



Grow



Thrive



Care



Corporate Social Responsibility Report 2016

#theMVWay

Our Culture of Fun. Our Spirit to Serve. Our Way.

To Our Valued Stakeholders

WE ARE PLEASED TO SHARE OUR 2016 MARRIOTT VACATIONS WORLDWIDE CORPORATE SOCIAL RESPONSIBILITY REPORT WITH YOU.

We are truly proud to be recognized as a global leader in the vacation ownership industry. We also take pride in being regarded for our high level of performance and service, our successful financial results and our history of innovation. Although we are inspired by our accomplishments and successes as a public company, we are even more driven by the set of core values that defines us.



Bill Shaw and Steve Weisz

Our associates are the source of our greatness, and their training, expertise and enthusiasm are what drive great guest satisfaction. In 2016, Aon recognized Marriott Vacations Worldwide as a Best Employer in the United States, Australia, Aruba, France, Ireland, Spain, Thailand, the United Arab Emirates and the United Kingdom.

In addition to our impressive associate engagement, we focus on helping our associates, Owners and guests live healthy and fulfilling lives with over 150 wellness events held across the company annually. Marriott Vacation Club's resorts offer our clubTHRIVE program as a way for our Owners and guests to have healthy and uplifting options while vacationing, benefiting both their mental and physical well-being. The clubTHRIVE program has been a tremendous success and is featured at many of our Marriott Vacation Club resorts.

Marriott Vacations Worldwide also believes in caring for the communities in which we live and work. Our associates are dedicated to the "Spirit to Serve" and completed over 10,000 community service hours last year to support organizations in their local communities. In November, Marriott Vacations Worldwide's annual Harvest for Hunger global food drive resulted in over 62,000 pounds of food items donated to food banks worldwide and far surpassing our company goal. We marvel at the commitment that our associates have for helping others.

Since 1984, Marriott Vacations Worldwide has been a passionate supporter of Children's Miracle Network Hospitals and leads numerous fundraising campaigns benefiting local children's hospitals. Our company also supports the On Course Foundation that provides rehabilitation and vocational opportunities to wounded military persons through golf, and the Clean the World Foundation that recycles soap products to improve hygiene and reduce diseases around the world.

Our company's green initiatives and our partnership with Audubon International have shown great results in conservation and we are committed to sustaining our environment through responsible initiatives and innovative resort management.

We offer our sincere appreciation to all of those who have helped drive our core values and make Marriott Vacations Worldwide a company where we serve with passion, purpose and pride.

Bill Shaw, Chairman of the Board

Steve Weisz, President & CEO

BY THE NUMBERS

2016



Our associates performed

10,362
COMMUNITY SERVICE HOURS



Awarded with the
2016 ACE
Employer Award
from the American Resort
Development Association



We collected

62,000+
POUNDS OF FOOD

\$292,500
in corporate
donations



\$356,200
in-kind donations



We donated

12,106
POUNDS OF SOAP

to Clean the World
Foundation

Nearly **11,000 associates** worldwide



Male: 45%*



Female: 55%*

11,000+ hours

Associate Development



175 associate
wellness
events

"Gold Stevie"

Award Winner for
**Company of
the Year**

Hospitality & Leisure Category

85%
Associate
Engagement Score

7 POINTS ABOVE
the Aon Global
Best Global Employer
Benchmark of 78%



91%
Guest
Satisfaction
Score

*U.S. locations only

**NAMED AS A MULTI-COUNTRY WINNER
BY AON**

in Australia, Aruba, France, Ireland, Spain, Thailand, the United Arab Emirates,
the United Kingdom and the United States



\$1,178,309
raised for **Children's Miracle Network Hospitals**

About Us

Before opening our first resort on Hilton Head Island, South Carolina in 1984, Marriott Vacations Worldwide carefully evaluated the timeshare industry and identified opportunities that could enhance the overall vacation ownership experience. Since then, the company has earned its position as a leader and innovator in vacation ownership products. In keeping with our company's more than 30-year history of innovation, a new points-based program was introduced in 2010, providing Owners unparalleled flexibility in their vacation experiences. Marriott Vacations Worldwide remains committed to providing exceptional service, and the constant evolution of its products is what keeps Owner and Member families coming back generation after generation.

