

SUSTAINABILITY POLICY

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PURPOSE

At Bangkok Marriott Marquis Queen’s Park, we recognize that Marriott's profitability and business interests are closely related to the strength of the communities we serve. We embrace our responsibilities for ethical business conduct and environmental, social and economic stewardship and are committed to integrating these practices, as well as sustainability principles into our core business strategy.

This policy provides guidelines and requirements for evaluating sustainability considerations, supporting non-profit organizations and similar charitable efforts, and ensuring that associates consider social and environmental responsibility as factors in their decision making. It establishes a common interpretation of what Sustainable Business Conduct encompasses within Bangkok Marriott Marquis Queen’s Park’s operations, future conduct and goal setting.

We attempt to become a leader in the area of sustainable business conduct within Thailand and within the Marriott brand. With a high degree of transparency, we aim to forge a path for other companies to follow.

SUSTAINABILITY DEFINITION

Sustainability is defined as:

“Meeting the needs of the present without compromising the ability of future generations to meet their own needs.” (Brundtland Report, 1987)

This widely accepted definition pertains to decisions that impact the future economy, environment or society. These impacts have greater, further and wider reaching effects compared to past or traditional “green” approaches such as considerations for fair labor practices, ethical business practices, utilization of local businesses and so forth.

At Bangkok Marriott Marquis Queen’s Park, we believe that moving towards sustainable business conduct is an ongoing effort that is at no point complete. We strive towards constant improvement and welcome new initiatives and approaches to an ever more circular economy.

Guided by our 2025 Sustainability and Social Impact Goals, as well as the United Nations Sustainable Development Goals, we commit to creating a positive and sustainable impact wherever we do business, as outlined in Marriott International’s Serve 360 priorities.

SERVE 360 PRIORITIES

NURTURE OUR WORLD

- o Support the vitality of children
 - * Children & Youth: 50% of volunteer hours will serve youth, including those at risk and disadvantaged, by developing their skills, employability and supporting their vitality.
- o Deliver aid and support to communities, especially in times of need
 - * By 2025, we will have contributed 15 million hours of volunteer service to support our company priorities and community engagement strategy.
 - * By 2025, 80% of our managed hotels will have participated in community service activities.
 - * By 2025, 50% of our franchised hotels will have participated in community service activities.
 - * By 2025, 50% of all reported volunteer activities will be skills-based.
- o Advance the sustainability of our communities by investing in their natural resources

SUSTAIN RESPONSIBLE OPERATIONS

- o Reduce environmental impacts
 - * Reduce 15% of our water intensity, 30% of our carbon intensity, 45% of our waste to landfill, and 50% of our food waste across the portfolio by 2025.
 - * Water
- o By 2025, Marriott International will reduce its water intensity by 15% (from a 2016 baseline).
 - * Carbon
- o By 2025, Marriott International reduce its carbon intensity by 30% (from a 2016 baseline).
 - * Waste
- o By 2025, Marriott International will reduce its waste to landfill by 45% and food waste by 50% (from a 2016 baseline).
 - * Renewable Energy
- o Build & operate sustainable hotels
 - * 100% of Marriott International hotels will have a sustainability certification, and 650 hotels will pursue LEED certification or equivalent by 2025.
- o Source responsibly
 - * Cage-free eggs
 - * Chefs & farmers
 - * Hotel kitchen gardens
 - * Responsible seafood
- o Mitigate climate-related risk

EMPOWER THROUGH OPPORTUNITY

- o Form partnerships to ensure workplace readiness and provide access to opportunities throughout our business, including our supply chain
- o Focus on diverse populations, youth, women, people with disabilities, veterans and refugees

WELCOME ALL AND ADVANCE HUMAN RIGHTS

- o Promote peace, cultural understanding and the freedom to travel
- o Foster an inclusive environment for all
- o Work to end human trafficking
- o Hold our business partners accountable

SUSTAINABLE PROCUREMENT

It is the policy of Marriott International to purchase only from qualified vendors capable of meeting our needs and standards in conformity with applicable laws, regulations contracts and safety. We encourage competition among our suppliers and actively seek new ideas, suggestions and creative solutions that will enable us to reduce our costs and provide the company, our clients and customers the highest standards of quality and value in the goods and services we purchase. We also seek to maximize economic leverage by coordinating purchases of similar products where possible.

