

Dress Code & Grooming

At all times, uniforms must be worn as described in Section 7 below. Shipboard Personnel should always maintain a professional and conservative appearance while in public areas.

All Shipboard Personnel are expected to be properly shaven and well groomed at all times.

Hair for male employees may not be longer than his shirt collar. For musicians and dancers, longer hair may be permitted, including dreadlocks for steel drum musicians and braiding for others, so long as: (i) the hair is neat and well maintained; and (ii) the length and style is approved by the hiring manager and the hotel manager.

While the growing of beards and mustaches is permitted on vacation, it should be understood that these facial ornaments are only allowed onboard when they are kept immaculate. To start growing mustaches and beards while working onboard is not allowed. Beards and other facial ornaments should not interfere with or prohibit the wearer the use of safety equipment, such as filter masks and breathing apparatus masks.

Men are not permitted to wear earrings. Women's jewelry should be conservative. Visible body ornaments of any kind (piercings, tattoos, etc.) are not permitted.

Personal hygiene must be observed at all times. Any questionable grooming is at the discretion of the Ships Staff to make the determination of what is acceptable to our guests. Failure to comply could result in termination. Termination date to be determined by the Captain based on the operational needs of the vessel.

See additional information concerning Dress Code in Appendix C.

a. Name Tags

All Nautical, Technical and Hotel Officers and Petty Officers and Concessionaires are required to wear name tags stating first and last name, as well as their Function, while in public rooms and/or passenger areas.

The name tag is to be worn on the left side of the uniform, in accordance with the Name Tag section of this Appendix.

Name tags are not worn on Officers Formal uniform.

Definition of Dress & Uniform

a. Ship's Staff & applicable Officers and Petty Officers in the Nautical, Technical & Hotel Departments.

Note: Applies to all those wearing 'officer' uniform.

- **Formal uniform**

Male: White dinner jacket, black evening trousers, black socks, black shoes, white tuxedo shirt, black bow tie and epaulettes.

Female: White dinner jacket, long black skirt, nude-color nylons, closed black shoes, formal white camisole, and epaulettes.

- **Evening uniform**

Blue uniform (cold weather and warm weather areas)

Male: Blue long sleeve jacket, blue trousers, white shirt, black tie, black socks and black shoes.

Female: Blue long sleeve jacket, blue skirt, white dress blouse, closed black shoes and nude-color nylons.

Exception: On extremely warm days, when it is too hot to keep the blue jackets on; a long- sleeve white shirt* (with tie) may be worn, with attached epaulets. This being at the Captain's discretion.

Note: Blue pants may be worn by Female Medical Officers, Female Bar Manager or Supervisor (for Glacier Bay duty and bar counts only) and Female Deck Officers (for gangway duty only).

Day uniform (cold weather areas)

Male: White long-sleeve shirt with soft epaulettes, black tie, blue trousers, black socks and black shoes.

Female: White long-sleeve shirt with soft epaulettes, black tie, blue skirt, nude-color nylons and black shoes.

Note: Blue pants may be worn by Female Medical Officers, Female Bar Manager or Supervisor (for Glacier Bay duty and bar counts only) and Female Deck Officers (for gangway duty only).

Day uniform (warm weather areas)

Male: White short-sleeve open-collar shirt with soft epaulettes, blue trousers, black socks and black shoes.

Female: White short-sleeve open-collar shirt with soft epaulettes, blue skirt, nude-color nylons and black shoes.

Note 1: Blue pants may be worn by Female Medical Officers, Female Bar Manager or Supervisor (for Glacier Bay duty and bar counts only) and Female Deck Officers (for gangway duty only).

Note 2: For Hotel Officers with specifically-assigned duties on Half Moon Cay, blue shorts will be provided.

*The epaulettes will be transferred from the existing uniform and the tailors will sew loops on the white shirt.

Note 3: Dining Room Officers and Petty Officers are required to wear jacket and tie in the Dining Room for all meal periods.

- **“Dirty Work” uniform**

Khaki uniform:

Male & Female: Khaki shirt, khaki trousers, black socks, black shoes and epaulettes.

