



**Marriott International**

# MODERN SLAVERY STATEMENT

January – December 2022



**SERVE360**  
DOING GOOD IN EVERY DIRECTION

# INTRODUCTION

In 2022, Marriott International, Inc. (Marriott) celebrated a major milestone in the company's human trafficking awareness training efforts: **Marriott trained over one million associates** at managed and franchised properties since the training's launch in 2016. One million people trained in human trafficking awareness create a global workforce that is prepared to recognize and respond to potential situations of human trafficking.

While it only takes one person to identify a potential trafficking situation, we are proud of the scale of the company's efforts. Marriott developed [Will You Be a Million and One?](#), campaign, featuring a brief video of associates who have translated their training into action and updated statistics on the reach and impact of the training. Whether it was a lounge attendant who recognized a known trafficker from a police advisory, a security guard who overheard a suspicious conversation while patrolling, a banquet manager who asked an upset guest if she needed help, or a General Manager who spotted unusual traffic in and out of a hotel room, these associates are truly "one in a million." These associates' exemplary efforts remind us of the impact of Marriott's human trafficking awareness training efforts and the importance of continuing this work.

In 2022, Marriott focused on expanding training and awareness and testing new and innovative initiatives to broaden the company's anti-trafficking efforts. Marriott donated the enhanced version of its human trafficking awareness training to make it available to the entire industry [online](#). Between 2020 and the end of 2022, nearly 850,000 industry workers – outside of Marriott – have completed the training. We are proud to share the company's resources to help Marriott and the entire hospitality industry address this horrible crime. Key global actions implemented in 2022 include:

Key global actions implemented in 2022 include:

- ✦ **Donated the enhanced version of Marriott's human trafficking awareness training** to ECPAT-USA, with support from the American Hotel and Lodging Association (AHLA) Foundation, to make it available to the entire hospitality industry at no cost;
- ✦ **Completed the pilot of a hospitality training** curriculum for survivors of human trafficking, in collaboration with the Global Fund to End Modern Slavery (GFEMS) and four local service providers throughout the United States (U.S.), to support survivors interested in pursuing careers in the hospitality industry;
- ✦ **Joined the Global Business Coalition Against Human Trafficking** to join forces with other leading businesses committed to combating human trafficking and develop resources on survivor empowerment and employment, including a [case study](#) on Marriott's hospitality training curriculum for survivors;
- ✦ **Piloted an initiative to block websites with child sexual abuse materials** (CSAM), included on the Internet Watch Foundation's URL List, from guest internet network access in hotels. The tests of the technology at six U.S. hotels were successful, and Marriott plans to deploy the technology throughout U.S. and Canadian hotels in early 2023 and globally in 2024; and

- ✦ **Deployed specialized resources amid the Ukrainian refugee crisis.** Recognizing that the risk of exploitation increases in the wake of conflicts, Marriott provided additional resources in its European region, in forms such as human trafficking awareness posters, guidance for managers, and disaster relief funds for anti-trafficking organizations providing on-the-ground support.

Marriott is publishing this Statement in connection with the company's human rights and social impact goals and in compliance with the United Kingdom Modern Slavery Act 2015 and Australia Modern Slavery Act 2018 (Commonwealth). This Statement details the steps taken by Marriott Hotels Limited, Marriott European Hotel Operating Company Limited, Marriott Hotels International Limited, Sheraton Hotels (England) Limited, Sheraton Hotels (U.K.) Limited, GH Hotel Operating Company Limited, Elegant Hotels Group Limited, Marriott International Management Company B.V. (Australian Branch), Sheraton on the Park Pty Ltd, Starwood Australia Hotels Pty Ltd, Starwood Pacific Hotels Pty Ltd, and their ultimate parent company, Marriott International, Inc., to aid in the prevention of human trafficking during the fiscal year ending 31 December 2022. For purposes of this Statement, the companies owned and operated by Marriott and conducting business within the United Kingdom (U.K.) and/or Australia, including the entities mentioned above, are collectively referred to as "Marriott," "we," "us," or the "company."

