



MARRIOTT INTERNATIONAL, INC. OUR COMMITMENT TO HUMAN RIGHTS

As a world leader in hospitality, Marriott International supports and respects the protection of human rights within the company's sphere of influence. We endeavor to conduct our business operations accordingly. This includes standing against such tragedies as human trafficking and the exploitation of children.

Each year, more than 1.2 million children are trafficked worldwide exposing them to violence and sexual exploitation.¹ This is a growing global concern, particularly in communities facing extreme poverty and high unemployment levels.

Marriott has a long history of supporting programs and partnerships that help vulnerable young people and their families prepare for and find meaningful employment. As governments, law enforcement agencies and nongovernmental organizations address human rights issues, we are aligned with the growing number of corporations that provide their commitment and support to these efforts.

To more fully encompass and embrace the issue of helping children at risk, the company's Human Rights Policy, reflected in our [Human Rights Policy Statement](#), was amended by Marriott's Board of Directors in 2006 and is reviewed annually. It is included in [Marriott's Principles of Responsible Business](#) which the company developed in 2012 to demonstrate our purpose, values and commitment to our policies and the conduct we uphold and expect of others.

The following provides an overview of the many ways we actively express our commitment to human rights around the world.

Internal Training and Awareness: Ethics and Human Rights

Marriott's commitment to human rights is communicated to all employees and reinforced through a variety of channels and methods.

- In 2011, we delivered "Human Rights and the Protection of Children" training to all employees enterprisewide. The training was mandatory for all Marriott managed properties covering more than 144,000 employees and was provided to all Marriott franchise properties worldwide. Beginning in 2012, we integrated this training into the onboarding process for all new employees.
- We also delivered "Human Rights and the Protection of Children" training developed specifically for our Loss Prevention Directors and Officers at all managed properties worldwide. The training is part of the required security officer certification program. In the Americas, through the American Hotel & Lodging Association, 2,312 new and incumbent officers received the training. An additional 3,198 officers received the training in the Asia Pacific, Middle East & Africa and

¹ UNICEF, Factsheet, Trafficking, <http://www.unicef.org/protection/files/Trafficking.pdf>

Europe regions.

- Our Human Rights Policy Statement and Our Commitment to Human Rights, which are posted to our public website, are also communicated annually in *Headline News*, the company's daily electronic news vehicle sent to approximately 77,000 employees worldwide.
- In 2007, the company amended its annual Legal and Ethical Conduct Survey, required of all officers and key senior managers, to specifically inquire as to whether the respondent is aware of any instance of indecent or exploitative treatment of minors. This survey is part of a complete program designed to maintain a global culture of corporate legal and ethical compliance.
- The Marriott Business Council Guidebook, which is designed for use by our more than 70 Marriott Business Councils, includes information about awareness and response to this important issue. The guide is accessible via our company intranet. Marriott Business Councils make up a network of Marriott hotel executives who, on behalf of all our hotels in major markets, collaborate to drive our renowned culture, community support and government advocacy.
- Marriott actively cooperates with requests from national, state and local law enforcement agencies around the world to help deter and prevent crimes of sexual exploitation. Marriott Global Safety & Security also partners with law enforcement agencies to report and investigate alleged incidents of sexual exploitation of children at Marriott properties.
- Marriott's commitment to human rights and the protection of children is included in our business ethics training program, "How We Do Business Is As Important As the Business We Do," required for use in all new employee orientation training. This training is available to our property-level employees in 23 languages and published on our intranet in English and Spanish.
- Marriott business leaders have been informed of measures they can take, such as collaborating and supporting government and law enforcement efforts, providing resources to organizations focused on protecting children, supporting organizations committed to helping at-risk youth and their families, and sharing information concerning best practices with respect to such initiatives.

Community Outreach and Partnerships

We continue to support programs that address the root cause of exploitation. We also help vulnerable young people prepare for and find meaningful employment through programs including the Youth Career Initiative (YCI), SOS Children's Villages and The Ritz-Carlton's "Succeed Through Service."

Youth Career Initiative

- Marriott operates the Youth Career Initiative (YCI) at our hotels in nine countries in Asia, Latin America, the Middle East and Eastern Europe. To date, thousands of students have graduated from YCI programs around the world and have gone on to pursue careers in hospitality, banking and health care, or have continued with further education. Nearly 500 of those graduates were trained at Marriott hotels.
- In 2010, Marriott was instrumental in securing a \$200,000 grant from The U.S. Department of

State's Office to Monitor and Combat Trafficking in Persons for YCI in 2010. This grant has enabled YCI to include victims of sexual exploitation in the program for the first time in 2011 with a course in Mexico. In 2012, additional funding was granted to enable YCI to continue this work over the next three years.

