

Revlon Modern Slavery Act Statement 2025 Australia, Canada and United Kingdom

I. Purpose of Statement

This Modern Slavery Statement (“**Statement**”) is made jointly on behalf of the Australian, Canadian and UK entities listed in Annex I (together, the “**Reporting Entities**”). The Statement is intended to satisfy the reporting obligations arising under the *Modern Slavery Act 2018 (Cth)* (“**Australian Act**”), the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023* (“**Canadian Act**”) and the UK’s *Modern Slavery Act 2015* (“**UK Act**”).

This Statement covers the reporting period January 1, 2025, to December 31, 2025 (“**Reporting Period**”). A table setting out how this Statement addresses the Australian, Canadian and UK reporting criteria is in Annex II.

II. Our Commitment

Revlon is committed to the protection of human rights and the prevention of modern slavery, forced labour, child labour, and human trafficking throughout our organisation and supply chains. Revlon upholds international labour laws and requires the same of our third-party partners. We prohibit illegal child labour, forced labour, and all forms of human exploitation and unacceptable treatment of workers. This commitment is embedded in our policies, training, and governance processes, which are described in Sections V through VIII of this Statement.

III. Business Structure, Operations and Supply Chains

The Reporting Entities’ exposure to modern slavery risks is directly shaped by the nature of their business, the sectors they operate in, the jurisdictions from which they source, and the complexity of their supply chains. This section describes that business context.

A. Legal Structure and Operations

The Reporting Entities are ultimately owned by Revlon Consumer Products LLC, headquartered in New York, United States (“**Revlon**”).

The Reporting Entities market, distribute and sell beauty and personal care products across their respective territories (Australia (and New Zealand), Canada and the UK). The product portfolio spans cosmetics, skin care, nail products, hair care, and fragrances, sold under a range of brands including Revlon, Revlon Professional, CND, Elizabeth Arden, American Crew, Almay, Cutex, Mitchum, Creme of Nature and Sinful Colors.

The Reporting Entities sell products to retailers through various channels differing by jurisdiction, including pharmacies, discount stores, grocery and department stores, independent salons, and mass outlet chains for professional products. In addition, certain of the Reporting Entities sell direct to consumers through the Elizabeth Arden website and/or contract with local distributors and online retailers to sell products through their respective territories.

B. Facilities and Workforce

Within their respective jurisdictions, the Reporting Entities operate facilities that serve as regional bases for administration, distribution and related functions.

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- **Australia:** Revlon Australia operates two offices, one in Sydney and one in Canberra, and a distribution centre in Canberra where finished goods imported from overseas are prepared for distribution.
- **Canada:** Revlon Canada operates one facility in Mississauga, Ontario, Canada, which includes both a regional office and a distribution centre where finished goods imported from the United States and overseas are prepared for distribution, and where reverse logistics (returns from customers) are handled.
- **United Kingdom:** Revlon UK operates an office in London and a distribution centre in Stone.

The employees and contractors who work across these facilities are central to the Reporting Entities' operations. As of December 31, 2025, the workforce of the Reporting Entities was comprised as follows:

	Australia	Canada	United Kingdom
Number of Permanent Employees	175	83	193
Number of Contractors¹	7 on short-term contracts (5% of workforce), engaged either directly or through a recruitment agency. Revlon Australia continues to partner with a third-party co-packer at the distribution site to prepare products for local distribution.	2 on short-term contracts (2% of workforce), engaged through a recruitment agency.	6 on short-term contracts (3% of workforce), engaged directly.
Location of Workforce	Sydney and Canberra offices, Distribution Centre, interstate field locations, and retail stores.	Mississauga office, Distribution Centre, and field/remote locations.	London office, Distribution Centre, nation-wide field locations, retail stores and airports.

C. Supply Chains

Beyond the Reporting Entities' own operations, the supply chains through which their products are manufactured and sourced encompass raw material and ingredient sourcing, manufacturing, and finished goods distribution. The Reporting Entities source finished products primarily from Revlon-owned manufacturing facilities located across multiple countries, supplemented by a limited number of third-party manufacturers for certain product lines.

