



Partnership Agreement

Introduction

Nautilus International "Nautilus" and Carnival UK "the Company" agree that a partnership approach enables us both to concentrate on our shared interest in the success of the Company's business. Both parties recognise that secure employment and career progression for the seafarers is a key dependency for business success.

Good industrial relations are necessary to achieve this common objective of ensuring the efficiency and prosperity of the business for the benefit of all stakeholders. Seafarers at all levels have a common interest in a successful, prosperous business: This Partnership Agreement recognises that success depends, in the final analysis, not just on processes and systems, but also on people.

The key objective of this agreement is to support a true culture of partnership at work, recognising that marine seafarers are a highly valued part of the Company and that there is therefore a need to recruit, train and retrain high quality and motivated seafarers.

To ensure an effective partnership agreement, both parties understand the need for a spirit of mutual trust and honesty. Confrontational activity on the part of the Company or Union is seen as unproductive and contrary to the spirit of this partnership agreement.

To facilitate effective problem solving and decision making, both parties recognise the value of good information sharing and consultation and are therefore committed to ensuring that information is exchanged and shared rather than retained and hidden.

Both parties recognise that such information is often sensitive and must be handled in a responsible and confidential manner. A confidentiality clause will therefore be signed by all Partnership at Work Delegates and delegates will be informed in meetings as to which parts are sensitive and have to remain confidential.

The Historic Relationship

Up until 2010 the Company/Union relationship was maintained through regular contact although this tended to focus predominantly on the annual pay round. The annual review of Officers' salaries was until then the only substantial contact taking place within any 12 month period. Since 2010 this has been supplemented by regular meetings between Nautilus, Partnership at Work Delegates and the Company. The aim of the agreement is to demonstrate joint commitment to partnership working as a means of driving good industrial relations and employee engagement.

Nautilus and the Company recognise this is achieved by developing and managing an ongoing relationship based on mutual respect, trust and, above all, a shared vision to achieve mutual benefits.

This agreement and the Partnership at Work Forum model aims to secure and maintain open and positive attitudes and behaviour within Nautilus, its members and the Company.

Both parties also recognise the need for Partnership at Work delegates to receive training during the duration of being a Representative. The Company and Nautilus will work together to organise dedicated courses on a periodic basis to ensure that all existing and new delegates are appropriately trained.

Mutual Aims and Goals

Nautilus and The Company agree the following aims and goals:

1. A joint commitment to the success of the Company taking into account the needs and aspirations of all involved.
2. A recognition that Officers have a legitimate interest in the strategic direction of the company.
3. Improved communications between the Company, Nautilus and its members.
4. Ensuring a long-term future for Officers with adequate levels of retention.
5. A joint commitment to work together to resolve conflict by recognising each other's views.
6. A recognition of diversity and Inclusion and the company's Culture Values.
7. Maintaining a strategic manning policy (for Cadets) which recognizes the Company's involvement in the UK Tonnage Tax Scheme.

The Partnership at Work Forum is therefore established as follows.

The Partnership Forum Structure

In order to continue with our culture, the Company and Nautilus believe that a Partnership at Work Forum should be as follows:

- A Forum consisting of appropriate senior leaders from the Company, Officers from within the Deck & Technical community (Partnership at Work delegates) and at least one official from Nautilus will deal with issues covering all seafarers covered by this agreement. Pay and conditions reviews only apply to some of those covered and these will be dealt with by a sub-committee comprising those delegates employed in positions covered by Nautilus collective bargaining agreement.
- The Forum shall cover all issues affecting UK officers in the Deck, Technical, Fleet Training and Security departments.
- There is a desire, where possible, to ensure that there is always one Partnership at Work Delegate representing each ship at the Partnership at Work Forum meetings. In order to support this, there is therefore a need to have in the region of 3 – 4 Partnership at Work delegates from this community on each ship.
- There is also a desire, where possible, to ensure there is at least one delegate representing the four 'closed ranks', across the Fleet i.e Security Officers (SECO), Fleet Trainers (FST), Environmental Officers (ECO) and Technical Stores Managers (TSM)
- The Partnership at Work Forum will meet between 3 and 4 times a year and at least 8 Partnership at Work delegates should be present.
- The Company will invite members to submit items for the agenda, this can be direct through the Partnership at Work dedicated email address or through Nautilus. A meeting agenda will be distributed 1-2 weeks in advance of the meeting, where possible to enable Partnership at Work delegates to speak to their colleagues and formulate thoughts and proposals.
- The Company will summarise meetings and issue them in bulletin form capturing actions arising from the Partnership at Work forum meetings. Specific actions will be verbally summarised at the end of each meeting. A Partnership at Work bulletin that sets out associated updates will be drafted by the Company, agreed with Nautilus and issued within 3 - 4 weeks of the meeting having taken place.
- Training will be provided as appropriate to all existing and new Partnership at Work delegates.
- The meetings of the Forum will further develop the concepts embodied in this agreement.
- The Company will provide a Chairperson for the Forum.
- From time to time the Company may need to gain input from Partnership at Work delegates outside of scheduled meetings. In such instances delegates may be contacted by email and asked for feedback on specific matters. Delegates are therefore requested to check their emails periodically.

