

# SEE something? | SAY something!



## TYPES OF CONCERNS TO REPORT:

- Violation of ANY Law
- Health, Environmental, Safety and Security (HESS) Issues
- Accounting and Internal Control Irregularities
- Non-Compliance with the Code of Business Conduct and Ethics or any Related Policy
- Retaliation for Reporting Good Faith Concerns
- Data Privacy / Security Concerns

## HOW TO REPORT COMPLIANCE CONCERNS:

- Contact Your Supervisor, Department Head, Human Resources, Environmental Officer or Captain **OR**
- Contact Your Operating Line Compliance Manager (OLCM) or Designated Person Ashore (DPA) **OR**
- Contact Your Brand or Corporate Ethics & Compliance Department **OR**
- Contact Your Brand or Corporate Legal Department **OR**
- Report via the 24/7 Carnival Compliance Hotline or Website

## TO REPORT CONCERNS: BRAND/OPERATING GROUP CONTACTS

**OLCM FOR ENVIRONMENTAL COMPLIANCE CONCERNS**



**Patrick J. McGuire**  
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**DPA FOR HESS COMPLIANCE CONCERNS**



**Emiel de Vries**  
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**DPA FOR HESS COMPLIANCE CONCERNS**



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**DPA FOR HESS COMPLIANCE CONCERNS**



**Mike Drake**  
DPA, P&O Australia  
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**OPCO ECO FOR ALL OTHER COMPLIANCE CONCERNS**



**Paul McClelland**  
ECO  
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## CARNIVAL CORPORATION CONTACTS

**CCM FOR ENVIRONMENTAL COMPLIANCE CONCERNS**



**Chris Donald**  
Environmental Corporate Compliance Manager  
cdonald@carnival.com  
M: +1-786-564-5378

**CCM HEALTH, SAFETY AND SECURITY COMPLIANCE CONCERNS**



**Gerry Ellis**  
HSS Corporate Compliance Manager  
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**CCM FOR ALL OTHER COMPLIANCE CONCERNS**



**Martha de Zayas**  
General Corporate Compliance Manager  
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**CHIEF RISK & COMPLIANCE OFFICER**



**Richard Brilliant**  
Chief Risk & Compliance Officer  
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# REPORT IMMEDIATELY SPEAK UP!

[www.carnivalcompliance.com](http://www.carnivalcompliance.com)

**1-888-290-5105 (North America)**  
**+1-305-406-5863 (International)**

**Compliance Reporting Hotline:  
24/7, Independently-Monitored,  
All Complaints Reviewed**

### GLOBAL ETHICS & COMPLIANCE

Compliance Reporting Hotline  
Landside Local Toll Free Numbers

**AUSTRALIA**  
1-800-71-0696

**CHINA**  
4008811473

**INDONESIA**  
First Dial: 001-801-10  
Then Dial: 888-290-5105

**NETHERLANDS**  
0-800-220-0039

**NORTH AMERICA**  
1-888-290-5105

**PHILIPPINES**  
First Dial: 105-11  
Then Dial: 888-290-5105

**OTHER COUNTRIES**  
(International Calls)  
+1-305-406-5863

### ON BOARD

HAL Ships  
Extension 509  
PCL Ships  
Extension 25326  
P&OA Ships  
Extension 25326  
Seabourn Ships  
Extension 509

### ONLINE/WEBSITE

[www.carnivalcompliance.com](http://www.carnivalcompliance.com)

### EMAIL ADDRESS

Global Ethics & Compliance Team  
ethicsofficer@carnival.com

