



Statement Pursuant to Modern Slavery Act 2015

Carnival Corporation & plc is one of the world's largest leisure travel companies and provides travelers around the globe with extraordinary vacations at an exceptional value. The company's portfolio of global cruise line brands includes brands in the United States, Europe, Asia and Australia, and our ships visit more than 700 ports around the world. The United Kingdom's Modern Slavery Act 2015 and Australia's Modern Slavery Act 2018 requires companies like ours to disclose information regarding their efforts to combat slavery and human trafficking in their supply chain and within their business. We take this responsibility very seriously and are proud of the measures we have taken in this regard. This statement has been approved by our Boards of Directors and sets out the steps that we have taken during the previous fiscal year to combat slavery and human trafficking within the internal operations of our company or the suppliers, vendors and other companies we partner with around the world.

Our policies

We have recently updated our Corporate Vision Statement recognizing that our highest responsibility and top priorities are to operate safely, to protect the environment and be in compliance everywhere we operate in the world. We have committed to be an exemplary corporate citizen leaving the people and the places we touch even better. Our renewed commitment to ethics and compliance also includes the introduction of our Culture Essentials, which are the following ethics and compliance behaviors: Speak Up, Respect and Protect, Improve, Communicate, Listen and Learn and Empower our employees. In emphasizing Ethics and Compliance, we have implemented policies to ensure modern slavery is not taking place in our supply chain and our business.

A number of policies are included in our Code of Business Conduct and Ethics which was recently revised. Our employees are subject to and are expected to follow our Code, which requires employees to act with the utmost integrity when dealing with fellow employees, guests, global communities, government agencies, vendors, contractors, service providers, agents and other business partners. Our revised Code has added a stronger emphasis and condemnation of all forms of child exploitation and forced labor. It states our intent to comply with and support laws and regulations relevant to slavery and human trafficking. All of our employees are required to complete ethics training courses to help them understand the company's expectations and the importance of conducting business in an ethical and responsible manner. We plan to include education on modern slavery issues in the next revision of our Code of Conduct Training.

Similarly, we continue to expect our business partners to respect and follow applicable laws and regulations and to promote ethical decisions in all aspects of their business. These requirements are documented in our Business Partner Code of Conduct and Ethics, which is also being revised and which specifically prohibits the use of slavery and human trafficking in our direct supply chain. This requirement is communicated to business partners through online supplier portals, in contracts, in our standard terms and conditions and as part of our standard due diligence procedures. Our Code of Business Conduct and Ethics and Business Partner Code of Conduct and Ethics are available online.

Due diligence

We apply risk-based due diligence to our relationships with business partners. We decline to enter or continue business with any business partners who fail to complete due diligence requirements or who fail to meet our standards.

Reporting

In the event anyone feels any law or policy has been violated, including a concern over their work conditions, our employees and external persons are encouraged to file a report through various notification channels, including a hotline system managed by an outside vendor. The hotline is available in a variety of languages and can be



reached 24/7. The hotline can be accessed via telephone or web portal and is made available on our ships as well. Reports may be made on an anonymous basis and retaliation is not tolerated. The Audit and Compliance Committees of the Boards of Directors receive regular briefings on the types of issues raised through the hotline system, including a summary of the outcomes. We are currently working with our hotline vendor to add the specific category of modern slavery and human trafficking concerns to the list of issues that may be reported.

During the COVID-19 crisis and cessation of our operations, we have focused on the health and well-being of our shipboard employees including the implementation of mental health wellness programs designed to enhance the conditions on the ships during the re-patriation process. We have vigorously and continuously monitored the success of these programs and concerns of our employees through the hotline.

Further steps

We continue to define our sustainability strategy and our policies to address the risk of modern slavery and human trafficking as well as other social issues. We continue to expand our efforts in this area to ensure we live up to the principle in our Corporate Vision Statement to leave the people and places we touch even better.

Arnold W. Donald
President and Chief Executive Officer

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