

# 2025

## Sustainability & Social Impact Goals



NURTURE

### Nurture Our World

- ▶ **GOAL: By 2025, contribute 15M hours of volunteer service to support our company priorities and community engagement strategy**  
Children & Youth: 50% of our volunteer hours will serve children and youth, including those at risk and disadvantaged, by developing their skills, employability and supporting their vitality
- ▶ **GOAL: By 2025, 80% of our managed hotels will have participated in community service activities**  
By 2025, 50% of franchised hotels will have participated in community service activities
- ▶ **By 2025, 50% of all reported volunteer activities will be skills-based**



EMPOWER

### 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 2025, achieve gender representation parity for global company leadership**



SUSTAIN

### Sustain Responsible Operations

- ▶ **GOAL: Reduce environmental footprint by 15% | 30% | 45% | 50% across the portfolio by 2025** (from a 2016 baseline; for water/carbon/waste/food waste)  
Water: Reduce water intensity by 15%  
Carbon: Reduce carbon intensity by 30%  
» Commit to analyze the opportunity to set a science-based target by 2018  
Waste: Reduce waste to landfill by 45%. Reduce food waste by 50%  
Renewable energy: Achieve a minimum of 30% renewable electricity 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, MI will partner with owners to develop 250 adaptive reuse projects  
MI's new global HQ will achieve a minimum of LEED Gold certification
- ▶ **GOAL: Responsibly source 95% in our Top 10 priority categories by 2025**  
Responsible Sourcing: By 2025, responsibly source 95%, by spend, of its top 10 categories  
» Top 10 priority categories include: animal proteins (inclusive of beef, eggs, lamb, pork and poultry), bottled water, cleaning supplies, cocoa, coffee, guest room amenities, paper products, seafood, sugar, textiles  
» Marriott International is committed to sourcing 100% of our eggs (shell, liquid, and egg products) from cage-free sources throughout our global operations for all owned, managed and franchised properties by the end of 2025. [Read more >](#)  
Supplier Requirements/Reviews:  
» By 2020, require all contracted suppliers in the top 10 categories to provide information on product sustainability, inclusive of social and human rights impacts  
» By 2025, MI will require all centrally-contracted suppliers to provide this information  
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)
- ▶ **GOAL: By 2020, all properties will have a Serve 360 section on the marriott.com website with hotel impact metrics**



WELCOME

### 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 required training 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**



**SERVE 360**  
DOING GOOD IN EVERY DIRECTION