In late 2011, Marriott Vacations Worldwide was established as a separate, public company from Marriott International, Inc. Focusing primarily on vacation ownership experiences, our company preserves high standards of excellence in serving its customers, investors and associates while maintaining a strong relationship with Marriott International.



As a recognized industry leader, Marriott Vacations Worldwide continues to set the same high standards that made Marriott International the most admired hospitality company in the world.

At Marriott Vacations Worldwide, one of our core values is to “always do the right thing.” We feel it is our responsibility to better the community and the lives of those around us. Our social responsibility commitment blends corporate financial contributions with in-kind donations and the volunteer service of our associates around the world. We embrace Marriott’s “Spirit to Serve” and The Ritz-Carlton’s “Community Footprints” philosophies to promote partnerships and initiatives that contribute to strengthening the communities in which we operate.



Our Brands



Marriott Vacation Club® is a global leader in vacation ownership with a diverse portfolio of more than 55 resorts and more than 12,300 timeshare villas and other accommodations throughout the U.S., Caribbean, Europe and Asia. Marriott Vacation Club is an upscale vacation ownership program that provides Owners and their families with the flexibility to enjoy high-quality vacation experiences. For more information, please visit: www.marriottvacationclub.com and www.marriottvacationclub.com/mvcpulse. For nightly rentals, visit www.marriott.com.

Find us on:       



THE RITZ-CARLTON DESTINATION CLUB

The Ritz-Carlton Destination Club® is a vacation ownership program that provides luxurious vacation experiences for Members and their families commensurate with the legacy of The Ritz-Carlton brand. The Ritz-Carlton Destination Club resorts include luxury villas and resort amenities that offer inspirational vacation lifestyles tailored to each Member's needs and expectations. For more information, please visit: www.ritzcarltondestinationclub.com.

Find us on:  



Grand Residences by Marriott™ provides innovative vacation ownership options through fractional real estate and whole ownership offerings. Grand Residences by Marriott is dedicated to providing carefree property ownership through Marriott management expertise. For more information, please visit: www.grandresidenceclub.com.



#theMVWay

Our culture is the source of our greatness. We think of ourselves as a global family with unique values. Caring relationships, empowerment, courage, a profound devotion to our mission, a tireless commitment to achieving success – all of these strengths, and more, are echoed in the values that define Marriott Vacations Worldwide.



GROW: We recognize the value of our associates and honor them as the most important asset to the company by promoting personal and professional growth at all levels. We foster a culture of innovation by providing associates with an opportunity to respectfully exchange ideas related to the business.



THRIVE: We contribute to the greater well-being of our associates through education and fun programs while celebrating our company's spirit, pride and unity.



CARE: We continuously strengthen our commitment to the community and the sustainability of our planet by inspiring our associates to give their time and talents to serve those in need.

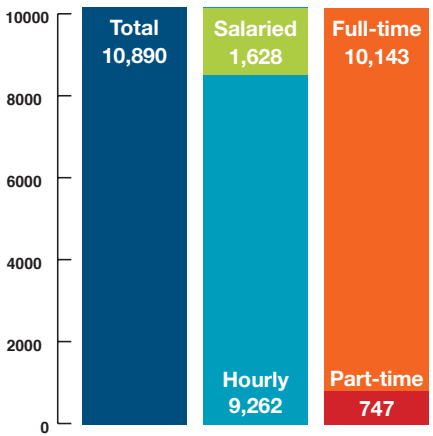


Grow

Our company's most fundamental value is J. Willard Marriott's belief that to be a truly successful business, you must first take care of your associates. Over the past 30 years, we have achieved many significant milestones, but none as important as the growth of our community of associates. Our business is unique, and each associate has an opportunity to make a difference in the lives of colleagues, Owners, Members and guests every day. Knowing this, we are committed to the development, empowerment and well-being of all of our associates globally. Our company's diverse culture provides an environment where associates are respected, valued and encouraged to reach their full potential.