In developing its products, Revlon sources raw materials, ingredients, component parts and packaging materials from a variety of third-party suppliers. Most suppliers are located across the United States, Europe and Asia.

Revlon produces its various finished products in owned and operated manufacturing facilities in the United States, Mexico, Spain, South Africa and Italy. Where needed, Revlon may also partner with third party manufacturers to develop certain products.

¹ Short-term contracts typically support parental leave.

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Finished Goods: Revlon-Owned Manufacturing

The predominant source of finished products sold by the Reporting Entities is Revlon's owned-and-operated manufacturing facilities. During the Reporting Period:

- **Australia:** Approximately 95% of the finished products that Revlon Australia sold in Australia and New Zealand were imported from Revlon-owned and operated facilities in the United States, Spain, South Africa and Italy.
- **Canada:** More than 95% of the finished products that Revlon Canada sold in Canada were imported from Revlon-owned and operated manufacturing facilities in the United States, Spain and South Africa.
- **United Kingdom:** Approximately 95% of the finished products that Revlon UK sold in the UK were imported from Revlon-owned and operated manufacturing facilities in the United States, Spain, South Africa and Italy.

All Revlon manufacturing facilities operate in compliance with local laws as well as Revlon's Code of Conduct and Business Ethics.

Finished Goods: Third-Party Manufacturers

Where the Reporting Entities source from third-party manufacturers rather than Revlon-owned facilities, the degree of direct oversight is more limited, and accordingly those relationships are subject to due diligence commensurate with their risk profile. During the Reporting Period, sourcing from third-party manufacturers was as follows:

- **Australia:** Approximately 5% of the finished goods Revlon Australia sold in Australia and New Zealand over the Reporting Period were sourced from third-party manufacturers in China, Hong Kong and Korea, which produce mainly colour cosmetics for Revlon Australia and source materials for those products from China and Southeast Asia. During the Reporting Period, Revlon Australia also continued to work with one third-party manufacturer in Australia to manufacture two makeup products.
- **Canada:** Less than 5% of the finished goods that Revlon Canada sold in Canada over the Reporting Period were sourced from third-party manufacturers in Canada.
- **United Kingdom:** Approximately 5% of the finished goods that Revlon UK sold in the UK over the Reporting Period were sourced from third party manufacturers.

Local and Indirect Suppliers

In addition to product sourcing, all Reporting Entities engage with local vendors to support day-to-day business operations. This includes office space rental, utility providers, machine and equipment maintenance, IT services, cleaning and facilities services, packaging materials, transportation of goods, and marketing, tax, and regulatory consultants. While these commercial relationships are typically lower in value and complexity than direct product supply arrangements, they nonetheless form part of the broader supply chain and are considered within the Reporting Entities' risk approach described in Section IV below.

IV. Risk Management Processes

Having described the structure and scope of the Reporting Entities' operations and supply chains, this section explains how Revlon identifies and assesses modern slavery risks within that context.

A. Risk Identification and Assessment

The Reporting Entities identify and assess modern slavery, forced labour and child labour risks through a combination of desk-based research (including the Global Slavery Index and Transparency International's Corruption Perceptions Index), due diligence questionnaires, background database searches, and ongoing monitoring of third-party relationships.

The Reporting Entities' respective risk profiles during the Reporting Period remained consistent with the 2024 reporting period, as their structure, operations, sourcing strategy and supply chain have not materially changed.

B. Risk Assessment Governance

Risk identification is supported through a cross-functional enterprise risk and third-party risk framework. Legal, Compliance, Procurement, Supply Chain, and other internal stakeholders and subject matter experts collectively contribute to identifying, assessing, and managing risks across Revlon's operations and third-party relationships. This coordinated approach helps ensure that relevant risks are considered from multiple perspectives and addressed in a consistent and integrated manner.

