

Abbe Horswill

Director, Human Rights and Social Impact



27 May 2022

Isobel Archer, Gulf Programme Manager
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Business and Human Rights Resource Centre

Via email: archer@business-humanrights.org; ali@business-humanrights.org

To whom it may concern:

Thank you for your email to Marriott International dated 9 May 2022, regarding fair recruitment for migrant workers in advance of the 2022 World Cup. We have also been closely monitoring the situation and continuing to support ethical recruitment and other human rights efforts.

As stated in our [Human Rights Policy](#), Marriott International acknowledges and respects the principles contained in the United Nations Universal Declaration of Human Rights. We are committed to conducting our business in a manner consistent with these principles and the United Nations Guiding Principles on Business and Human Rights and to respecting human rights.

Marriott has a “no fees” recruitment policy and does not ask applicants for any money or fees as part of the recruitment process. As stated in our [Supplier Guidelines](#), Marriott also expects suppliers to not charge recruitment fees, not use fraudulent recruitment practices, and respect workers’ freedom of movement. In addition, we have been working collaboratively with the International Organization for Migration (IOM) and the Sustainable Hospitality Alliance on a [multi-year initiative](#) to promote ethical recruitment in the hotel and tourism industry, including participating in extensive pilot training sessions, developing training resources for internal and external stakeholders, and establishing ethical recruitment standards for the industry.

We appreciate you raising awareness of this important matter. We ask that you please confirm that you will acknowledge this response within your report and upload this letter in its entirety to the searchable online database. We are committed to providing a safe, healthy, and fair working environment for associates. Thank you again for your outreach and the opportunity to respond.

Sincerely,

A handwritten signature in blue ink, appearing to read "Abbe Horswill".

Abbe Horswill