



THIRD PARTY CODE OF CONDUCT

For more than eighty years, Revlon has built iconic brands and established its reputation as pioneer and trendsetter in the beauty industry. The success of our company is a direct result of our values and the demonstration of integrity in everything we do.

We are a company that believes how we conduct business matters as much as the results we achieve.

Our global growth is built on the trust that consumers place in our brands, our high quality products, the partnerships we have with suppliers, commercial partners and other third parties, and our respect for the communities where we operate. Above all, we aim to grow our business sustainably and responsibly.

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 organizations and made available to all of their employees and subcontractors who will work with Revlon or in connection with our business.

Revlon will work with its third party partners, as appropriate, to ensure that they fully understand the intent and requirements of the Third Party Code of Conduct.

Any known or suspected violations of this Third Party Code of Conduct must be promptly reported to Revlon at compliance@revlon.com.

COMPLIANCE WITH LAWS

As a Third Party Partner working with Revlon, you are expected to adhere to the highest ethical standards and are required to comply with all applicable laws, rules and regulations of your country as well as all other countries in which you do business with or on behalf of Revlon, or in connection with our Products. This includes but is not limited to laws relating to anti-bribery, antitrust and competition, data privacy and protection, the environment and health and safety, labor and employment, product manufacturing, product quality and safety, import / export, and product registration. If local or industry practices exceed local legal requirements, the higher standard should be met. In cases where the law conflicts with provisions in this policy, suppliers are expected to comply with laws, while seeking to meet the underlying principles of this policy.

As a U.S. Company, Revlon may also require our Third Party Partners to comply with certain U.S. laws in connection with Revlon's business or products, as outlined in this Third Party Code or as otherwise agreed to in writing.

ACCURATE BOOKS AND RECORDS

Revlon requires our Third Party Partners to maintain accurate books and records with respect to Revlon's business and will not reimburse expenses incurred by a Third Party Partner unless supported by valid and detailed documentation and expressly identified as reimbursable in a written agreement or otherwise pre-approved by Revlon in writing. Revlon may, from time to time, request to audit the books and records of our Third Party Partners in order to ensure compliance.

ANTITRUST AND COMPETITION

Revlon requires our Third Party Partners to conduct their business in full compliance with applicable antitrust and competition laws. These laws prohibit anti-competitive actions and are intended to promote free and fair competition in order to benefit consumers. Prohibited actions include, but are not limited to, agreements or understandings that restrict free trading, resale price maintenance, the exchange of confidential information between competitors, group boycotts, illegal price discrimination and the abuse of a dominant market position.

BRIBERY, CORRUPTION & IMPROPER GIFTS

Giving or receiving any kickbacks, bribes or improper gifts or benefits of any sort is strictly prohibited. Revlon requires our Third Party Partners to comply at all times with applicable anti-bribery laws and regulations, including the U.S. Foreign Corrupt Practices Act and UK Bribery Act.

As mandated by these laws, Revlon strictly prohibits our Third Party Partners from promising, offering or providing any payment, gift, entertainment, meal, Revlon Product or other item of value, directly or indirectly (including through a third party), on behalf of Revlon or in connection with Revlon's business, for the purpose of obtaining or maintaining any improper business advantage or affecting any official act or decision. This prohibition applies to items of value provided to government officials or employees as well as to private individuals. Revlon similarly prohibits expediting payments not expressly authorized by local law and supported by an official receipt.

CONFIDENTIAL/PROPRIETARY INFORMATION

As a Third Party Partner of Revlon, you are required to protect Revlon's confidential and proprietary information to which you may have access as a result of your business relationship with Revlon. You are prohibited from improperly using such information for your own purposes or improperly disclosing such information to unauthorized individuals or entities.

DATA PRIVACY AND PROTECTION

Third Party Partners who have access to, handle, or store the personal data of Revlon's employees, customers and consumers are required to comply with applicable data privacy and protection laws and standards and industry best practices with respect to data privacy and protection and take all reasonable and appropriate steps to safeguard such information.

ENVIRONMENT

Revlon requires full compliance with all local and national environmental laws and expects that its third party partners take actions to reduce their environmental impacts and improve their performance.

HEALTH AND SAFETY

Revlon requires its Third Party Partners to ensure safe, clean and healthy working conditions for your employees, contractors, or other workers. Your facilities, including residential housing that may be provided, must, at a minimum, comply with all applicable health and safety laws and regulations.

HUMAN RIGHTS

Revlon is fully committed to the protection of human rights and strongly opposes the use of illegal child labor, forced labor, and all other 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, psychological or sexual abuse or misconduct. We will only conduct business with organizations that respect human rights and are fair to their employees.