- In 2007, a \$250,000 grant from The J. Willard and Alice S. Marriott Foundation, a private foundation, was made to YCI with a matching grant of an additional \$250,000 based on YCI's ability to bring in equivalent funding from new sources. Marriott invited other global hotel leaders to participate in the matching grant program, and YCI received commitments which resulted in total funding of \$750,000. In 2012, The J. Willard and Alice S. Marriott Foundation awarded YCI an additional \$500,000 over three years.

"Succeed through Service"

- To support critical efforts addressing the school drop-out and delinquency crisis in the United States and many parts of the world, in 2009 The Ritz-Carlton Hotel Company partnered with [America's Promise Alliance](#) to create "Succeed through Service." As a component of [Community Footprints](#), The Ritz-Carlton's long-standing social responsibility program, [Succeed Through Service](#), is designed to engage and inspire at-risk young students through career exploration, life skills training and community service learning projects.
- The Ritz-Carlton properties across the United States and around the world partner with schools that serve disadvantaged communities to deliver "Succeed through Service" modules in the classroom and on field trips to the hotels and resorts. Taught by Ritz-Carlton employees, the lesson plans instill basic life skills and provide young students with a vision of potential careers they can pursue if they remain in school to graduate.

SOS Children's Villages

- In 2011, Marriott hotels in Europe implemented "World of Opportunity," a charitable giving program helping young people from disadvantaged background reach their full potential by providing life and vocational skills. In Continental Europe, funds raised benefited the SOS Children's Villages Youth Program. To date more than \$160,000 was raised for the program which focuses on; education, employment, housing, social skills, life skills and emotional stability.
- Marriott hotels in Asia and the Middle East also work with SOS Children's Villages who are committed to meeting the needs and protecting the interests and rights of children. SOS Children's Villages has developed an approach based on building a community for children who have no one to turn to by focusing on four areas: promoting children's rights, operating children's villages, strengthening families, and providing education and employment opportunities.

Human Rights Commitment: Building External Awareness

- Marriott participated in the International Tourism Partnership's Human Trafficking Working Group and was instrumental in the creation of an [Industry Position Statement on Human Trafficking](#) that includes a commitment to corporate policies, awareness training and sharing best practices.

- In an effort to advance our industry’s impact on protecting children from exploitation, we shared “Marriott’s Human Rights and the Protection of Children” training programs with the American Hotel & Lodging Association, the International Tourism Partnership membership and the U.S. Department of Homeland Security.
- Marriott participated in two United Nations World Tourism Organization (UNWTO) events and shared our approach in addressing human trafficking within the context of our business. In April 2012 in Vienna, Austria, we participated in the panel “Building a Better Response: Human Trafficking in the Context of Tourism,” which included the heads of the UNWTO and the United Nations Office on Drugs and Crime. In September 2012, we participated in the panel “An Ethical Framework for Responsible Tourism,” which included the Chairman of the World Committee on Tourism Ethics, as part of their International Congress held in Quito, Ecuador.
- Marriott’s [Human Rights Policy Statement](#) is included in [Marriott’s Principles of Responsible Business](#) which are posted on the company’s web site under [Corporate Values](#).
- Since 2006, [The Responsible Tourist and Traveller](#), a brochure developed by the United Nations World Tourism Organization, has been included in more than 70 million reservation emails sent to Marriott guests annually.
- In October 2007, Marriott received the *Condé Nast Traveler* World Savers Award for environmental stewardship and social responsibility, based primarily on our involvement with the Youth Career Initiative (YCI), which provides training and employment opportunities for youth at risk worldwide. In his acceptance speech and blog, Chairman Bill Marriott commented on the value of programs like YCI in protecting the rights and welfare of vulnerable children.
- Marriott achieved a high score of 90% on the Human Rights Campaign Foundation's [Corporate Equality Index](#). Ratings were based on factors such as non-discrimination policies, diversity training, and benefits for domestic partners.
- Marriott’s [Sustainability Report 2011-2012](#) features a section devoted to Human Rights.

Our Ongoing Commitment

Marriott endeavors to hold its suppliers and contractors around the world to the same ethical business standards and human rights compliance it supports. Global contracts currently executed by Marriott require contractors to embrace the commitments upheld by Marriott in its [Human Rights Policy Statement](#).

Marriott’s policies and practices on human rights, ethical business conduct, human resources, suppliers and the environment are embedded in our [Principles of Responsible Business](#) and our belief that how one does business is as important as the business one does.