

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

Royal Caribbean Cruises Ltd. (“RCL”) is the world’s second largest cruise company and operates through its subsidiaries in the United Kingdom. We wholly-own and operate three global brands: Royal Caribbean International, Celebrity Cruises, and Azamara. 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.

This statement was prepared pursuant to section 54 of the United Kingdom’s Modern Slavery Act of 2015 for the financial year ending December 31, 2018. The statement is signed by the Chairman and Chief Executive Officer of RCL and approved by the Audit Committee of the Board of Directors. A signed copy of this statement is available upon request.

Our Commitment

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 labour standards. We are committed to respecting human rights and core labour principles in our business operations, and we approach and undertake this commitment seriously. More information is available in our [Human Rights Statement](#).

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 inclusion and a workplace built on integrity, honesty, fairness, and trust, and treating each other, including our employees, business partners, suppliers, and guests, with respect and dignity.

RCL’s [Code of Business Conduct and Ethics](#) (“Code”) governs the ethical and legal conduct of our employees across our global operations and includes our commitment to human rights and core labour principles and our condemnation of human trafficking and all forms of forced and child labour. All employees are trained on, and certify compliance with, the Code upon commencement of employment and at regular intervals thereafter. The Code is reviewed and updated on an annual basis and is approved by our Board of Directors.

Our Supply Chain

We are committed to transparent relationships with our suppliers. We act ethically and comply with the laws applicable to where we conduct business, and we expect that our suppliers do the same in their business operations, including their dealings with and for RCL. These expectations and requirements are stated in RCL’s [Supplier Guiding Principles](#) and referenced in our Code and on our Internet-based supplier portal.

The Supplier Guiding Principles also state our expectation that suppliers make the same commitment to human rights and core labour principles we do by providing a safe and healthy workplace for their employees, prohibiting all forms of forced and child labour, ensuring compliance with applicable wage and hour laws, promoting a diverse workplace free from harassment, discrimination, and abuse, and respecting legal rights on freedom of association and collective bargaining. Our purchase order terms and conditions with suppliers incorporate these expectations and reserve our right to inspect and audit records related to the supplier relationship to ensure obligations have been/are being met.

We use a risk-based approach to manage our supplier relationships, including due diligence and internal processes, procedures, and controls. Periodic risk assessments of our business operations guide this approach.

Reporting

We encourage employees and suppliers to report known or suspected illegal and unethical conduct or activities to certain designated contacts, including our Global Compliance and Ethics Group or through RCL's Compliance and Ethics AWARE ("Address Wrongdoing As Responsible Employees") 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.