Revlon prohibits our Third Party Partners from engaging in the following:

- Using forced labor, slavery, or prison labor as defined by local law;
- Using child labor or employing any person under the age of 15 (or 14 where the law of the country permits) or under the minimum age for employment in the country, whichever is greater.
- Using corporal punishment or other mental or physical disciplinary actions;
- Tolerating the illegal harassment of workers, sexual or otherwise;
- Discriminating based upon race; creed; color; religion; gender; gender identity; sexual orientation; age; ethnicity; national origin; citizenship; disability; marital, partnership or familial status; veteran/military status; domestic violence victim status; or any other characteristic protected by law.

LABOR AND EMPLOYMENT

Revlon requires its Third Party Partners to comply with applicable labor and employment laws. Revlon will only work with Third Party Partners who adhere to the following:

- Paying legal minimum wages and providing compensation and benefits for overtime work consistent with local laws and prevailing practices; illegal deduction for benefits payments are prohibited;
- Adopting working hours consistent with local law;
- Respecting lawful freedom of association and recognizing and protecting legal rights to organize and collectively bargain; and
- Promoting the goals of assuring equal employment opportunity in connection with the recruitment, hiring, placement, selection, training, development, promotion, transfer, demotion, discipline, compensation and termination of employees.

HUMANE TREATMENT OF ANIMALS

Revlon does not condone the use of animal testing in connection with our products. You must not perform, or cause to be performed, any animal testing on materials supplied to our company, except as required by law and notified to Revlon in advance.

QUALITY AND SAFETY

Revlon conducts our business in compliance with all applicable laws governing the manufacture, labeling and distribution of our products and requires our Third Party Partners to do the same in connection with Revlon Products. Specifically, Revlon expects our Third Party Partners to produce, package, store, ship and otherwise handle Revlon Products (including any components thereof) in accordance with the good manufacturing, distribution and professional service practices prevailing in their respective industries.

Revlon further requires our Third Party Partners to comply with all applicable regulations related to product ingredients and safety.

REGULATORY

Third Party Partners selling Revlon Products, or causing Revlon Products to be sold, are responsible for working with Revlon to ensure that all regulatory, product registration and import / export requirements are met.

SUBCONTRACTING

Our Third Party Partners are responsible for ensuring that their subcontractors providing goods or services to Revlon, or in connection with Revlon's business or products, understand and agree to abide by this Third Party Code of Conduct. Third Party Partners are responsible for promptly notifying Revlon of any known or suspected violations of this Third Party Code of Conduct or applicable law by their subcontractors.

TRADE REGULATIONS

Revlon's Third Party Partners must comply at all times with applicable trade regulations of the countries in which you operate. In addition, you are required to comply with U.S. trade regulations in connection with Revlon's business or Revlon Products, regardless of where in the world you are operating.

Pursuant to U.S. trade laws, Revlon's Third Party Partners are prohibited from conducting any business activity, directly or indirectly, with or to North Korea or Syria, including but not limited to the manufacture, distribution or sale of products. You are also prohibited from conducting any business activity in or with respect to Cuba, Iran, or Sudan without advance written authorization from Revlon confirming that such activity would comply with U.S. trade laws.

In addition, you are prohibited from conducting any business on Revlon's behalf or in connection with Revlon's business with any person or entity that is the target of sanctions by the U.S. Government, as identified online at: <https://sanctionssearch.ofac.treas.gov/> and <http://apps.export.gov/csl-search#/csl-search>. U.S. trade regulations also require that Revlon and our Third Party Partners comply with country-specific sanctions, available online at: <http://www.treasury.gov/resource-center/sanctions/Programs/Pages/Programs.aspx>, and refuse to participate in boycotts that are not sanctioned by the U.S. government in connection with Revlon's business. Additional information on anti-boycott compliance is available online at <https://www.bis.doc.gov/index.php/enforcement/oac>.

MONITORING COMPLIANCE

In an effort to monitor for compliance, Revlon may require Third Party Partners to complete a due diligence or self-assessment questionnaire; cooperate with an on-site audit; or provide proof of recent audits conducted, using standard audit protocols, with complete findings.

You must promptly report any suspected violation of this Third Party Code or applicable laws by you, or by any of your employees, agents, subcontractors to Revlon Compliance. It is your responsibility to ensure that your employees, agents and subcontractors working on Revlon business understand and comply with this Third Party Code of Conduct.

Failure to adhere to this Third Party Code of Conduct or any applicable law (including failure to promptly report any suspected violation of this Third Party Code of Conduct or any applicable law) is grounds for Revlon to take appropriate action, including but not limited to: implementation of a corrective action plan, cancellation of any or all order(s) or other pending business; refuse payment or reimbursement for any improper or unauthorized fees or expenses; terminate our relationship with you; and/or take available legal action or pursue other equitable remedies.

This Third Party Code of Conduct is regularly updated and available online in additional languages at: <https://www.revloninc.com/suppliers/code-of-conduct>. Any questions regarding this Third Party Code of Conduct can be directed to Revlon Compliance (compliance@revlon.com).

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844-718-6403
+1-704-916-0601
compliance@revlon.com