Underpinning this framework, forced labour and human rights were specifically considered in a double materiality assessment conducted with an independent third-party provider. The outcomes of that assessment have directly informed Revlon's approach to identifying and managing human rights risks, and Revlon continues to evaluate opportunities to strengthen its program in line with evolving best practices and regulatory requirements.

C. Identified Risk Areas

Drawing on the assessment methodology and governance framework described above, the following risk areas have been identified across the Reporting Entities. Where a risk is specific to one jurisdiction, this is noted.

Category	Risk Summary
Short-term contract workers / recruitment agencies	Workers employed on a short-term basis may be relatively more vulnerable to modern slavery risks.
Third party raw materials, chemicals and packaging components	Forced labour and child labour risks may be associated with long and complex supply chains, countries of origin, and use of low-wage labour for raw materials and components.
Third-party manufacturing facilities	The Reporting Entities have less oversight over third-party manufacturing facilities than they do over Revlon-owned and operated facilities that comprise much of the supply chain.

Third party distribution, transport and logistics	These industries are associated with higher risks of forced labour and child labour due to time and cost pressures as well as use of low-wage labour.
Indirect services	Indirect services, including utility providers, machine and equipment maintenance, packaging materials, promotional displays, and cleaning services, may be associated with higher forced labour and child labour risks due to the use of low wage labour in these industries.
Budget limitations, high demand and tight delivery timeframes	These factors may impose time and cost pressures on the supply chain, which also may contribute to forced labour and child labour risks.
Sourcing from high-risk countries	<p>The Reporting Entities source finished goods, raw materials and components from certain countries that, based on internationally recognized indices including the Walk Free Global Slavery Index 2023 and the Transparency International Corruption Perceptions Index 2024, may present a higher risk of modern slavery.</p> <p>These countries include China, India, Mexico, Turkey, Colombia and the Philippines. Revlon Australia sourced approximately 5% of its finished goods sold in Australia and New Zealand from third-party manufacturers in China, Hong Kong and Korea during the Reporting Period.</p> <p>Revlon is committed to applying appropriate due diligence measures when sourcing from higher-risk countries, including supplier screening, code of conduct compliance, and audit and verification processes where appropriate.</p>
Regulatory tracking and compliance readiness	Revlon actively monitors developments in forced labour and modern slavery legislation across the jurisdictions in which it operates, with the aim of ensuring proactive and consistent compliance with applicable legal requirements. Revlon has engaged external counsel to track and monitor regulatory developments on an ongoing basis.

V. Addressing Modern Slavery Risks – Policies

With the risk landscape established, this section describes the policies through which Revlon gives effect to its commitment to combating modern slavery.

A. Employee Policies

Code of Conduct and Business Ethics

At the core of Revlon’s internal compliance framework is its Employee Code of Conduct and Business Ethics (“**Code of Conduct**”), which governs the principles, standards, and expectations that guide Revlon’s business and the behaviour of its people. It specifically prohibits the use of modern slavery, forced labour, child labour, and all other forms of human exploitation and unacceptable treatment of workers. It also covers topics such as anti-bribery and corruption, competition law, data privacy, equal employment opportunities, discrimination, bullying and harassment, and workplace health and safety. The Code of Conduct is reviewed and revised annually.

All Revlon employees globally, including employees of the Reporting Entities, are required to read, understand and certify the Code of Conduct when they begin their employment and commit to upholding these high standards annually throughout their employment. Violations of the Code

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of Conduct are expected to be reported and may result in discipline, up to and including termination.

Whistleblower Policy

In addition to the Code of Conduct, Revlon's Whistleblower Policy establishes guidelines for reporting and investigating concerns that are raised and affirms Revlon's commitment to protecting employees from retaliation for raising such concerns in good faith. Together, these two policies foster an environment in which employees feel safe to speak up when they observe potential wrongdoing.

