



## **MARRIOTT INTERNATIONAL INC. HUMAN RIGHTS POLICY STATEMENT**

### **Preamble**

Marriott International, Inc. acknowledges and respects the principles contained in the Universal Declaration of Human Rights. Marriott's Human Rights Policy reflects the Company's commitment to conduct its business in a manner consistent with these principles and to protect human rights within the company's sphere of influence. Marriott demonstrates global leadership in responsible workplace practices, and endeavors to conduct its business operations in a manner that is free from complicity in human rights abuses. The Company's core values and culture embody a commitment to ethical business practices and good corporate citizenship.

### **Ethical Business Conduct**

Marriott's policies require that its business be conducted with honesty and integrity, and in full compliance with all applicable laws. Company policies establish clear ethical standards and guidelines for how we do business and establish accountability. All company associates are required to obey the law and comply with specific standards relating to legal obligations, ethics, and business conduct. The Company has clear accountability mechanisms in place to monitor and report on compliance with these directives.

### **Protection of the Rights of Children**

Marriott condemns all forms of exploitation of children. The Company does not recruit child labor, and supports the elimination of exploitative child labor. Marriott also supports laws duly enacted to prevent and punish the crime of sexual exploitation of children. Marriott will work to raise awareness concerning such exploitation, and will cooperate with law enforcement authorities to address any such instances of exploitation of which the Company becomes aware. Marriott has a long history of supporting programs and partnerships that help at-risk young people and their families prepare for and find meaningful employment. Marriott will continue to focus on programs that help children break out of the cycle of poverty that makes them and their families vulnerable.

### **Protection of the Rights of Associates**

Marriott supports and upholds the elimination of discriminatory practices with respect to employment and occupation, and promotes and embraces diversity in all aspects of its business operations. Marriott further supports the elimination of all forms of forced, bonded or compulsory labor and the freedom of association and the right to choose a collective bargaining representative, if desired. Marriott will also provide a safe and healthy working environment for all its associates.

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