



Section 1: Introduction

The United Kingdom’s Modern Slavery Act 2015 and Australia’s Modern Slavery Act 2018 require companies like ours to disclose information regarding their efforts to combat slavery and human trafficking in their supply chain and within their business operations. We take this responsibility very seriously and are proud of the measures we have taken in this regard. We acknowledge the need to continue and build upon this important work.

This statement sets out the action taken by Carnival Corporation & plc to combat slavery and human trafficking within our internal operations and in our supply chains and covers the fiscal year ending 30 November 2023 (“Reporting Period”).

For the purposes of this statement, the reporting entity is Carnival plc. However, given the structure of our business (outlined in Section 2 below), many of the policies, procedures and initiatives are applied across both Carnival plc and Carnival Corporation.

a - Our commitment to respecting human rights

At Carnival Corporation & plc, our mission and purpose is to deliver unforgettable happiness to our guests by providing extraordinary cruise vacations, while honoring the integrity of every ocean we sail, place we visit and life we touch.

We are committed to living up to the highest standards of ethical behaviour and integrity and recognise that it takes commitment from every one of our people to create a stronger, more inclusive culture. We therefore created our Culture Essentials which are the non-negotiable beliefs and behaviors that define who we are, what we stand for and how we operate. They connect us to each other and the organization and serve as guiding principles that all of our employees, at all levels, shipboard and shoreside, must embrace and model to help us deliver our mission and purpose.

Respecting human rights in accordance with internationally recognized standards is an integral part of our global commitment to responsible business. Our Human Rights Policy is an expression of our commitment to promote and foster human rights, in line with the principles set out in the United Nations’ Universal Declaration of Human Rights and summarizes our key areas of focus as we strive to live up to this commitment. Some of our Human Rights Policy’s focus areas include:

- **Our People:** Providing a safe and healthy environment and working conditions for our employees, and all others, including third parties working for us or on our behalf, is at the core of what we do every day.
- **Diversity, Equity and Inclusion:** We welcome and celebrate diversity and differences in gender, age, race, ethnicity, and national origin, range of abilities, sexual orientation, gender identity, financial means, education and political perspective.
- **Training and Capability Building on Human Rights:** Throughout the organization and beyond, via our Code of Business Conduct and Ethics.
- **Health, Environment, Safety and Security:** Focusing on detection, prevention, implementation, feedback and improvement.
- **Modern Slavery and Human Trafficking:** We condemn all forms of exploitation and forced labor.
- **Our Environment and Communities:** Having access to a healthy environment is a fundamental human right – and one of our top priorities.

As a global leader in the cruise sector, we work together with a wide range of stakeholders to identify challenges and implement effective solutions across our operations and supply chain. We seek to advance human rights through our business activities and are committed to ongoing human rights due diligence in support of these efforts. This statement details how we are progressing our journey to globally identify, assess and mitigate ongoing risks relating to human rights across our business and supply chain.

We are committed to respecting the rights of all workers and communities throughout our supply chain, and to ensuring we are in the best position to prevent, identify, and address actual or potential human rights and environmental impacts caused by or linked to our business operations.

b- Modern Slavery

Modern slavery remains one of the most severe global human rights challenges facing society. Nearly 45 million men, women and children are in some form of modern slavery. At least 17 million are victims of forced labor in the private sector (International Labour Organization). Human rights abuses of any kind are unacceptable, and as one of the world's leading cruise companies, we have a clear responsibility to respect human rights throughout our business and our supply chain. We also recognize that everyone has a role to play in tackling human rights abuses and we actively encourage those we do business with to prevent, mitigate and address adverse impacts on human rights, including modern slavery.

The insidious nature of modern slavery presents challenges to effectively stamping out and eliminating this practice. While our work is ongoing, the actions we have taken to address the risks of modern slavery across our operations and in our supply chains include:

- codes and policies for our people and Business Partners;
- business Partner due diligence;
- monitoring of Business Partners;
- robust recruitment practices;
- maintaining a Compliance Reporting Hotline; and
- training and awareness building.

