At Marriott International, we are committed to demonstrating our core values and a company culture that represent the highest standards of guest and employee experience, ethics, integrity and corporate citizenship. Our Human Rights principles establish a foundation for managing our business around the world in accordance with all applicable laws and our own high standards.

Marriott's Human Rights principles are guided by the United Nations Universal Declaration of Human Rights and related international covenants. While national governments are responsible for protecting human rights through legal frameworks, businesses have a corporate responsibility to respect human rights, and both institutions have a responsibility to remedy violations within their sphere of influence. Our Human Rights principles recognize this commitment.

We believe our most significant opportunities to advance human rights are by helping our workforce grow, working with suppliers, and through our ethical and legal standards.

**Helping Our Workforce Grow**

We value our associates and recognize that our global workforce is a key to our success. Our associates create the personal experiences that keep our guests coming back to our hotels. We were founded on the philosophy of “taking care of our associates so they can take care of our guests,” and our commitment to human rights practices and performance is an integral part of this philosophy.

We respect the dignity and human rights of our employees, as well as those working with our suppliers and other business partners. In addition to the universal statements of human rights noted above, we are guided by the principles of non-discrimination, freedom of association and collective bargaining, and freedom from forced and child labor. These commitments are detailed in our Global Employment Principles and our Business Conduct Guide. Our workplace practices and policies on providing fair compensation, safe and healthy workplaces and other commitments to human rights reflect our belief that the long-term success of our Company is linked with associate satisfaction and well-being.

On-the-job training and opportunities for personal growth and development continue throughout our associates’ careers. In addition to the growth opportunities these programs provide, specialized training paths ensure our managers are prepared to manage our multi-generational workforce.

**Working with Suppliers**

Our suppliers play a vital role in upholding Marriott’s reputation for excellence with guests, associates, business partners and other important stakeholders. We have high, yet achievable, standards for sourcing the best quality goods and services. Marriott expects its suppliers to uphold high ethical standards and follow all applicable laws. We encourage our suppliers to identify and promote opportunity for diverse, minority-owned businesses, including small and medium enterprises. Adhering to these principles and doing business with those who do the same will help us maintain a competitive advantage and the pride and confidence of our associates and customers.
Human Rights Principles

**Ethical and Legal Standards**

We value our associates and recognize that our global workforce is a key to our success. Business ethics is a key part of day-to-day business at Marriott hotels. Our Business Conduct Guide advises our managers and associates on laws, practices and procedures relating to a wide range of business issues, including antitrust, unfair competition, political contributions, abuse of purchasing power, commercial and political bribery.

The Guide also provides guidance on issues relevant to our sphere of influence as a company in the travel and tourism industry, including human trafficking and exploitation of children. Marriott condemns all forms of human trafficking and supports laws duly enacted to prevent and punish such crime, including the exploitation of children. Marriott will continue to raise awareness of this issue and supports programs that help children and their families break out of the cycle of poverty that makes them vulnerable.

Our business ethics training program reinforces the importance of corporate values and ethical responsibility to the continued success of our business and the travel and tourism industry. Marriott’s Internal Audit Department conducts an annual Legal and Ethical Conduct survey of a broad cross section of associates, including all officers and senior managers, to determine compliance with the company’s Ethical Conduct policy.

**Human Rights Implementation and Oversight**

We work to support our commitment to human rights through strong governance and policies, as well as through clear guidelines for implementation throughout our business. Implementation of the policies, guidelines and practices of our commitment to human rights is managed by the relevant corporate disciplines and adhered to throughout our operations. We also expect our business partners to commit to respecting human rights, as outlined in our policies, and encourage them to develop similar standards of their own.

This statement on human rights was developed with input from leaders in Marriott’s relevant business disciplines as well as external subject matter experts, including government, non-governmental organizations, academia and other global corporations. We will continue to engage these stakeholders as our business grows, and our human rights commitments and programs evolve to meet this growth. We regularly report on our human rights policies and practices through our sustainability report and corporate website, Marriott.com.

**Related Links:**
- Principles of Responsible Business
- Commitment to Human Rights
- Business Conduct Guide
- Sustainability Report
- International Tourism Partnership Human Trafficking Position

October 2012