



Royal Caribbean Group

HUMAN RIGHTS POLICY

Royal Caribbean Group, comprised of its global brands, Royal Caribbean International, Celebrity Cruises and Silversea Cruises (collectively, “RCG”, “We”, or “Our”), is committed to doing business in an ethical and responsible manner.

RCG is committed to respecting, upholding, and promoting human rights in its business operations. We are dedicated to employing an inclusive workforce and to enriching the places we visit and do business in, 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 United Nations Declaration of Human Rights and the International Labor Organization. This Human Rights Policy (“Policy”) intends to promote transparency as to Our approach to human rights in our operations and supply chain.

We subscribe to the following principles, which are accorded to all employees of RCG worldwide, both land and ship based. Where local legislation conflicts with this Policy, RCG will comply with the law while promoting best practices that align as closely as possible to these principles.

Forced Labor and 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).

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 an inclusive workforce without regard to race, color, age, religion, national origin, gender, sexual orientation, or disability. No person shall be subject to any discrimination in respect of employment.

[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 guarantee employees will receive fair compensation and benefits in accordance with applicable law and/or union negotiated agreements.

OUR SUPPLY CHAIN

Our [Supplier Code of Conduct](#) sets forth the responsible and ethical business practices expected of Our Suppliers. Our Suppliers are also expected to have appropriate processes in place to prevent, mitigate, and remediate adverse human rights impacts in or caused by their own operations and their supply chain.

COMMUNITY ENGAGEMENT

We support the communities in which We operate and are committed to engaging responsibly.

PRIVACY

We are committed to respecting the privacy of individuals, including our guests and employees. Our approach to privacy follows recognized privacy principles, and We maintain a global [Privacy Notice](#) that governs our collection and use of personal information.

DISCLOSURE

We report Our actions and engagement on human rights in Our annual Sustainability Report and required legal and regulatory disclosures, including applicable modern slavery/human rights statements. We also make public on Our investor website RCG's [Code of Business Conduct and Ethics](#) which outlines Our values and expectations of Our employees that underpin this Policy.



REPORTING VIOLATIONS

If you have concerns or need to report a violation of this Policy, you may submit a report through the AWARE Hotline via phone at **1-888-81-AWARE (29273)** or online at **[RCLaware.ethicspoint.com](https://www.rclaware.ethicspoint.com)**. The Company does not tolerate any kind of retaliation for reports or complaints made in good faith.

/s/ Jason Liberty

CHIEF EXECUTIVE OFFICER AND PRESIDENT

Approved Date: **May 29, 2025**

