

**Our Sea Is Changing...  
so, at Virgin Voyages,  
we're creating change too.**

**A mission we proudly call**

# **An Epic Sea Change For All**

**We realize that as a start up,  
this is only the beginning,  
but it's a start we're proud of  
and these efforts will only  
grow as we do.**

# OUR OCEAN

CLIMATE CHANGE   MINIMIZE IMPACTS   RESTORE OCEAN HEALTH



**We are all about securing a healthy future for our ocean. Taking action on climate change, minimizing the impacts of operations, and doing our part to restore ocean health are all critical to our business.**



# We're talking smart energy and fuel usage.

That means we're using state-of-the-art technologies to optimize fuel and energy performance.

We aim to **reduce our fuel demand** with smart itinerary planning and energy efficient technologies. Roughly 60% of our fuel consumption is for propulsion and 40% is for powering onboard operations.



The combustion of fossil fuels can result in poor air quality and health risks from sulfur dioxide and nitrogen oxide emissions plus particulate matter. Two technologies ensure we exceed compliance with regulations. First, Exhaust Gas Cleaning System, or “scrubbers” use sea water to prevent more than 97% of sulfur dioxide emissions from entering the atmosphere. All wash water is treated before any discharge at sea. Separately, a selective catalytic reduction system removes up to 75% of nitrogen oxides.

## Being sleek pays

**WE'RE UTILIZING EFFICIENT YACHT-LIKE SHIP DESIGN.**

An efficient hull design and **low-friction hull paint** reduce drag and ensure efficient propulsion.

## #FuelGoals

**WE'RE FUTURE PLANNING FOR OUR FUEL SOURCES.**

Our ships are custom-built with diesel engines that can switch to **alternative fuel sources** when new, cleaner technologies are commercially available.

## Low-energy vibes

**WE'RE SAVING ENERGY THROUGHOUT THE SHIP.**

- **Sensors in the cabins** automatically close window curtains, turn off lighting, and lower air conditioning settings when unoccupied.
- **Efficient cooking equipment** such as induction technology cookstoves and on demand ventilation in the galleys
- Implementing **optimized HVAC systems, LED lighting, and real-time energy measurement** ensures smart energy use throughout the ship.



# OUR SAILORS



**If our Sailors say, 'That wasn't  
only the best vacation ever,  
but it changed my perspective  
on a few things,' then we  
know we've succeeded.**

# The best gig you'll ever have.

Our greatest strength is our people. We take pride in our ability to come together as unique global individuals. At Virgin Voyages, everyone is welcome to come as they are—with diverse hopes, experiences, and backgrounds—and be the best version of themselves.

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## RockStar Crew Culture

**SAFE TO BE YOU.** A culture based in our creeds and family values, so Crew know they are cared for and nurtured

**NO ONE-SIZE-FITS-ALL.** We all come in different shapes, sizes, colors and shades - and we respect, embrace and celebrate that fact

**GIVING BACK IS KIND OF OUR THING.** We encourage Crew to volunteer for causes they are passionate about and join our local initiatives

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## Promoting well-being & quality of life on board

- More single occupancy cabins for Crew
- Flexible scheduling on board
- Healthy meals and nutritionist available
- Mental care and stress management programs
- Events, activities and free Wi-Fi
- Gym, track, yoga
- Family support



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Virgin Voyages' Scarlet Squad Program is an initiative that focuses on balancing the gender gap in leadership positions and in Crew roles and placement. The program is dedicated to recruiting, supporting and mentoring female talent—especially shipboard roles in marine, technical and hotel management. With our first-ever captain, Captain Wendy Williams, as our leader, we will work towards an onboard environment where everyone has an equal opportunity to reach their full potential.

# OUR PARTNERS



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**Great partners  
are hard to find.  
We strive to work  
with partners who  
naturally understand  
our brand ethics  
and values, like  
Intelligentsia Coffee,  
and more.**



# We can't do it alone

To create An Epic Sea Change For All , we will align with like-minded organizations and work closely with our suppliers. From sourcing food to ship furnishings and retail offerings, we are creating a responsible supply chain and a network that is in constant development.

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## Always up to code

All suppliers must adhere to the principles set forth in our [Supplier Code of Conduct](#) Policy.

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## Keeping things local

[Real life partnerships](#) from sourcing microgreens to custom brewed beer, we aim to provide unique experiences and support our Miami community in the process.

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## Red hot on the outside and green on the inside

Our retail offering includes [reef-friendly sunscreens](#), safe cosmetics, upcycled materials and sustainable fashion.

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## True to where we came from

Disposable items used on board such as facial and bath tissue and to-go coffee cups have been [sourced sustainably](#) from agricultural by-products and plastic-free material.

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## Hanging out with purpose

Sea Terraces feature Yellow Leaf hammocks, a social enterprise that [fosters women's empowerment](#) and community transformation in rural Thailand.



We are moving toward full supply chain transparency. We also aim to procure products that prevent deforestation, protect our ocean, and promote business practices that ensure the fair and ethical treatment of farm workers and animals, such as:

- cage-free eggs
- sustainable fish and seafood
- direct trade coffee
- responsibly sourced palm oil
- locally sourced ingredients

Vegetarian and vegan meal options will be available throughout our eateries. Looking ahead, we will continuously evaluate our food sourcing practices to provide the best quality products and support healthy food systems.

# At Virgin Voyages we consider ourselves Sea Huggers

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These initiatives are just some of the ways we would like to give our seas, Sailors, Crew, communities and partners great big hugs, and we will continue to do so as we grow.

When it comes to sustainability, we plan to set a new standard, not only for ocean voyages, but for all travel.

**Sail on, Sailors.**

