



ROYAL CARIBBEAN CRUISES LTD.

## **Human Rights Statement and Core Labor Principles**

Royal Caribbean Cruises Ltd. and its global brands, Royal Caribbean International, Celebrity Cruises, Azamara, and Silversea Cruises (collectively, “RCL” or “We”), are committed to doing business in an ethical and responsible manner.

RCL recognizes and embraces its responsibility, alongside that of governments, domestic and international organizations, and other companies, to respect, uphold, and promote human rights, and is committed to do so in its business operations. In furtherance of this commitment, RCL endorses the principles contained within the United Nations Declaration of Human Rights and the fundamental fair labor principles recognized by the International Labor Organization.

We are dedicated to employing a diverse shoreside and shipboard workforce and to enriching the places we visit and do business, and the lives of the people who live there. We are committed to ensuring that our workforce is 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.

We subscribe to the following principles, which are accorded to all employees of RCL worldwide, both shoreside and shipboard. Where local legislation conflicts with this Statement, RCL will comply with the law while promoting best practices in accordance with these principles. RCL expects that its suppliers and business partners uphold these principles in their business operations and in their conduct of business for or on RCL’s behalf.

### **Forced Labor & Human Trafficking**

We condemn the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, and any form of human trafficking.

### **Child Labor**

We condemn the use of child labor and prohibit the recruitment of individuals under the age of eighteen (18) unless the engagement is otherwise in accordance with applicable international standards and local law.

### **Harassment or Abuse**

Every employee should be treated with respect and dignity. We prohibit harassment of others, whether verbal, physical or sexual, in the workplace.

### **Nondiscrimination**

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



### **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.

### **Working Hours, Wages and Benefits**

We do not require employees to work more than legally permitted limits. 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.

RCL encourages employees to report if they know of or suspect conduct that is contrary to the above principles through the Compliance & Ethics AWARE Hotline, Human Resources, or the Global Compliance and Ethics contacts listed in the Code of Business Conduct and Ethics. RCL prohibits retaliation of any form against any employee who, in good faith, makes a report or cooperates in an investigation.