These efforts are described more fully in the relevant sections of this statement.

Section 2: Our structure, business model and supply chain

a- Our structure and business model

Structure

Carnival plc, together with Carnival Corporation, operate a dual listed company, whereby the businesses of Carnival Corporation & Carnival plc are combined through a number of contracts and through provisions in Carnival Corporation’s Articles of Incorporation and By-Laws and Carnival plc’s Articles of Association. The two companies operate as if they are a single economic enterprise with a single senior executive management team and identical Boards of Directors, but each has retained its separate legal identity. Carnival Corporation & Carnival plc are both public companies with separate stock exchange listings and their own shareholders. Carnival Corporation was incorporated in Panama in 1974 and Carnival plc was incorporated in England and Wales in 2000.

More information on the structure of Carnival Corporation & plc, including a full list of Carnival Corporation & plc’s subsidiaries, can be found in our Annual Report (Form 10-K) available [here on our website](#). Carnival Corporation and Carnival plc are referred to collectively throughout this statement as “our”, “we” and “us”.

Operations

We are one of the world’s largest leisure travel companies with operations in North America, Europe, Australia and Asia. We operate a portfolio of leading global, regional and national cruise lines that sell tailored cruise products, services and vacation experiences. Our portfolio of cruise lines includes:

- [AIDA Cruises](#)
- [Carnival Cruise Line](#)
- [Costa Cruises](#)
- [Cunard](#)
- [Holland America Line](#)
- [P&O Cruises \(Australia\)](#)
- [P&O Cruises \(UK\)](#)

- [Princess Cruises](#)
- [Holland America Line](#)

Together, these lines have a fleet of over 90 cruise ships (as at 30th November 2023) visiting over 800 ports around the world.

We operate in Australia and the United Kingdom through the Carnival plc arm of Carnival Corporation & plc. Carnival plc is registered in England with its registered office at Carnival House, 100 Harbour Parade, Southampton, SO15 1ST United Kingdom and is a registered foreign company in Australia with an Australian branch office located at 465 Victoria Ave, Chatswood, NSW 2067. Carnival plc’s UK operation represents group cruise lines in the UK and European markets, including Carnival Cruise Line, Cunard, Holland America Line, P&O Cruises (UK), Princess Cruises and Seabourn. Carnival plc’s Australian office represents seven cruise lines in the Australian and New Zealand market, including Carnival Cruise Line, Cunard, Holland America Line, P&O Cruises (Australia), P&O Cruises (UK), Princess Cruises and Seabourn.

b- Our supply chain

To provide unforgettable holiday experiences for our guests, we source significant quantities of goods and services from a vast global supply base. We currently work with over 30,000 suppliers, vendors, distributors, consultants, agents and any other third parties who do business with us or on our behalf (“Business Partners”) worldwide. Our supply base is diverse and many of our Business Partners provide goods and services across multiple lines within our portfolio of cruise lines.

Our global operations can be classified into three key areas:

1.	People: Guests, Shore side (Offices and staff), Cruise Ships (Seafarers/ Crew)	Managed at local cruise line level
2	Maritime: Fuel, Shipbuilding, Industry Compliance, Technology	Managed by Carnival Corporation & plc and at the local cruise line level
3	Hospitality, Travel and Leisure: Food & Beverage, Hotel Supplies, Ship Furnishings, Travel Services, Entertainment, Tour Operations	Managed by Carnival Corporation & plc and at the local cruise line level

We recognize the need for greater visibility and transparency in global supply chain networks. To this effect, we have established, during the Reporting Period, a map of our direct suppliers compiling data on business operations and geographies. This global exercise covers over 30,000 Business Partners, 12 product and service categories, 133 sourcing countries and almost 13,000 unique product groups. It has provided us with robust data to strengthen our assessment of risks related to workplace social and environmental violations across geographies, categories, and suppliers’ sites in our supply chains.