In addition to the company's purchasing policies, Bangkok Marriott Marquis Queen's Park implements a policy of sustainable purchasing, recognizing the following principles:

- * Purchasing activities have a fundamental role in minimizing environmental impact and managing risks.
- * Investment decisions delivered through the purchasing process must establish resilient infrastructure and supply chains to both mitigate and adapt to climate change.
- * Economic, environmental and social objectives in purchasing activities cannot be viewed in isolation.

RESPONSIBILITIES OF PROCUREMENT SERVICES

Bangkok Marriott Marquis Queen's Park is committed to actions designed to conserve and protect the environment and will continue to implement those actions whenever possible and economically feasible. In practice, the objective is to purchase products that have reduced environmental impact because of the way they are made, transported, stored, packed, used and disposed.

It is the responsibility of Procurement Services, in conjunction with all concerned departments, to promote the development and use of environmentally and socially acceptable products and services through the following activities:

- A. Purchasing Services shall define environmental certifications that are acceptable and purchase products and services that meet these certifications (e.g. Organic, Energy Star, EPEAT, etc.) and integrate environmental factors into the company's buying decisions where certifications have not been defined.
- B. Developing tools to determine appropriate metrics and provide ongoing reporting; assist in identifying and financially justifying green products and services, make it easier to measure achievement of goals, and integrate sustainable purchasing into everyday decisions.
- C. Purchasing Services will carry out an environmental assessment to identify target product and service areas (major suppliers) and identify areas of opportunity for each.
- D. Consulting with all user departments to identify new environmentally friendly products and services as well as improvements/changes in industry standards that may impact the environment.
- E. Purchasing from suppliers that provide environmentally preferable products and services or suppliers that are environmentally sensitive in their daily operations.
- F. Seeking new suppliers and encouraging existing suppliers to review the manner in which their goods are packaged. Working with suppliers in the areas of reduction and reuse of packaging materials.
- G. Reviewing contracts, bids and specifications for goods and services to ensure that, whenever possible and economical, they are amended to provide for the expanded use of products and services that contain the maximum level of post-consumer reusable or recyclable waste / or recyclable content, without significantly affecting the intended use of the product or service.
- H. Using cost/benefit analysis to arrive at the correct sourcing decision; one that remains economically practical, reflects effective purchasing practices and satisfies the requirements of the user department.

- I. Making suppliers aware of Bangkok Marriott Marquis Queen's Park's Sustainability Policy and monitoring critical suppliers on an ongoing basis with regard to their environmental policies and practices.
- J. Utilizing the Sustainable Purchasing checklist below for use in unclear purchasing decisions.
- K. Ongoing evaluation of the efforts the department has made to help protect and preserve the environment and what the future goals are for the coming year.
- L. Liaising with sister properties and above property purchasing groups to facilitate Marriott International's global sustainability goals.
- M. Defining procedures regarding exemptions from or non-compliance with the Sustainable Purchasing Policy.
- N. Supporting local and diverse businesses (minority-, female-, or veteran-owned, etc.) as per MIP-42 (see in reference below)
- O. Making every effort to secure contracts with suppliers that are environmentally and socially conscientious whenever practicable. Examination of supplier's labor/working conditions and environmental practices are to be part of the evaluation on supplier visits and have to be evaluated when negotiating long term supply contracts:

SUSTAINABLE PURCHASING CHECKLIST

When determining whether a product is environmentally preferable, the following standards should be considered:

- * Available locally
- * Bio-based
- * Biodegradable
- * Carcinogen-free
- * No added trans-fats
- * Chlorofluorocarbon (CFC) free
- * Compostable
- * Durable, reusable or refillable
- * Energy and water efficient
- * Heavy metal free (i.e. no lead, mercury, cadmium)
- * Low toxicity
- * Low volatile organic compound (VOC) content
- * Made from renewable products
- * Persistent, bio-accumulative toxin (PBT) free
- * Post-consumer content
- * Recycled content/recyclable
- * Reduced greenhouse gas emissions
- * Reduced packaging
- * Refurbished/refurbishable
- * Highly energy efficient in production and use
- * Manufactured by suppliers with good environmental and social sustainability track records
- * Causing minimal or no environmental damage during use or maintenance
- * Replacing disposables with reusable or recyclable options
- * Taking into account life cycle costs and benefits
- * Shipped with minimal packaging, preferably made of recycled products

PRIOR TO PURCHASING A PRODUCT OR SERVICE, CONSIDER THE FOLLOWING:

- * Is the product really needed?
- * Is the product size/magnitude necessary?