Coveralls:

Male & Female: White coveralls will be issued onboard. However, for extreme dirty work, navy blue coveralls will be provided.

Note: Upon disembarking the vessel, all Officers and applicable Petty Officers are responsible for and expected to take all uniforms (including shoes) with them at the end of each contract. This will conform to the Uniform Policy (see Section 11), which states all Officers and applicable Petty Officers must board their next vessel assignment with all required uniforms.

- b. **Applicable Nautical, Technical & Hotel Dept. Petty Officers & Crew Ratings**

Uniforms are issued onboard, per function.

Men are always to wear socks of the appropriate color with the uniform and women are always to wear nylons.

Note: If transferring to another vessel, all Shipboard Personnel are required to take the complete uniform set with them with their new vessel.

- c. **Entertainment Department**

Cruise Director:

- **Formal uniform**

Male: Tuxedo, black vest, bow tie, tuxedo shirt – full collar, black shoes.

Female: Full length dress.

- **Evening (informal and casual) uniform**

Male: Black or navy suit, white dress shirt, black or navy shoes; tie optional.

Female: Black or navy suit, camisole, black or navy shoes; black or navy dress, nylons, black or navy pumps.

- **Day uniform**

Cold water uniform (worn in cold weather areas or as defined by the Captain)

Male: Navy pants, white camp shirt, navy shoes; parka optional.

Female: Navy pants, white camp shirt, navy shoes; parka optional.

Warm water uniform (worn in warm weather areas or as defined by the Captain)

Male: Navy pants or shorts, white camp shirt, navy shoes; windbreaker optional.

Female: Navy pants or skirt, white camp shirt, navy shoes; windbreaker optional.

Non Cruise Director (including DJ, Party Planner, Techspert, Travel Guide, Librarian, Youth Program Coordinator, Youth Staff):

- **Formal uniform**

Male: Tuxedo, black vest, bow tie, tuxedo shirt – full collar, black shoes.

Female: Full length or dress.

- **Evening (informal and casual) uniform**

Male: Blue suit, white dress shirt, navy shoes; tie optional.

Female: Black or navy suit, camisole, black or navy shoes; black or navy dress, nylons, black or navy pumps.

- **Day uniform**

Cold water uniform (worn in cold weather areas or as defined by the Captain)

Male: Navy pants, orange pique polo, navy shoes; navy cardigan and navy/orange windbreaker optional.

Female: Navy pants, orange pique polo, navy shoes; navy cardigan and navy/orange windbreaker optional.

Note: Techsperts can wear white embroidered Techspert polo. Youth Program Coordinator and Youth Staff are permitted to wear daytime attire during evening programming hours held in the youth center.

Warm water uniform (worn in warm weather areas or as defined by the Captain)

Male: Navy pants or shorts, orange pique polo, navy shoes; navy cardigan and navy/orange windbreaker optional.

Female: Navy pants or shorts, orange pique polo, navy shoes; navy cardigan and navy/orange windbreaker optional.

Note: Techsperts can wear white embroidered Techspert polo. Youth Program Coordinator and Youth Staff are permitted to wear daytime attire during evening programming hours held in the youth center.

Musicians:

- **HALCats**

Performance Attire

Formal: Black suit and silver tie (musician or company supplied), white dress shirt, black socks, black dress shoes.

Casual: Black slacks, black shirt, black socks, and black dress shoes.

Deck: Shirt and shorts/pants (musician or company supplied), deck shoes, and brown belt.

Performance attire will be worn throughout the evening when in public areas.

- **Lounge Groups and Pianists**

Each Musician will provide his/her own performance attire to coincide with the evening dress code.

Performance attire will be worn throughout the evening when in public areas.

- **Daytime Non Performance Attire**

When in public areas and not performing. All musicians will wear their own appropriate attire, consisting of:

Slacks ("dockers" or the like)

Collared shirt (e.g. polo or golf shirt).

Long or short sleeve casual shirt

Deck shoes ("Vans" or Topsiders)

No jeans, t-shirts, or sneakers

Stage Staff:

- **Formal uniform (front of house)**

Male: Black suit, white dress shirt, silver tie, black shoes.