Section 3: Our Code and Policies on modern slavery and human trafficking

We have a comprehensive set of policies and procedures in place that demonstrate our commitment to ethical conduct and respecting human rights. Our policies and procedures apply to all cruise lines, operating divisions and subsidiaries of Carnival Corporation & plc.

Our policies also play an integral role in our work to embed respect for human rights throughout our supply chain. They help us set clear expectations for our Business Partners, and they also establish a framework that helps us monitor compliance with our standards. We have established a series of core policies for our Business Partners that outline our commitment to human rights and explicitly prohibit the use of forced labor, child labor, and human trafficking in our supply chain. These are described in detail below.

Code of Business Conduct:

Our employees are subject to, and expected to follow, our Code of Business Conduct and Ethics (“Code of Conduct”). Our Code of Conduct 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 Code of Conduct explicitly condemns all forms of child exploitation and forced labor and sets out our commitment to complying with the international network of regulations intended to help prevent modern slavery and human trafficking. Any employee that has witnessed or has information regarding the exploitation of children, forced labor or human trafficking is required to report the situation immediately. Further information on reporting can be found in Section 6 below.

Our Code of Conduct, which is available to our employees on our intranet sites and publicly on our external websites, is provided to all new employees during the onboarding process and is regularly promoted in emails and news articles posted on our intranet sites. In addition, our employees are required to complete a computer-based training course on our Code of Conduct every two years and pass the corresponding knowledge check.

Our Code of Conduct and the corresponding training course explicitly affirm our support for protecting human rights.

Business Partner Code of Business Conduct:

Our Business Partner Code of Business Conduct and Ethics (“Business Partner Code”) applies to all Business Partners. We expect our Business Partners to respect and follow applicable laws and regulations and to promote ethical decisions in all aspects of their business. Our Business Partner Code also recognizes the importance of maintaining and promoting fundamental human rights and serves as the foundation of our human rights commitments. It is available publicly on our corporate websites, our cruise lines’ websites and our online Business Partner portals, as well as being communicated in contracts and standard terms and conditions with Business Partners.

Our Business Partner Code explicitly affirms our support for protecting human rights and reiterates our expectation on Business Partners to uphold our requirements.

Our contracts and standard terms and conditions require our Business Partners to comply with all applicable anti-slavery and human trafficking laws and codes. We also include a link to our Modern Slavery Act Statement and incorporate an obligation on our Business Partners to commit to adopting practices that support the principles outlined therein.

Human Rights Policy:

We publish a global Human Rights Policy, in line with international law, agreements and guidelines including: the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the ILO's Core Labour Standards as codified in the eight core conventions.

Our Human Rights Policy is approved by our Boards of Directors and embeds the responsibility to respect human rights throughout our operations and clarifies the responsibility of colleagues, ship and shore, to uphold our commitments to respect human rights, and outlines the core human rights standards we expect our Business Partners to uphold. It also outlines our due diligence procedures. Our Human Rights Policy is embedded into our Business Partner Code and is also incorporated in our Responsible and Sustainable Sourcing Policy (described below).

Our Human Rights Policy is reviewed and revised periodically to ensure alignment with regulatory developments and internationally recognized best practices.

Responsible and Sustainable Sourcing Policy:

Our global Responsible and Sustainable Sourcing Policy ("RSSP") provides guidelines and recommendations to help Business Partners meet our supplier requirements for compliance and progress towards industry best practices.

Each principle covered in the RSSP is supported by a separate detailed Supplier Standard ("Standard") outlining our approach to supply chain due diligence and describing how Business Partners are expected to put our supplier requirements into practice. The Standard on Labor and Human Rights outlines the principles we expect our Business Partners to adopt to prevent modern slavery in our supply chain, including: prohibiting human trafficking, forced and child labor; reinforcing the right to freedom of association; ensuring non-discrimination, ensuring lawful working hours and wages; ensuring safety and security of the working environment; and adopting appropriate grievance mechanisms.

