

Contractors Onboard Policy

The provisions set forth in this Section shall apply to the extent CONTRACTOR, or its employees, agents or subcontractors, boards a CRUISE LINE vessel while working in collaboration with Fincantieri Services USA. CRUISE LINE may from time to time publish and distribute guidelines or other rules of conduct and behavior governing the behavior of its employees or other persons on board the vessels. CONTRACTOR agrees to comply with such guidelines and to cause its employees to agree to comply.

- CONTRACTOR agrees that its employees, agents, and subcontractors may be designated as crewmembers. As such, they shall be under the control and direction of and abide by the orders of the vessel's Master and/or Hotel Director and any other CRUISE LINE employees they may designate.
- Upon boarding, CRUISE LINE shall instruct CONTRACTOR'S employees, agents and subcontractors of the applicable elements of the vessel's health and safety program and of any known vessel or cargo hazards to which its employees may be exposed. CONTRACTOR shall inform the vessel's Master, Hotel Director, and/or Environmental Officer of any health and safety hazards presented by their work, how they will address those hazards and of any other health and safety hazards identified by their personnel while of the vessel
- CONTRACTOR warrants that all work onboard CRUISE LINE vessels will be performed in compliance with all applicable environmental laws and regulations.
- CONTRACTOR cannot use any chemical that has not been previously approved by Safety & Environment and Marine Operations.
- CONTRACTOR is ultimately responsible for providing proper storage for all chemicals in collaboration with Fincantieri Services USA supervisor.
- CONTRACTOR is responsible for taking back any unused chemicals and to properly dispose all others in compliance to all laws in the country at which the work is been done.
- CONTRACTOR will provide to Fincantieri Services USA Project Manager, copies of any or all Material Safety Data Sheets (MSDS) as applicable, for all chemicals and other regulated materials CONTRACTOR, its employees, agents, or subcontractors intend to use onboard the vessel in the course of performing their work. CONTRACTOR must maintain a copy of all MSDS' in a binder that is clearly marked "Material Safety Data Sheet" (MSDS) and that is accessible to all of its employees, agents, or subcontractors that will be in contact or close proximity to the chemical(s).

- CONTRACTOR'S employees, agents, and subcontractors shall not carry onto or consume on board any CRUISE LINE vessel any narcotics or other substances which are prohibited by law or for which a doctor's prescription would be required in the vessel's primary port of embarkation, except pursuant to a program of medical care under the direct supervision of a doctor.
- CONTRACTOR'S employees, agents, and subcontractors shall not use alcoholic beverages or other intoxicating substances to the point of intoxication on board the vessel.
- Neither CONTRACTOR nor its employees, agents or subcontractors shall be associated with any form of organized or unorganized gambling on any Covered Ship during the Term of project execution. CONTRACTOR employees, agents or subcontractors are not permitted use of Casino gaming tables (Black Jack, Poker, etc.).
- CONTRACTOR'S employees/agents shall not sell any Goods or other merchandise to passengers or crewmembers.
- CONTRACTORS when finished with their work are not to linger in public areas in work clothes.
- CONTRACTORS are not permitted to enter passenger or crew cabins occupied or unoccupied unless accompanied by ship's security.
- CONTRACTORS are not permitted to allow a passenger or crew entrance to the cabin(s) occupied by the contractor.
- CONTRACTORS are not to request seating space in the passenger's dining rooms unless previously authorized.
- CONTRACTOR shall refrain from throwing anything over the side of the ship, both in port and at sea.
- **Harassment:** CRUISE LINE is committed to making workplaces safer for employees and guests. A 'safe' workplace is one that is free of intimidation and harassment. Harassment, as defined for this policy, means verbal or physical conduct that demeans or shows hostility or prejudice toward an individual because of his/her gender, sexual preference, race, religion, color, national origin, age or disability, or that of his/her relatives, friends or associates. 'Sexual' harassment is a type of harassment. It means unwelcome sexual advances, requests for sexual favors or other verbal, written or

- physical conduct of a sexual nature when it is made explicitly or implicitly a term or condition of employment is used as a basis for employment decisions, or unreasonably interferes with an individual's work performance or creates an offensive work environment.
- **Inappropriate Guest Interaction: Sexual Contact or Intimacy with Guests Is Not Permitted.** If you have sexual contact with guests you can be dismissed immediately. Having sexual relations with minors, sexual assault and rape are all crimes, punishable by law. All allegations of sexual contact with minors and sexual assault and rape will be investigated and reported by the Company to the proper legal authorities and will be prosecuted to the fullest extent allowed by the law.

I have read and understand the Policies Applicable to Contractors While Onboard Vessels.

These guidelines or rules of conduct are for the benefit and safety of the employees of both the CONTRACTOR as well as CRUISE LINE.

Your acceptance in the supplier registration signifies your agreement and compliance with these specific rules and guidelines.

FINCANTIERI SERVICES USA