



SEABOURN®

# CULTURE FRAMEWORK



## OUR CORPORATION'S COMMON GOAL...

At Carnival Corporation & plc, our highest responsibility and top priorities are to operate safely, to protect the environment, and to be in compliance everywhere we operate in the world. On this foundation, we aspire to deliver unmatched joyful vacations for our guests, always exceeding their expectations and in doing so, driving outstanding shareholder value. We believe in a positive and just corporate culture, based on inclusion and the power of diversity. We operate with integrity, trust and respect for each other – seeking collaboration, candor, openness and transparency at all times. And, we intend to be an exemplary corporate citizen, leaving the people and the places we touch even better than before we touched them.

CORPORATE VISION STATEMENT

## ...AND EXPECTED BEHAVIORS...

- **SPEAK UP**
- **RESPECT AND PROTECT**
- **IMPROVE**
- **COMMUNICATE**
- **LISTEN AND LEARN**
- **EMPOWER**

CULTURE ESSENTIALS

## ...DELIVERED IN THE SEABOURN WAY...

### SEABOURN MISSION STATEMENT

Through genuine and intuitive service, we consistently deliver exceptional Seabourn Moments that delight our guests and create the world's finest travel experiences.

### SEABOURN CORE VALUES

#### Uncompromising Commitment to Safety and Sustainability

We care for the safety and well-being of people and the planet. Compliance with all applicable standards is vital to preserving and protecting our guests, our employees and the environment.

#### Committed to Service Excellence

Striving for and achieving excellence in all aspects of company operations is a key ingredient of our culture and our success.

#### Integrity, Honesty and Ethics

We not only do things right, we do the right things. We treat each other openly and honestly and speak up when something does not seem right.

#### Team Together, Team Apart

With employees located throughout the world, we are committed to working together and sharing a common goal and vision. The ways in which we trust and care for each other set us apart from our competition.

#### Embrace Change and Improvement

We learn and evolve in order to be the best.

#### Maintain Optimism and Perspective

We strive to recognize the valuable contribution and full potential of each employee. We embrace diversity and make every effort to strike a positive and healthy balance between personal life and professional goals.

#### Focus on Performance and Results

A foundation of our success always has been and continues to be a focus on performance and results.

SEABOURN MISSION STATEMENT & CORE VALUES