The RSSP is also complimented by a Health and Safety Standard and an Environmental Protection Standard which further reinforce our commitments to human rights and our expectations of Business Partners.

The RSSP and associated standards were established in 2023, leveraging third party expertise and globally recognized standards to define and communicate to our suppliers the specific

expectations required to comply with the Business Partner Code and meet our sustainability goals. We have also undertaken thorough engagement across our internal corporate functions including sourcing, sustainability, supply chain and cruise line leadership. This internal engagement has helped us collect feedback and guidance to inform the RSSP global implementation plan.

Updates to our policies and standards going forward will be informed by the results of our due diligence efforts as we aim to further strengthen our approach to respecting human rights and addressing modern slavery risks.

Section 4: Our approach to due diligence process

Building on the 2023 mapping exercise of our direct Business Partners, during the Reporting Period we have conducted a global risks segmentation to allow for a more granular approach to monitoring and managing risks.

Risks assessed include:

- Labor risks: Child Labor, Forced Labor, Wages, Working Hours
- Environmental risks: Air Emissions, Waste, Wastewater, Agriculture Index
- Business Ethics risks: Policy, Transparency, Rule of Law
- Management Systems risks: Code Awareness, Regulatory Quality, Documentation
- Health and Safety risks: Building Safety, Hygiene and Sanitation, Injuries

Our risk-based due diligence process prioritizes supplier engagement in the parts of our supply chain where the inherent risk exposure and our leverage are the greatest, so that we can improve supply chain performance where it is most critical. We have identified through this segmentation exercise the geographies, functional areas and product categories to focus on, alongside the suppliers to prioritize engagement with as we roll out our RSSP in 2024 and beyond. We will update the data points used for the segmentation on an annual basis to ensure we keep focusing our resources on the most salient risks and where we can have the greatest impact.

Due Diligence Questionnaire:

We carry out risk-based due diligence with existing and potential Business Partners. Due diligence efforts for human rights risks are prioritized through the segmentation exercise described above. If we detect any potential risks or non-compliance through the process, we may require the Business Partner to implement a mitigation plan, or, in certain circumstances, we may suspend or terminate the business relationship and any related contracts.

Our due diligence questionnaire incorporates questions on compliance with modern slavery laws. To more effectively deploy our due diligence across our supply chain, and further integrate it with the procurement lifecycle, we are working on establishing a supplier onboarding and qualification module as part of a new vendor management system, which will be capable of hosting our

enhanced due diligence questionnaires. This will be progressed during 2024 and will improve our visibility to potential modern slavery and human rights issues within our supply chain.

Building on Carnival UK's 2021 adoption of the Sedex platform, the world's largest data platform for supply chain assessment, we extended our membership in 2022 to cover our global operations. This extended membership facilitates collaborative work with our Business Partners to address modern slavery risk. In 2023 we started to combine our own internal due diligence process with the Sedex platform data to store, analyze, share, and report on our global Business Partners' sustainability practices with respect to Human Rights. When suppliers operating in a high-risk environment are registered in Sedex, we are able to review their specific sites and gain visibility on how they manage risks, including modern slavery, and suggest improvement actions to help them strengthen their ethical practices. As we roll out the RSSP and the Standards, we will encourage our high-risk suppliers to register on the Sedex online platform so that their shared data can inform our risk assessment and help us prioritize where to take action, to prevent and mitigate impacts together more effectively.

Addressing recruitment risks:

In order to address modern slavery risks in our shipboard recruitment activities, we require Business Partners who provide crew recruitment and resourcing services (referred to as global talent partners) to be certified in line with the Maritime Labour Convention 2006 ("MLC"). The MLC establishes standards regarding the minimum working and living conditions of seafarers including:

- minimum requirements for seafarers to work on a ship, including minimum age requirements;
- conditions of employment;
- accommodation, recreational facilities, food and catering;
- health protection, medical care, welfare; and
- social security protection.