B. Labour Laws

The Reporting Entities uphold labour laws in their respective jurisdictions through local policies and procedures that codify compliance with applicable employment standards and worker protections. This includes:

- ensuring that all personnel have the right to leave work at any time or terminate their employment without reprisal;
- paying workers fair wages in compliance with applicable laws;
- prohibiting compulsory overtime and confiscation of individual's access to their identity or immigration documents, such as a passport or driver's licence; and
- complying with applicable minimum working age requirements under local law and consistent with the ILO Minimum Age Convention (No. 138).

Revlon's Code of Conduct explicitly prohibits illegal child labour, and no persons below the applicable minimum working age are employed by any of the Reporting Entities.

The Reporting Entities comply with all applicable local and national employment legislation in their respective jurisdictions.

C. Third Party Code of Conduct

While the policies described above govern Revlon's own workforce, Revlon's expectations extend equally to its external partners. Revlon's vendors and suppliers of goods and services, as well as customers and commercial partners, licensees, third-party manufacturers, agents, representatives, consultants and other third parties (collectively, "**Third-Party Partners**") are required to comply with Revlon's Third-Party Code of Conduct ("**Third-Party Code**"). The Third-Party Code is available in multiple languages on Revlon's website.

The Third-Party Code includes commitments to comply with global human rights and labour standards, environmental laws, and ethical business practices, as well as all applicable laws, including those relating to prohibitions on forced labour, child labour, and human trafficking. Revlon will only conduct business with organizations that respect human rights and treat their employees fairly.

Third-Party Partners are required to allocate appropriate resources to managing ethics and compliance risks, to implement training programs for their employees, and to continually monitor and improve their ethics and compliance management systems. Third-Party Partners are also required to take reasonable steps to ensure that the Third-Party Code is communicated throughout their organizations and made available to employees and subcontractors working with

or on behalf of the relevant Reporting Entity. Any material failure to comply with the Third-Party Code may result in termination of the relationship.

Third-Party Partners are also required to report actual or alleged violations of the Third-Party Code or applicable law through Revlon's Help Line, Web Form, or by email, so that Revlon can take any necessary action.

Revlon has engaged external counsel to review and update its Third-Party Code of Conduct, which is expected to be finalized during the next Reporting Period.

D. International Standards

The Reporting Entities' policies and practices are aligned with and informed by internationally recognised standards, including the UN Guiding Principles on Business and Human Rights, ILO Labour Standards, and applicable OECD Due Diligence Guidance. The Third-Party Code requires Revlon's partners to comply with all applicable laws safeguarding workers, treating them with respect and dignity, so they are not subjected to any physical, verbal, psychological or sexual abuse or misconduct.

Revlon has also undertaken a third-party ESG assessment (the double materiality assessment mentioned above) which included an evaluation of material human rights and social impact topics relevant to Revlon's operations and value chain. The outcomes of that assessment have informed Revlon's approach to identifying and managing human rights risks, including those relating to forced labour and modern slavery.

The due diligence and operational measures through which these policies are implemented and enforced are described in Section VI below.

VI. Addressing Modern Slavery Risks – Due Diligence Processes, Remediation and Grievance Mechanisms

While policies set the standard, due diligence processes are how those standards are applied in practice. This section describes the steps Revlon takes to identify and manage modern slavery risks throughout the lifecycle of third-party relationships, and the mechanisms available for raising and addressing concerns.

A. Third Party Due Diligence

When looking for a new supplier or vendor, the Reporting Entities typically engage in a competitive request for proposal process, whereby third parties are selected based on a scorecard approach to assess compliance with our standards, pricing, account management structure, and other value adds. Generally, the vetting process includes a due diligence risk assessment which, depending on the presence of risk factors, may include completion of a due diligence questionnaire and background database search incorporating open-source and structured intelligence data that may include adverse media, ownership information and verification, legal and compliance matters, and other basic background information. This risk assessment and due diligence procedure enables tailored risk mitigation, third-party monitoring, and the detection and prevention of human rights, forced labour, and child labour abuses.

During the Reporting Period, the Reporting Entities continued to use a due diligence screening tool for conducting background checks on third parties, which includes human rights, forced labour and child labour laws. This tool has improved Revlon's ability to vet and monitor third parties based on potential risk to the organisation. The Reporting Entities are also reviewing and strengthening their supplier onboarding and due diligence procedures to more consistently

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integrate human rights and forced labor considerations from the earliest stage of the supplier relationship.