Associates by Numbers - 2016



Male: 45%*



Female: 55%*



91%
2016 Guest
Satisfaction Score



85%
2016 Associate
Engagement Score



In 2016,
managers completed
11,000+ hours of
leadership development

"We as a company understand the value of diversity and creativity within our workforce; we focus on the growth of our associates and believe our culture is the source of our greatness."

*U.S. locations only

Talent Acquisition

Our mission is to deliver unforgettable experiences that make vacation dreams come true.

Marriott Vacations Worldwide realizes that talent drives our future and our robust college recruiting program allows us to locate top talent from some of the best schools around the country for the opportunity to join the company through our internships and Management Development Program. Internships offer a combination of on-the job training and an introduction to Marriott Vacation's Worldwide's culture and values. Our Management Development Program offers an immersion into the operations of one of our resorts for six to 12 months.



We value social media and leverage its reach to advertise our job opportunities and encourage our associates to do the same. Our Facebook, LinkedIn and Twitter pages continue to grow and we are exploring other social media channels to help promote careers at Marriott Vacations Worldwide.



It includes an extensive training program and opportunities to network with senior leaders. Upon completion of the program, successful participants are placed in management positions within the company.

Finally, Marriott Vacations Worldwide continues to look for talent internally, and the tenure of many of our top leaders and executives is a testament to the company's strategy of promoting from within. In 2016, 29% of our placements were to internal promotions. Working for Marriott Vacations Worldwide is not just a job, it can be a lifelong career that will take candidates places they have never dreamed of going.



2016 Internship and Management Development Programs

Number of Schools Visited	25
Intern Hires (U.S.)	203
Management Development Program Hires (U.S.) (53% Former Interns)	19
Intern Hires (Non U.S.)	38

Intern Survey Results

- 95% of interns would recommend the internship program
- 91% of interns are interested in joining our company as part of the Management Development Program

Associate Engagement

Our associates' well-being is our deepest and most enduring value. From our work/life balance program to our ongoing associate-focused events, our company is committed to helping our associates live healthy, happy and fulfilling lives, which is why our annual Engagement Survey is a critical piece of our retention strategy. We are proud to report that in 2016, we had a **97% participation rate and an overall engagement score of 85%**, which was seven points above the Aon Global Best Employer Benchmark of 78%. Although our scores are exceptional, we are always looking for ways to improve and ensure our associates' voices will continue to be heard.

At Marriott Vacations Worldwide, we understand that our associates are truly the foundation of our company and that our culture drives guest satisfaction. Amazing locations and impressive accommodations aside, it all comes down to an associate – where training, experience and enthusiasm come together. Our philosophy that associates come first has led to impressive satisfaction scores from Owners, Members and guests.



Named as a Multi-Country Winner in the 2016 Aon Best Employers Program – In the countries of Aruba, Australia, France, Ireland, Spain, Thailand, the United Arab Emirates, the United Kingdom and the United States.



"Gold Stevie" Award Winner for Company of the Year – Hospitality & Leisure Category

Associate Appreciation Week

Marriott Vacations Worldwide celebrates a full week each year dedicated to the appreciation of our associates globally.

"A little more than 20 years ago, we created Associate Appreciation Week for a specific purpose—to provide each of us the opportunity to stop for a few moments to think about who and what we appreciate throughout the company, and to celebrate them."

– Steve Weisz, President and CEO



Associate Development

In 2013, Marriott Vacations Worldwide made a determined and decisive commitment to learning with the creation of the Global Learning and Performance Team. The Global Learning and Performance Team is dedicated to well-conceived and consistent development programs and resources for all our associates. For them, learning plays a critical role—to ensure our company is a great place to start, and maintain, a fulfilling career with faster track opportunities for growth that come from superior learning programs.

Venture Leadership Program

In May 2016, the Venture Leadership Program was created to help develop a pipeline of talent for leadership roles at Marriott Vacations Worldwide resorts. This exclusive program prepares talented leaders to take on director of operations and general manager roles by supporting them with enhanced individual development plans. This year long program also provides participants senior executive level exposure – including meeting Steve Weisz, President and CEO—to learn more about key business objectives at Marriott Vacations Worldwide.