# ORGANIZATIONAL STRUCTURE, BUSINESS, AND SUPPLY CHAINS

Marriott is a worldwide operator, franchisor, and licensor of hotel, residential, timeshare, and other lodging properties, under numerous brand names at different price and service points. Consistent with the company's focus on management, franchising, and licensing, Marriott owns or leases very few of its lodging properties.

Marriott maintains a large global supply chain to support its hotels and corporate offices. We use a hybrid procurement structure, where goods and services are both centrally contracted and locally sourced by hotels, to make them available at the best combination of price, quality, and service, and with opportunities to source goods and services from diverse and local suppliers. Marriott's procurement policies focus on general operations, information technology, global design, and facilities management. Hotel-level procurement is managed by hotel managers and owners and generally includes the goods and services required for hotel operations, such as energy, hotel amenities, supplies (e.g., linens, bathroom amenities, cleaning products), and labor services.

*For a more detailed description of the business, see Marriott's 2022 [Annual Report](#).*

**As of December 31, 2022, Marriott had:**

30  
brands

Nearly 8,300  
properties, including

- ▶ 2,053 company-operated properties
- ▶ 6,122 franchised and licensed properties

138  
countries and territories with Marriott properties

140,000  
associates employed by Marriott at properties, customer care centers, and above-property operations

237,000  
associates employed by our property owners but whose employment is managed by Marriott

175 million+  
Marriott Bonvoy® members

# POLICIES

Founded by J. Willard and Alice S. Marriott in 1927 and guided by heritage and core values, Marriott's founding principles remain embedded in the company's culture and everything we do. As the company grows, the beliefs that are most important remain the same. As part of Marriott's longstanding commitment to responsible business, Marriott has four key policies in place that guide the company's efforts to uphold human rights and combat human trafficking. These policies include:

**Human Rights Policy Statement** – Adopted in 2006 and most recently updated in 2017, this policy statement acknowledges and reflects the principles contained in the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. The policy describes Marriott's goal to provide a safe and healthy working environment for all associates, as it relates to harassment and discrimination prevention, child labor, freedom of association, and human trafficking and forced labor. It also describes Marriott's responsible sourcing expectations for suppliers and other companies with whom it does business and Marriott's commitment to human rights, governed by the company's Human Rights Council.

**Business Conduct Guide** – Available in 15 languages, Marriott's Business Conduct Guide describes the company's pledge, and its expectations for Marriott's associates, to conduct business in an ethical and responsible manner. It expresses the company's support for human rights around the world, including: supporting appropriate use of Marriott properties; aligning with industry and other stakeholders on human rights issues, including working to prevent human trafficking and exploitation; and providing reporting guidance for associates who suspect their property is being used for illegal or unethical purposes or in a manner that does not respect human rights.

**Principles of Responsible Business** – This document details Marriott's efforts to demonstrate the company's core values and a company culture that represent the highest standards of ethics, integrity, guest and associate experience, and corporate citizenship. It includes a section on human rights principles that establishes a foundation for managing Marriott's business around the world in accordance with applicable laws and its own high human rights standards, and a section on supplier conduct principles. It also expressly states Marriott's support for the elimination of all forms of forced, bonded, or compulsory labor and all forms of human trafficking.

**Global Procurement Supplier Conduct Guidelines** – The Guidelines set forth the principles and standards that we expect the company's suppliers, vendors, and contractors to uphold, and we encourage suppliers and vendors to hold their own suppliers to the same standards and practices. The Guidelines address business conduct and ethics, global employment and human rights, environmental responsibility, animal welfare, responsible sourcing, supplier diversity, and risk management and mitigation systems, including those related to human rights.

These policies apply to all associates at Marriott's managed and leased hotels and the company's corporate offices and are shared through the associate handbook, internal intranet, and public website. Violations of these policies may lead to referral for prosecution, termination of contract, separation from employment, or other appropriate disciplinary or performance management measures. These policies are also made available to the company's franchisees, other stakeholders, and the general public to educate themselves on Marriott's business principles and encourage them to develop similar policies for their own operations.



Put People  
First



Pursue  
Excellence



Embrace  
Change



Act with  
Integrity



Serve our  
World

# HUMAN RIGHTS PROGRAM GOVERNANCE

Marriott's ongoing work on human rights, including the company's human trafficking awareness and survivor empowerment efforts, is managed by Marriott's Social Impact team in the company's Global Communications and Public Affairs organization. The team is responsible for global public policy advocacy, social responsibility, and a portfolio of initiatives that advance human rights and seek to drive positive social outcomes.

