

Workplace Culture

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

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| <p>~102,500 EMPLOYEES</p> <p>We have 94,300 crew members and 8,200 shoreside employees.</p> | <p>130+ COUNTRIES</p> <p>Our employees represent 60% of the world's nationalities.</p> | <p>+80%</p> <p>86% of shoreside and 80.3% of shipboard employees say they are proud to work for Royal Caribbean Group.</p> |   |
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Embracing Diversity, Equity & Inclusion

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.

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Shoreside and Shipboard Representation (Global Workforce)

BOARD OF DIRECTORS

21%
Racial minority

28%
Female



57% Female **43%** Male



22% Female **78%** Male

ALL TEAM MEMBERS (U.S. WORKFORCE)

55%
Racial minority

81%
Diversity Index*

*Diversity Index includes gender, ethnicity, veterans or people with disabilities

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, professional development 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.

2.5 million hours

Our workforce invested approximately 2.5 million hours in 2022 in our online RCL University platform.

1 million courses

In total, employees completed more than 1 million courses within our learning management systems in 2022.

Respecting and Protecting Employee Rights

We are committed to treating our employees with dignity and respect and in accordance with fundamental fair labor principles. We endorse the principles contained within the United Nations Declaration of Human Rights and International Labor Organization core convention. We strive to maintain competitive and fair wages and benefits and have been certified to be in compliance with international standards regarding wage and benefits for all employees, irrespective of union affiliation.



We follow the United Nations Standards of Conduct for business.

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



We offer unique benefits such as a wellness program, tuition reimbursement and scholarship opportunities, onsite day care, and cruise privileges in addition to many traditional benefits.



We were recognized as one of 2022's Healthiest Employers by the South Florida Business Journal.



We finished #11 in the Healthiest 100 Workplaces in America rankings from Healthiest Employers®, which recognizes organizations taking a more proactive approach to employee health.