- * Are all the features of the product necessary? Can any features be eliminated, is there a suitable alternative that is less harmful to the environment and safe to use?
- * Is the product designed to be durable/long lasting?
- * Are recycled materials used to make the product?
- * Was the product produced locally? How far did it travel from where it was manufactured and where it is being used?
- * Does the product contain any banned or restricted substances?
- * Does the product contain any exotic/endangered materials? If wood is used in the product, what is the source and how is it harvested? Is the product manufactured from tropical rainforest wood? Is there a certificate available to guarantee this wood was traded legally?
- * Is the product reusable, compostable, or recyclable following use?
- * Does the product require special disposal considerations?
- * Is the product energy efficient?
- * Is the product designed for easy maintenance and repair?
- * Are replacement parts made from recycled materials and are they reusable or recyclable?
- * Are the products designed to reduce consumption and minimize waste?
- * Is the product packaging minimal, made from recycled materials, and recyclable or reusable?

When contacting suppliers, ask the following questions:

(1) Waste reduction:

Is the product durable? Can it be easily and economically serviced and maintained? Is the product designed to reduce consumption and minimize waste? Is the product reusable? Is the product technically and economically recyclable in the immediate area? Do facilities and internal collection systems exist to recycle the product? Can the product be returned to the supplier at the end of its useful life? Is the product compostable and are systems in place to compost the product on or off-site? Will the product biodegrade over time into harmless elements?

(2) Packaging:

Is the packaging necessary? Can it be eliminated? Is minimal packaging used? Is the product packaged in bulk? Is the packaging reusable or recyclable? Are recycled materials used to produce the packaging and at what percent post-consumer waste? Can the packaging be returned to the supplier? Is the packaging compostable?

(3) Material source:

Are recycled materials used in the product? If so, what percentage? What percentage of post-consumer materials is used? If wood is used in the product, what is its source and how is it harvested? Is the product manufactured from tropical rainforest wood? Is certification and origin documents for the wood on hand?

(4) Energy efficiency:

Is the product energy efficient compared to competitive products? Can the product be recharged? Can the product run on renewable fuels? Does the product require less energy to manufacture than competing products?

(5) Supplier environmental record:

Is the company producing the product in compliance with all environmental laws and regulations? What is the company's record in handling environmental and safety issues? Can the company verify all environmental claims? Does the manufacturer/supplier have a company environmental policy statement? What programs are in place/planned for promoting resource efficiency? Are printed materials available documenting these programs? Has the company conducted an environmental or waste audit? Is the product supplier equipped to bid and bill electronically? Has an environmental life-cycle analysis of the product (and its packaging) been conducted by a certified testing organization, such as Green Seal? Does the supplier have a history of engaging in fair and ethical labor and business practices?

SUPPLIER DIVERSITY

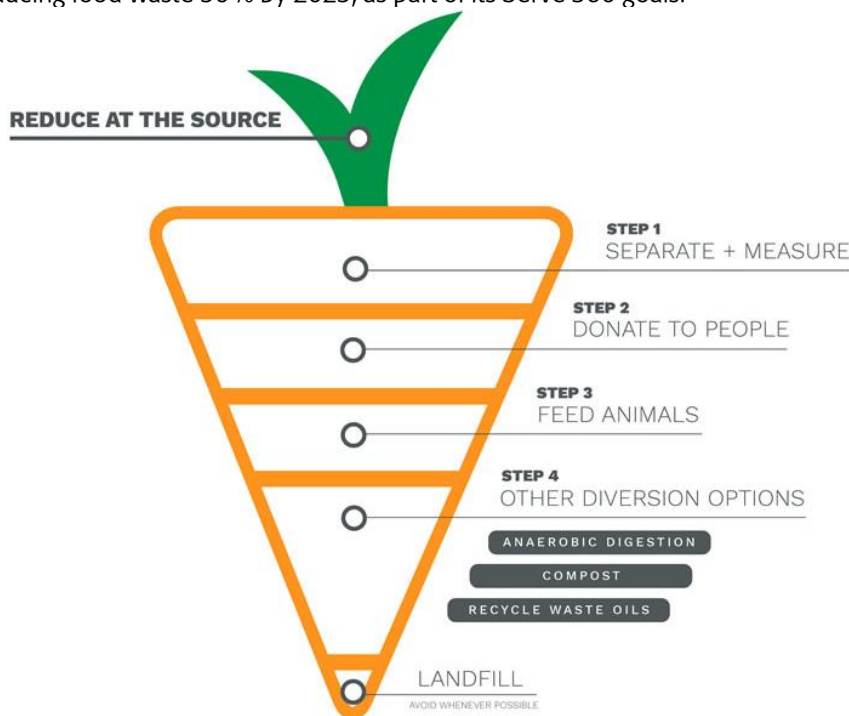
It is the policy of Marriott International to identify and utilize women, lesbian/gay/bisexual/transgender (LGBT), minorities, service veterans, service-disabled veterans and disabled-owned suppliers (diverse suppliers) who can provide high quality, competitive goods and services required for our operations.