As a member of the U.S. Customs-Trade Partnership Against Terrorism (“**C-TPAT**”), Revlon also actively issues compliance questionnaires to its supply chain partners and maintains an ongoing program to monitor and validate adherence to C-TPAT security and compliance standards.

B. Contracting and Monitoring

After a third party is selected, the Reporting Entities typically follow an established contracting process, which includes requiring the third party to agree to comply with Revlon’s Third-Party Code and other business terms. Contractual agreements with third parties also require them to comply with all applicable laws, including, among other things, prohibitions on the use of forced labour and human trafficking.

After a contract with a third party is executed, the Reporting Entities typically conduct detailed onboarding and integration planning, which may include the completion of detailed documents outlining health and safety and security practices, along with other business processes and requirements. During the lifecycle of the third-party contract, the Reporting Entities conduct business reviews which consider quality, safety, service, and review of key performance indicators.

Revlon’s Third-Party Code also gives the Reporting Entities the ability to require third parties to cooperate with an on-site audit or provide proof of recent audits conducted. As such, the Reporting Entities may conduct financial, social, and/or operational audits and site visits to new vendor manufacturing locations to assess compliance with local laws before choosing a vendor, as well as during the lifecycle of the business relationship.

In furtherance of these processes, the Reporting Entities launched a pilot Supplier Social Audit Program targeting critical suppliers, under which a subset of suppliers was asked to submit recognized social responsibility certifications, including SMETA, BSCI, and SA8000. Where no such certification exists, the Reporting Entities follow up with the supplier and either request additional documentation or conduct an audit. The Reporting Entities expect to expand the program over time, including to all critical suppliers located in high-risk jurisdictions.

C. Grievance Mechanisms – Speak Up Program

Revlon has a formal grievance and whistleblower reporting mechanism that allows employees and other stakeholders, including third parties, to raise ethics concerns. Individuals can submit reports through the Help Line or Web Form, which are available 24/7. Reporters can request to speak in various languages and can make reports anonymously.

Employees and third parties are expected to raise questions or concerns, including potential violations of the Code of Conduct, Third-Party Code, or applicable law. In addition to using the Help Line or Web Form, employees can also report concerns or allegations of misconduct to a supervisor, Human Resources, Compliance or the Legal Department.

Revlon conducts confidential investigations of all reports and strictly enforces its prohibition of retaliation against anyone who submits a complaint in good faith or cooperates with an investigation.

D. Remediation Measures

During the Reporting Period, the Reporting Entities did not identify any instances of forced labour or child labour activity in its business or supply chains. As a result, it was not necessary for any

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Reporting Entities to take any actions to remediate forced or child labour in its activities and supply chains, or potential losses of income to vulnerable families resulting from such actions.

If a potential issue were identified, however, the Reporting Entities would review the matter promptly, investigate the relevant facts, and work with the relevant supplier or third party to implement appropriate corrective action. Depending on the circumstances, Revlon may also consider enhanced monitoring, escalation, or termination of the relationship where appropriate.

VII. Addressing Modern Slavery Risks – Training

The policies and processes described in Sections V and VI are most effective when supported by a workforce that understands the risks of modern slavery and knows how to respond to them.

A. Code of Conduct Training

On an annual basis, including during the Reporting Period, all Revlon employees are required to complete Code of Conduct training, which highlights key topics in Revlon's Code of Conduct, including human rights, forced labour and child labour. As part of the Code of Conduct training, employees are required to certify that they have reviewed and will comply with the Code of Conduct.

B. Expanded Training Program

During the Reporting Period, Revlon engaged a third-party advisor to prepare targeted training covering best practices for compliance with modern slavery regulations, signs of modern slavery and risk factors, and the importance of conducting risk assessments and due diligence on third parties. This training was rolled out to key employees and new hires with responsibilities in managing and overseeing Revlon's procurement and supply chain (including relevant employees within the Reporting Entities).

