

WHERE WE OPERATE

The very essence of our business depends on the health and vibrancy of the oceans and our overall environment. That includes the communities where we conduct business and operate our ships and the people who call them home.

OUR OFFICES

We believe in community service and our reach is global. We are committed to establishing and maintaining community partnerships that support worthy causes around the world. Through such partnerships, we have provided educational scholarships, supported ocean preservation, recognized volunteers for their service, and made children's wishes come true.



GIVE

Our Get Involved Volunteer Everywhere program encourages our employees to actively carry out charitable missions in the communities where we operate all over the world - from our largest annual community event GIVE Day to GIVE for the Holidays where shipboard employees raise money for charitable giving during the winter holidays.

EXECUTIVE BOARD LEADERSHIP

The majority of our executive officers serve on one or more boards that support the well-being of underserved communities. Their dedicated leadership and guidance have had positive and lasting effects.

RUNS AND WALKS

Our global offices support the United Way, Make-A-Wish Foundation, the Children's Bereavement Center, American Heart Association, Susan G. Komen and other charities. Much of the support comes through participation in 5K runs and walks as well as regional Corporate Runs.



UNITED WAY

Our company has a long-standing partnership with United Way®, and we successfully collaborate on projects that make a positive difference and have a lasting impact on the communities that we serve. We run employee fundraising and awareness campaigns to deepen our engagement and improve our communities. The largest of these campaigns takes place in South Florida, where our corporate headquarters is located. Our partners are United Way of Miami-Dade and United Way of Broward County. Several of our executives serve in volunteer leadership roles, further extending the impact our company is dedicated to making in the communities that we serve.

MENTORING PROGRAMS

KAPOW

(Kids and the Power of Work)

Since 1997, employees in the Miami and Miramar offices have worked with elementary school children to get them excited about learning and help them understand the future benefits of having a good education

Big Brothers Big Sisters School-to-Work

For over 15 years, RCL has partnered with Big Brothers Big Sisters to host monthly visits for local high school students that expose them to our work environment and mentoring them about future professional options

Posse Foundation

In 2012, Royal Caribbean Cruises Ltd. formed a partnership with The Posse Foundation and set up a Summer Internship Program providing opportunities for the students to have real world work experiences along with their formal education



FLORIDA INTERNATIONAL UNIVERSITY

In partnership with Florida International University (FIU), we created a state-of-the-art production studio which enhances our ability to produce the highly sophisticated shows onboard our Royal Caribbean International and Celebrity Cruises brands.

Through that partnership we are able to provide 20 corporate and shipboard internships for FIU students. The internships give the students unprecedented access to the production facility and opportunities to receive cruise industry training in areas such as operations, management, research and hospitality. Studio access will also be granted to students and faculty in the College of Architecture and the Arts and the Chaplin School of Hospitality and Tourism Management.

Our Information Technology Department stays connected with FIU faculty and the most promising students in science and computer technology by attending annual science fairs. The fairs are also a good way to identify candidates for our Technology Summer Internship Program. FIU students make up 80% of our information technology interns who are often considered for full-time job opportunities with the company when they graduate.

Students from FIU's Chaplin Hospitality school also participate in our corporate internships program at our company headquarters in Miami, serving in the departments of Hotel Operations, Food and Beverage, Revenue Management and Shipboard Human Resources.

OCEAN CONSERVATION

We are committed to being good stewards of our environment, including the seas upon which we operate. We carry out our commitment through our Save the Waves Program. More than \$15 million has gone to support marine conservation and education programs across 81 conservation projects such as sustainable fishing initiatives, climate change research, species preservation, and education and destination stewardship. We also support ship design and technology upgrades to promote sound environmental stewardship.

Our objectives are to: support efforts to restore and maintain a healthy marine environment, minimize the impact of human activity on the marine environment and promote awareness of ocean and coastal issues and respect for marine life.

In January 2016, we also entered into a five-year global partnership with World Wildlife Fund to help ensure the long-term health of the oceans. The partners will set measurable and achievable sustainability targets that will reduce Royal Caribbean's environmental footprint, raise awareness about ocean conservation among the company's more than five million guests, and support WWF's global oceans conservation work.

OUR DESTINATIONS

Since 2007, our partnership with the Pan American Development Foundation (PADF) has allowed us to leverage our resources to expand our reach to impoverished neighborhoods and create a greater impact for communities with the greatest needs. Our crew members are actively involved in that effort and work along with PADF's many partners in our Latin America and Caribbean ports of call. Our collaborative projects include disaster relief in Jamaica, Mexico, Chile, Guatemala; education and sustainable livelihood programs in Peru, the Dominican Republic, the Bahamas, Brazil and Honduras; and literacy programs in Argentina, Mexico and Uruguay.

Additionally, our work with PADF helps support small businesses and artisans throughout the Caribbean and Latin America. Celebrity Xpedition, in the Galápagos Islands, offers local artisans the opportunity to come onboard and sell their goods directly to guests.

L'Ecole Nouvelle de Royal Caribbean

In response to the 2010 earthquake in Haiti, and in addition to disaster relief efforts, RCL funded the building of a school complex near the private destination Labadee. L'Ecole Nouvelle serves Haitian children from pre-kindergarten through 9th grade through a curriculum developed in keeping with Haitian government requirements. The energy-efficient 6,500-square foot school complex was built using fiber composite panels that can sustain hurricane winds and resist earthquake conditions with materials transported from Miami via cruise ship. To date, the school's children excel in Haitian national testing scores.

DISASTER RELIEF

When natural disasters threaten the livelihood or well-being of communities where our ships sail or where our employees live, we reach out to help. Employees who experience natural disasters and personal crises may receive relief and assistance through the Royal Caribbean Crew and Employee Disaster Relief Fund administered by The Miami Foundation.

For example, following the 2010 earthquake in Haiti, our disaster relief fund assisted RCL members and their families who were living in the affected areas. Our ships visiting Labadee, our private destination in Haiti, also transported, and continue to transport supplies to those affected.

Following the 2013 Typhoon Haiyan in the Philippines, RCL donated \$1 million to relief efforts. The amount was matched by employee contributions to the crew disaster relief fund. Our hiring partner in the Philippines established communication lines between onboard crew members and their families living in the affected areas, and we partnered with World Vision in the Philippines to extend general relief in the region and facilitate donations by our guests and social media followers.