In 2016, managers completed
 over **11,000 hours** of
associate development



“It is essential when first starting out in management. Everyone should attend this class within the first 6 months of employment.”
– Crucial Conversations participant, April 2016

“A great tool to help you learn ways to become an effective leader.”
– Influencer participant, November 2016

“This program will give even experienced managers new insights when coaching employees.”
– Leadership Connections participant, May 2016

“Awesome platform to take your training skills to the next level!”
– Trainer Certification III participant, September 2016

Global Diversity & Inclusion

Marriott Vacations Worldwide firmly believes that a diverse and inclusive workforce strengthens our culture and gives the company a competitive advantage. We protect the rights of our associates and support the elimination of discriminatory practices with respect to employment and occupation. Our company celebrates individual differences and strives to create an inclusive environment that fosters mutual respect, diversity and equal opportunity for

workplace advancement. We are committed to providing equal opportunities in all aspects of employment, regardless of national origin, age, religion, gender, gender identity, gender expression, sexual orientation, genetic information, disability or veteran status.

Diversity in 2016	
Total Management Positions	2,692
Placements for Minorities (both male/female)	30%
Placements for Females	44%
<hr/>	
Total Hourly Positions	1,628
Placements for Minorities* (both male/female)	70%
Placements for Females*	58%
<small>*U.S. locations only</small>	

Marriott Vacations Worldwide Celebrates Veterans

Each year, Marriott Vacations Worldwide hosts a Veterans Appreciation/Recognition Day to honor and acknowledge service men and women. One of the 2016 events was held at The Grill at Marriott's Grande Vista. Our Veterans enjoyed a gourmet breakfast with Senior Leaders who came out to show their support.



Our Commitment to Integrity

Marriott Vacations Worldwide is committed to exemplary ethical behavior by all associates in all aspects of our business. Our policies require that all business is conducted with honesty and integrity and in full compliance with all applicable laws. Our associates are required to obey the law and to comply with specific standards relating to legal obligations, ethics and business conduct. We require upper level management to participate in an *Annual Ethical Conduct Survey*. We also have a Legal and Ethical Steering Committee and a Business Integrity Line in place to report ethical and legal concerns.

Marriott Vacations Worldwide supports human rights around the world and works to protect human rights within our sphere of influence. Adhering to these principles – and

doing business with those who do the same – helps us maintain the respect and confidence of our associates, Owners, Members and guests.

Our *Human Rights Policy Statement* aligns with government, business and public concerns about issues such as human trafficking and the exploitation of children. Marriott Vacations Worldwide condemns all forms of exploitation of children. We do not recruit child labor, and we support laws to prevent and punish the crimes of exploitative child labor and sexual exploitation of children. Additionally, we support programs and partnerships that help at-risk young people and their families prepare for and find meaningful employment.

Marriott Vacations Worldwide is dedicated to the well-being of our associates, and that includes encouraging them to live a balanced and healthy lifestyle. Our company's philosophy is that overall wellness encompasses mind,

body and spirit, with each being equally important. As a result, several wellness events are hosted throughout the year. Associates are also involved with Owner and guest wellness programming through clubTHRIVE.

In 2016, our corporate headquarters and resorts held **225 wellness events** for associates



"We are dedicated to the well-being of our associates."



Wellness at the Corporate Offices

- The corporate offices partner with local hospital groups and the YMCA to provide educational programming for associates.
- All associates at the corporate offices can use an onsite gym free of charge.
- Our corporate offices held 14 "Balance Hour" seminars in 2016 in conjunction with the Florida Hospital, the YMCA, the American Heart Association and Orlando Health.



Many of our Owners and guests are active, health-conscious individuals who see their vacations as a way to break the cycle of their often stress-filled lives. Regardless of age or position in life, their desire to be healthy and stay healthy is paramount. As a result, they want vacations that are healthy and uplifting – benefiting both their physical and mental well-being. In support of this, Marriott Vacation Club created the clubTHRIVE activity program.

What makes clubTHRIVE unique is that it is completely customizable to the wants and needs of Owners and guests. It incorporates four elements in response to a wide variety of wants and needs.



