



CBIS

*Christian
Brothers
Investment
Services, Inc.*

April 20, 2010

Mr. Frits van Paasschen
President & Chief Executive Officer
Starwood Hotels & Resorts Worldwide, Inc.
1111 Westchester Avenue
White Plains, NY 10604

Dear Mr. van Paasschen:

In two months, the World Cup will bring thousands of soccer fans into your hotels. That influx of people may also have the unintended consequence of creating opportunities for human trafficking. While not responsible for this tragic crime, the travel and lodging industry is well-positioned to help prevent human trafficking by collaborating and taking steps to stop the use of your hotels for these purposes.

Christian Brothers Investment Services, Inc. (CBIS) is a leader in socially responsible investing (SRI) with approximately \$3.8 billion in assets under management for more than 1,000 Catholic institutions worldwide. We have initiated this sign-on letter directed to companies with hotels near the venues for World Cup games as part of our larger initiatives to combat human trafficking around the globe.

As socially responsible shareholders, members of the religious community, and members of the Interfaith Center on Corporate Responsibility, an association of 275 faith-based institutional investors, we denounce human trafficking in all its forms, whether it is intended for forced labor, child labor or for sexual exploitation. We write to not only share our concerns and information about human trafficking but also to learn what your company is doing to combat it.

According to the United Nations, an estimated 12 million people are victims of human trafficking. Some of the most vulnerable who fall prey to trafficking are children, through prostitution and sex tourism.

An exploitation-free World Cup will require action from all members of the international community. For hotels, actions you can take include the following:

- Create awareness among employees using training and information as major tools to highlight the issues around human trafficking and the sexual exploitation of children;
- Train staff to be observant to potential victims and, should they observe anything that suggests that the sexual exploitation of children may be taking place (for example, abuse, procuring, photographing), make them aware to whom they should report such incidents;
- Build alliances with police, anti-trafficking organizations, and child welfare agencies;
- Provide information to guests regarding national laws and the penalties imposed for trafficking and the sexual abuse of children, reinforcing the fact that it is not accepted by the hotel; and
- Support organizations that help victims of human trafficking and work with governments to create and strengthen laws.

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By taking these steps immediately, your hotel can signal your commitment to human rights at The World Cup. At the same time, we can feel comfortable that we are giving our business and our capital to a responsible member of our local and global community.

An innovative way some hotels are addressing the challenge of child sex tourism is through an industry-wide Code of Conduct called The Code (www.thecode.org), a practical tool facilitating the protection of children's rights by the travel and tourism sector. Signatories agree to work to create an ethical policy against commercial sexual exploitation of children, to train hotel staff to help identify human trafficking, to create educational materials for guests, to partner with government and social service agencies and to report progress publicly.

We hope you will consider joining this multi-stakeholder initiative with over 900 members in 32 countries, including Carlson Companies, Accor, many governments, tourism associations, child rights organizations, such as the United Nations World Tourism Organization (UNWTO) and the United Nations Children's Fund (UNICEF), in collaboration with ECPAT (End Child Prostitution, Child Pornography and Trafficking – www.ecpat.net).

Please let us know the steps your company is taking to combat human trafficking, including specific actions in preparation for The World Cup, by contacting Julie Tanner at Christian Brothers Investment Services: Phone: (212) 503-1947, Email: jtanner@cbisonline.com, Mail: 90 Park Ave, 29th Flr, NY, NY 10016.

As the marketplace increasingly demonstrates, companies must be aware of and sensitive to social and ethical issues. As concerned citizens, frequent travelers and investors, the moral and ethical standards a hotel embraces as evidenced by its policies and practices are very important to us and impact our investment decisions.

Sincerely,



Francis G. Coleman
Executive Vice President

List of signatories attached

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Augustinian Order
(Order of the Brothers of the Hermits of
St. Augustine)
Priest of the Parish of Our Mother of Good Counsel

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Sr. Rosemary Aniyarayil, FSCJ*
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Agnès Charles*
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Brother Bede Baldry, FSC*
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