

NO AGENCY FEES OR COMMISSION

Applicants and New Hires:

Royal Caribbean Cruises Ltd. pays their hiring partners for their services and does not allow the collection of administrative fees, agency fees, or processing fees. There are costs involved with joining the ship (passport, seaman's books, national identification documents, medicals, airlines tickets, certifications and license as required for the position) but there is no fee associated with obtaining an interview, position or ship assignment with the company. If you successfully complete all of the requirements and are able to join your assigned ship, the cost of visa(s) will be reimbursed once you join the ship, services charges or associated fees for obtaining the visa are not eligible for reimbursement. Please retain the detailed original receipt to claim reimbursement to the Financial Controller on the ship.

Your Hiring Partner does not have any control over the timing of assignments.

Once you are approved for hire, you will be placed in the system and identified as "Ready for Assignment." The company's Workforce Planning and Scheduling team determines when you receive an assignment.

Once you have been approved for hire by our recruiters, do not resign from your current position. You will be provided a Letter of Employment when an assignment has been offered and accepted. After you receive the Letter of Employment, you will have time to then apply for appropriate visas, complete your medical exam, and purchase your airline ticket. Failure to secure any of these will prevent you from joining our company.

We strongly suggest you wait to resign from your current position until you have obtained all necessary documentation.

Returning Crew:

Our relationships with our hiring partners are focused on the recruiting and placement of new employees. We compensate this agency for assistance with new hires only. If you are a returning crewmember, you can contact your scheduler for assistance.

This agency may provide convenience services for returning crew. These services are outside of the contracted relationship with our company and are voluntary. It is the crewmember's decision to utilize these optional services and responsibility to pay the fee associated.

All New Hires & Returning Crew:

If you suspect or know you are being asked to pay or offer a bribe for or on RCL's behalf, you must report it to RCL.

Global Compliance and Ethics at ethics@rccl.com or,

If you wish to report anonymously you may use RCL's AWARE Hotline.

- Email: rclaware@tnwinc.com
- Phone: 1-888-81 AWARE (1-888-81-29273)
- Online: www.reportlineweb.com/aware