



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 two million children are abducted and sexually exploited.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 at-risk young people and their families prepare for and find meaningful employment. As governments, law enforcement agencies and non-governmental 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 [Statement of Human Rights](#), was recently amended. Marriott's Board of Directors approved the amended policy at their November 2, 2006, meeting.

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

Ethics Policy, Training and Awareness

Marriott's commitment to human rights is communicated to all associates and reinforced through a variety of channels and methods. For example, the company has amended its annual Legal and Ethical Conduct Survey (required of all officers and senior managers) to inquire whether they are aware of any instance of indecent or exploitative treatment of minors. The survey is part of an extensive program designed to maintain a global corporate culture of legal and ethical compliance.

The company's business ethics training program, "How We Do Business Is As Important As the Business We Do" (required for all new associate orientation) is being updated by early 2007. The update will include our commitment to human rights.

Internal bulletins, daily "stand-up meetings" at properties, newsletters, video programs, and other company communications and training channels will continue to be used to routinely emphasize

¹ UNICEF, Factsheet, Commercial Sexual Exploitation, www.unicef.org/protection/files/sexex2.pdf

Marriott's commitment to conduct business in a manner that is free from complicity in human rights abuses.

With a focus on ongoing safety and security, Marriott loss prevention associates actively partner with law enforcement agencies to report and investigate alleged incidents of sexual exploitation of children at Marriott properties. These associates are being trained, and Security Management Guidelines are being amended to reference how to deter or detect sexual exploitation of children.

Senior executives companywide have been asked to create a plan to address this issue within the scope of their influence. 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.

Building External Awareness

Company Chairman and CEO J.W. Marriott, Jr. has addressed the issue of human rights at major industry forums such as the World Travel and Tourism Council (WTTC), the Foreign Policy Association, and most recently at a major meeting of the company's hotel owners and franchisees. In his widely reported WTTC remarks in April 2006, Mr. Marriott asked the audience of more than 1,000 leaders from the global hospitality industry "to stand together against tragedies like human trafficking – working with governments and international agencies to halt this practice wherever we can."

Marriott International presented at the United Nations World Tourism Organization Regional Seminar on Ethics in Tourism in Quito, Ecuador, in July 2006 with an audience that included more than 35 Ministers of Tourism. During the Corporate Social Responsibility panel, we shared our story of community involvement around the world, including our support of the Youth Career Initiative.

The company was also invited to present at the United Nations World Tourism Organization's *Task Force to Protect Children From Sexual Exploitation in Tourism* meeting to an international audience representing government, tourism and the nonprofit sector on November 6, 2006, in London.

[*The Responsible Tourist and Traveller*](#), a brochure developed by the United Nations World Tourism Organization, will be included in pre-arrival e-mail messages sent to registered guests at Marriott hotels globally beginning in December 2006. Nearly 20 million pre-arrival messages are sent to Marriott guests each year.

Community Outreach and Partnerships

Marriott properties worldwide participate in programs dedicated to the education and job training of vulnerable youth. We provide ongoing support to organizations and programs such as the

International Business Leaders Forum's Youth Career Initiative, Distributive Education Clubs of America, and the National Academy Foundation.

Youth Career Initiative

Created and managed by the International Business Leaders Forum, the Youth Career Initiative (YCI) enables international hotels to provide a six-month education program for high school graduates from disadvantaged backgrounds. Marriott supports the program, which provides young people with skills and training to expand their life choices and options.

As an extension of its "Spirit To Serve Our Communities" initiative, Marriott has undertaken the role of champion for the implementation of YCI within the hotel industry globally. Through Business Councils leveraging Marriott operations in various markets around the world, the company has the ability to reach young people in hundreds of communities. Marriott will initiate pilot programs in communities where there is opportunity and need. Once these programs prove successful, other local hotel companies will be invited to participate.

The Youth Career Initiative has been implemented in eight countries: Thailand, Romania, Brazil, Australia, Poland, Indonesia, the Philippines and Ethiopia. Marriott has active programs in the first five countries. In 2006, Marriott and YCI have worked together to expand current programs in Thailand and Australia. In 2007, Marriott will lead the establishment of programs in Costa Rica, Mexico, Jordan and Egypt.

Other Poverty Alleviation and Youth Employability Initiatives

In addition to the Youth Career Initiative, Marriott sponsors or supports hundreds of programs which provide vulnerable youth with opportunities to complete their education, obtain job training and skills, and help mitigate the effects of poverty.

Marriott hotels positively impact local communities through outreach designed to augment the work of local, national and international nonprofit, nongovernmental organizations (NGOs) and government agencies.

For example, in Mexico, the CasaMagna Marriott Puerto Vallarta Resort works in coordination with the immigration department, the U.S. Consulate and local municipalities to raise awareness with local citizens and tourists on the issue of sexual exploitation of children. The hotel donates banquet space for workshops on child abuse prevention held by the U.S. Embassy, and U.S. and Mexican federal law enforcement agencies. In addition, the hotel is actively engaged in efforts to address the needs of homeless children in Puerto Vallarta.

Programs such as the Youth Career Initiative and other poverty alleviation and youth employability programs supported by Marriott demonstrably advance the fight against the sexual exploitation of children. Vital to promoting the well-being of children and families, Marriott's support of locally based initiatives will continue and grow.

Our Ongoing Commitment

Marriott will continue its work as a founding member of the International Business Leaders Forum's (IBLF) Tourism Partnership, including the IBLF/UN World Tourism Organization task force on developing human rights guidelines for the hotel industry.

The company will leverage and update its internal communications vehicles and training materials to sustain awareness about child protection and exploitation issues.

Marriott International's policies and practices surrounding human rights, ethical business conduct, human resources and the environment are embedded in our belief that how one does business is as important as the business one does, a belief to which we will remain dedicated.

For more information:

- [Learn more about Marriott's Spirit to Serve in Action >>](#)

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