

## **ELIZABETH ARDEN (UK) LTD.**

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

#### **Introduction**

This statement is made by Elizabeth Arden (UK) Ltd. (“Elizabeth Arden”). It is a statement made in accordance with section 54 of the Modern Slavery Act 2015 (the “MSA”) and covers the financial year from 1 July 2015 to 30 June 2016.

At Elizabeth Arden, we know that slavery and human trafficking is a global challenge for governments and business.

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

Elizabeth Arden (UK) Ltd. is the U.K. affiliate of Elizabeth Arden, Inc., a US-based, global beauty company that markets, distributes and sells fragrance, skin care and cosmetic products in the United States, the United Kingdom, and approximately 120 other countries worldwide. To find out more about our brand, please see <http://www.elizabetharden.co.uk/home.dept>.

Elizabeth Arden was acquired by Revlon, Inc. on September 7, 2016 and was included in the company’s combined financial reporting as of Q3 2016. Under Revlon’s leadership, the two companies will align their responsible/ethical sourcing practices, with new enhancements in 2017, including a new Supplier Code of Conduct, a new approach for mapping and prioritizing risks in the supply chain, and new procedures for compliance monitoring 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 endeavor to operate our businesses throughout the world in full compliance with all applicable laws and regulations and with integrity and honesty, and we require our suppliers to conduct their business and operations in accordance with these standards.

Substantially all of our products and components are manufactured and/or supplied by large, 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 all applicable laws relating to the manufacture, packaging, labeling, supply, shipment and transportation of our products, which includes, among other things, prohibitions on the use of forced labor and human trafficking.

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

In order to further promote responsible sourcing practices, we have adopted Global Supplier Compliance Principles that prohibit the use of child labor, involuntary or forced labor and human trafficking (of any kind) in our supply chain. Our Global Supplier Compliance Principles also expressly require our suppliers to adhere to applicable wage and benefits laws, work hour limitations, worker freedom of association laws and health and safety laws. We expressly impose upon our suppliers the responsibility of ensuring that these Global Supplier Compliance Principles are adhered to by their suppliers in turn. Our Global Supplier Compliance Principles may be viewed at [www.elizabetharden.com](http://www.elizabetharden.com) under “Corporate – Supplier Information.”

As part of our Responsible/Ethical Sourcing Program, in 2017 we will 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.

Until the new Revlon, Inc. Supplier Code of Conduct program is in place, will continue to communicate, our Global Supplier Compliance Principles to our suppliers to ensure that our products are manufactured in compliance with all applicable laws, including those regarding forced labor and human trafficking. We periodically request that our suppliers acknowledge and agree in writing to abide by our Global Supplier Compliance Principles.

Our Global Supplier Compliance Principles require our suppliers to maintain all documentation necessary to demonstrate compliance with these Principles, and we reserve the right to conduct announced and unannounced on-site inspections to monitor compliance with these Principles. Any material failure to comply with our Global Supplier Compliance Principles may be considered by us as a breach of the applicable legal agreement or framework between us and our supplier, and may ultimately result in termination of our relationship with the supplier.

#### Future Steps and Reporting

Before June 30, 2017 Revlon, Inc. will report on the steps it has taken to continue to ensure that slavery and human trafficking does not occur in its business or supply chains. From the date of that report and on an annual basis thereafter, it is intended that Elizabeth Arden will report under the MSA on a consolidated basis as part of Revlon, Inc.

This statement has been approved by Elizabeth Arden (UK) Ltd.'s board of directors.

Signed on behalf of Elizabeth Arden (UK) Ltd.

**Michael T. Sheehan**  
Director  
22 December 2016