We also perform our own audits of these Business Partners on a regular basis, monitoring their job assignment processes, recordkeeping, pre-employment screening and post-employment follow-up. Detailed crew employment records are maintained in local recruiting offices and at our headquarters.

The minimum age of employment within our fleet is 21, with the exception of cadets in training, who must be 16 or over and employed in compliance with applicable laws and regulations.

Addressing fraudulent employment offer risks:

When we have detected unauthorized third parties targeting individuals with fraudulent employment offers referencing our cruise lines, we have taken a number of steps in an effort to reduce the risks of modern slavery and human trafficking associated with them. In particular, we have:

- reported the activity to the relevant law enforcement agencies where appropriate and advised individuals to report to authorities in their home jurisdictions;
- reported the activity to the relevant regulators responsible for scams;
- worked with Facebook to expedite removal of fraudulent pages referencing our cruise lines;
- created posts for cruise line careers social media sites to alert candidates to the risk of fraudulent adverts or job offers;
- placed notices on our 'careers' web pages advising that we do not send out unsolicited offers of employment and advising individuals not to respond to any emails or offers of this nature;
- reported or sought to deregister any email addresses or domains we believe are involved in distributing fraudulent employment offers;
- sent cease and desist notices to the email accounts associated with the fraudulent offers; and
- advised affected individuals who have contacted us in relation to these fraudulent offers on how to report and respond to them.

Section 5: Risk assessment and management

a- Our own operations

Our shipboard and shoreside employees are sourced from over 150 countries. In the Reporting Period, we had an annual average of approximately 60,000 employees onboard the ships we operated and approximately 10,000 employees and contractors across our shoreside operations.

We comply with the requirements of the MLC from the International Labour Organization (“ILO”) which sets minimum international standards for working and living conditions of seafarers. A complete overview of the applicable MLC standards in the cruise industry as well as specific standards across Carnival Corporation & plc can be found in our current sustainability report available [here on our website](#). We also maintain good relationships with relevant labor unions and work in partnership to ensure we comply with relevant national employment law requirements.

The recruitment of officers and crew for our shipboard positions presents the risk of modern slavery practices occurring and continues to be challenging due to intense competition for skilled labor in the maritime industry. To recruit strong candidates, we often partner with global talent partners to help us find the best talent, hiring the majority of our crew members through these employment agencies that act on our behalf. Though many nationalities are represented among our crew, we have worked with the same primary employment agencies in a number of countries including Indonesia, India, Vanuatu and the Philippines for several decades.

We recognize that modern slavery risks are high in the jurisdictions from which our crew are recruited and are particularly conscious of the risks of human trafficking, child labor and other coercive practices in relation to the recruitment of individuals. We work closely with our global talent partners to reiterate and reinforce our requirements of Business Partners and our expectation of ethics and integrity.

We are aware of instances of unauthorized and fraudulent employment offers being made to individuals for positions onboard our ships via unconnected third parties. This involves unsolicited offers of employment, purportedly on behalf of our cruise lines, being published or circulated via email falsely advertising shipboard roles. In our experience, these emails or advertisements are generally directed towards jurisdictions with high unemployment rates and a prevalence of vulnerable workers. We are mindful that such fraudulent employment practices can be vehicles for human trafficking, servitude, or other exploitative practices. We are aware of some instances where individuals have been instructed to provide their passport and to pay an upfront 'fee' to the fraudulent recruiter. We continue to monitor this situation very closely and work with our employment agencies to address any issues that arise and highlight the risks to potential crew via our websites and social media pages.

b- Our supply chain

In 2022, we had extended our risk assessment process to wider sections of our global supply chain, beyond top spend Business Partners. During the Reporting Period, we have enhanced our methodology further by partnering with LRQA to conduct the above-referenced third-party risk segmentation exercise across our entire direct supply chain and identify suppliers to prioritize engagement with, as part of the RSSP roll out. We are planning to work closely with these suppliers to share our policy and expectations in 2024 and beyond.