C. Supplier Training

As part of Revlon's membership in the U.S. C-TPAT program, Revlon requires its suppliers that import materials and products into the United States for Revlon to take Revlon's Forced Labour Supplier Training, which describes Revlon's position against the use of forced labour, child labour, modern slavery, human trafficking and all other forms of human exploitation and unacceptable treatment of workers. The training deck is available on Revlon's public-facing website (<https://www.revloncorp.com/>) and provides information to help suppliers identify and mitigate forced labour in their supply chains.

VIII. Assessment of Effectiveness

Having described Revlon's policies, due diligence processes and training, this section explains how Revlon assesses whether those measures are working as intended.

A. How Effectiveness is Assessed

The Reporting Entities assess the effectiveness of their efforts to combat modern slavery and forced labour through ongoing review of relevant policies, practices, and training, and by addressing any identified issues or risks as they arise. Effectiveness is further evaluated through continuous assessment of third-party risk management processes, including the identification, onboarding, contracting, and monitoring of third parties. Reports and concerns raised through the Help Line and Web Form are also monitored and reviewed to support identification, investigation, and response. This assessment is supported by a cross-functional group of internal stakeholders, including supply chain, procurement, finance, human resources, compliance, and legal.

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B. Continuous Improvement

As part of Revlon's ongoing commitment to combating forced labour and child labour, Revlon undertakes periodic reviews of its policies, procedures and training programs to ensure they remain effective and fit for purpose. Looking ahead, Revlon is dedicated to continuously strengthening its responsible and ethical sourcing practices, including enhancing its approach to third-party risk management.

The Reporting Entities remain committed to working alongside third-party partners to foster awareness and actively reduce the risks of modern slavery, forced labour, and child labour across their operations and supply chains. This includes a proactive focus on identifying emerging risks, benchmarking against evolving industry standards, and leveraging risk screening tools to better protect against exploitation within the supply chain. To further strengthen this effort, the Reporting Entities are deploying technology-driven screening solutions, engaging external counsel to undertake a review of the modern slavery program, and working towards enhanced standard operating procedures and escalation protocols within the third-party risk management program.

IX. Other Relevant Information

A. Year-on-Year Progress

Building on the assessment and continuous improvement framework described in Section VIII, this section highlights the specific steps taken during the Reporting Period that represent meaningful improvements over prior years. Across the Reporting Period, Revlon made the following improvements:

- Completed a double materiality assessment conducted by an independent third-party provider, through which forced labour and human rights were assessed as potential risk areas;
- Engaged external counsel to review the modern slavery program and identify any gaps in the existing human rights framework;
- Initiated the development of governance documentation and escalation protocols to address identified gaps in the third-party risk management program;
- Continued to optimize technology-driven screening solutions to strengthen third-party risk management and supplier due diligence processes; and
- Launched a Supplier Social Audit Program, establishing a social responsibility compliance baseline.

B. Looking Ahead

For the next reporting period, Revlon intends to:

- Continue efforts to further develop and refine governance documentation and escalation protocols informed by observations from the third-party risk management program, including in relation to human rights;
- Continue to use technology-driven screening tools across the supply chain; and
- Continue to benchmark against evolving industry standards and best practices in responsible and ethical sourcing.

X. Consultation

Revlon Australia does not own or control any other entities and therefore the consultation criterion is not applicable to it. The Reporting Entities consulted with each other and with their respective parent entities within the Revlon group in preparing this consolidated Statement.

Cross-functional internal stakeholders—including representatives from supply chain, procurement, finance, human resources, compliance, and legal—contributed to the information-gathering and review process across all three jurisdictions.

XI. Approval and Signatures

A. Australia

This statement was approved by the board of directors (as the principal governing body) of Revlon Australia Pty Limited.

