



ROYAL CARIBBEAN CRUISES LTD.

Human Rights Statement and Core Labor Principles

As a global enterprise and a leader in the cruise industry, Royal Caribbean Cruises Ltd. (“RCL”) has been dedicated throughout its history to employing a multicultural shoreside and shipboard workforce of employees from every corner of the world and to enriching the places it visits and the lives of the people who live there.

Royal Caribbean Cruises Ltd. endorses the principles contained within the United Nations Declaration of Human Rights. Royal Caribbean Cruises Ltd. is further committed to ensuring that all its workers and employees be treated with dignity and respect, and in accordance with fundamental fair labor principles as recognized by the International Labor Organization core conventions on Labor Rights. These principles shall be accorded to all workers and employees of Royal Caribbean Cruises Ltd and its subsidiaries worldwide, including workers on all RCL ships and cruise brands, workers at all RCL offices and workers on all RCL out-islands. Where local legislation conflicts with this Statement, RCL will comply with the law while promoting best practices in accordance with these principles. RCL will require all contractors and suppliers to agree to these fair labor principles.

In furtherance of the foregoing, RCL proudly subscribes to the following principles:

Forced Labor

There shall not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

Child Labor

There shall not be use of any child labor.

Harassment or Abuse

Every employee should be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

Nondiscrimination

We are committed to attracting and developing a diverse, motivated and dedicated workforce without regard to race, color, age, religion, gender, sexual orientation, and disability. No person shall be subject to any discrimination in respect of employment and occupation.



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Health and Safety

We provide a safe and healthy working environment with opportunities for our employees to express their opinions without fear of retaliation.

Freedom of Association and Collective Bargaining

We recognize and respect the right of employees to freedom of association and collective bargaining.

Wages and Benefits

We recognize that wages are essential to meeting employees' basic needs. We guarantee employees will receive fair compensation and benefits in accordance with applicable law and/or union negotiated agreements.

Hours of Work

Employees shall not be required to work more than legally permitted limits.