



# MODERN SLAVERY STATEMENT

This statement by MSC Cruises SA (hereinafter “MSC Cruises” or the “Company”) is made in accordance with Section 54 of the UK Modern Slavery Act 2015. It provides an overview of the actions that MSC Cruises has taken and will take in the future to manage the risk of modern slavery within its own operations as well as within its supply chain. MSC Cruises is dedicated to conduct its business in a fair, ethical and responsible manner and is committed to ensure slavery and human trafficking is not taking place in its activities and supply chain.

## 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.

The MSC Cruises fleet currently comprises 15 ultra-modern, highly innovative ships, which will be expanded to 26 ships by 2026. Our company takes its over nearly 2 million passengers through itineraries in 86 countries and call at 199 different ports.

MSC Cruises is headquartered in Geneva, Switzerland, employs over 23,000 people across the globe, both ashore and on board its ships and has a distribution network in 67 countries.

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

MSC Cruises feels a deep responsibility towards the physical and human environments in which it operates. The Company operates with the greatest respect for its employees, its guests, and the world’s oceans. MSC Cruises is on an ongoing journey to further develop innovative ways of lowering the environmental impact of its cruise passages.

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 AND TRAINING INITIATIVES

### MSC CRUISES CODE OF BUSINESS CONDUCT

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 contains 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.

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 connection with the publication of the Code of Business Conduct, MSC Cruises is rolling out a program of training for all employees. The roll out, which will include a specific module on slavery and labour trafficking, should be completed within 2018.

## **SPECIFIC CONTRACTUAL REQUIREMENTS AND MSC CRUISES SUPPLIERS COMPLIANCE PROGRAM**

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

Also, MSC Cruises will not do 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 specifically with respect to workers' rights and continues to review its business procedures to ensure that the risk of modern slavery is considered and properly managed.

MSC Cruises is committed to work 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 focus on auditing the implementation of its Compliance Standards.

## **BOTTOM-UP REPORTING CHANNEL**

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 (HR, Security) are put on notice and investigate the veracity of the allegations.

#### **ADVISORY AND AUDIT FUNCTION**

In parallel with the introduction of a Code of Business Conduct, MSC Cruises has 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 effectiveness of internal controls, as well as compliance with MSC Cruises' internal policies, including the matters set out in this statement.

This statement is effective for the financial year ended 31 December 2017.

Mr Pierfrancesco Vago, Executive Chairman, MSC Cruises SA