Section 6: Actions taken to prevent modern slavery and human trafficking

a- Our own operations

Reinforcing reporting channels and obligations:

We have an independently administered Compliance Reporting Hotline and website available 24 hours a day, 7 days a week, which is regularly promoted to our employees. All reports to the Compliance Reporting Hotline are reviewed, with investigations and corrective actions undertaken where appropriate. Compliance Reporting Hotline data is also analyzed for trends, which give the company visibility and oversight of high frequency or systemic issues.

Our employees are required to report any violation of law or non-compliance with our Code of Conduct immediately to their local management team, our Global Ethics & Compliance Department, and/or through our Compliance Reporting Hotline. Reports can be made anonymously, and we do not tolerate retaliation of any kind against those who make reports.

During the Reporting Period, we promoted the Compliance Reporting Hotline through the following activities:

- displaying posters onboard our ships and in our corporate offices showing the Compliance Reporting Hotline telephone number and website and encouraging individuals to report concerns;
- sending awareness messages to employees reminding them to speak up and report concerns through the Compliance Reporting Hotline (or other appropriate channels); and
- conducting regular testing to ensure the Compliance Reporting Hotline is functioning and can be reached from our ships and our offices.

b- Our supply chain

We are aware that risks and impacts will vary across our global operations and associated supply chains. We expect that potential impacts could include issues such as forced labor and human trafficking, amongst other social injustices. Additionally, we understand that potential impacts may also be influenced by a variety of factors, for example: location, industry, and culture. Given the size of our business, it is impossible to completely eradicate the risk of modern slavery. In order to be effective, we apply a risk-based approach to address potential negative impacts. We continue to develop our understanding of potential impacts through education and due diligence, in order to focus next phases of activity where our action can be the most effective.

Depending on risk profile, we use a number of different methods to mitigate impacts. Audits are one tool we have introduced in the Reporting Period to understand selected Business Partners' business practices, how they treat workers, and to verify and address compliance to legal requirements and our RSSP. We have adopted Sedex's audit methodology, SMETA, which is the most widely used social auditing methodology in the world, but also accept similar alternative protocols that Business Partners have gone through. During the Reporting Period, we piloted our newly launched social compliance auditing program with selected Chinese suppliers' sites, prioritized through our segmentation exercise. While no occurrence of modern slavery was identified on site, a number of non-conformances in relation to safety & hygiene, working hours and management systems were identified. Most of these issues have already been addressed by the suppliers, positively impacting hundreds of workers on sites. Our ongoing adoption of audits will help us identify where issues are more prevalent and will inform our risk segmentation approach.

We understand that modern slavery and human rights issues are a complex challenge in global supply chains and that many issues are systemic in nature and cannot be addressed alone. Consequently, we encourage Business Partners to proactively disclose to us where they are having challenges meeting required standards, so we can work together to address issues, strengthen management systems and implement remediation solutions.

We encourage anyone in our supply chain, or those in communities we interact with to report any actual or potential violation of applicable laws, or other misconduct, immediately using our Compliance Reporting Hotline. We take steps to communicate details of our Compliance Reporting Hotline to Business Partners and reiterate our expectation that individuals should 'Speak Up' to report concerns, including non-compliance with our Business Partner Code, the RSSP or associated Standards.

The email address RSSP@Carnival.com may be used by our suppliers going forward to raise any concern they may have in relation to the implementation of our RSSP and its associated Standards.

Equally, we encourage our Business Partners to provide a grievance mechanism via which affected workers or rightsholders can raise complaints or concerns.

Should it become apparent at any point that we have caused or contributed to a human rights violation, in our operations or via a Business Partner, an investigation will be conducted, and remediation processes implemented. Our Global Ethics & Compliance Department will monitor the investigation and remediation process.

Section 7: Training and awareness on modern slavery and human trafficking

Company wide training:

All employees are required to complete ethics training courses to help them understand our expectations, and the importance of conducting business in an ethical and responsible manner. This training incorporates specific education on modern slavery risks and directs employees and crew on how to identify and raise concerns.

