to provide detailed training to front office operations departments</li> </ul>

<b>Supply chain</b>	<ul style="list-style-type: none"> <li>• Eliminate human trafficking or any other violation of human rights in our supply chain</li> <li>• Educate and engage suppliers for best practice</li> </ul>	<ul style="list-style-type: none"> <li>• Human Rights &amp; AHT Policy &amp; Position Statement</li> <li>• Vendor Code of Conduct (VCoC) with provisions relating to AHT</li> <li>• Creation of key tools for Purchasing team to guide decision making: AHT Supply Chain Risk Assessment; Sustainable Purchasing Guideline</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier background checks</li> <li>• Announced &amp; announced audits</li> <li>• Integrity hotline</li> </ul>	<ul style="list-style-type: none"> <li>• All suppliers required to sign and abide by VCoC including info relating to human rights and AHT</li> <li>• Due diligence and background checks completed of all suppliers above certain spend threshold</li> <li>• Key procurement team members have received detailed awareness raising from third party experts</li> </ul>	<ul style="list-style-type: none"> <li>• Roll out 5-year AHT Supply Chain Engagement Plan</li> <li>• Roll out supplier AHT awareness raising program, with the help of third party experts</li> <li>• Develop a specific Human Rights self-assessment questionnaire for suppliers identified as in high risk categories</li> <li>• Carry out third party audits for human rights issues</li> </ul>
<b>Community outreach and partnerships</b>	<ul style="list-style-type: none"> <li>• Create partnerships for better, faster and more meaningful impact</li> <li>• Create awareness in the local community</li> </ul>	<ul style="list-style-type: none"> <li>• Human Rights &amp; AHT Policy &amp; Position Statement</li> </ul>	NA	<ul style="list-style-type: none"> <li>• On-going partnerships with the Mekong Club and the Good Shepherd Sisters</li> <li>• Events hosted and sponsored for community collaboration and partnerships: Hospitality Seminar on Anti-Human Trafficking (2016); public screening of “Not My Life” (2016); Business Leadership to End Human Trafficking &amp; Modern Day Slavery Forum (2015)</li> </ul>	<ul style="list-style-type: none"> <li>• Continue multi-stakeholder collaborations</li> <li>• Hold community awareness events in collaboration with the public, private and NGO sectors</li> </ul>

## Supporting the SDGs

As a responsible corporate citizen MGM understands and embraces its role through this strategy to ensure the growth of our business contributes to the objectives of the UN Sustainable Development Goals. Our Anti-Human Trafficking Program and Strategy is committed to assisting in the human trafficking targets mentioned in goals 5, 8 and 16.

<b>SDG</b>	<b>SDG target related to anti-human trafficking</b>
Goal 5: Achieve gender equality and empower all women and girls	Target 5.2 specifically addresses trafficking calls for countries to, “Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.”
Goal 8: Promote inclusive and sustainable economic growth, employment and decent work for all	Target 8.7 calls for nations to, “Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.”
Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Target 16.2 calls for the nations to “End abuse, exploitation, trafficking and all forms of violence against and torture of children.”