At Marriott International, 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. This is what we call the “Marriott Spirit to Serve.” We were founded on the philosophy of “taking care of our associates so they can take care of our guests.” Therefore:

- We are dedicated to hiring, engaging and retaining a talented and diverse workforce around the world. Our global workforce mirrors the communities in which we live and work. We embrace the talents, perspectives and backgrounds of our diverse associates and offer an inclusive workplace setting.

- We strive to provide competitive levels of pay and benefits relative to the industry and local markets in which we operate. Our associates have access to services and training that support their well-being and encourage personal and professional growth. We are committed to maintaining safe and secure work environments that reinforce the principles of integrity and respect.

- Marriott supports and upholds the elimination of workforce discrimination through our employment practices, particularly as demonstrated by our Guarantee of Fair Treatment policies.

- We respect each associate’s right to decide if he or she wishes to join, or not to join, associations or labor unions, and we comply with legal requirements worldwide regarding employee and third-party involvement. However, we are unwavering in our commitment to communicate directly with our associates.

- Marriott condemns all forms of exploitation of children, does not recruit child labor and adheres to minimum age provisions of applicable laws and regulations. The Company also supports the elimination of all other forms of forced, bonded or compulsory labor.

- Marriott is committed to ensuring that our policies and practices comply with the laws of the countries in which we operate.

Marriott’s Global Employment Principles align with the Company’s Statement on Human Rights, which acknowledges and respects the principles contained in the *United Nations Universal Declaration of Human Rights.*