

HEALTH, ENVIRONMENTAL, SAFETY, SECURITY AND SUSTAINABILITY CORPORATE POLICY

At Carnival Corporation & plc, our highest responsibility and top priority is compliance, environmental protection and the health, safety and well-being of our guests, the people in the communities we touch and serve, and our shipboard and shoreside employees. On this foundation, we aspire to deliver unmatched joyful vacations for our guests, always exceeding their expectations and in doing so driving outstanding shareholder value. We are committed to a positive and just corporate culture, based on inclusion and the power of diversity. We operate with integrity, trust, and respect for each other - communicating, coordinating and collaborating while seeking candor, openness and transparency at all times. And we aspire to be an exemplary corporate citizen leaving the people and the places we touch even better.

Carnival Corporation & plc and its cruise line brands are committed to:

- Complying with or exceeding all legal and statutory requirements related to health, environment, safety, security (HESS), and sustainability throughout our business activities.
- Protecting the environment, including the marine ecosystems in which our vessels sail and the communities in which we operate, striving to prevent adverse consequences and using resources sustainably.
- Protecting the health, safety and security of our guests, employees and all others working on our behalf, thereby promoting an organization that promotes well-being and always strives to be free of injuries, illness, and loss.
- Reducing our greenhouse gas and other airborne emissions with an aspiration to achieve net carbon-neutral ship operations.
- Supporting sustainable tourism practices by respecting the culture, history, natural resources, and people of the communities we visit.
- Supporting a circular economy by engaging employees and working with our supply chain to source responsibly, reduce packaging, reuse materials, increase recycling and reduce waste.
- Recruiting, growing, and maintaining a diverse and inclusive workforce that promotes equity.

To implement this Policy, the management of Carnival Corporation & plc and its cruise line brands will:

- Ensure compliance with this Policy within each of Carnival's Corporate and brand organizations.
- Identify employees responsible for HESS and sustainability performance and ensure there are clear lines of accountability.
- Develop, implement, and monitor effective and verifiable management systems to realize our HESS and sustainability commitments.
- Support a proactive framework of HESS and sustainability risk management that includes identifying, assessing, monitoring and mitigating risks.
- Identify the aspects of our business that could negatively affect the environment and take appropriate action to minimize adverse impacts.
- Provide HESS and sustainability support, training, advice, and information, as appropriate, to guests, employees, and others working on behalf of the Company.
- Maintain a just and fair culture which promotes transparency, learning and continuous improvement.
- Leverage HESS audit and investigation findings and event causes to identify and implement corrective and preventive actions to avoid recurrence.
- Maintain a compliance reporting hotline to allow for anonymous reporting of HESS and compliance concerns.
- Establish and act upon goals, objectives, and aspirations to improve our HESS and sustainability performance.
- Promote industry best practices and publicly report to and maintain open dialogue and cooperation with key stakeholders on HESS and sustainability matters.
- Require our employees and our business partners to know and comply with applicable legal and statutory requirements related to HESS, labor, and human rights.
- Promote the practice of speaking up when there is a concern and require that employees who become aware of any noncompliance with Company, legal or statutory requirements report same to management.
- Prohibit retaliation against anyone who reports a violation of Company, legal or statutory requirements and establish that an employee's failure to notify regarding any such violation is grounds for discipline or dismissal.
- Conduct a Corporate senior management review of this Policy at least annually.


Approved by:



William R. Burke
Chief Maritime Officer



Richard Brilliant
Chief Risk & Compliance Officer



Josh Weinstein
President, Chief Executive Officer
and Chief Climate Officer



Micky Arison
Chairman of the Board

