



July 13, 2018

David A. Rodriguez, Ph.D.
Executive Vice President and
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Danielle McMullan
Business and Human Rights Resource Centre
2-8 Scrutton Street
London EC2A 4RT

Dear Ms. McMullan,

Marriott International is committed to respecting human rights and providing a fair and harassment-free workplace for associates across the globe. As stated in our [Human Rights Policy](#), we uphold and support the elimination of discriminatory practices and workplace harassment. As a management and franchise company, we hold our business partners around the world to similar ethical business standards and human rights compliance defined within our policies.

At Marriott, the safety and wellbeing of our employees is a foremost priority. We do not tolerate sexual harassment in the workplace. We communicate this commitment continually through our senior leaders and have measures in place to prevent, discourage and report all forms of harassment. In the U.S. and territories, we require all associates to complete harassment prevention training which defines harassment, explains the types of harassment, identifies behaviors associated with harassment, and discusses the role of perception in defining harassment. Associates also learn about their responsibility in maintaining a harassment-free workplace and mechanisms for filing complaints.

Marriott strictly prohibits retaliation against associates who report perceived harassment or who file, testify, assist or participate in any manner in any investigation, proceeding or hearing regarding potential harassment. Marriott encourages any associate who believes he or she has been subjected to objectionable conduct to immediately report it to a manager, human resources or the toll-free hotline. If an associate brings such a complaint to the attention of the company, they will not be adversely affected as a result of reporting the harassment. We protect, to the extent possible, the confidentiality of reports of potential violations and provide associates with a variety of resources and channels to report incidents including via phone, email, or online. In response to every complaint, the company conducts an immediate, thorough and objective investigation. More information on our reporting mechanisms can be found in [Marriott's Business Conduct Guide](#).

Additionally, Marriott is taking proactive measures to protect on-property associates from unwanted advances. In the U.S. and territories, Marriott requires that all company owned and managed properties conspicuously display the company's Policy Prohibiting Harassment and Unprofessional Conduct in areas visible to both associates and job seekers. The policy, which is

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included in our Employment Practices poster defines the different forms of harassment and how an associate can report an inappropriate situation. In some U.S. cities, we are piloting new tools to enhance the security and wellbeing of associates, particularly housekeepers. Marriott is currently studying technology to enable hotel associates to press an alarm that will call for help if they feel their personal safety is threatened while at work. We have been field testing a product across different types of use cases – a resort spread over acres, an urban hotel with dozens of floors and a suburban property. We have also been modifying the product based on input from housekeepers and others, who are actively testing these devices. We hope to implement this technology more broadly in the near future.

We will continue to explore effective solutions for our diverse portfolio of hotels, enhance the frequency and content of harassment prevention training and review and update relevant company policies to continue to foster a safe and secure workplace for associates. Marriott appreciates the opportunity to share our efforts to uphold our commitment to a harassment-free workplace for all associates.

Sincerely,

A handwritten signature in cursive script that reads "David Rodriguez". The signature is written in black ink and is positioned above the printed name and title.

David Rodriguez
Executive Vice President and Global Chief Human Resources Officer