Female: Black suite, white dress shirt, silver tie, black shoes or full length dress.

- **Formal uniform (back of house)**

Male: Black embroidered dress shirt, black pants, black belt, and black shoes.

Female: Black embroidered dress shirt, black pants, black belt, and black shoes.

- **Evening (informal and casual; front of house) uniform**

Male: Black embroidered dress shirt, black pants, black belt, and black shoes.

Female: Black embroidered dress shirt, black pants, black belt, and black shoes.

- **Evening (informal and casual; back of house) uniform**

Male: Black embroidered polo, black casual pants, black belt, and black shoes.

Female: Black embroidered polo, black casual pants, black belt, and black shoes.

- **Day uniform**

Cold water uniform (worn in cold weather areas or as defined by the Captain)

Male: Black embroidered polo, black casual pants, black belt, and black shoes.

Female: Black embroidered polo, black casual pants, black belt, and black shoes.

Warm water uniform (worn in warm weather areas or as defined by the Captain)

Male: Black embroidered polo, black casual pants, black belt, and black shoes.

Female: Black embroidered polo, black casual pants, black belt, and black shoes.

Cast Members:

- **Formal uniform**

Male: Tuxedo, black vest, bow tie, tuxedo shirt – full collar, and black shoes.

Female: Full length dress.

- **Evening (informal and casual) uniform**

Male: Suit, dress shirt, dress shoes; tie optional.

Female: Cocktail dress or pant suit.

- **Day uniform**

Cold water uniform (worn in cold weather areas or as defined by the Captain)

Male: Navy pants, plain white polo, navy shoes; parka optional.

Female: Navy pants, plain white polo, navy shoes; parka optional.

Warm water uniform (worn in warm weather areas or as defined by the Captain)

Male: Navy pants or shorts, plain white polo, navy shoes; windbreaker optional.

Female: Navy pants or skirt, plain white polo, navy shoes; windbreaker optional.

Note: Upon disembarking the vessel, Entertainment Staff are responsible for and expected to take all uniforms (including shoes) with them at the end of each contract. This will conform to the Uniform Policy (see Section 11), which states all Officers and applicable Petty Officers must board their next vessel assignment with all required uniforms.

If transferring to another vessel, all Shipboard Personnel are required to take the complete uniform set with them with their new vessel.

Uniform rules for Officers, applicable Petty Officers and Concession Partner Staff

a. Formal uniform

On formal nights after 6:00pm in public rooms and guest areas, by all Shipboard Personnel.

Exception: The following Officers may wear company issued off-white tuxedo jacket instead of the white dinner jacket: Dining Room Manager and Assistant Dining Room Manager.

b. Evening uniform

On all evenings other than formal nights after 6:00pm in public rooms and guest areas, by all applicable Shipboard Personnel.

c. Day uniform

On all days prior to 6:00pm in public rooms and guest areas, by all applicable Shipboard Personnel.

Exception: May be worn after 6:00pm during the Lido dinner, while visiting the Officer's or Petty Officer's Bar or working in non-guest areas.

Note: Shorts for crewmembers within the Entertainment Department can be worn inside until 5:30pm only.

d. "Dirty Work" uniform

Note: Never to be worn while eating in the Lido Restaurant.

Khaki uniform:

Normally worn in **public rooms and guest areas**, by Officers and Petty Officers of the **Deck & Engine Department while on duty**.

Normally worn day and evening in **non-public rooms and non-guest areas**, by Officers and Petty Officers of the **Hotel Department, while on duty**.

White Coveralls:

Normally worn day and evening in the Engine Room or other **non-public rooms and non-guest areas**, by Officers and Petty Officers of the **Deck & Engine Department while on duty only**.

Laundry

The service clothing and uniforms, as well as private clothing of Shipboard Personnel will be laundered at Company expense. Service clothing of all Shipboard Personnel will be dry-cleaned at the Company's expense; this includes tuxedos for men and evening attire for women. Dry-cleaning of personal clothing is for personal account. All laundering and dry cleaning of clothing will be performed at own risk and responsibility of the owner.