

INTRODUCTION

Marriott International (“Marriott”) is committed to responsible business practices and operations, including engaging with vendors and suppliers that are dedicated to similar principles and holding their own suppliers and subcontractors to the same standards and practices. Our suppliers play a vital role in upholding Marriott’s reputation for excellence with guests, associates, business partners, investors, contractors and other important stakeholders. We want to do business with companies that share our values and identify and build relationships with suppliers that follow all applicable laws as well as the spirit and intent of our principles.

Marriott’s Global Procurement Supplier Conduct Guidelines (“Supplier Guidelines”) set forth the principles, standards and guidelines that we expect our suppliers to uphold and that are applicable to all Marriott officers, managers and employees in Marriott’s global operations. As a Marriott supplier it is expected that you and your employees will strive to stay within comparable standards of conduct and will respect the obligations of Marriott associates to adhere to Marriott policies and applicable standards.

Marriott may take steps to assess a supplier’s adherence to these principles, standards and guidelines. Failure to uphold these guidelines and those covered in Marriott’s Principles of Responsible Business could jeopardize the business relationship.

LEGEND



Business Integrity



Gifts and Entertainment



Resource Management



Management System



Protection of Intellectual Property



Global Employment and Human Rights



Waste Management



Animal Welfare



Disclosure of Information



Environmental Impact Reduction



Supplier Diversity



Anti-Corruption



Greenhouse Gas Emissions Reduction



Responsible Sourcing of Materials

BUSINESS CONDUCT AND ETHICS

Marriott adheres to high ethical and legal standards and expects our suppliers to comply with all relevant laws regulating business conduct, including relationships, practices, environmental regulations, sourcing and operations.



Business Integrity

Marriott expects suppliers to engage in fair play and honesty without coercion, conspiracy, bribery, corruption or abuse of economic power. Suppliers shall forbid giving or promising anything of value to a government official or employee, whether to influence that person in his or her official duties or to encourage unlawful conduct.



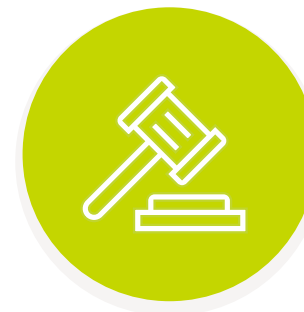
Protection of Intellectual Property

Marriott expects suppliers to safeguard Marriott's assets and reputation by never using Marriott assets for personal gain or in a manner that could create a conflict of interest. Suppliers shall respect intellectual property rights and safeguard Marriott guest and associate information.



Disclosure of Information

Marriott expects suppliers to report all pertinent financial information, product details, and invoices accurately and honestly and document the purpose of transactions.



Anti-Corruption

Marriott is committed to observing the standards of conduct set forth in the U.S. Foreign Corrupt Practices Act ("FCPA") and the anti-corruption and anti-money laundering laws of the countries in which Marriott operates. Suppliers must comply with all applicable anti-corruption and anti-money laundering laws, including the FCPA, as well as laws governing lobbying, gifts, and payments to public officials, political campaign contribution laws, and other related regulations.



Gifts and Entertainment

Marriott expects suppliers will ensure that gifts or entertainment are modest and within Marriott guidelines when interacting with Marriott associates and Marriott contacts.

GLOBAL EMPLOYMENT AND HUMAN RIGHTS

Marriott strives to create an inclusive environment that respects human rights and fosters mutual respect, diversity, inclusion, and equal opportunity for workplace advancement. We expect and encourage our suppliers to uphold the highest standards regarding ethical recruitment, employment and human rights, as guided by the United Nations Universal Declaration of Human Rights and related international covenants.



Anti-Harassment

Marriott expects suppliers to provide a fair and safe workplace that is harassment-free, secure, and that creates a hospitable environment.

