



MODERN SLAVERY STATEMENT

This statement by MSC Cruises SA (hereinafter “MSC Cruises”) 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 near 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 14 ultra-modern, highly innovative ships, which will be expanded to 24 ships by 2026. MSC Cruises takes its over 1.8 million passengers through itineraries in 86 countries and call at 199 different ports.

MSC Cruises is headquartered in Geneva, Switzerland, employs over 17,000 people across the globe, both ashore and on board its ships and has a distribution network in 67 countries. MSC Cruises is part of 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 workers, its passengers, the world’s oceans and 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 Cruises 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 is also part of the group of companies which includes MSC Mediterranean Shipping Company SA (“MSC”). The MSC Modern Slavery Statement and its Code of Business Conduct can be found at <https://www.msc.com/arg/sustainability/business-ethics>.

MSC CRUISES POLICIES AND INITIATIVES

MSC CRUISES CODE OF BUSINESS CONDUCT

MSC Cruises, while already respecting general principles outlined in the MSC Code of Business Conduct, is in the process of elaborating and adopting its own specific Code, which will emphasise the high standards expected of all MSC Cruises’ employees in MSC Cruises’ headquarters, on its ships and worldwide. The MSC Cruises Code of Business Conduct is expected to be adopted and published within the first half of 2018 and will contain, *inter alia*, a specific focus on the company policy in relation to labour rights and condemnation of any form of exploitation or slavery.



MSC Cruises supports and respects internationally recognized 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 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 involved in childhood development programs throughout the world. These commitments will be clearly stated in MSC Cruises Code of Business Conduct.

The labour relationship between MSC Cruises and the seafarers employed on the MSC Cruises's ships is regulated by collective agreements negotiated by the International Transport Federation on behalf of the on-board employees and compliant with the Maritime Labour Convention (MLC) of 2006.

More generally, MSC Cruises strives to provide a good working environment to its Employees. MSC Cruises is a strong advocate of the fundamental dignity of all its workers on-board and ashore and it does not tolerate any form of harassment or abusive conduct. The Code of Business Conduct currently under development explicitly provides for human rights and labour standards. It strictly prohibits any discrimination based on sex, race, religion, language, gender, national origin, age disability, political or ideological beliefs, marital status, and sexual orientation or family responsibilities. Furthermore, MSC Cruises is firmly committed to support equal employment opportunity and diversity.

SPECIFIC CONTRACTUAL REQUIREMENTS

MSC Cruises' pays attention to the working conditions not only of its own personnel, but also in its supply chain. . The standard terms of contract used by MSC Cruises to purchase goods and services provide for specific obligations for the supplier as to human rights, labour conditions and a ban of child labour.

MSC Cruises also expects its business partners not to have been convicted of any offence involving slavery and human trafficking and are not subject to any investigation in relation to modern slavery.

BOTTOM-UP REPORTING CHANNEL

MSC encourages its Employees to share any concern they may have in relation to MSC Cruises' activities or its supply chain. MSC takes potential violations very seriously and will fairly 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 might inquire on-site the veracity of the allegations.

CORPORATE INTERNAL AUDIT

In parallel with the elaboration of a Code of Business Conduct, MSC Cruises is in the process of setting up a dedicated Audit function with the aim to independently and objectively evaluate and report to the Management the effectiveness of internal controls as well as compliance with MSC Cruises' internal policies.

This statement is effective for the financial year ended 31 December 2016.

Mr Pierfrancesco Vago, Executive Chairman, MSC Cruises SA