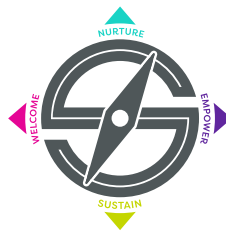## MARRIOTT INTERNATIONAL
Responsible Sourcing Guide

As of September 2021
(Updated September 2022)

SERVE360
DOING GOOD IN EVERY DIRECTION

Marriott
INTERNATIONAL

INTRODUCTION

As part of our **Serve 360** goals, Marriott International (MI) is committed to purchasing products that adhere to responsible sourcing requirements that promote environmental and social benefits. The responsible sourcing requirements were chosen based on industry-recognized standards from third-party sustainability certifications such as Rainforest Alliance and Fair Trade. By 2025, MI's goal is to ensure 95% of global spend within our top 10 categories meets the environmental and social requirements set forth by the company.

The top 10 priority categories, listed on page 3, were chosen by the company as primary areas of focus due to the significant negative environmental and social effects that result throughout global supply chains as a result of their production. MI hotels purchase extremely high volumes of these products and the demand is expected to grow; therefore, improved sourcing requirements will result in positive impacts across these supply chains. To support these efforts, MI suppliers should strive to comply with the general and category-specific requirements outlined in this guide. Products within the top 10 categories that meet the requirements will be considered responsibly sourced by MI. The requirements may become contractually mandated in the future.

Please contact **sustainability@marriott.com** with questions or comments.
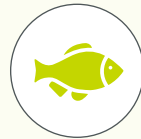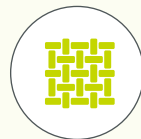
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ENVIRONMENTAL

Suppliers must provide sufficient evidence to demonstrate business operations are in compliance with the following requirements:

- Applicable local, state, national and international laws are followed, as well as
  Marriott International's Global Procurement Supplier Conduct Guidelines

- Hazardous chemicals are minimized/avoided per the following:
  - Chemicals identified as priority persistent, bio-accumulative, and toxic (PBT)
  - Chemicals listed on the U.S. EPA's Chemicals of Concern Program and Toxic Release Inventory, EU REACH program or other legally binding national chemical ban framework
  - Chemicals that pose carcinogenic, mutagenic, or reproductive (CMR) hazards as outlined in the Global Harmonized System of Classification and Labeling of Chemicals (GHS)

- Measures are in place to monitor, manage, reduce and report greenhouse gas emissions, energy, water, and waste

- No deforestation/land conversion after January 1, 2014 or destruction of High Conservation Value areas (HCVs) after November 1, 2005

- No impacts to native wildlife and plants (unless authorized by a sustainable management plan), including threatened and endangered species

- No impacts to water quality

- Water risks are identified, and a water management plan is in place if production or operations are located in a high water risk identification area as designated by the World Resources Institute's AQUEDUCT tool or other reputable scientific publication (to be reviewed and approved by MI)

SOCIAL

Suppliers must provide sufficient evidence to demonstrate business operations are in compliance with all of the following requirements:

- Applicable local, state, national and international laws are followed, as well as Marriott International's Global Procurement Supplier Conduct Guidelines

- No forced, bonded, or compulsory labor nor any form of human trafficking or child exploitation

- No child labor (supplier must adhere to minimum age provisions of applicable laws and employ only workers who are of the applicable minimum age for employment or the applicable age for completion of compulsory education, whichever is the highest)

- No worker discrimination or harassment

- No displacement of local/indigenous people

- Workers provided fair wages

- Workers provided safe and healthy working conditions

THIRD-PARTY CERTIFICATIONS

Suppliers should strive to comply with all category-specific requirements in addition to the general requirements above. Third-party certifications are not required to demonstrate compliance with the general or category-specific requirements; however, suppliers with third-party certifications will be given preference. If suppliers do not have third-party certifications for their products, the following (and any other relevant evidence subject to MI approval) can be provided to demonstrate compliance with the responsible sourcing requirements:

- Company or industry audit reports that address all MI's environmental and social requirements

- Company policies

- Permits with associated site inspections

- Management plans with annual progress updates

- Supplier invoices

- Annual sustainability/corporate responsibility report

Reference the following sections for additional category-specific requirements and acceptable third-party certifications that can be submitted to demonstrate compliance with general and category-specific requirements.

