



Exhibit 13

Marriott Human Rights Statement

Toast Community Philosophy

Marriott Human Rights Statement:

**MARRIOTT INTERNATIONAL INC.**
HUMAN RIGHTS POLICY STATEMENT JULY 2017

Introduction

Marriott International, Inc. acknowledges and respects the principles contained in the United Nations Universal Declaration of Human Rights. Marriott's Human Rights Policy reflects the company's commitment to conduct its business in a manner consistent with these principles and to respect human rights within the company's sphere of influence. Marriott demonstrates global leadership in responsible workplace practices, and endeavors to conduct its business operations in a manner that respects human rights. The company's core values and culture embody a commitment to ethical business practices and good corporate citizenship.

Ethical Business Conduct

Marriott's policies require that its business be conducted with honesty and integrity, and in full compliance with all applicable laws. Company policies establish clear ethical standards and guidelines for how we do business and establish accountability. All company associates are required to obey the law and comply with specific standards relating to legal obligations, ethics, and business conduct. The company has clear accountability mechanisms in place to monitor and report on compliance with these directives. Our standards are detailed in our [Business Conduct Guide](#).

Responsible Sourcing

Marriott expects that its business partners and suppliers will strive to conduct business consistent with our policies and standards on diversity, social responsibility and community engagement, as communicated through our Global Procurement Supplier Conduct Guidelines. Failure to do so could jeopardize the ability to do business with our Company.

Commitment to Human Rights

At Marriott, our commitment to human rights is governed by Marriott's Human Rights Council. Marriott implements a human rights due diligence and risk management process to identify, prevent and mitigate relevant risks.

We provide associates with a variety of means, including anonymous channels, to report unethical behavior. This includes a toll-free international Business Integrity Hotline. The company will not tolerate any retaliation toward individuals who have raised such concerns in good faith, and has in place systems to protect against retaliation.

Marriott works to raise awareness concerning human rights within its sphere of influence, and commits to cooperating, as appropriate, with law enforcement authorities to address any such instances of exploitation of which the company becomes aware. Marriott has a long history of supporting programs and partnerships that help at-risk young people and their families prepare for and find meaningful employment. The full statement of our commitment and specific efforts to respect human rights can be found [here](#).

Workplace Policies

Marriott strives to provide a safe and healthy working environment for all its associates. Our workplace policies and practices include commitments on:

Harassment and Non-Discrimination:	Child Labor:	Ethical Recruitment:	Freedom of Association:	Forced Labor and Human Trafficking:
Marriott supports and upholds the elimination of discriminatory practices with respect to all aspects of employment, and promotes and embraces diversity and inclusion within its business operations.	Marriott does not recruit child labor and condemns all forms of exploitation of children.	Marriott implements a "no fees" recruitment policy. We do not ask for money or charge fees to the applicant as part of the application process.	Marriott supports the freedom of association and the right to choose a collective bargaining representative, if desired.	Marriott supports the elimination of all forms of forced, bonded or compulsory labor and provides associate training on human trafficking awareness and prevention.



Toast Community Philosophy:

At Toast, we believe that the success of our business and our customers comes only with the success of you, our employees.

You are our secret ingredient. When you are empowered to succeed, Toast succeeds in achieving our mission to enable our community of restaurateurs to delight their guests, do what they love, and thrive. The restaurant industry is one of the most diverse industries. We embrace and are excited by this diversity, believing that only through authenticity, inclusivity, high standards of respect and trust, and leading with humility will we be able to achieve our goals.

At the heart of this are our hospitality mindset of ensuring everyone feels welcomed and included, and our [Toast Values](#) and behaviors that best define who we are as Toasters.

We are one team.

We recognize our strength when we act together.

We are driven by a purpose to lead by example through all we do.

We hold our customers to the same standards as we hold ourselves. Toasters are respectful and have good judgment; we expect the same from our customers, vendors, and partners. You deserve to feel the same respect you have come to expect at Toast, from the whole Toast network. As a result, we will provide a community framework of support to ensure our team is treated with dignity, respect, and courtesy, working towards the absence of bias in the workplace, as we interface with our stakeholders.

We know many of you connect with customers, suppliers, and partners on a daily basis. While it is our hope that these connections foster a thriving restaurant ecosystem, we recognize that there are moments and situations that may put Toasters at risk. This is not acceptable. Your safety is paramount to us. When these circumstances occur, we commit to providing a timely response in support of you and our Toast values. We stand with you, as one team.

We will not tolerate threats, harm, or intimidation tactics towards Toasters - whether actual, veiled, or implied. **It is up to the entire Toast team to speak up - if you see something, please say something.** For example, if you, a colleague, your direct report, your manager, or anyone else in our Toast team, is the recipient of derogatory or degrading language, threats (physical or mental), harassment, and/or general intimidation, speak up. If you witness or hear of





allegations of bullying, harassment, and/or discrimination towards restaurant workers, don't let it go unacknowledged. **We have your back.**

We know this can be uncomfortable. No matter how or where you engage with our customers and partners, you are empowered to remove yourself from these situations. **Please submit a report through AllVoices or contact your Manager, the Employee Relations Team and/or your People Success Partner (PSP) for additional support.** In doing so, you will have the support of your fellow Toasters, without fear of retaliation. There is no need to further engage or reciprocate. We commit to you to do our due diligence to properly investigate and act upon each situation, in a sensitive and swift manner.

To our Leadership: your immediate and ongoing support is indispensable. We commit to ongoing support and training for all Managers to understand how best to handle these situations and support our Toasters.

Toasters lead by example in technology, and in the world. We are driven by our purpose to enrich the food experience for all. We take our investment in supporting you very seriously, as you are our secret ingredient.

We are in this together.

Chris

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