

# Marriott Sustainability Goals by 2025

## Nurture Our World



- ▶ **GOAL: By 2025, contribute 15M hours of volunteer service to support our company priorities and community engagement strategy**  
Children & Youth: 50% of our volunteer hours will serve children and youth, including those at risk and disadvantaged, by developing their skills, employability and supporting their vitality
- ▶ **GOAL: By 2025, 80% of managed hotels will have participated in community service activities**  
By 2025, 50% of franchised hotels will have participated in community service activities
- ▶ **GOAL: By 2025, 50% of all reported volunteer activities will be skills-based**

## Empower Through Opportunity



- ▶ **GOAL: By 2025, invest at least \$35M 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 2023, achieve gender representation parity for global company leadership**

## Sustain Responsible Operations



- ▶ **GOAL: Reduce environmental footprint by 15% | 30%\* | 45% | 50% across the portfolio by 2025 (from a 2016 baseline; for water/carbon/waste/food waste)**  
**Water:** Reduce water intensity by 15%  
**Carbon:** Reduce carbon intensity by 30%\*  
**Waste:** Reduce waste to landfill by 45%. Reduce food waste by 50%  
**Renewable Energy:** Achieve a minimum of 30% renewable electricity 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 2022, LEED certification or equivalent will be incorporated into building design and renovation standards, including select service prototype solutions for high-growth markets  
» By 2022, 100% of all prototypes will be designed for LEED certification  
» By 2025, MI will partner with owners to develop 250 adaptive reuse projects  
**MI's new global HQ will achieve a minimum of LEED Gold certification**
- ▶ **GOAL: Responsibly source 95% in our Top 10 priority categories by 2025**  
**Responsible Sourcing:** By 2025, responsibly source 95%, by spend, of its top 10 categories  
» Top 10 priority categories include: animal proteins (inclusive of beef, eggs, lamb, pork, and poultry), bottled water, cleaning supplies, cocoa, coffee, guest room amenities, paper products, seafood, sugar, textiles  
» Marriott International is committed to sourcing 100% of our eggs (shell, liquid, and egg products) from cage-free sources throughout global operations for all owned, managed and franchised properties by the end of 2025  
**Supplier Requirements/Reviews:**  
» By 2023, require all contracted suppliers in the top 10 categories to provide information on product sustainability, inclusive of social and human rights impacts  
» By 2025, MI will require all centrally-contracted suppliers to provide this information  
**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 Mindclick Sustainability Assessment Program (MSAP) for Marriott
- ▶ **GOAL: By 2022, 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 on-property associates will have completed human rights training, including on human trafficking awareness, responsible sourcing and recruitment policies and practices**  
Scale the training and resources developed by MI and its community partners to the broader industry to create greater awareness, while developing updated trainings and resources to meet evolving needs and emerging trends
- ▶ **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

\* Interim goal pending approval of science-based targets with aim to reach net-zero emissions by no later than 2050



# Sheraton Denver Downtown Hotel Sustainability Initiatives

## BUILDING & CENTRAL PLANT MANAGEMENT

Our building management system (BAS) allows the hotel to program the major mechanical systems that service meeting rooms, public space and back-of-house heating and cooling based on use, as well as, ensure proactive maintenance of all hotel machinery, including our three high-pressure steam boilers and three chillers. During the winter months, we switch over to full building “free cooling” including water and airside economizing allowing us to turn our chillers completely off. This results in a massive reduction in our overall energy intensity and allows us to perform a full preventive maintenance—all of which ensure that energy use is optimized throughout the property.

## WATER EFFICIENCY

Water-conserving fixtures are utilized throughout the hotel (guest room, public space, and back-of-house). These include: low-flow toilets, faucets, showerheads, and rinse stations—many with automatic sensors.

## ENERGY EFFICIENT LIGHTING

The use of LED and traditional fluorescent lighting throughout the hotel’s interior (guest room, meeting room, and back-of-house) and exterior reduce electrical consumption. These bulbs produce less heat, lowering the cooling load of the hotel, and last longer than standard incandescent bulbs creating less waste.

## WASTE MINIMIZATION:

**Single-Use Plastic:** We have installed water stations throughout the property providing guests with an ecofriendly way to stay hydrated, reducing the need for single-use plastic bottles.

**Waste Management:** We partner with Waste Management using their single-stream system to ensure that all paper fibers, plastics, metals, and other recyclables are processed at their plant. We have an onsite cardboard baler that separates, flattens, and compresses cardboard before sending it to their recycle plant.

We practice the safe disposal of computer equipment, cell phones, monitors, chemical waste, paint waste, batteries and always review options for the proper disposal of other potentially toxic materials as needed.

## FOOD & BEVERAGE

**Leanpath Program:** With the use of scales, we measure all overproduced, expired, mis-ordered and spoiled items from both meeting and public spaces. We review this information daily and are able to identify food waste prevention opportunities and minimize food waste.

**Liquid Food Composter (LFC):** We use an onsite composter in which micro-organisms break down biodegradable material in the presence of oxygen. The environment of the LFC accelerates the digestion of most food products and bio-plastics within 24 hours. The byproduct of this process is gray water that can be used for fertilizer or safely washed down the drain. This composting method prevents CO2 emissions from landfills and the transportation used to get waste to the landfills.

## ENERGIZE DENVER

We are working directly with the Denver Office of Climate Action, Sustainability and Resiliency (CASR) to reduce our building total Energy Use Intensity (EUI) by 2030. As the largest hotel in Denver, we always creating projects that are directly in line with their goals to make Denver net zero energy by 2040.

## MARRIOTT’S GOALS

- Dramatically reduce our environmental footprint by 2025
- Zero greenhouse gas emissions by no later than 2050
- Reduce food waste to landfill by 50% by 2025