CATEGORY-SPECIFIC REQUIREMENTS

■ Sustainable agricultural practices and techniques are in place to reduce impacts to soil health and air and water quality (includes integrated pest management measures)

■ Farming operations (including animal welfare during transport from farm and slaughter) must adhere to Marriott International's Animal Welfare Position Statement, which addresses ethical conduct and responsibility and responsible business expectations

■ Eggs must come from birds raised in cage-free environments

■ Pork must be sourced from supply chains that have either reduced the use of gestation crates during a sow's 16-week pregnancy period (through "group housing") or eliminated their use (through "crate-free" production).

■ Antibiotics are not administered for treatment of disease unless other non-antibiotic options are ineffective, and a veterinarian recommends treatment; artificial hormones and growth promoters are prohibited

THIRD-PARTY CERTIFICATIONS

Suppliers can provide the following third-party certifications to demonstrate compliance with the above requirements; however, additional evidence may be needed to demonstrate compliance with areas not specifically addressed.

■ **Animal Welfare Approved**
   • In addition to the Animal Welfare Approved certification, suppliers should also address: deforestation/land conversion, energy management, greenhouse gas management, waste management, water risk identification, all general social requirements.

■ **Fair Trade**
   • In addition to the Fair Trade certification, suppliers should also address: animal welfare, energy management, greenhouse gas management, and water risk identification.

■ **Global Animal Partnership**
   • In addition to the Global Animal Partnership certification, suppliers should also address: deforestation/land conversion, energy management, greenhouse gas management, waste management, water management, water quality, water risk identification, and all general social requirements.

■ **European Commission Organic**
  • In addition to the European Commission Organic certification, suppliers should also address: deforestation/land conversion, energy management, greenhouse gas management, waste management, water management, water risk identification, and all general social requirements.

■ **Rainforest Alliance**
  • In addition to the Rainforest Alliance certification, suppliers should also address: water risk identification.

■ **USDA Organic**
  • In addition to the USDA Organic certification, suppliers should also address: energy management, greenhouse gas management, waste management, water management, water risk identification, and all general social requirements.

CATEGORY-SPECIFIC REQUIREMENTS

■ Suppliers should provide proof of an active restoration plan for all groundwater aquifers that are negatively impacted (in high and low-risk watersheds) as a result of water pumping

■ Waste including wastewater and solid waste during the production process should be recycled or disposed of in a responsible manner

■ Packaging (bottles and delivery cases/boxes) should be recyclable and made from a minimum of 35% recycled content or should be certified compostable

■ Suppliers should submit a plan to improve packaging (reduce packaging, increase recycled / compostable content, embed circularity into product, develop reusable packaging, etc.) through 2025

■ Suppliers with production plants near the water source (within 200 miles) will be given preference

■ Suppliers with efficient delivery transportation (fuel-efficient vehicles, smart routes) will be given preference

■ Suppliers involved in efforts to increase the amount of plastics recycling in communities around the world will be given preference

■ Sustainable natural sources and/or organic catchment areas (no permanent or temporary depletion from source after withdrawal) used for bottling may be given preference over purified municipal water if supplier provides LCCA evidence

THIRD-PARTY CERTIFICATIONS

Suppliers can provide the following third-party certifications to demonstrate compliance with the above requirements; however, additional evidence may be needed to demonstrate compliance with areas not specifically addressed.

Alliance for Water Stewardship (AWS)

• In addition to the AWS certification, suppliers should also address: water risk identification, deforestation/land conversion, water source (natural or municipal), restoration plan (only required if groundwater aquifers are depleted as a result of water extraction for supplier product), packaging specifications, packaging improvement plan, description of involvement in efforts to increase recycling (if applicable), all general social requirements.

CATEGORY-SPECIFIC REQUIREMENTS

■ Products should be formulated to reduce energy and water use

■ Cleaning supplies' packaging (bottles and delivery cases/boxes) should be recyclable and made from a minimum of 35% recycled content or be certified compostable

■ Supplier should submit a plan to improve packaging (reduce, increase recycled/compostable content, embed circularity into product, develop reusable packaging, etc.) through 2025

THIRD-PARTY CERTIFICATIONS

Suppliers can provide the following third-party certifications to demonstrate compliance with the above requirements; however, additional evidence may be needed to demonstrate compliance with areas not specifically addressed.

