

Colleague 3-point appraisal rating scale guidance

Through 2024, driving a performance-led culture is a strategic priority as we seek to drive a step change in business results. We have aligned with the rest of Carnival Corporation and moved to a three-point scale for performance ratings across fleet. This change simplifies the approach in performance assessments to make sure you have clarity about how you have performed during your tour.

Your performance will be assessed at the end of each tour in the following way;

<p>Successful</p> <p><i>Achieves performance expectations consistently. Accomplishes the right results with the right behaviors. A reliable contributor to the team and Carnival UK.</i></p>	<p>This shows you've done a really great job!</p> <ul style="list-style-type: none">• It means throughout, you have met all your responsibilities, lived our Culture Essentials, and demonstrated your brand behaviours in everything you do.• You have had a great impact on the people around you and your departments.• At times you may have gone over and above what is expected.
<p>Needs improvement</p> <p><i>Has areas for improvement in how they perform their role.</i></p>	<p>At times you have not met your job responsibilities or displayed the expected behaviours</p> <ul style="list-style-type: none">• This means that you have received feedback on more than one occasion where you have not met required responsibilities and/or behaviours of your role.• Having received this feedback and any required support, your performance has still not improved by the end of your tour.
<p>Exceptional</p> <p><i>Significantly exceeds performance expectations with broad impact. Drives exceptional results and models the right behaviors.</i></p>	<p>You have really stood out above your peers in the way you have worked and how you have behaved</p> <ul style="list-style-type: none">• You have significantly and consistently exceeded the expectations of your role.• You have looked for ways to support others, enhance guest experience, improve ways of working or team success.• You have received multiple feedback from others acknowledging your good work.

