2025 Sustainability & Social Impact Goals

NURTURE

GOAL: By 2025, contribute 15M hours to support our company priorities and community engagement strategy
Youth Engagement: 50% of our volunteer hours will serve youth, including those at risk and disadvantaged, by developing their skills, employability and supporting their vitality

GOAL: By 2022, 80% of our managed hotels will participate in community service activities annually
By 2025, 50% of our franchised hotels will participate in community service activities annually

GOAL: By 2022, 25% of all reported volunteer hours will be skills-based

Empower Through Opportunity

GOAL: By 2025, invest at least $5M to increase and deepen programs and partnerships that develop hospitality skills and opportunity among youth, diverse populations, women, people with disabilities, veterans and refugees

GOAL: By 2019, develop and establish a global gender parity goal for company leadership

Sustain Responsible Operations

GOAL: Reduce environmental footprint by 15% | 30% | 45% across the portfolio by 2025 (from a 2016 baseline; for water/carbon/waste on an intensity basis)
Water: Reduce water intensity by 15%
Carbon: Reduce carbon intensity by 30%
Renewable energy: Achieve a minimum of 30% renewable energy use

GOAL: 100% of MI hotels will have a sustainability certification, and 650 hotels will pursue LEED certification or equivalent by 2025
Sustainability Certifications:
- By 2025, 100% of hotels will be certified to a recognized sustainability standard
- By 2025, 650 open or pipeline hotels will pursue LEED certification or equivalent

Sustainable Building Standards:
- By 2020, LEED certification or equivalent will be incorporated into building design and renovation standards, including select service prototype solutions for high growth markets
- By 2020, 100% of all prototypes will be designed for LEED certification
- By 2025, partner with owners to develop 100 adaptive reuse projects
MI’s new global HQ will achieve LEED Platinum certification

Sustainable Sourcing:
By 2025, sustainably source 95%, by spend, of its Top 10 categories
Local Sourcing: By 2025, locally source 50% of all produce, in aggregate (measured by total spend)
Furniture, Fixtures & Equipment (FF&E): By 2025, ensure that the Top 10 FF&E product categories sourced are in the top tier of the Marriott Sustainability Assessment Program (MSAP)

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GOAL: By 2020, all properties will have a Serve 360 section on the marriott.com website with hotel impact metrics

Welcome All and Advance Human Rights

GOAL: By 2025, 100% of associates will have completed human rights training, including on human trafficking awareness, responsible sourcing and recruitment policies and practices
By end of 2018, implement the new human trafficking training brand standard to reach 80% of our associates, as well as scale the training developed by MI and its community partners to the broader industry and academia

GOAL: By 2025, enhance or embed human rights criteria in our recruitment and sourcing policies and work with our industry to address human rights risks in the construction phase

GOAL: By 2025, promote a peaceful world through travel by investing at least $500,000 in partnerships that drive, evaluate and elevate travel and tourism’s role in cultural understanding

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