

INTRODUCTION

Marriott International (“Marriott”) is committed to responsible business practices and operations and seeks to do business with franchisees that share our values. Our franchisees are an integral part of our business and play a vital role in upholding the reputation of Marriott’s brands for excellence with guests, associates, business partners, owners, investors, contractors, and other important stakeholders.

Marriott seeks to develop and strengthen our relationships with our franchisees based on collaboration and mutual respect. In this document, we are sharing Marriott’s Responsible Business Principles for Franchisees (“Responsible Business Principles”), which represent our shared values. These Responsible Business Principles are intended to establish our mutual commitment to uphold brand reputation and trust in the different environments in which our franchisees operate globally.

Franchisees are encouraged to share these Responsible Business Principles with franchise management companies operating hotels under Marriott brands.* Franchisees and their management companies are independent business operators. Employment decisions and policies at franchised hotels are made solely by franchisees or their management companies.

BUSINESS CONDUCT AND ETHICS

Marriott adheres to high ethical and legal standards and expects franchisees to comply with all relevant laws regulating business conduct and operations.



Business Integrity

Marriott expects franchisees to act with integrity and honesty. This applies to business interactions with customers, associates, competitors, vendors, government officials, and others.



Protection of Intellectual Property

Marriott expects franchisees to safeguard Marriott's assets, including Marriott's intellectual property, which may be used only as authorized in the franchise agreement. Franchisees must respect intellectual property rights, including copyright laws, and protect Marriott's trade secrets and confidential information.



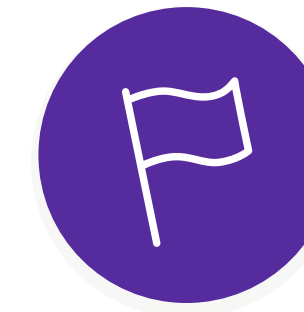
Privacy and Disclosure of Information

Marriott expects franchisees to protect guest data, adhere to Marriott's privacy policies, and accurately disclose all amounts charged to guests as required by Marriott's standards and applicable law. All financial information and reports provided to Marriott must be accurate and complete. Manipulation of books and records is prohibited.



Anti-Corruption

Marriott is committed to observing the standards of conduct set forth in the U.S. Foreign Corrupt Practices Act ("FCPA") and the anti-corruption and anti-money laundering laws of the countries in which Marriott operates. Franchisees must comply with all applicable anti-corruption and anti-money laundering laws, as well as laws governing lobbying, gifts, and payments to public officials, political campaign contributions, and other related regulations.



Fair Competition

Marriott is committed to fair competition and compliance with the antitrust and competition laws of the countries in which Marriott operates. We consider compliance with these laws of vital importance. Franchisees should embrace fair competition and comply with applicable antitrust and competition laws.

HUMAN RIGHTS

Marriott is committed to promoting an environment that respects human rights, fosters mutual respect, and promotes diversity, equity, inclusion and equal opportunity.



Anti-Discrimination

Marriott expects franchisees to promote an inclusive, harassment-free environment that fosters mutual respect, diversity, equity, inclusion and equal opportunity.

Grievance Mechanisms

Marriott encourages franchisees to provide workers with an anonymous complaint mechanism and to maintain a process for timely correction of legal and ethical compliance violations.

Prevention of Forced Labor and Human Trafficking

Franchisees should support the elimination of all forms of human trafficking and forced, bonded, or compulsory labor, as well as the exploitation of children. Franchisees must not retain, destroy, conceal, confiscate, or deny any person access to their identity or immigration documents or personal valuables and belongings.

Prevention of Child Labor

Marriott expects franchisees to comply with child labor laws.

Ethical Recruitment

Marriott expects franchisees to implement ethical recruitment principles, including not charging recruitment fees as part of the application process. Franchisees must be transparent in their recruiting activities, including disclosing that employment opportunities are with an independent franchisee or management company, and not with Marriott International, Inc. or its subsidiaries.

Freedom of Association and Collective Bargaining

Franchisees should respect workers' legal rights to freedom of association and the right to bargain collectively, if desired.

Health, Safety and Security

Marriott is committed to health and safety of workers and customers. Marriott expects franchisees to provide workers with information and training on applicable health and safety laws, policies, and procedures to ensure safe work practices, and take appropriate steps to prevent health and safety hazards and breaches of security.

ENVIRONMENTAL RESPONSIBILITY

Marriott is committed to reducing environmental impacts by integrating sustainability into our business, designing and operating sustainable hotels, sourcing responsibly, and mitigating climate-related risk. Further information can be found in Marriott's Sustainability Policy.



Environmental Impact Reduction

Marriott strongly encourages franchisees to surpass environmental regulations where feasible and demonstrate continuous improvement in reducing the environmental impact of hotel construction and operation. Marriott strongly encourages franchisees to mitigate negative impacts, such as deforestation and pollution affecting biodiversity and ecosystems.



Greenhouse Gas Emissions Reduction

Marriott strongly encourages franchisees to reduce greenhouse gas emissions and other acts that contribute to climate change.



Resource Management

Marriott strongly encourages franchisees to address the use of resources to ensure efficient and sustainable processes are in place with respect to water (inclusive of quantity, quality, and risk), raw, processed, and non-renewable materials, and energy.



Waste Management

Marriott strongly encourages franchisees to safely and properly manage and minimize waste, inclusive of universal, hazardous and e-waste, packaging materials, single-use plastics, and wastewater, by implementing prevention, recycling, re-use, and other waste reduction processes.



Animal Welfare

Marriott is committed to the humane treatment of animals. Franchisees should endeavor to work toward the ethical, humane, and legal treatment of animals across their operations, including entertainment, food & beverage, furniture & fixtures.



Responsible Sourcing of Materials

Franchisees are expected to obtain the products and services used in connection with the construction and operation of their businesses from sources that produce and deliver products and services in a legal, responsible, and ethical manner. Franchisees should refrain from knowingly purchasing products made with illegally harvested, produced and/or traded materials. Marriott expects franchisees to exercise diligence in the selection of materials in their supply chain.



Supplier Diversity

Marriott encourages franchisees to include businesses owned by individuals from historically disadvantaged communities in the selection process for contracting opportunities, such as people with disabilities, LGBTQ+ people, ethnic minorities, veterans, and women. Franchisees are encouraged to track spend with these diverse-owned firms.



Management System

Marriott is committed to upholding standards of social and environmental integrity. Marriott expects that our franchisees will implement or maintain, as applicable, management systems that facilitate compliance with all applicable laws, identify and mitigate related operational risks, and undertake continuous improvement as appropriate.

Endnote

* Marriott may take steps to assess adherence to the Responsible Business Principles. If a franchisee fails to uphold the Responsible Business Principles, it may jeopardize their business relationship with Marriott. Marriott retains all rights under the franchise agreement and applicable law.