- In the event that specific actions or projects are identified that require dedicated input from Partnership at Work delegates, individuals may be seconded into the office to help work on these. This will be subject to agreement and operational requirements.
- At the end of each calendar year, the Company will meet to draw up a schedule of Partnership at Work forum meetings for the year ahead. These will be published as soon as practicable and where possible these dates should not change.
- The Company have a dedicated Partnership at Work email address in order to provide a dedicated contact point for queries relating to Partnership at Work. This email will be checked regularly with view to any new emails receiving an acknowledgement or response within 72 working hours of receipt.
- The Company have a dedicated page on the Insider which houses key information such as this agreement, the meeting schedule, details of Partnership at Work delegates and copies of Partnership at Work Bulletins.

The Extent of the Partnership Forum's Role

The Partnership at Work Forum will have a wide focus, which goes beyond discussing terms and conditions of employment. The employer being Fleet Maritime Services Bermuda (FMSB) or Fleet Maritime Services International (FMSI). This can be summarised as follows:

- For information:** The long term strategic direction and policy of the Company.
For consultation: The Company will consult and negotiate with Nautilus in respect of the schedules and policies listed on the collective bargaining agreement .
For agreement: Terms and conditions of employment.

Pay and Conditions Review Sub-Committee

The Partnership at Work Forum will have a Sub-Committee to deal with pay and conditions and other issues that have direct relevance only to the group covered by the Sub-Committee. The Sub-Committee will not be authorised to deal with any other issues. Membership of the Sub-Committee is limited to employees who are members of Nautilus International and are covered by the Collective Bargaining Agreement.

The Partnership Forum is Not the Appropriate Mechanism for Raising or Discussing Individual Grievances

Partnership at Work delegates forum and representatives of the Union will have a mandate which will be used as much as possible to agree on behalf of all Officers covered by the agreements stipulated in this document.

Submitting and Deciding the Agenda

All Officers covered by the appropriate agreements, Nautilus and the Company can submit items for the agenda.

Items for the agenda are to be forwarded to the Partnership at Work email address at least 2-3 weeks in advance of the meeting. Proposed agenda points will be discussed between the Company and Nautilus who will determine whether items are suited for the agenda or whether there are other channels to be used for the issues raised.

The agenda, together with any supporting documents is to be forwarded to all Partnership at Work forum delegates who are down to attend the meeting. These will be issued 1-2 weeks ahead of the meeting date.

Partnership at Work Bulletins / Communications

Partnership at Work Bulletins are a high level summary of key updates that are to be issues to all Deck, Technical, Fleet Training and Security Officers.

Bulletins will be issued within 3 - 4 weeks of each meeting taking place. Bulletins may also be issued outside of this time if there are any important updates that need to be communicated.

All Bulletins will be placed on the dedicated Insider page.

Review

It is agreed that an evaluation of the success of the partnership approach will be completed on a 2 yearly basis.

Agreement

The joint commitment of the company and Nautilus to this Partnership Agreement is confirmed by the following sponsors within each respective organisation:

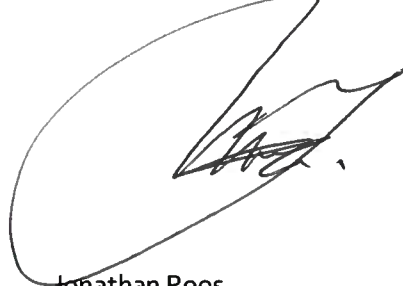
For Carnival UK



James Stride
VP Governance

Date: 14th March 2022

For Nautilus International



Jonathan Roos
Strategic Organiser, Nautilus International

Date: 14 March 2022.