



## **Revlon International Corporation – U.K. Branch**

### **UK Modern Slavery Act Statement**

#### **Introduction**

This statement is made by Revlon International Corporation – U.K. Branch. It is a statement made in accordance with Section 54 of the Modern Slavery Act 2015 (the “MSA”) and covers the year from 1 January 2021 to 31 December 2021.

At Revlon, we know that slavery, human trafficking, forced labour and servitude (Modern Slavery) is a global challenge for governments and that companies have a significant role to play in taking appropriate measures and actions to minimise the risks of Modern Slavery occurring in their own operations and supply chains. At Revlon, we have a zero tolerance approach to Modern Slavery of any kind within our operations and supply chain.

#### **Background and Supply Chain**

Revlon International Corporation – United Kingdom Branch, is a U.K. branch of Revlon Consumer Products Corporation, a U.S. corporation. Revlon is a global beauty company that markets, distributes and sells fragrances, skin care and cosmetics in the United States, the United Kingdom, and approximately 150 other countries worldwide. To find out more about the Revlon brand, please see <http://www.revlon.com>.

Revlon continues to review, monitor and enhance its responsible and ethical sourcing practices, which includes our Third Party Code of Conduct, which sets out our approach for mapping and prioritising risks in the supply chain, and the procedures for compliance monitoring, auditing, and developing corrective and preventative action plans.

We are committed to adhering to the highest ethical standards in the conduct of our business, and we endeavour to operate our business throughout the world in full compliance with all applicable laws and regulations with integrity and honesty, and we require our suppliers to conduct their business and operations in accordance with these standards.

Our products and components are manufactured at the Company’s manufacturing facilities around the world and supplied by established third party manufacturers that provide similar types of products and components for other global beauty companies. Our contractual agreements with these companies require them to comply with our Third Party Code of Conduct, as well as with all applicable laws relating to the manufacture, packaging, labelling, supply, shipment and transportation of our products, which includes, among other things, prohibitions on the use of forced labour and human trafficking.

#### **Policies on Slavery and Trafficking**

Revlon is fully committed to the protection of human rights and strongly opposes the use of illegal child labour, forced labour, and all forms of human exploitation and unacceptable treatment of workers. All employees must be treated with respect and dignity and must not be subjected to any physical, verbal or psychological or sexual abuse or misconduct. We will only conduct business with organisations that respect human rights and are fair to their employees.

As stated by our Third Party Code of Conduct:

*Revlon, and all of the brands under its beauty portfolio, are committed to full compliance with ethical business practices and all applicable laws and we expect the same commitment from our vendors and suppliers of goods and services, as well as our customers and commercial partners, licensees, third party manufacturers, agents and other representatives, consultants, and other third parties (collectively, "Third Party Partners").*

*We require that, as a condition of doing business with Revlon, you will strictly comply with this Third Party Code of Conduct, to the extent applicable to our business relationship. We further require our Third Party Partners to take reasonable steps to ensure that this Third Party Code of Conduct is communicated throughout their organisations and made available to all of their employees and subcontractors who will work with Revlon or in connection with our business.*

In order to further promote responsible sourcing practices, our Third Party Code of Conduct prohibits Modern Slavery in our supply chain and requires our suppliers to adhere to applicable wage and benefits laws, work hour limitations, worker freedom of association laws and health and safety laws.

Any material failure to comply with our Third Party Code of Conduct may be considered by us as a breach of the applicable agreement or framework between us and our supplier, and may ultimately result in termination of our relationship with the supplier.

As part of our Responsible & Ethical Sourcing Program, we will continue to work with our supply chain partners to develop and implement new and enhanced ways to prevent slavery and human trafficking from occurring in our supply chain.

### **Speaking Up Mechanisms**

The Revlon Compliance Line, which is available 24 hours a day, seven days a week, enables the confidential reporting of concerns in whatever language the caller feels most comfortable. Concerns may be reported anonymously and may also be reported via email to [compliance@revlon.com](mailto:compliance@revlon.com). Employees may also report concerns via Revlon's internal website, as well as through various other internal reporting channels.

### **Future Steps and Reporting**

Revlon will continue to report the steps it has taken to continue to ensure that slavery and human trafficking does not occur in its business or supply chain.

This statement has been approved by the board of directors of the Revlon International Corporation – U.K. Branch.

Signed on behalf of Revlon International Corporation – U.K. Branch

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James Taylor

Authorised Representative for all UK Branch matters