Marriott's human rights strategy is overseen by an internal Human Rights Council that brings together key leaders from multiple business disciplines, including Global Communications and Public Affairs, Finance, Internal Audit, Global Operations, Global Safety and Security, Human Resources, Information Technology, Legal, Owner Franchise Services, Procurement, and Sustainability, and all regions where Marriott operates. It meets biannually and is co-chaired by senior executive leaders. The Council drives accountability for the company's human rights strategy shares information on execution of strategy and programs; and supports human rights-related training, awareness, and other programmatic work.

At the Board level, a dedicated Inclusion and Social Impact (ISI) Committee assists the Board in overseeing the company's strategy, efforts, and commitments related to its people-first culture, associate wellbeing and inclusion, and other environmental, social, and governance (ESG) matters, including strategies and policies related to corporate social responsibility and human rights.



# DUE DILIGENCE

## Supply Chain

Marriott's policies set requirements related to the responsible sourcing of products, materials, and labor. For products and services sourced through Marriott's central procurement groups, supplier due diligence focuses on the supplier's reputation, financial background, organizational structure and diversity, proposed brands and products, insurance, and environmental and human rights impacts. The procurement groups may also use third-party certifications, third-party audit reports, and traceability processes in evaluating whether forced or child labor may be involved. For all newly negotiated contracts, the Supplier Guidelines are reviewed with the supplier and attached to the contract.

## Third-Party Owners

Marriott carries out due diligence and compliance checks on prospective owners, franchisees, joint venture partners, and other significant business partners before entering into relevant agreements. These checks can include internal research, automated screening and monitoring tools, and guidance from the Development, Legal, Owner and Franchise Services, and Global Safety and Security teams. If the company determines that an enhanced due diligence review is appropriate, Marriott engages additional investigative resources, such as third-party investigative firms and in-market research.

## Operations

Marriott's Internal Audit team provides assurance and advising services designed to maintain an effective system of internal controls and improve the effectiveness and efficiency of the company's operations. Each year, the company's Internal Audit team administers various surveys and assessments that help identify and understand the risks of the company. Specifically related to ethics and the company's ethical culture, the Internal Audit team conducts global surveys of associates and manages the Business Ethics mailbox and Business Integrity Line, where reports of unethical conducted can be made.

# HUMAN RIGHTS RISK ASSESSMENT AND MANAGEMENT

Marriott implements an ongoing and multi-disciplinary risk assessment process designed to identify, mitigate, and seek to prevent human rights risks. Marriott's due diligence processes are designed to help identify human rights risks in the company's operations and supply chains. Property-level risk assessments are designed to help Marriott examine the nature and extent of particular threats, and related potential consequences for the business. Marriott also works collaboratively with peers, industry associations, nonprofit organizations, and other external experts to help combat human trafficking as follows:



## Human Trafficking

Marriott requires all on-property associates to complete human trafficking awareness training to help them recognize and respond to potential situations of human trafficking they may observe. The company also provides human trafficking awareness posters and other resources to reinforce the training and raise further awareness that hotels may be unwilling venues for both sex and labor trafficking.



## Labor Exploitation

Marriott's responsible sourcing goals aim to help combat labor exploitation that may occur at any stage in the supply chain, from harvesting raw materials to transporting them to the hotels where they are used and consumed.



## Development and Construction

While Marriott typically has no role in the construction of hotels and construction workers are generally employed by owner-appointed contractors, the company carries out due diligence on third-party owners and has established a goal to work with the hospitality industry to address human rights risks in the hotel construction phase.



## Unethical Recruitment

In 2022, Marriott continued collaborating with the Sustainable Hospitality Alliance and the International Organization for Migration (IOM) to enhance ethical recruitment practices in the industry and co-presented with IOM on enhancing public-private collaboration for migrant worker protection at the United Nations International Migration Review Forum.



