

24th February 2018

Mr. Malik Habayeb,
Business and Human Rights Resource Centre
2-8 Scrutton Street, 2nd floor, London EC2A 4RT, United Kingdom

Dear Mr. Malik Habayeb,

We thank you for your recognition of Marriott's commitment to respecting human rights and efforts to prevent human trafficking. As a management and franchise company, we hold our suppliers and contractors around the world to similar ethical business standards and human rights compliance defined within Marriott's Global Supplier Code of Conduct. Please see our Responsible Sourcing Report:

http://www.marriott.com/Multimedia/PDF/CorporateResponsibility/2015_Reports/2015_ResponsibleSourcing.pdf.

We appreciate your email sharing human rights concerns and information about the reported poor treatment of workers by the "Arab Technical Contracting Company" and "United Development Company for Design" companies during the construction of the St. Regis hotel site in Amman, Jordan which was described by the local newspaper, "Ahdath Al Youm." We have no knowledge of these allegations. The "Arab Technical Contracting Company" and "United Development Company for Design" are companies with whom Marriott International does not have a direct relationship nor do we have any direct dealings or influence on the contractors or subcontractors currently working at the St Regis Amman site.

Upon receipt of your email, the Marriott regional team followed-up with the owning company of the hotel and shared the information provided by the Business and Human Rights Resource Centre.

The following actions were taken:

- The owning company of the hotel reached out to the primary contractor, the "Arab Technical Contracting Company," communicating the information provided by the Business and Human Rights Resource Centre
- On February 8th, the "Arab Technical Contracting Company" communicated the information provided by the Business and Human Rights Resource Centre to the "United Development Company for Design" and required them to submit within two days of receipt of the notification the records and reports concerning health and safety for the last eight months, as well as agree to meet with the Safety Manager for the "Arab Technical Contracting Company" to implement a joint audit on the allegations raised
- On February 11th, a joint audit was conducted by the "Arab Technical Contracting Company" and "United Development Company for Design"
- On February 15th, the "United Development Company for Design" provided to the "Arab Technical Contracting Company" employment contracts and all copies of pay slips for workers connected to the building site; the "United Development Company for Design" did not find any violations of HS&E and Labor Law as published by the local newspaper, "Ahdath Al Youm"

Thank you for bringing these concerns to our attention. We hope that we've been able to provide the Business and Human Rights Resource Centre clarity to the specific questions raised.

Sincerely,



David Leman
Chief Human Resources Officer, Middle East & Africa
Marriott International, Inc.