Refuel: Providing our Owners and guests with hardy and well-balanced food and beverage choices, educating them on the nutritional value of their diet and helping them make healthy decisions in life.



Renew: Helping our Owners and guests achieve a "vacation mindset," allowing them to unwind and enjoy their stay with us in two ways: physically, through light stretching exercises or yoga; and mentally, through sensory experiences in peaceful and relaxing environments.



Move: Offering cardio, strength and toning programs to Owners and guests who want a real workout, designed to be fun alternative to a typical gym workout.



Explore: Providing our Owners and guests opportunities to experience the resorts' locales in ways that are healthy, educational and fun.



"Marriott Vacation Club has always been at the forefront of exciting and unique vacation experiences. That continues with our newest innovation, clubTHRIVE."

Marriott Vacations Worldwide believes in caring for the communities in which our associates live and work. Our associates give back to their communities and support numerous organizations through our “Spirit to Serve” efforts. The company is also committed to social responsibility through financial contributions, fundraising efforts and in-kind donations. Additionally, Marriott Vacations Worldwide strives to take responsibility for the environmental impact of business both in and beyond our resorts.



Charitable Donations	2014	2015	2016
CMN Donations	\$1,189,544	\$1,214,259	\$1,178,309
On Course Foundation	\$100,000	\$100,000	\$100,000
In-Kind Donations*	\$334,800	\$425,925	\$356,200

**In-kind donations typically include reduced rate or complimentary rooms for charitable programs/organizations, golf cart usage or golf course certificates for fund raisers/ auctions and conference room donations for events.*



The Spirit to Serve

Each May, Marriott Vacations Worldwide associates around the world celebrate “Spirit to Serve” day where, as a team, they serve in their local communities. Marriott Vacations Worldwide serves its communities by supporting these signature issues:

- Shelter and Food
- Environment
- Readiness for Hospitality Careers
- Vitality for Children
- Embracing Global Diversity and Inclusion



10,362 community service hours by associates completed in 2016

Top Performing Sites by Service Hours

- Marriott's Newport Coast Villas
- Salt Lake City Call Center
- Marriott's Ko Olina Beach Club
- Marriott's Grande Vista
- Marriott's Phuket Beach Club



The Ritz-Carlton Destination Club is proud to have its Ladies and Gentlemen volunteer their time in their local communities through The Ritz-Carlton Hotel Company's Community Footprints program. Community Footprints initiatives focus on three important areas and are integrated into a series of Signature Programs including Child Well-Being, Environmental Responsibility and Hunger and Poverty Relief.

The **Lobby Food Basket Program** was rolled out to all Marriott Vacation Club resorts in 2010. This program provides an opportunity for Owners and guests to donate non-perishable food items during their stay or upon check-out to support a local food bank. This donation opportunity establishes a connection between Owners and guests and the community in which they vacation. The 2016 program collected **13,587 pounds** of food.



The 2016 program collected **13,587 pounds** of food



In 2016, Marriott Vacations Worldwide continued the fight to end hunger by donating **62,836 pounds of food** as a result of its global food drive, *Harvest for Hunger*. Throughout the month of November, non-perishable food items were collected from associates, Owners and guests at participating Marriott Vacation Club resorts and at Marriott Vacations Worldwide offices globally. All donations benefited local food banks near the resorts and offices.



2016 Top Locations for Harvest for Hunger Donations

- Marriott's Ko Olina Beach Club
- Marriott's Marbella Beach Resort
- Marriott's Maui Ocean Club
- Marriott's Newport Coast Villas
- Marriott's Ocean Pointe



Children's Miracle Network Hospitals
Helping Local Kids

In 1983, as part of Marriott International, we began our relationship with Children's Miracle Network Hospitals, and we remain its longest-standing corporate partner. Since the inception of this relationship, Marriott International has raised \$100 million for Children's Miracle Network Hospitals throughout North America. Our brands have continued this legacy and support of Children's Miracle Network Hospitals since Marriott Vacations Worldwide became an independent, public company in 2011. Our associates, Owners and guests raise funds through hosting large-scale events like the Caring Classic golf tournament, conducting unique fundraising events at our resorts and participating in the The Torch Relay for Children's Miracle Network Hospitals.