Anti-Discrimination

Marriott expects suppliers to promote an inclusive environment that fosters mutual respect, diversity, inclusion and equal opportunity with employees and other stakeholders, including customers and business partners.

Prevention of Forced Labor and Human Trafficking

Marriott expects suppliers to respect an employee's freedom of movement. Suppliers shall support the elimination of all forms of human trafficking and forced, bonded or compulsory labor, as well as the exploitation of children. Suppliers must not retain, destroy, conceal, confiscate or deny an employee access to the employee's identity or immigration documents or personal valuables and belongings.

Prevention of Child Labor

Marriott expects suppliers to 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.

Prevention of Unethical Recruitment

Marriott expects suppliers to not charge recruitment fees as part of the application process or use fraudulent recruitment practices.

Freedom of Association and Collective Bargaining

Marriott encourages suppliers to respect an employee's freedom of association and right to bargain collectively, if desired.

Workplace Conditions

Marriott expects suppliers to provide employees with a safe and healthy working environment that meets applicable legal standards or industry workplace standards. Suppliers must provide employees with accessible and adequate restrooms, potable water, sanitary food preparation, storage and eating facilities.

ENVIRONMENTAL RESPONSIBILITY

Marriott International is committed to reducing environmental impacts by integrating sustainability across our value chain, building and operating sustainable hotels, sourcing responsibly, and mitigating climate-related risk.



Environmental Impact Reduction

Marriott encourages suppliers to surpass environmental regulations where feasible and demonstrate continuous improvement in reducing the environmental impact of operations, products and services across all lifecycle stages. Marriott expects suppliers to mitigate negative impacts, such as deforestation and pollution, affecting biodiversity and ecosystems.



Greenhouse Gas Emissions Reduction

Marriott encourages suppliers to reduce greenhouse gas emissions and contribution to climate change.



Resource Management

Marriott encourages suppliers to address its use of resources to ensure efficient and sustainable processes are in place with respect to water (inclusive of quantity, quality, and risk), raw, processed and non-renewable materials, and energy.



Waste Management

Marriott expects suppliers to safely and properly manage and minimize waste, inclusive of universal, hazardous and e-waste, packaging materials, single-use plastics, and wastewater, by implementing prevention, recycling, re-use, and other waste reduction processes.



Animal Welfare

Marriott is committed to the humane treatment of animals and recognizes that animal welfare is crucial to safe and responsible operations, entertainment and food and product supply chain. Suppliers should recognize their responsibility for the ethical treatment of animals in their care and in the care of their suppliers, employees and contractors. We expect our suppliers, vendors and business partners to comply with local standards and encourage them to surpass, where feasible, international standards on the ethical, humane and legal treatment of animals. Further information can be found in Marriott's Animal Welfare Position Statement.



Responsible Sourcing of Materials

Marriott is committed to the legal and responsible sourcing of its products and services and will not knowingly purchase products made with illegally harvested, produced and/or traded materials. Marriott expects suppliers to source raw and other materials from responsible and legal sources and exercise due diligence on the materials in their supply chain. Seafood-specific information can be found in Marriott's Responsible Seafood Position Statement.



Supplier Diversity

Marriott encourages suppliers to include businesses owned by individuals from historically disadvantaged communities, such as people with disabilities, LGBT people, ethnic minorities, veterans, and women, in the selection process for contracting opportunities, and when possible, to track and report spend with these diverse-owned firms.



Management System

Marriott is committed to upholding the highest standards regarding the social and environmental integrity of our supply chain. Marriott expects that our suppliers implement or maintain, as applicable, management systems that facilitate compliance with all applicable laws, identify and mitigate related operational risks, and undertake continuous improvement as appropriate. Marriott encourages suppliers to inform and/or train relevant staff on the aforementioned subjects and to track and communicate progress regarding these efforts. Marriott encourages suppliers to have a process for timely corrective action of any violations or non-compliance identified and provide its employees with an anonymous complaint mechanism to report workplace grievances.