



MODERN SLAVERY STATEMENT

This statement by MSC Cruise Management (U.K.) Limited, a subsidiary of MSC Cruises S.A. (hereinafter “MSC Cruises” or the “Company”) is made in accordance with Section 54 of the U.K. Modern Slavery Act 2015.

It provides an overview of the actions that MSC Cruises has taken to date and will take in the future to manage the risk of modern slavery within its operations as well as its supply chain. MSC Cruises is dedicated to conducting its business in a fair, ethical, and responsible manner, and is committed to a zero-tolerance approach to modern slavery in any form.

ABOUT MSC CRUISES

MSC Cruises is the world’s largest privately-owned cruise company and the number one cruise line in Europe and South America.

As of June 2019, the MSC Cruises fleet comprises 16 modern, highly innovative ships, which will be expanded to 29 ships by 2027. Our Company caters for nearly 2 million passengers through itineraries in 83 countries, calling at 211 different ports.

MSC Cruises headquartered in Geneva, Switzerland, employs over 30,000 people across the globe, both ashore and on board its ships and has an active distribution network in 68 countries.

Our Company is part of the MSC Group which is comprised of leading transport and logistics companies.

MSC Cruises is a member of the Cruise Lines International Association, the world’s largest cruise industry trade association that serves as the unified voice for the cruise industry and supports policies and practices that foster a safe, secure, healthy and sustainable cruise ship environment.

MSC CRUISES COMPLIANCE PROGRAM

MSC Cruises adopted and published its own specific Code of Business Conduct in 2018. The Code emphasises the high standards expected of all MSC Cruises’ employees in its headquarters, on its ships, and worldwide. It includes a specific focus on human rights and labour standards, and condemns any form of exploitation, human trafficking and slavery.

MSC Cruises supports and respects internationally recognised human rights and strongly opposes the use of forced labour and any form of exploitation or slavery as defined by the ILO C029 - Forced Labour Convention. MSC Cruises is also strictly opposed to the use of child labour as defined by the ILO C058 - Minimum Age (Sea) and C138 - Minimum Age Conventions and is passionately involved in childhood development programs throughout the world. These commitments are clearly stated in MSC Cruises’ Code of Business Conduct.

The labour relationship between the Company and the seafarers employed on its ships are governed by collective agreements negotiated by the International Transport Federation on behalf of the on-board employees and meet or exceed the standards of the Maritime Labour Convention (MLC) of 2006.



Since 2018, the Company has continued developing a culture of integrity within its organisation in line with its Code of Business Conduct and other relevant policies.

As a sign of further commitment, a dedicated compliance role was established to strengthen the compliance culture, and a Director of Sustainability was appointed to focus on MSC Cruises' commitment towards social and environmental enhancement across all aspects of operations and for all key stakeholders.

MSC Cruises strives to provide a working environment where its employees can flourish and reach their full potential. MSC Cruises strongly respects the fundamental dignity of all its employees, both on-board and ashore, and it does not tolerate any form of harassment or abusive conduct.

The Company strictly prohibits any discrimination based on race, religion, colour, language, gender, national origin, age, disability, political or ideological beliefs, marital status, sexual orientation, or family responsibilities. Furthermore, MSC Cruises is firmly committed to support equal employment opportunity and diversity.

In line with these fundamental principles, the Company introduced its people values including "Equal Opportunities" and "We care for people." During 2018 an awareness campaign cascaded these values throughout the organisation and included personal messages from the Board of Directors.

MSC Cruises strongly believes that fundamental aspect of effective compliance is through education and training. Company-wide training on the Code of Business Conduct is being finalised and will be launched before the end of 2019, including a specific module on the prevention of modern-slavery. In parallel, selected employees in key positions have already completed detailed training on modern-slavery.

MSC CRUISES SUPPLIERS COMPLIANCE PROGRAM

MSC Cruises pays attention to the working conditions not only of its employees, but also of those persons working in its supply chain. All suppliers of MSC Cruises must undertake to carry out all their activities following the requirements of law and in accordance with the International Labour Organization's Declaration of Fundamental Principles and Rights at Work.

MSC Cruises does not conduct business with companies that have been convicted of any offence involving slavery or human trafficking or are subject to any investigation in relation to modern slavery.

MSC Cruises has updated and strengthened its contractual requirements with suppliers, explicitly concerning workers' rights and continues to review its business procedures to ensure that the risk of modern slavery is considered and properly managed.

As a next step in MSC Cruises' Suppliers Compliance Program, the Company launched a new, dedicated platform to manage its current and/or future suppliers. On this platform, suppliers must complete a performance related questionnaire before being accepted as an approved supplier. This questionnaire supports the Company's risk assessment and includes specific questions relating to modern slavery. The Program is subject to an annual review by the Company's Compliance Officer.

MSC Cruises is committed to working together with its suppliers to ensure its policies are effective in managing risk and driving improvements within the entire supply chain. The next phase of MSC Cruises Suppliers Compliance Program will include on site auditing of suppliers.



INTERNAL REPORTING

MSC Cruises actively encourages its employees to raise and report any concerns they may have in relation to MSC Cruises' activities or its supply chain. MSC Cruises takes potential violations very seriously and will investigate each allegation with care, discretion, and confidentiality. There should be no retaliation against any employee making a report in good faith. Once received, complaints are carefully evaluated and, depending on the seriousness of the allegation, MSC Cruises competent functions (Compliance, HR, Security) are put on notice to investigate the veracity of the allegations, and take necessary action to address the concern.

ADVISORY AND AUDIT FUNCTION

In parallel with the introduction of a Code of Business Conduct, MSC Cruises implemented a dedicated Advisory and Audit function aimed at providing Board Members and management independent, objective and comprehensive assurance (audit) and advisory services, including evaluating of the effectiveness of internal controls, as well as compliance with MSC Cruises' internal policies, including the matters set out in this statement. There is a strong and close collaboration between the Compliance/Legal function and the Advisory and Audit Department.

This statement is effective for the financial year ended 31 December 2018 and was approved by Mr. Pierfrancesco Vago, Executive Chairman of MSC Cruises SA and a Director of MSC Cruise Management (UK) Limited.