■ **Cradle to Cradle**
  • In addition to the Cradle to Cradle certification, suppliers should address: water risk identification, all general social requirements.

■ **Ecologo**
  • In addition to the Ecologo certification, suppliers should address: energy management, greenhouse gas management, water management, water risk identification, all general social requirements.

■ **EU Ecolabel**
  • In addition to the EU Ecolabel certification, suppliers should address: energy management, greenhouse gas management, water risk identification, all general social requirements.

■ **Green Seal**
  • In addition to the Green Seal certification, suppliers should address: energy management, greenhouse gas management, water management, water risk identification, all general social requirements.

■ **Safer Choice**
  • In addition to the Safer Choice certification, suppliers should address: water management, water quality, water risk identification, waste management and all general social requirements.

CATEGORY-SPECIFIC REQUIREMENTS

■ Sustainable agricultural practices and techniques should be in place to reduce impacts to soil health and air and water quality (includes integrated pest management measures)

THIRD-PARTY CERTIFICATIONS

Suppliers can provide the following third-party certifications to demonstrate compliance with the above requirements; however, additional evidence may be needed to demonstrate compliance with areas not specifically addressed.

- ■ **Fair Trade**
  - In addition to the Fair Trade certification, suppliers should also address: energy management, greenhouse gas management, and water risk identification.

- ■ **ISCC**
  - In addition to the ISCC certification, suppliers should also address: water risk identification, child labor and social conflicts/land rights.

- ■ **Rainforest Alliance**
  - In addition to the Rainforest Alliance certification, suppliers should also address: water risk identification.

- ■ **Regenerative Organic**
  - In addition to Regenerative Organic certification, suppliers should also address: greenhouse gas management, water management, water risk identification and social conflicts/land rights.

- ■ **USDA Organic**
  - In addition to the USDA Organic certification, suppliers should also address: energy management, greenhouse gas management, waste management, water management, water risk identification, and all general social requirements.

- ■ **UTZ**
  - In addition to the UTZ certification, suppliers should also address: greenhouse gas management, and water risk identification.

CATEGORY-SPECIFIC REQUIREMENTS

■ Sustainable agricultural practices and techniques should be in place to reduce impacts to soil health and air and water quality (includes integrated pest management measures)

THIRD-PARTY CERTIFICATIONS

Suppliers can provide the following third-party certifications to demonstrate compliance with the above requirements; however, additional evidence may be needed to demonstrate compliance with areas not specifically addressed.

■ **Fair Trade**
- In addition to the Fair Trade certification, suppliers should also address: energy management, greenhouse gas management, and water risk identification.

■ **ISCC**
- In addition to the ISCC certification, suppliers should also address: water risk identification, child labor and social conflicts/land rights.

■ **Rainforest Alliance**
- In addition to the Rainforest Alliance certification, suppliers should also address: water risk identification.

■ **Regenerative Organic**
- In addition to Regenerative Organic certification, suppliers should also address: greenhouse gas management, water management, water risk identification and social conflicts/land rights.

■ **USDA Organic**
- In addition to the USDA Organic certification, suppliers should also address: energy management, greenhouse gas management, waste management, water management, water risk identification, and all general social requirements.

■ **UTZ**
- In addition to the UTZ certification, suppliers should also address: greenhouse gas management, and water risk identification.

CATEGORY-SPECIFIC REQUIREMENTS

■ Use of palm oil is prohibited unless it is certified responsibly sourced palm oil

■ Products are not manufactured using animal testing

■ Packaging (bottles and delivery cases/boxes) should be recyclable and made from a minimum of 35% recycled content or be certified compostable

■ Suppliers should submit a plan to improve packaging (reduce packaging, increase recycled/compostable content, embed circularity into product, develop reusable packaging, etc.) through 2025

THIRD-PARTY CERTIFICATIONS

Suppliers can provide the following third-party certifications to demonstrate compliance with the above requirements; however, additional evidence may be needed to demonstrate compliance with areas not specifically addressed.

■ **Cradle to Cradle**
- • In addition to the Cradle to Cradle certification, suppliers should also address: water risk identification, worker discrimination/harrassment and displacement.

