

Workplace Culture

We champion a strong, inclusive, employee-focused culture.

84,700 We have 77,000 crew members and 6,000 shoreside employees.

130+ Our employees represent 60% of the world's nationalities.

95% 95% of our shipboard and 86% of our shoreside employees say they are proud to work for Royal Caribbean Group.



Embracing Diversity, Equity & Inclusion (DEI)

Our unwavering commitment to diversity, equity, and inclusion (DEI) is the cornerstone of our success and future. Our DEI practices and policies have earned us recognition from a number of organizations.



Shoreside and Shipboard Representation

BOARD OF DIRECTORS

14% people of color

21% women

EXECUTIVE LEADERSHIP TEAM

31% people of color

43% women

CEO **ACT!ON** FOR DIVERSITY & INCLUSION

CEO Action for Diversity & Inclusion™

In 2021, our Chairman and CEO Richard D. Fain signaled leadership commitment to our diversity initiatives by signing the CEO Action for Diversity & Inclusion pledge. In so doing, he joined a coalition of 2,000 business leaders committed to advancing diversity and inclusion in the workplace.

Helping our Employees Learn and Grow

We offer a variety of learning and development programs to educate employees, encourage innovation, and help people grow in their careers. Employees can explore topics such as ethics, compliance, safety and security, and leadership skills. We also provide continual training and education for our officers, staff, and crew, all of whom must complete specific training requirements mandated by international law and our Save the Waves program.

620,000
HOURS

Our workforce participated in learning solutions through our RCL University online platform, investing approximately 620,000 hours.

400,000+
COURSES

In total, our workforce completed more than 400,000 courses within our learning management systems.

400
SESSIONS

As of the end of 2021, over 400 one-on-one sessions were completed, representing more than 1,000 hours of personalized development from our senior leaders.

Respecting and Protecting Employee Rights

At Royal Caribbean Group, we recognize and embrace our responsibility—alongside that of governments and domestic and international organizations—to respect, uphold, and promote internationally recognized human rights standards as set out in the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the principles concerning fundamental rights in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.



Contributing to our Employee’s Safety, Health, and Wellness

To help us attract and retain top talent, we maintain a world-class compensation and benefits package that’s among the most generous in our industry. In addition, we go to extra lengths to support the health and wellbeing of our employees at work and at home.



We provide free COVID-19 tests to shoreside employees as needed based on testing protocols.



We’ve been recognized as one of the Healthiest Employers by the South Florida Business Journal.



We offer 12 weeks of paid maternity, paternity, and adoption leave for U.S. shoreside employees with newborns or recently adopted children.



We offer unique benefits such as a wellness program, tuition reim-bursement, and scholarship opportunities, on-site day care, and cruise privileges in addition to many traditional benefits.



We established a minimum hourly wage of \$17.75 for all U.S. employees and are work-ing on similar living wage poli-cies for global shipboard and shoreside employees.