The company's objective is to ensure these businesses receive the opportunity to meet our needs. The company has systems and practices that enable qualified diverse suppliers to receive appropriate consideration during the qualification, proposal, and award processes, as well as the monitoring of utilization of First Tier and Second Tier suppliers. Second Tier purchasing is the process through which a First Tier (or prime) supplier utilizes a diverse supplier (second tier) either directly or indirectly. The purpose of the Second Tier structure is to encourage that a certain portion of First Tier vendor purchases be supplied by diverse-owned suppliers.

The company's goal is to spend a certain portion of total purchases with diverse-owned suppliers as First Tier, and have prime suppliers support the company's supplier diversity program by also utilizing diverse-owned suppliers and reporting results back to the company on a quarterly basis.

REDUCE FOOD WASTE

Food waste is excess food such as surplus buffet food, leftover plated food and food scraps from meal preparation that is not consumed or otherwise diverted from landfills. Food waste reduction refers to the various methods to prevent food from entering the waste stream. Marriott International has committed to reducing food waste 50% by 2025, as part of its Serve 360 goals.



In order to reach this ambitious goal, Bangkok Marriott Marquis Queen's Park is committed to creating a food waste conscious environment within its food operations. Thus, Goji Kitchen + Bar will partake in the PLEDGE on Food Waste certification. Following the onsite implementation of our Food Waste Prevention Initiative, we acknowledge food waste generating issues within our operations.

KEY FOCUS AREAS TO REDUCE FOOD WASTE:

- o Customer plate waste and customer education
- o Further associate knowledge and dedication through training
- o Supply chain management and reducing at the source
- o Better forecasting of guest numbers and guest mix for a more tailored food production

o Smart initiatives of re-purposing waste

Bangkok Marriott Marquis Queen's Park genuinely commits to preventing food waste by complying with the following nine points:

1. This Sustainability Policy is drafted, signed by top executives, distributed to stakeholders, and is displayed on site;
2. A permanent Food Waste Monitoring System is instigated;
3. Basic KPIs are used to track the impact of the program;
4. The Food Lovers' Committee holds regular meetings to establish new approaches aimed at reducing food waste;
5. Employees undergo regular training on how to creatively cut food waste;
6. Internal and external communication is used to maintain strong momentum;
7. Conduct regular campaigns to raise staff awareness;
8. Adopt techniques for redistribution and/or transformation of food leftovers;
9. Food waste is reduced at the source by preparing food in accordance with guest demand/cover count, menu-matching to cross-utilize ingredients and reducing serving sizes based on quantity of food ordered.

MANAGING WASTE DEFINITIONS

Below you will find definitions from the Better World module, Managing Waste, as well as additional definitions to assist you in understanding all things waste:

Composting: the biological decomposition of organic materials such as food waste, leaves, grass clippings, brush etc. to be used as a land fertilizer

Incineration: the process of burning waste as the means of disposal (with or without the recovery of energy)

Landfill: a waste disposal site where waste is deposited into the ground

Landfill Diversion: the practice of redirecting waste away from depositing it in landfills

Materials Recovery Facility: a facility designed to recover resources during the treatment of waste

Recycle: re-processing a waste material to manufacture a new product:

- o Multi-stream: each material for recycling (i.e. plastic, glass, paper, aluminum) is sorted and kept separate from each other during the disposal process
- o Single-stream (commingled): all items for recycling are disposed of in a designated recycling bin

Reduce: minimizing waste generation by reducing the purchase and use of products that might otherwise become waste

Resource Recovery: any activity to recover resources (including energy) from waste

Reuse: using an object, material or product again, either for the same purpose or a different purpose, without significantly altering its physical form