In addition to the training module referenced, we also publish materials to educate employees on how to report concerns of wrongdoing, and to reiterate the support that will be provided to those who do raise concerns.

Procurement training:

We continue to support our supply chain and procurement teams to understand the risks of modern slavery in our supply chain. During the Reporting Period we developed a training video covering our approach to responsible sourcing including our commitment to human rights, to support the roll out of our RSSP and associated Standards. This will be rolled out during the course of 2024 across our cruise lines. We intend to also deliver targeted training on modern slavery risk and human rights protection as part of our future training program.

Business Partner Training:

We are committed to complementing our responsible sourcing and ethical audits program with capability building to support our Business Partners with continuous improvement on human

rights, as we roll out our RSSP and associated Standards. Building on supplier engagement activities undertaken by Carnival UK previously, we are developing a training approach that will ensure our Business Partners are aware of their role in supporting us to deliver our commitments to ensure protection of human rights and to combat modern slavery in our operations and our supply chains. In 2024 we plan to issue a video aimed at supplier capability building which will be supplemented by online guidance and supporting documentation. The insights gained through our risk assessment and auditing program will be used to help inform the development of further human rights guidance for our Business Partners and training interventions if relevant.

Section 8: Our effectiveness and performance indicators

We are committed to the continuous improvement of our response to modern slavery risks in our operations and supply chains. We recognize the importance of measuring and assessing the effectiveness of our actions to enable us to continue to revise and refine our approach to such risks.

Analyzing trends in our reporting channels:

We regularly analyze and report on trends in our Compliance Reporting Hotline reporting data to provide visibility of high frequency or systemic issues. During the Reporting Period, we reported no complaints related to modern slavery practices or concerns within our operations or supply chains.

Monitoring training completion:

We regularly monitor and track completion rates for ethics training courses assigned to our workforce. This training is essential in maintaining our strong culture of ethics and compliance. Our Boards of Directors are provided with a regular overview of training completion rates.

Auditing our employment agencies:

During the Reporting Period, we performed several audits on our employment agencies to assess their compliance with job assignment processes, record keeping, pre-employment screening and post-employment follow-up.

Tracking our due diligence processes:

As we continue to enhance our due diligence, audit and mitigation processes, we intend to develop a more structured approach to measuring effectiveness of these programs. We are incorporating the learnings from our pilot auditing program into our future approach and anticipate our abilities to track the progress of these programs will mature over time, in particular through our global membership of SEDEX which will enable us to utilize their tools and insight to support our approach as outlined above.

Section 9: Looking ahead to 2024

In 2024, we will continue to implement our human rights and modern slavery program globally. We will collaborate with external expert organizations to identify ways our company can advance its contributions to combating modern slavery and work with the broader tourism industry on efforts to address human rights issues within our shared supply chain. For instance, we are conscious that modern slavery and human rights issues are a complex challenge to tackle for smaller suppliers in our supply chain, such as independent tour operators providing shore excursions to our guests. In 2024, we are joining the Global Sustainable Tourism Council (“GSTC”) to support tour operators with certification solutions as part of our due diligence approach and provide them with relevant support on their responsible sourcing journey. We will also continue to evaluate the effectiveness of our policies, operating procedures and Business Partner guidelines to comply with all relevant laws.

Section 10: Governance and stakeholders’ engagement

This Statement has been made on behalf of Carnival plc in consultation with Carnival Corporation & plc’s senior leadership based in Miami, Florida, United States, and stakeholders across accountable business areas.

It has been reviewed and approved by our President, Chief Executive Officer and Chief Climate Officer on 4 April 2024 and Carnival Corporation & plc’s Boards of Directors on 4 April 2024.

Signed by Josh Weinstein:

A handwritten signature in black ink, appearing to read 'Josh Weinstein', with a vertical line extending downwards from the end of the signature.

President, Chief Executive Officer and Chief Climate Officer
Carnival Corporation & plc
4 April 2024