\$1,178,309 donated to Children's Miracle Network Hospitals in 2016

#MVCares 2016 Top Fundraising Resorts

- Orlando Corporate Office
- Marriott's Grande Vista
- Marriott's Newport Coast Villas
- Marriott's Grand Château
- Marriott's Maui Ocean Club



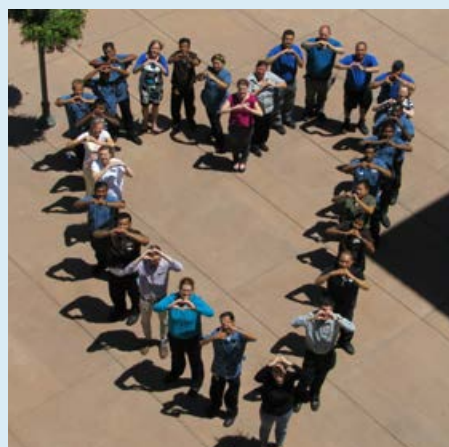
#MVCares spotlight – Miracle Band Key Campaign

In 2016, Marriott Vacation Club continued its partnership with Children's Miracle Network Hospitals and RFID Hotel to provide Owners and guests easy access to their rooms and other resort facilities with the Miracle Band Key. These waterproof bands were available for purchase at check-in and all donations went to local Children's Miracle Network Hospitals to help sick and injured kids in that community.

Orlando Nightclub Shooting: Marriott Vacations Worldwide Supports Orlando Victims and First Responders

As a member of the Orlando business community, Marriott Vacations Worldwide made a \$25,000 donation divided among several local organizations coordinating support and healing efforts to those who were so profoundly affected by the tragic event on June 12, 2016. Additionally, Marriott Vacations Worldwide matched another \$25,000 for donations made by associates to OneOrlando.org, the Orlando Regional Medical Center Trauma Center and WeAreOrlando.org.

Nearly 2,700 Marriott Vacations Worldwide associates call Orlando home with over 10,000 associates stretching around the world, many of whom reached out to their fellow associates in Orlando to show their support during this difficult time.



In continuous support of Children's Miracle Network Hospitals, the Marriott Vacations Worldwide corporate headquarters hosts a golf tournament in Orlando, Florida each spring. Proceeds directly benefit pediatric and neonatal programs at Arnold Palmer Hospital for Children.

The 2016 event raised over \$200,000 in net donations for the Greater Orlando Children's Miracle Network Hospitals. The Caring Classic is proud to have become the highest-grossing, single-day golf tournament for Children's Miracle Network Hospitals in Central Florida as well as one of the premier fundraising events in the region.



Over \$2.3 million
in cumulative funds
raised since the
tournament's inception





Marriott Vacations Worldwide has been a major partner with The

Torch Relay for Children's Miracle Network Hospitals since the event's inception. Participants can walk or run in one of several different Torch Relay events throughout the country to raise money for their local Children's Miracle Network Hospital. The Torch Relay began in 2002 as a continuous relay starting in Miami, Florida and ending in Orlando, Florida. In 2003, the event was expanded to include Northern Florida and Georgia. The first coast-to-coast relay was held in 2005 and has continued to grow. Since 2002, the Torch Relay has raised over \$12.5 million for Children's Miracle Network Hospitals nationwide. Each year, Marriott Vacations Worldwide is a corporate sponsor of the event and our associates make significant contributions to The Torch Relay through fundraising dollars, volunteer efforts and leadership of the event.

\$181,878 raised for CMNH through the 2016 Torch Relay

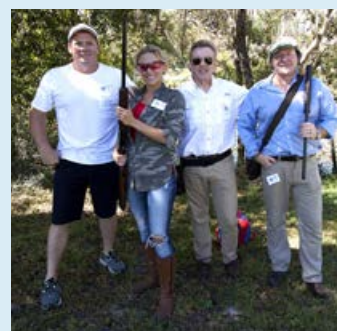


"After a nasty fall, my son was hospitalized to monitor the blood on his brain overnight. Fortunately, he was well enough to leave the next day and life continued as usual. However, I remember the dozens of staff my wife and I met and the plethora of equipment they had around the facility to help mend those in need. As I came back to work and started preparing for the next Children's Cup Golf Tournament, I had a different passion. I saw how the funds were used and how important it was to our community. That year we raised an additional \$10,000 and the next year we raised \$10,000 more. I took that same passion to the Torch Relay and strive to be one of the top fund raisers every year, because I have seen why the funding is so important!"