Waste: objects or materials for which no use or reuse is intended

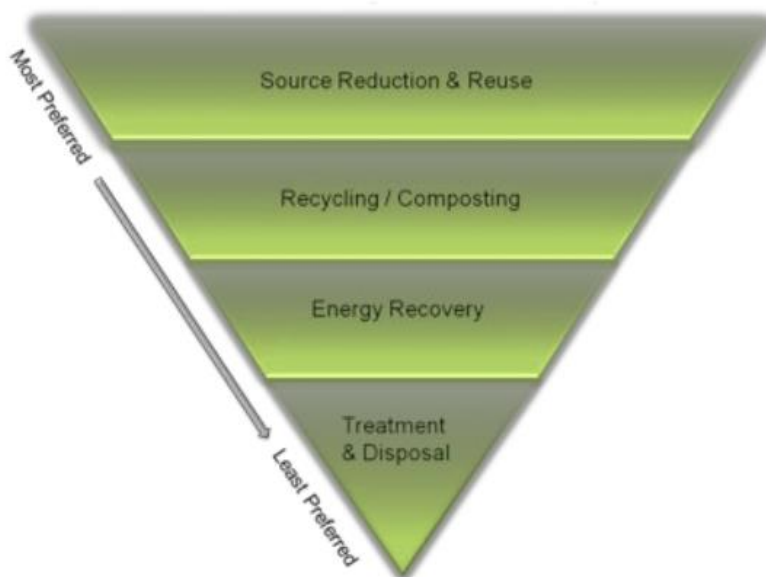
o **Biodegradable:** able to decompose/be broken down by a biological process

o **Construction and demolition waste:** waste building materials from construction, remodeling, repair, renovation and demolition (i.e. concrete, asphalt, bricks, plaster, carpet, carpet padding, etc.)

o **Disposables:** any items, including consumer products, packaging, etc., designed to be used once or a few times and then discarded

- o **Electronic waste (E-waste):** consumer and/or business electronic equipment that is near or at the end of its useful life (i.e. computers, telephones, radios, calculators, etc.)
 - o **Hazardous waste:** solid waste that is toxic, reactive, poisonous, flammable, explosive or corrosive
 - o **Inert:** not chemically or biologically reactive and therefore will not decompose
 - o **Liquid waste:** fluids such as wastewater, fats, oils, grease, used oil
 - o **Municipal waste:** waste items from household (i.e. private residences), commercial (i.e. restaurants, stores, hotels, etc.) and institutional (i.e. schools, hospitals, etc.) sources
 - o **Solid waste:** non-liquid, non-soluble materials, garbage, dry sewage sludge, agricultural refuse, demolition wastes, mining residues, liquids/gases in containers
- Waste management:** actions taken to more efficiently handle waste and our limited resources to minimize overall environmental, social, and economic impact
- o **Integrated:** managing waste throughout the waste process by utilizing multiple techniques based on the waste management hierarchy including but not limited to waste prevention, reduction, reuse, recycling, composting, landfill disposal, etc.
 - o **Multi-stream:** waste must be disposed of in a separate bin from materials that will be recycled
 - o **Single-stream:** all waste and recycling materials are disposed of in the same bin and separated off-site by the waste management/recycling facility/company

Waste management hierarchy:



Waste minimization: any action to reduce, eliminate and/or recycle waste

Waste prevention: any action that prevents the generation of waste

REFERENCES

Marriott International Policy – Ethical Conduct (MIP-01)
<https://mgsccloud.marriott.com/standards?id=1804>

Marriott International Policy - Contributions, Community Engagement and Guidelines on Codes of Conduct Related to Charities (MIP-18)

<https://financeadmin.lehigh.edu/sites/financeadmin.lehigh.edu/files/offices/ubs/purchasing/docs/Sustainable%20Purchasing%20Policy.pdf>

Marriott International Policy - Supplier Diversity (MIP-42)

<https://mgscloud.marriott.com/standards?id=1861>

Marriott International Food Donation Guidelines

<https://mgscloud.marriott.com/mgs/marrdocs/mgs/common/businessresources/sustainability/mesh/wastemanagement/fooddonationguidelines.pdf>

Marriott International Policy – Centralized Procurement Services (MIP-20)

<https://mgscloud.marriott.com/standards?id=1839>

Sustainable Straw Use (OPS-FNB-152)

<https://mgscloud.marriott.com/standards?id=5210>

Marriott International – Definitions on managing waste

<https://mgscloud.marriott.com/mgs/marrdocs/mgs/common/businessresources/sustainability/mesh/wastemanagement/managingwastedefinitions.pdf>