

# 2025

## Sustainability & Social Impact Goals



### Nurture Our World

- ▶ **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%  
 » 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 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**
- ▶ **GOAL: Sustainably source 95% in our Top 10 priority categories by 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, require all contracted suppliers to provide this information  
**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)
- ▶ **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**



**SERVE 360**  
DOING GOOD IN EVERY DIRECTION