■ **Eco Logo**
- • In addition to the Eco Logo certification, suppliers should also address: water management, water risk identification, and all general social requirements.

■ **EU Ecolabel**
- • In addition to the EU Ecolabel certification, suppliers should address: energy management, greenhouse gas management, water risk identification, and all general social requirements.

■ **Green Seal**
- • In addition to the Green Seal certification, suppliers should also address: energy management, greenhouse gas management, water management, water risk identification, and all general social requirements.

■ **Safer Choice**
- • In addition to the Safer Choice certification, suppliers should address: energy management, greenhouse gas management, water management, water quality, water risk identification, and all general social requirements.

CATEGORY-SPECIFIC REQUIREMENTS

■ Sustainable agricultural practices and techniques should be in place to reduce impacts to soil health and air and water quality (includes integrated pest management measures)

■ Fiber is 100% recycled content or sourced from a certified responsibly managed forest (excluding SFI-certified forests)

THIRD-PARTY CERTIFICATIONS

Suppliers can provide the following third-party certifications to demonstrate compliance with the above requirements; however, additional evidence may be needed to demonstrate compliance with areas not specifically addressed.

■ **FSC**
  • In addition to the FSC certification, suppliers should also address: energy management, greenhouse gas management, waste management, and water risk identification.

■ **Green Seal**
  • In addition to the Green Seal certification, suppliers should also address: various environmental and social requirements depending on the type of paper product.

■ **EU Ecolabel**
  • In addition to the EU Ecolabel certification, suppliers should also address: various environmental and social requirements depending on the type of paper product.

CATEGORY-SPECIFIC REQUIREMENTS

- Measures are in place to monitor the use and management of sustainable fishing gear/methods

- No degradation of High Conservation Value areas (HCVs) after November 1, 2005

- Avoidance and minimization of by catch of non-target species: in the event of by catch, species will not be discarded, and improvements will be implemented to avoid and minimize instances of future non-target capture

- Suppliers should follow Marriott International's Responsible Seafood Position Statement and must not provide any of the species on Marriott International's ban list

- Suppliers should not provide any species designated as endangered/threatened/protected by national legislation, binding international agreements and/or internationally recognized government or scientific bodies

- Seafood species are treated humanely during the entire fishing/farming process in compliance with Marriott International's Animal Welfare Position Statement or local, state, national and/or international laws (whichever is more stringent)

- The following should not be practiced: asphyxiation on air, carbon dioxide stunning, exsanguination without prior stunning, and live chilling (additional seafood animal welfare requirements TBD)

THIRD-PARTY CERTIFICATIONS

Suppliers can provide the following third-party certifications to demonstrate compliance with the above requirements; however, additional evidence may be needed to demonstrate compliance with areas not specifically addressed.

- **Marine Stewardship Council (MSC) (wild-caught, global)**
  - With Chain of Custody (BEST)
  - Without Chain of Custody (GOOD)
  - In addition to the MSC certification, suppliers should also address: animal welfare, chemical use, energy management, greenhouse gas management, waste management, water management, water quality, water risk identification and all general social requirements.

- **Iceland Responsible Fisheries (wild-caught)**
  - In addition to the Iceland Responsible Fisheries certification, suppliers should also address: water risk identification and all general social requirements.

■ **Aquaculture Stewardship Council (ASC) (aquaculture, global)**
- With Chain of Custody (BEST)
- Without Chain of Custody (GOOD)
  - In addition to the ASC certification, suppliers should also address: animal welfare, water management and water risk identification.

■ **Global G.A.P. (GGN) (aquaculture, global)**
- In addition to the Global G.A.P. Certification, suppliers should also address: chemical use, energy management, greenhouse gas management, species stock, waste management, water management, water quality, water risk identification and social conflicts/land rights.

■ **Global Aquaculture Alliance-Best Aquaculture Practices (BAP) - 2 stars and above (aquaculture, global)**
- In addition to the BAP 2+-star certification, suppliers should also address: energy management, greenhouse gas management, water management, water risk identification and worker discrimination/harrassment.

■ **Naturland (aquaculture, global)**
- In addition to the Naturland certification, suppliers should also address: animal welfare, greenhouse gas management, and water risk identification.

