

SAFETY, SECURITY, ENVIRONMENTAL, ENERGY AND QUALITY POLICY

The Senior Management of Company is committed to delivering the highest quality services to its guests, crew and the shipping industry with absolute regard for safety, the environment and quality.

Company policy requires that all risks to safety, environment, health and quality associated with the operation of the Company office and vessels are identified and controls put in place in order to ensure that adverse effects are minimised.

We require all staff to carry out their duties in a professional, efficient and safe manner in compliance with all applicable laws, rules and regulations. Staff must not knowingly participate in any illegal activity.

The Company will provide the necessary support including training and development opportunities to both ship and shore staff on all aspects below for them to fulfil their duties and responsibilities.

SAFETY

The Company is committed to providing a secure and safe working environment and conditions for all employees and third parties and for fostering safety culture both onboard and ashore.

Company policy requires a safe, healthy and productive workplace for all employees. The workplace, whether at sea or ashore, must be kept in a condition which will ensure that good standards of health and hygiene are maintained at all times.

Company established safeguards against risks and related procedures will support emergency preparedness for incidents. Any incidents shall be duly investigated for their root cause and any lessons learnt implemented for improvement.

Alcohol and/or drug abuse, including drug trafficking, will not be tolerated and the Company operates strict control measures which must be complied with. These policies apply equally to visitors which include pilots, office personnel, guests and contractors.

SECURITY

The Company will establish and maintain security measure with the aim of preventing illegal activity or hostile acts which endanger the safety and security of persons onboard and are a threat to property and the environment.

We commit to:

- Encourage a strong security culture
- Have in place safeguards, security procedures, best practices and guidance for ship operations to reduce the risk to passengers, crew and port personnel, and protect the ship, ports and the wider community
- Contingency measures for emergencies relating to possible security incidents;

It is Company policy that there must be no unauthorised guns or ammunition onboard.

SAFETY, SECURITY, ENVIRONMENTAL, ENERGY AND QUALITY POLICY

ENVIRONMENT

The Company is committed to preventing pollution and protecting the environment in all our activities.

We operate a zero tolerance policy for deliberate discharges in breach of **MARPOL**

ENERGY

The Company is committed to continual improvement in energy performance. Energy conservation is an essential part of environmental protection and we aim to reduce the damaging effects from burning of fossil fuels.

We support procurement of energy efficient products and services and the design of activities for energy improvement.

QUALITY

The Company strives to exceed the expectations of its guests and to provide gold standard in luxury cruising.

We are committed to making guests' voyages to the most beautiful destinations on the planet unforgettable in terms of comfort and elegance.

Whenever possible and practical we will strive to go Above and Beyond Compliance on top of minimal statutory requirements on all aspects above

The Company issues, maintains and continually improves its various policies and procedures by means of its Vessel Management System (VMS).

Compliance is a condition of employment and all employees are required to strictly adhere to the policies and follow the procedures contained in the VMS.

Objectives for improvement on Safety, Security, Environment, Energy and Quality are to be established and reviewed regularly to ensure continual improvement. The Objectives shall be communicated to external parties as applicable requesting also their support for achievement.

Office and shipboard personnel are required to support and contribute to the effective implementation of the Company policies and Objectives



SVP Marine Operations

October 2021

MEDIA POLICY

Discussions with Media

1.1 Policy

It is the policy of each of Royal Caribbean Cruises Ltd. (RCCL), Celebrity Cruises Inc. (CCI), and Silversea Cruises (SSC) (each of which is referred to as "the Company" as the context may require) that initial requests for interviews by the media (newspapers, magazines, radio, television, freelance journalists) be referred to the respective brand or Corporate Communications department.

1.2 Scope

This policy applies to all shoreside *and shipboard* employees of each of RCCL, CCI, and SSC.

1.3 Rationale

- 1.3.1 In times of good news, or in times of crisis, the media plays an important role in communicating information about the Company.
- 1.3.2 When you talk to a journalist, you're really talking to hundreds, thousands, or millions of that journalist's listeners/readers.
- 1.3.3 What you say will affect the public's impression and opinion of the Company. It can affect its bookings, its stock, and its credibility.
- 1.3.4 Therefore, there is a clear liability in talking with the media: a potential for being misunderstood and/or misquoted and thereby misrepresenting the Company's position or point of view on the issue being covered in an interview.
- 1.3.5 While the media can be a very valuable ally in reaching thousands of people with positive information about RCCL and CCI, a journalist may not necessarily be on a quest for truth but may instead be looking for confirmation or inadvertent support of their own particular point of view or theory.
- 1.3.6 You are not obligated to answer a journalist's question(s).

1.4 Practice

1.4.1 Initial contact

Employees should note name of journalist, media, affiliation, nature of question(s) and deadline for response. Advise journalist that you'll ask someone to return the call within the deadline. Then call Corporate Communications with the information. Any employee who is contacted or approached by a member of the media from print, online, or broadcast must forward this inquiry to the respective brand or Corporate Communications department. Depending on the nature of the issue, a member of the Corporate Communications staff or a designated spokesperson may handle the interview request. In some instances, it may be appropriate for the employee initially contacted to handle it. In most instances, it will be the responsibility of the communications department to determine who should do the interview. No employee can consent to or participate in an interview (on or off the record) without prior approval for each request from the brand or Corporate Communication departments. No employee is to forward any internal documents, including emails or any company information, with the intention of it being used by the media without prior approval for each request from the respective brand or Corporate Communications department. No employee is to scan, photograph or videotape any internal documents or confidential information for the media without prior approval for each request from the respective brand or Corporate Communications department. No employee is to tape any company related meetings, conversations or phone calls with the intention of it being used by the media without prior approval from the respective brand or Corporate Communications department. This policy applies to all shoreside employees of RCCL, CCI, and SSC.

1.4.2 Exceptions

If an employee has been interviewed in the past by the journalist seeking additional information, it may be appropriate to respond to further interview requests or follow-up interviews. If in doubt, the employee should defer to the respective brand or Corporate Communications department before responding.

MEDIA POLICY

Discussions with Media

1.4.3 Responding to interview request

An employee may be authorized to respond to an interview request. Before responding to a journalist's questions, determine the message to be conveyed to the journalist's readers, viewers, or listeners, and frame the response so this message becomes the focal point of the answer. Generally, answers should reflect our concerns about the issue and the positive actions being taken to address them.

1.4.4 Hostile questions

If an employee suspects or senses an adversarial attitude or negative trend in the question(s), suggest that the issue is beyond your scope of reference and let the respective brand or Corporate Communications department follow-up.



SVP Marine Operations

September 2022

Date

HARASSMENT AND BULLING POLICY

The Company upholds zero tolerance with regard to harassment and bullying promotes a harmonious environment in which to live and work where all employees are treated with dignity and respect.

Serious harassment and bullying will be taken seriously and dealt with promptly and the Company reserves the right to support any investigations into alleged harassment by appropriate law enforcement authorities.

HYGIENE AND SANITATION POLICY

The Company ensures that the highest standards of vessel sanitation are attained to protect the Health of passengers and crew, taking into consideration all applicable regulations.



SVP Marine Operations

April 2021

Date