Signed on behalf of Revlon Australia Pty Limited:



Seth Fier

Date: May 28, 2026



Antonio Turri

Date: May 28, 2026

B. Canada

This report has been approved by the boards of directors of Revlon Canada Inc. and Elizabeth Arden (Canada) Limited, each on its own behalf in accordance with section 11(b)(i) of the Canadian Act.

Signed on behalf of Revlon Canada Inc. and Elizabeth Arden (Canada) Limited:



Krista Cunningham, Director

Date: May 28, 2026


I am providing this attestation in my capacity as an Officer of Revlon Canada Inc. and Elizabeth Arden (Canada) Limited, and not in my personal capacity. I have the authority to bind Revlon Canada Inc. and Elizabeth Arden (Canada) Limited.

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C. United Kingdom

This Statement has been approved by the boards of directors of Revlon International Corporation and Elizabeth Arden (U.K.) Limited.

Signed on behalf of Revlon International Corporation and Elizabeth Arden (U.K.) Limited:



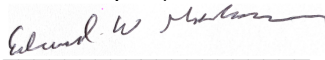
Seth Fier, Director

Date: May 28, 2026



Charles Waters, Director

Date: May 28, 2026



Edward W. McCormick, Director

Date: May 28, 2026

D. **Disclaimer**

The purpose of the Statement is to provide general information only and it is current as of the date of approval.

Annex I

This Statement is made on behalf of the following Australian, Canadian and UK legal reporting entities.

- **Australia:** Revlon Australia Pty Limited (ABN 18 095 360 731) (“**Revlon Australia**”). Revlon Australia is a proprietary company incorporated in Australia, with its registered office in Sydney, NSW.
- **Canada:** Revlon Canada Inc and Elizabeth Arden (Canada) Limited (together, “**Revlon Canada**”). Both entities are incorporated in Canada under the Canada Business Corporations Act, with their joint office located in Mississauga, Ontario, Canada.
- **United Kingdom:** Revlon International Corporation – United Kingdom Branch and Elizabeth Arden (U.K.) Ltd. (together, “**Revlon UK**”).

As stated above, the Reporting Entities are ultimately owned by Revlon Consumer Products LLC, headquartered in New York, United States.

Annex II

The table below indicates the section(s) of the Statement that addresses the mandatory/recommended criteria set out under the Australian, Canadian and UK Acts.

Criteria Summary	Applicable Act(s)	Statement Section
Identify the reporting entity / entities	Australian Act, s.16(1)(a); Canadian Act, s.11(3)(a); UK Act, s.54(5)(a)	Section III(A); Annex I
Describe the reporting entity’s structure, operations and supply chains	Australian Act, s.16(1)(b); Canadian Act, s.11(3)(a); UK Act, s.54(5)(a)	Sections III(A), III(B), III(C)
Describe the risks of modern slavery / forced labour / child labour in operations and supply chains	Australian Act, s.16(1)(c); Canadian Act, s.11(3)(c); UK Act, s.54(5)(d)	Section IV(C)
Describe the actions taken to assess and address risks — policies	Australian Act, s.16(1)(d); Canadian Act, s.11(3)(b); UK Act, s.54(5)(b)	Section V
Describe the actions taken to assess and address risks — due diligence processes	Australian Act, s.16(1)(d); Canadian Act, s.11(3)(b); UK Act, s.54(5)(c)	Section VI(A), VI(B)
Describe the actions taken to assess and address risks — training	Australian Act, s.16(1)(d); Canadian Act, s.11(3)(f); UK Act, s.54(5)(f)	Section VII
Describe the actions taken to assess and address risks — grievance mechanisms and remediation	Australian Act, s.16(1)(d); Canadian Act, s.11(3)(d)-(e); UK Act, s.54(5)(c)	Section VI(C), VI(D)
Describe how the reporting entity assesses the effectiveness of actions taken	Australian Act, s.16(1)(e); Canadian Act, s.11(3)(g); UK Act, s.54(5)(e)	Section VIII
Describe the consultation process with entities owned or controlled	Australian Act, s.16(1)(f)	Section X
Any other relevant information	Australian Act, s.16(1)(g)	Section IX