## Orphanage Tourism

Marriott is a member of The Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism ("The Code"), which incorporates a Voluntourism Policy, supports efforts to promote responsible and safe forms of volunteer tourism, and seeks to protect children in orphanages and residential care facilities that are at risk of abuse and exploitation.



## Online Child Sexual Exploitation

In 2022, Marriott piloted an effort to block websites with child sexual abuse material (CSAM) from being accessed through the guest internet network in hotels at six U.S. properties and is planning to deploy the technology throughout U.S. and Canadian hotels in early 2023.



## Large-Scale Global Events

Marriott recognizes that major sporting events are a potential human trafficking awareness-raising opportunity. Around these events, the company engages in a number of activities to shine a light on the issue, including: deploying staff to speak at local events, working with hotels in the vicinity of these events to help managers reinforce human trafficking awareness training for associates, and providing guests with information on human trafficking.

In 2022, Marriott focused significant resources on the FIFA World Cup, including: engaging with human rights advocacy groups and media outlets on human rights issues; developing human rights content for a communications packet to be distributed to all Marriott hotels in the region; and holding multi-disciplinary human rights educational sessions, where over 260 hotel leaders were trained in Doha, Qatar and Dubai and Abu Dhabi, United Arab Emirates.



## Conflict and Natural Disasters

In 2022, Marriott responded to the potential risk of human trafficking and exploitation surrounding the war in Ukraine by deploying additional resources to countries receiving Ukrainian refugees, including: human trafficking awareness posters translated to Russian and Ukrainian; an easy-to-activate framework to reinforce training, educate guests, and explain the connection between human trafficking and conflict; and disaster relief funding for anti-trafficking organizations providing support on the ground, including IOM and La Strada International.

Marriott understands that grievance mechanisms are an important way to identify risks, resolve issues, provide a pathway to remedy, and build trust with the workforce and the community. The company provides associates, contractors, and guests with a variety of means, including anonymous and third-party managed channels, to report their concerns. Associates are made aware of these reporting mechanisms through new hire orientation and mandatory training, and select reporting channels are included in the associate handbook and openly displayed in associate areas. These reporting channels are listed on the right side of this page.

Marriott requires a prompt and thorough investigation of complaints of unethical behavior, harassment, and other human rights concerns. The company's policies encourage management to communicate with the reporting associate to confirm appropriate action was taken and suggest periodic follow-up to ensure cessation of the offending conduct. Violation of Marriott's policies constitutes grounds for disciplinary action up to and including termination. In addition, hotels may remove and/or ban a guest for conduct that is offensive or abusive, or poses risk, to the safety of associates or other guests.

Marriott's policies strictly prohibit retaliation against associates who report unethical behavior or harassment or who file, testify, assist, or participate in any manner in any investigation, proceeding or hearing. Any associate who brings a complaint in good faith to Marriott's attention will not be adversely affected as a result of reporting provided they did not participate in the offending conduct. Managers who fail to promptly address complaints from their associates may also be subject to discipline.

In 2022, there were several reports of human trafficking made through formal reporting channels for Marriott's managed hotel portfolio. Three potential human trafficking and labor exploitation incidents were reported through the BIL and remain under investigation. Outside of the BIL, one additional incident was reported and substantiated by internal investigations as sexual exploitation. Six incidents were reported to, and investigated by, the Global Safety and Security team. Of those incidents, law enforcement confirmed that four were incidents of human trafficking; one was an assault of a minor; and one was not confirmed as human trafficking.

- **Guarantee of Fair Treatment Policy** – Marriott's "open-door" policy encourages associates at managed properties to discuss fair treatment concerns directly with their manager. Other reporting options include any manager, Human Resources representatives, or corporate Associate Relations representatives.
- **Business Integrity Line (BIL)** – This 24-hour hotline is accessible by phone or online and allows associates to report any legal, ethical or integrity concerns, or violations of the Business Conduct Guide, including human trafficking. This reporting channel is available globally to managed hotels and corporate offices. In addition, the Business Ethics mailbox, managed by Marriott's Internal Audit team, also accepts reports of legal, ethical or integrity concerns.
- **Crisis Hotline** – Managed by independent third parties, this 24-hour hotline is available to managed properties for reports of urgent incidents, including human trafficking.
- **Marriott Incident Reporting Application** – This online database program manages accidents and security incidents at managed properties outside of the U.S. Critical incidents, including human trafficking, are flagged for immediate follow-up and are investigated by regional Global Safety and Security representatives.
- **Global Safety and Security** – Marriott managed properties are assigned above-property Global Safety and Security representatives who may be contacted directly to report potential safety and security matters, including human trafficking incidents. Global Safety and Security may conduct investigations, liaise with law enforcement, and provide additional resources the property may need to effectively respond to incidents.
- **Customer Care** – Guests around the world can contact Marriott's Customer Care via phone or email to report any concern, including those pertaining to human rights and human trafficking. Loyalty members can also contact us through the Marriott Bonvoy mobile app.

