

ROYAL CARIBBEAN CRUISES LTD.
STATEMENT PURSUANT TO MODERN SLAVERY ACT 2015

Royal Caribbean Cruises Ltd. (“RCL”) is the world’s second largest cruise company. We wholly own and operate three global brands: Royal Caribbean International, Celebrity Cruises, and Azamara Club Cruises. Through these brands, RCL operates a large and diverse fleet of ships on a selection of worldwide itineraries that call on hundreds of destinations across all seven continents.

We endorse the principles contained in the United Nations’ (“UN”) Universal Declaration of Human Rights and in the International Labour Organization’s (“ILO”) core conventions on labor standards. We are committed to respecting human rights and core labor principles in our business operations and we approach and undertake this commitment seriously.

This statement, approved by our Board of Directors, was prepared and is published pursuant to section 54 of the United Kingdom’s Modern Slavery Act 2015 (the “Act”).

Our Business

We place a high priority on conducting our business in compliance with the law and in accordance with the highest standards of business ethics. We promote a culture of diversity and a workplace built on integrity, honesty, fairness, and trust, and treating each other, our business partners, suppliers, and guests with respect and dignity.

We comply with laws and regulations applicable to where we conduct our business, including those relating to the hiring and retention of our employees, and we expect that our business partners will do the same.

RCL’s Code of Business Conduct & Ethics (“Code”), available [online](#), governs the ethical and legal conduct of our employees across our global operations and includes our commitment to human rights and core labor principles. All employees are trained on, and certify compliance with, the Code upon commencement of employment and at regular intervals thereafter. The Code is approved by our Board of Directors and is periodically reviewed and updated.

Our Supply Chain

We promote transparency in our supplier relationships and expect that our suppliers will conduct their business operations, including their dealings with RCL, with the same ethical standards we do. These requirements, including respecting human rights and core labor principles, are stated in RCL’s Supplier Guiding Principles, available [online](#) and communicated to our suppliers via our Internet-based supplier portal and in provisions in our standard terms and conditions and contracts.

The Supplier Guiding Principles also serve, in part, to guide our risk-based approach to managing our supplier relationships.

Reporting

We encourage employees and suppliers to report known or suspected illegal and unethical activities to certain designated contacts, including our Global Compliance and Ethics Group, or through RCL’s Compliance and Ethics AWARE Hotline, which is accessible by phone, email, or the Internet, 24 hours/day, 7 days/week. More information about RCL’s Compliance and Ethics AWARE Hotline can be found in Our Code, Supplier Guiding Principles and on our corporate website. Reports are reviewed, and investigations and actions are taken when appropriate.

The above processes are periodically reviewed and/or updated to ensure they remain appropriate and effective.