Royal Caribbean Cruises Ltd (RCCL) is today reporting on the results of its gender pay gap calculations, the analysis of the findings, and renewed commitment to closing the gap and celebrating gender equality across our business.

The gender pay gap reporting requirements came into effect on 6 April 2017 as an amendment to the Equality Act 2010, requiring employers of over 250 employees to annually publish prescribed statistics relating to UK employee pay. Gender pay gap reporting is part of the UK Government’s strategy to reduce the gender pay gap.

Developing and rewarding our people is at the heart of RCCL’s business strategy and we are committed to offering equal and motivating opportunities for all employees, regardless of gender.

As part of our analysis for the Gender Pay Gap report, we also look at pay equality across our business and can confirm that RCCL UK&I continues to have 100% pay equality.

This year’s results show that our focus on lowering our gender pay gap is having a positive effect, with a significant reduction since this time last year.

We are committed to building on all the initiatives in place to continue to reduce our gender pay gap, helping all employees achieve their full potential.
GENDER PAY GAP

PROPORTION OF RECEIVING A BONUS PAYMENT

Males: 67.3%
Females: 54.2%

PROPORTION OF FEMALE EMPLOYEES IN EACH QUARTILE BAND

1st Quartile: 78%
2nd Quartile: 74%
3rd Quartile: 62%
4th Quartile: 48%
GENDER PAY GAP 2018 ACTIONS

We have seen significant change in our gender pay gap since reporting for the first time in 2018. We have reduced our pay gap by 28% and bonus gaps by 33% and are committed to further reducing the gaps year on year. We are setting ourselves measurable targets and will track our progress until the gap has been closed.

Whatever the role in the company, we are committed to ensuring pay and bonus rates are benchmarked against those across our sector to ensure our female employees are paid competitively and comparably with their male counterparts.

We know we have made a large difference in one year and we are committed to drive further gender equity for pay in our business. To continue with the great results we have seen in one year, we have a number of initiatives specifically designed to help close our gap, including recruitment processes, line manager assertiveness and leadership training, supporting dedicated diversity employee group meetings. We will continue our investment in everywoman Network membership for all our employees both male and female to give them access to an online development platform that is proven to help develop the careers of those who participate. We will review and add to this list every year.
RCCL has launched for the first year its Women in Leadership course with eCornell university. We are committed to continue to support female career development and build a solid pipeline for the future.

Returners Programme;
We have committed to support our returners to the business, for different types of leave: carers, parental leave. We are developing a strong programme to support our workforce.

Unconscious Bias Training completed in the UK&I
Changing the culture including; face-to-face mandatory “unconscious bias” training for all employees.

Gender Pay Gap monitoring
We continue to review our gender pay gap on a quarterly basis to ensure we keep bringing the gap down year on year.

Females Succession
The business has promoted a number of females at all levels, with three females moving into leadership level roles. We aim to present a shortlist of female and male candidates for roles within the business alongside promoting internal growth and opportunities at all levels.

Talent Acquisition
We have introduced a dedicated recruitment platform to guide managers on best practice and interview process. To ensure we imbed best practice in interview / selection process, we will continue to provide training and support at all levels. When looking at future talent into the business, we commit to having a 50/50 applicant pool of male and female, for review with the manager.

Diversity and Inclusion at RCL
We have a dedicated Diversity and Inclusion Team championing opportunity for all and executing our gender pay gap action plan. Our many employee affinity groups are supporting this work by carrying out activities which celebrate, develop and engage our diverse talent.

** Royal Caribbean Cruises Ltd (RCCL) is committed to continue and build on the above initiatives for 2019**
GENDER PAY GAP 2019 ACTIONS

RCL THRIVE
This is a new platform for our employees to thrive in their working careers through all our development platforms we have on offer. We will be partnering with our Women ERG to create this platform for our talent.

BOARD OF FUTURE GENERATION, EMEA
As we grow as a business we need to engage with our future leaders. This year we will be creating a board for our future talent within our organisation.

GLOBAL GENDER TASKFORCE
We will have a taskforce comprising leaders from across the business who believe passionately in gender diversity

WOMEN ON BOARDS PROGRAMME
We want to assist our female workforce who aspire to take on senior roles; Directors, General Managers, Non-Executive, Directors and are going to create a program for high potential female leaders to build capability and skills to prepare them for these leadership roles.

We will be investing again this year in giving everywoman Network membership to all of our employees; an online learning & development platform which, research proves, supports 42% of its members in achieving promotions and 81% of members state that access to the platform enables them to develop their careers.
This report was approved by the Vice Presidents and International HR Director

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