# TRAINING AND AWARENESS

Marriott's human trafficking awareness training has long been the critical foundation for the company's efforts to combat human trafficking. In 2016, Marriott first introduced a comprehensive training program and has since continued to enhance the training and develop complementary resources to reinforce it. More recently, Marriott has taken steps beyond training and leveraged other resources to contribute to the fight against human trafficking. Marriott's efforts have expanded to include enhanced policy commitments, communications and awareness-raising initiatives, survivor empowerment programs, and other innovations to confront this crime.

**2016** • Marriott launched its original human trafficking awareness training, "Your Role in Preventing Human Trafficking: Recognize the Signs," developed in consultation with ECPAT-USA and Polaris.

**2017** • Marriott mandated human trafficking awareness training for all on-property associates at both managed and franchised properties. The training was the first non-service-oriented training required at this scale, underscoring our commitment to broadly addressing this issue.

Marriott established public sustainability and social impact goals, including several on human rights, to support the United Nations Sustainable Development Goals and make a positive and sustainable impact. For more information, please see Marriott's current [goals](#).

Recognizing the risk of unethical recruitment in the hospitality industry, Marriott updated the company's [Human Rights Policy](#) to address the issue, highlighting our "no fees" recruitment policy and stating that the company will not ask for any money or fees as part of the application process.

**2018** • Marriott signed The Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism. Since 2020, Marriott has been recognized as a Top Member for our efforts to prevent child sexual exploitation in the hospitality industry and integrate child protection practices into all aspects of our business.

As a founding member of the Sustainable Hospitality Alliance, Marriott supported the development and launch of the Alliance's Forced Labor Principles.

Marriott became the first corporate partner of GFEMS to co-develop a hospitality training curriculum for survivors of human trafficking. Recognizing that survivors face many barriers in their search for employment, the curriculum provides trauma-informed training and resources for survivors interested in careers in the hospitality industry.

**2019** • Marriott developed human trafficking awareness posters to reinforce the training for hotel workers and drive further awareness for guests. Marriott partnered with A21, ECPAT-USA, and Polaris to adapt back-of-house posters for front-of-house use, which was the first time a major hotel company embarked on a collaboration focused on building public awareness through public-facing signage and posters.

Marriott updated its [Supplier Guidelines](#) to include human rights criteria and expectations that suppliers prevent unethical recruitment, child labor, forced labor, and human trafficking, including respecting a worker's freedom of movement and not retaining a worker's identity or immigration documents.

**2020** • Marriott donated its original human trafficking awareness training to ECPAT-USA, with support from the AHLA Foundation, to make it available to the entire hospitality industry at no cost.

**2021** • Marriott launched an enhanced version of the training, “Recognize and Respond: Addressing Human Trafficking in the Hospitality Industry,” developed in consultation with Polaris and survivors of human trafficking. The enhanced training features separate learning paths for associates and managers, increased guidance on responding to potential situations of human trafficking, and authentic scenarios to help associates practice decision-making in context.

**2022** • Marriott donated the enhanced version of its human trafficking awareness training to ECPAT-USA, with support from the AHLA Foundation, to make it available to the entire hospitality industry at no cost.

In collaboration with GFEMS, Marriott completed the pilot of the hospitality training curriculum for survivors of human trafficking to support survivors interested in pursuing careers in the hospitality industry.

Marriott joined the Global Business Coalition Against Human Trafficking to work with other leading businesses committed to combating human trafficking and develop resources on survivor empowerment and employment.

