

26 October 2020

Alysha Khambay
Labour Rights Researcher
Business & Human Rights Resource Centre

Via Email: khambay@business-humanrights.org

Dear Ms. Khambay,

We appreciate your outreach to Marriott International regarding the Sheraton Grand Conakry through your email dated 16 October 2020. Thank you for allowing me to respond in my role as the Area Director of Human Resources overseeing Guinea.

After reviewing the matter, it is my understanding that the employment of the individuals in question was terminated in line with company policy. Hotel leadership consulted with outside counsel throughout the process to ensure any actions were consistent with both company policy and local law. In addition, officials in the labor law office of the Guinean government are aware of the matter.

The hotel continues to have several union leaders on staff, so labor representation of this kind remains at the hotel. Marriott is committed to maintaining a safe, respectful and harassment-free workplace for all employees. We are equally committed to the principles contained in the United Nations Universal Declaration of Human Rights and our [Human Rights Policy Statement](#), which respects freedom of association and collective bargaining.

Thank you again for your outreach and opportunity to respond.

Sincerely,



Zamuxolo Memani