



TRANSPARENCY IN SUPPLY CHAIN

Revlon is committed to compliance with global human rights, labor standards, environmental laws and ethical business practices as related to the manufacturing of all of its products and all materials used in the production of Revlon products.

Ensuring strict compliance with all applicable laws relating to human rights and labor standards, as well as other critical elements of quality assurance, is of utmost importance to Revlon. Consistent with that, we expect all of our suppliers and contract manufacturers to be vigilant in ensuring compliance at their production facilities.

Revlon provides company employees and management who have direct responsibility for supply chain management with training on human trafficking and slavery, particularly with respect to identification and mitigation of risks within the supply chains of products.

Revlon products are produced at Revlon facilities using raw materials supplied by third parties, and are also produced by third party contract manufacturers in accordance with Revlon's rigorous quality standards and specifications and Revlon's vendor/supplier's ethics and compliance standards which include among other things, that suppliers must comply with all applicable laws and regulations including those relating to labor and employment. Revlon exercises supervision over all Revlon facilities to ensure strict compliance with all applicable laws and regulations. Revlon conducts its own supervision and verification of compliance and does not delegate this to any third parties. Revlon's audit programs for third party manufacturers of finished goods include evaluation of compliance with company standards, including those related to trafficking and slavery in supply chains. These audits occur around the world and are conducted by Revlon personnel without delegation to any third parties.

Vendors and contract manufacturers must certify that materials incorporated into products and the facilities in which the products are manufactured comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business. Under our purchase terms, vendors and suppliers must certify that they comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business. Revlon's vendor/supplier standards require our suppliers to observe all applicable laws of their countries, including without

limitation laws and regulations of governmental agencies relating to employment, trade association and collective bargaining, discrimination, the environment, the manufacture of products, product quality and safety and the cosmetics and related fields.

Additionally, Revlon's vendor/supplier standards prohibit:

- the use of child labor, forced labor or prison labor
- the use of corporal punishment or other mental or physical disciplinary actions; and
- sexual harassment.

At Revlon we have a long-standing commitment to conducting our business and achieving our objectives by maintaining only the highest level of ethical standards and legal behavior in everything we do. As a global company, Revlon is subject to a wide variety of laws, policies and regulations. All Revlon employees and officers must conduct themselves in strict compliance with the letter and spirit of these laws, policies and regulations. These principles are set forth in Revlon's Code of Business Conduct. Compliance with the Code of Business Conduct is a condition of continued employment with, service to or retention by the Company.

Failure to comply fully with Revlon's vendor/supplier standards including, without limitation, laws regarding slavery and trafficking, can result in cancellation of the affected order(s), termination of Revlon's relationship with the supplier, and/or legal action to pursue other equitable remedies to recoup any financial losses incurred by Revlon.