■ **Other Certifications Benchmarked by GSSI**

■ **Seafood Watch Green (fisheries)**
- In addition to the Seafood Watch Green rating, suppliers should also address: animal welfare, chemical use, energy management, greenhouse gas management, waste management, water management, water quality, water risk identification and all general social requirements.

■ **Seafood Watch Green (aquaculture)**
- In addition to the Seafood Watch Green rating, suppliers should also address: animal welfare, energy management, greenhouse gas management, waste management, water management, water quality, water risk identification and all general social requirements.

■ **Suppliers may also comply with these requirements by demonstrating evidence of their participation in a comprehensive Fishery Improvement Project (FIP) or Aquaculture Improvement Project (AIP) and provide evidence for compliance with all general requirements.**

CATEGORY-SPECIFIC REQUIREMENTS

■ Sustainable agricultural practices and techniques should be in place to reduce impacts to soil health and air and water quality (includes integrated pest management measures)

THIRD-PARTY CERTIFICATIONS

Suppliers may provide the following third-party certifications to demonstrate compliance with the above requirements; however, additional evidence may be needed to demonstrate compliance with areas not specifically addressed by any of the following certifications:

■ **Bonsucro**
- In addition to Bonsucro certification, suppliers should also address: deforestation/land conversion, water quality, water risk identification, social conflicts/land rights and worker discrimination/harassment.

■ **Fair Trade**
- In addition to the Fair Trade certification, suppliers should also address: animal welfare, energy management, greenhouse gas management, and water risk identification.

■ **ISCC**
- In addition to ISCC certification, suppliers should also address: deforestation/land conversion, water risk identification, child labor practices and social conflicts/land rights.

■ **Rainforest Alliance**
- In addition to Regenerative Organic certification, suppliers should also address: water risk identification.

■ **Regenerative Organic**
- In addition to Regenerative Organic certification, suppliers should also address: greenhouse gas management, water management, water risk identification and social conflicts/land rights.

■ **USDA Organic**
- In addition to the USDA Organic certification, suppliers should also address: energy management, greenhouse gas management, waste management, water management, water risk identification, and all general social requirements.

CATEGORY-SPECIFIC REQUIREMENTS

■ Sustainable agricultural practices and techniques should be in place to reduce impacts to soil health and air and water quality (includes integrated pest management measures)

■ Products should be formulated to reduce water (including hot water) required for cleaning

■ Farming operations must adhere to Marriott International's Animal Welfare Position Statement, which addresses ethical conduct and responsibility and responsible business expectations

THIRD-PARTY CERTIFICATIONS

Suppliers can provide the following third-party certifications to demonstrate compliance with the above requirements; however, additional evidence may be needed to demonstrate compliance with areas not specifically addressed.

■ **Better Cotton Initiative**
  • In addition to the Better Cotton Initiative certification, suppliers should also address: waste management, water risk identification, worker discrimination/harrassment and social conflicts/land rights.

■ **EU Ecolabel**
  • In addition to the EU Ecolabel, suppliers should address: animal welfare (if applicable), deforestation/land conversion, energy management, greenhouse gas management, waste management, water risk identification and social conflicts/land rights.

■ **Global Organic Textile Standard**
  • In addition to the Global Organic Textile Standard, suppliers should also address: deforestation/land conversion, greenhouse gas management, water risk identification and social conflicts/land rights.

■ **Global Recycle Standard**
  • In addition to the Global Recycle Standard, suppliers should also address: deforestation/land conversion, water risk identification and social conflicts/land rights.

■ **ISCC Certified Cotton**
  • In addition to the ISCC certification, suppliers should also address: water risk identification.

■ **OEKO-Tex**
  • In addition to the OEKO-Tex certification, suppliers should also address: all general environmental and social requirements.

■ **Responsible Down**
- In addition to the Responsible Down certification, suppliers should also address: all general environmental and social requirements, labor practices, displacement, worker discrimination/harassment and worker livelihoods.

■ **Responsible Wool**
- In addition to the Responsible Wool certification, suppliers should also address: energy management, greenhouse gas management, chemical use, water management, water risk identification, and social conflicts/land rights.

■ **WRAP**
- In addition to the WRAP certification, suppliers should also address animal welfare (if applicable), deforestation/land conversion, energy management, greenhouse gas management, water management, water quality, water risk identification and social conflicts/land rights.