#WhyIWalk – Erac Priester, Marriott's Barony Beach Club

2016 Top Fundraising Locations

- Orlando Corporate Office
- Marriott's Grande Château
- Marriott's Desert Springs Villas
- Marriott's Surfwatch
- Marriott's Barony Beach Club



The Marriott Vacations Worldwide Clays for Kids Tournament

Each year, the Marriott Vacations Worldwide Corporate Office in Lakeland, Florida hosts a sporting clays tournament to benefit Children's Miracle Network Hospitals. The tournament has raised over \$195,000 since it began in 2012. Business partners and associates come out to support the cause and enjoy a round of sporting clays, a catered lunch and an auction. All proceeds from the event benefit the local All Children's Hospital in St. Petersburg, Florida. **The 2016 event raised over \$35,000.**



737 sick and injured service members have benefited from the On Course Foundation, with 20% experiencing employment success through either work experience or employment in the golf industry

On Course Foundation provides long-term rehabilitation and vocational benefits for injured, wounded and sick Service members and Veterans through golf tuition, work experience and jobs in the golf industry. On Course Foundation began in the United Kingdom in 2009 and was launched in the United States in 2013. By using the game of golf, this charity provides injured Service members and Veterans with the opportunity to play in the only game with a level playing field due to the golf handicap system.

With our experience in the golf industry and our existing golf programs, supporting the On Course Foundation was a natural fit for Marriott Vacations Worldwide. We became proud supporters when the United States Foundation launched in 2013, and have assisted through corporate financial contributions and in-kind donations such as use of our golf facilities and stays at our resorts.

Through the confidence the game of golf brings injured Service members and Veterans, the ultimate goal of the On Course Foundation is to carry that confidence to members' lives off of the course through work experience roles and full-time job opportunities within the golf industry. We also help to provide employment guidance and job placement opportunities to these Service members and Veterans through our golf programs.



Marriott Vacations Worldwide supports **Step Up For Students**, a program that provides scholarships so low-income children can find the best school for their learning needs. To date, Marriott Vacations Worldwide has **donated \$650,000** which has created 112 scholarships. Step Up For Students is committed to giving underprivileged Florida parents a voice in their children's education with the hope that students will thrive in a school that can best meet their needs. The Florida Tax Credit Scholarship through Step Up For Students allows these children to either attend a participating private school or out-of-district public school. Since the program was created in 2001, Step Up For Students has awarded more than 580,000 scholarships to Florida schoolchildren.





Marriott Vacation Club became Clean the World Foundation's first timeshare partner in 2012. Clean the World recycles partially used bars of soap and bottled amenities from resorts in the United States and distributes the reconstructed soap and hygiene kits to communities that lack access to these essential items. Each day, 9,000 children around the world die from diseases, such as acute respiratory illness and intestinal diseases, that can be prevented by washing with soap. Clean the World has a mission to put soap in the hands of people who need it most to improve hygiene and sanitation conditions, to reduce the impact of disease and to promote better hygiene and living conditions worldwide.

In 2016, Marriott Vacation Club resorts in the United States have contributed **12,106 pounds of soap** which have been recycled at Clean the World's two recycling facilities in North America. As a result, **64,576 clean bars of soap** and hygiene kits have been distributed to over 99 countries.

Give Hope with Soap.



2016 Impact

20,564
Pounds of Waste Diverted from Landfills

64,576
Bars of Soap Distributed

6,354
Pounds of Plastic Recycled

16,918
Plastic Bottles to Hygiene Kits

WWW.CLEANTHEWORLD.ORG



In 2011, our Marriott Vacation Club brand committed to enroll all of its properties in Audubon International's Green Lodging Program. Audubon International is an international conservation and environmental education organization. The Green Lodging Program provides third-party verification that hotels and lodging facilities have met environmental best practice standards and have demonstrated a strong commitment to water quality, water conservation, waste minimization, resource conservation and energy efficiency.