Marriott successfully piloted an initiative to block websites with CSAM, included on the Internet Watch Foundation’s URL List, from guest internet network access in hotels.

Recognizing that the risk of exploitation increases in the wake of conflicts, Marriott deployed resources, in forms such as human trafficking awareness posters, guidance for managers, and disaster relief funds for anti-trafficking organizations providing on-the-ground support, to the European region amid the Ukrainian refugee crisis.

### Future in Training (FiT) Hospitality Curriculum

Marriott and GFEMS partnered to develop training and resources for survivors in the hospitality industry, empower survivors to gain market-based skills, and create an accessible new resource for service providers to support survivors. Recognizing that survivors face barriers in finding meaningful employment and the need for additional resources dedicated to employment assistance, Marriott and GFEMS developed this trauma-informed livelihood training, called the Future in Training (FiT) Hospitality Curriculum. The hospitality is positioned to meet a market-based need and offer entry-level opportunities that do not require formal education and experience, a variety of roles with on-the-job training, and opportunities for longer-term career growth.

The curriculum consists of seven modules that provide trauma-informed job-readiness training. While some of the modules focus on hospitality, others teach foundational knowledge and skills that are useful in any industry, such as presentation skills, teamwork, time management, and interviewing. Using their personal knowledge of their clients, local service providers select participants, determine how (i.e., in-person or online) and when (e.g., in a day, over a weekend or seven weeks) to deploy the curriculum, and use the Facilitator’s Guides to deliver sessions. Pre- and post-curriculum and individualized module surveys are administered to participants and facilitators to gather feedback and measure results.

In 2022, the curriculum was piloted by four U.S.-based service providers in: College Park, Maryland; Charlotte, North Carolina; Dallas, Texas; and New York, New York. In total, eleven cohorts supported 64 survivors on their paths towards career development and economic empowerment. Post-curriculum survey responses indicated an increase in knowledge of all module topics, an increase in confidence in skills and abilities, and a 98% satisfaction rate with the pace and content of the curriculum. In 2023, Marriott plans to present results from the pilot to external stakeholders and share the curriculum with additional U.S.-based service providers.



# VOLUNTEERISM

Our human trafficking awareness training and survivor empowerment initiatives have galvanized many associates and properties to volunteer and engage in local efforts. In 2022, more than 28,000 associates volunteered more than 47,000 hours to support Marriott's efforts to welcome all and advance human rights, a core pillar of our Serve 360 sustainability and social impact platform. Some hotels hosted awareness-raising events and fundraisers, provided cash donations and in-kind support to local anti-trafficking organizations, and invited guest speakers to help associates learn more about this important issue.

The Westin Peachtree Plaza, Atlanta (Georgia, U.S.) hosted Hot Chocolate for Hope, a fundraiser created by Safe House Project, which aims to increase survivor identification, provide emergency services and placement to survivors, and ensure every survivor has access to safe housing and holistic care.



The East Italy Business Council hosted Marriott Chairman David Marriott and President and Chief Executive Officer Anthony Capuano as well as members of his executive team in Rome, Italy for a human trafficking awareness event. Attendees signed a pledge to work towards preventing human trafficking and donated household items for a residential facility for survivors.



The Calgary Airport Marriott In-Terminal Hotel and Delta Hotels by Marriott Calgary Airport In-Terminal Hotel (Alberta, Canada) sponsored the Calgary Airport Authority Golf Tournament and donated a stay certificate in support of their partnership with #NotMyCity, a facilitative organization that raises awareness and takes collective action to end and prevent human trafficking and sexual exploitation.



Marriott hotels in Spain and Portugal collaborated with A21 to raise awareness of human trafficking and provide associates with enhanced training and resources. Hotels in Spain organized fundraisers and hosted training sessions where specialists from A21 shared real-world case studies to help associates practice recognizing and responding to potential trafficking situations. The Ivens, Lisbon Marriott Hotel, Sheraton Lisboa, and W Algarve participated in the Walk for Freedom in Cataxo, Portugal, which helps bring global awareness and local action to the fight against human trafficking.



