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.

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.
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 M.I. 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, M.I. will partner with owners to develop 250 adaptive reuse projects.
M.I.'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.
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, M.I. 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).

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

EMPOWER

Empower Through Opportunity

▸ GOAL: By 2025, invest at least $35M 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.

▸ 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.

WELCOME

Welcome All and Advance Human Rights

▸ GOAL: By 2025, 100% of on-property associates will have completed human rights training, including on human trafficking awareness, responsible sourcing and recruitment policies and practices.

▸ 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.

SERVE360

Doing Good in Every Direction

*Delayed due to COVID-19