In addition to the Green Lodging Program, Marriott Vacation Club also participates in the Audubon Cooperative Sanctuary Program for Golf, which is an award winning education and certification program that helps golf courses protect our environment and preserve the natural heritage of the game of golf. By helping people enhance the valuable natural areas and wildlife habitats that golf courses provide, which improves efficiency and minimizes potentially harmful impacts of golf course operations, the program serves as a vital resource for golf courses. Marriott's Grande Vista and Marriott's Shadow Ridge were the first two resorts to be designated as Green Resorts by Audubon International, and these two resorts also achieved certification in the Audubon Cooperative Sanctuary Program for Golf.

Audubon Platinum Certified Resorts

Marriott Grand Residence Club, Lake Tahoe

Marriott's Ko Olina Beach Club

Marriott's Maui Ocean Club

Marriott's Cypress Harbour



The **Marriott Vacations Worldwide Green Initiative** began at our corporate headquarters and has continued to roll out to resorts worldwide. Each Marriott Vacation Club resort has established its own “Green Team” to manage its environmental efforts. Green Teams include volunteer associates from a variety of departments that meet monthly to determine an environmental action plan and monitor the daily conservation efforts on-site. Through the efforts of these Green Teams, many resorts have adopted more environmentally conscious practices and associates are able to make a positive impact on their local communities. The majority of resorts have now transitioned to using LED light bulbs and Energy Star® Appliances. They also purchase environmentally friendly products and provide Owners and guests with recycling options. Additionally, Marriott Vacations Worldwide encourages associates to use environmentally conscious commuting options whenever possible. Carpooling is encouraged and many associates walk, bike or take public transportation to work. Many resorts participate in “Bike to Work” week and some resorts have even implemented a shuttle service for associates on peak days.

Conservation Initiatives at Marriott Vacation Club Resorts	
Lighting Timer/Sensors	90%
LED light bulbs	96%
Low Flow Faucets/ Showerheads	80%
Energy Star Appliances	69%
Environmentally Friendly Products	88%
Charge Points for Electric Vehicles	76%
Resorts that have Green Teams	92%

Out of 49 properties surveyed.



Marriott's Waiohai Beach Club

In preparation for the Annual Kauai Marathon, associates joined the Poipu Beach Resort Association and organizations on the south shore to beautify the gateway to Poipu. Marriott's Waiohai Beach Club also donated food and refreshments for the volunteers.

The Annual Kauai Marathon attracts visitors from all over the world. Associates volunteered at the most picturesque aid station boasting a panoramic ocean view of the south shore two miles before the finish line. Participants in the half and full marathon ranging in age from 9 to 85 were greeted with smiles, cheers and ice cold Kauai water. On marathon day, volunteers provided 8,000 pounds of ice and 1,600 gallons of water.



Marriott's Manor Club

To help raise awareness and proceeds to the Angels of Mercy Medical Clinic, associates at Marriott's Manor Club participated in the Run the D.O.G. This 5k race helped provide free, compassionate and quality health care to the uninsured residents of the greater Williamsburg area, Charles City and New Kent counties. One of our very own, Omar Khadrane, won second place in his age group.

Moreover, the team held a pumpkin decorating contest in October to raise awareness of breast cancer. Owners and guests were encouraged to vote for their favorite pumpkin by placing a donation in the cup. All proceeds were donated to the Susan G. Komen foundation.



Marriott's Lakeshore Reserve

The team at Marriott's Lakeshore Reserve embraced Spirit to Serve and took on the challenge to do what they could to help in the community. They completed over 450 work hours, collected 450 pounds of food, and donated 192 items to many local charities and military troops overseas. In addition to sending care packages and holiday cards to our armed forces, they partnered with Second Harvest Food Bank to make lunches for those in need.

In addition, they collected and sorted school materials for A Gift For Teaching, Central Florida's primary provider of free school supplies to support local underprivileged children.



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