The U.K. South Marriott Business Council, with the support of London Marriott Hotel Marble Arch (London, U.K.) and Marble Arch Business Improvement District, hosted an event for World Day Against Trafficking in Persons. The event was attended by 50 guests, including anti-trafficking professionals, law enforcement, local businesses, and Marriott associates. Metropolitan Police, Westminster City Council, Marriott, and Tamar, a Westminster-based outreach organization, delivered presentations on their efforts and helped raise awareness of human trafficking in the hotel sector.






The Mexico International Reservation Sales & Customer Care Contact Center (Mexico City, Mexico) partnered with Pozo de Vida, a nonprofit organization that combats human trafficking in Mexico and Central America. One of the organization's projects, Nunayú, sells handmade jewelry inspired by the stories of survivors to help raise funds to support survivors and their families. The team invited Nunayú to sell jewelry and other products at the CEC and supported their efforts.



## KEY PERFORMANCE INDICATORS

Marriott plans to continue to enhance our efforts to identify and address human rights issues in our operations and supply chains, and to assess the effectiveness of any responsive actions. The Human Rights Council and other internal governance groups have responsibility for overseeing, reviewing, and providing guidance to management on human rights work, and the Social Impact team develops new initiatives and programs to continue to advance the company's efforts.

Goal	Status	2022 Progress	Planned Next Steps
Have 100% of on-property associates complete human rights training, including on human trafficking, responsible sourcing, and recruitment by 2025.	On Schedule 	<ul style="list-style-type: none"> <li>1,000,000+ associates at managed and franchised properties completed training since 2016.</li> <li>150,000+ associates at managed and franchised properties completed training in 2022.</li> <li>Donated enhanced training to ECPAT-USA.</li> <li>Nearly 850,000 industry workers completed training through ECPAT-USA since 2020.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to develop next generation resources to complement enhanced training.</li> <li>Promote enhanced training to broader hospitality industry.</li> </ul>
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 by 2025.	On Schedule 	<ul style="list-style-type: none"> <li>1,000+ associates worldwide completed procurement training, which includes content on human rights, in 2022.</li> </ul>	<ul style="list-style-type: none"> <li>Launch additional human rights-related training programs, including an updated procurement training with enhanced content on human rights.</li> </ul>
<p>Require all centrally contracted suppliers in the top 10 categories to provide information on product sustainability, inclusive of social and human rights impacts, by 2023.</p> <p>Require all centrally contracted suppliers to provide this information by 2025.</p>	On Schedule 	<ul style="list-style-type: none"> <li>293 manufacturer suppliers in the top 10 categories were engaged and 134 were assessed by EcoVadis in 2022.</li> <li>Suppliers that did not meet minimum assessment scores were given improvement plans.</li> </ul>	<ul style="list-style-type: none"> <li>Review results of assessments and use them to improve performance throughout our supply chains and shape future responsible sourcing efforts.</li> <li>Continue to monitor and request improvement plans from underperforming suppliers.</li> </ul>

## OUR ONGOING EFFORTS

Our purpose and global reach give us real opportunities to make a difference in communities around the world. As we look to focus on 2023, we plan to expand our human trafficking awareness and survivor empowerment efforts, leveraging results from our pilots and scaling our programs regionally and globally. We aim to collaborate with our peers, industry associations, and nonprofit partners to identify innovative ways we can help combat human trafficking. We hope to encourage the broader hospitality industry and business community to join our anti-trafficking efforts and take human trafficking awareness training.

This Statement is jointly submitted by Marriott International, Inc. and the U.K. and Australian entities it owns or controls. We have taken an integrated approach to addressing human trafficking and operate under a common set of governance policies and programs. There has been consultation and collaboration among associates to prepare this Statement, including within the Social Impact, Global Communications, Public Affairs, Human Resources, Legal, Global Operations, Procurement, Sustainability, and Global Safety and Security teams.

This Statement was approved by the Board of Directors of Marriott International, Inc.



Anthony Capuano  
President and Chief Executive Officer



The East Italy Business Council hosted Marriott's Chairman David Marriott and President and Chief Executive Officer Anthony Capuano as well as members of his executive team in Rome, Italy for a human trafficking awareness event. Attendees signed a pledge to work towards preventing human trafficking and donated household items for a residential facility for survivors.