

**Bill to:**

COYOTE LOGISTICS , LLC
191 E.DEERPATH ROAD,
Lake Forest,
IL,
60045

Invoice Date: 04/01/2024

Invoice #: 31068921

Terms: NET 30

Due Date: 05/01/2024

Date	Customer Ref #	Origin - Destination	Quantity	Rate	Amount
03/29/2024		1751 Blue Hills Dr NE, Roanoke, VA 24012, USA - 4960 NW 165th St, Miami Gardens, FL 33014, USA			
			1	\$1,900.00	\$1,900.00

TOTAL
\$1,900.00

PLEASE NOTE

The right to payment under this invoice has been assigned to Compass payment Solutions LLC (CFS) and all payments hereunder are to be directed to the assignee at the address noted below.

Remittances to other than CFS do not constitute payment of this invoice. CFS must be given notification of any claims, agreements or merchandise returns which would affect the payment of all or part of this Invoice on the due date.

COMPASS FUNDING SOLUTIONS LLC

P.O.BOX 205154

DALLAS, TX 75320-5154

Tel: 844-899-8092



Rate Confirmation Load 31068921

Send invoices to:
CarrierInvoices@coyote.com
960 Northpoint Parkway
Suite 150
Alpharetta, GA 30005

877-6COYOTE
(877-626-9683)

Cust Requirements

Equipment	Van, 53'
Pre Cooled Temp	None
Load Temp	None
Tarps	Undefined
Value	\$100,000

Booked By

Jared Soderholm
Jared.Soderholm@coyote.com
Phone: +1 (773) 365 6497
x2228
Fax: +1 (773) 365 7804



Get CoyoteGO Today!

- Dispatch
- Send updates
- Check in
- Submit paperwork

*Available for An-
droid or iPhone,
at App Store or
Google Play*

Load Requirements

Seal

Equipment Requirements

N/A

Notes

All Van/Container loads MUST be sealed at origin either by shipper or driver with a seal number noted on bill of lading. The driver is responsible for re-sealing the trailer after each pickup/drop on a multi-stop shipment. In the event a shipment that was sealed at origin or after each additional pickup/drop arrives at the destination with a tampered seal or without the seal intact then (i) the Carrier shall be liable for any shortage or damage claims with respect to such shipment and (ii) the shipper shall have the right, in its sole discretion, to deem the entire shipment damaged, adulterated/contaminated and unsalvageable, without the need for any inspection and the Carrier shall be liable for the full value of the shipment. Carrier is required to weigh shipment within 50 miles of departing each shipper. If carrier fails to weigh shipment within 50 miles of departing each shipper, any citations/expenses incurred due to the equipment and/or shipment weight will be the carrier's sole responsibility. Carrier must meet and comply to shipper requirements at the facility. All drivers must wear masks or facial coverings to the extent required by laws or facilities. **Carrier must be in full compliance with the Food Safety Modernization Act (FSMA), if applicable. By accepting the shipment, Carrier agrees that the driver has consented to receiving text messages and/or phone calls from or on behalf of Coyote.**

Approval for payment of detention is contingent upon the following eligibility requirements:

- 1) Carrier must report facility departure time and total detention hours within 24 hours of shipment delivery at the final facility.
- 2) Carrier must provide proof of the on time arrival and departure times in the form of a BOL or other shipping document with arrival and departure times notated by facility within 24 hours of shipment delivery at final facility.

Route Directions

Carrier acknowledges that any routing instructions from the shipper herein are being provided for convenience only, and the Carrier may choose the route.

Signature Line

By signing below, Zigi Freight Inc agrees to the terms and conditions set forth below and provided herewith, if any.



Rate Confirmation

Load 31068921

Stop 1: Pick Up

Pick Up RRR240325M; Numbers 14377929; 140736	Appointment Scheduled For Fri 03/29/2024 at 14:00	Facility Notes PICKUP ON EXPORT SIDE OF BUILDING MUST ADVISE ON ETA AND HAVE GPS TRACKING COMMUNICATE ALL DELAYS AS THE OCCUR
Confirmation None Numbers	Driver Work No Touch	
Facility Elizabeth Arden	SLIC N/A	
Address 1751 Blue Hills Drive Roanoke, VA 24001		
Contact Lynn Blevins Phone +1 (540) 983 6432		

Stop 1 Requirements

N/A

Commodity	Exp Wt	Pieces	Pallets
Cosmetics	20,551 Lbs	2,736	20

Stop 2: Delivery

Delivery RRR240325M; Numbers 14377929	Appointment Scheduled For Mon 04/01/2024 at 10:00	Facility Notes Bay# 4 & 5 STRICT, DELIVERY, MUST REPORT ALL DELAYS AND ACCESSORIALS AS THEY OCCUR
Confirmation None Numbers	Driver Work No Touch	
Facility Jinny Beauty Supply Company Inc	SLIC N/A	
Address 16241 NW 48TH AVE Hialeah Lakes, FL 33014-6438		
Contact None Phone +1 (786) 248 3200		

Stop 2 Requirements

N/A

Commodity	Exp Wt	Pieces	Pallets
Cosmetics	20,551 Lbs	2,736	20

Charges

Description	Units	Per	Amount
Fuel Surcharge	901.00	\$0.520	\$468.52
Flat Rate	1.00	\$1,431.480	\$1,431.48
Total			USD \$1,900.00

Contact

Send invoices to:
**960 Northpoint Parkway
Suite 150
Alpharetta, GA 30005**

Please contact Coyote
at 877-626-9683 if the
charges are incorrect.



Rate Confirmation

Load 31068921

Agreement

Carrier Royal3, Inc.

USDOT 2828543

Phone +1 (111) 111 1111

Email al@royal3inc.com

Fax None

Broker Coyote Logistics, LLC

Rep Jared Soderholm

Title Sales Rep

Phone +1 (773) 365 6497 x2228

Fax +1 (773) 365 7804

Date 03/28/2024 11:44

By signing below, Zigi Freight Inc agrees to the terms and conditions set forth below and provided herewith, if any.

Name and Title (Print)

Signature

Date

PLEASE SIGN THIS AGREEMENT AND EMAIL TO Jared.Soderholm@coyote.com

Coyote Logistics, LLC is an Equal Opportunity Employer



Rate Confirmation

Load 31068921

Terms and Conditions

The Broker-Carrier Agreement or Carrier Agreement (in each case, the "Agreement") between Coyote Logistics, LLC, a Licensed Property Broker - USDOT # 2236410, and Zigi Freight Inc is amended by the verbal agreement between Jared Soderholm of Coyote Logistics, LLC hereafter referred to as BROKER, and Al Milanovic of Zigi Freight Inc hereafter referred to as CARRIER, dated 03/28/2024.

This confirmation is subject to the terms of the Agreement and this document constitutes an amendment thereto. If the CARRIER has not signed the Agreement, then the rate shown above is the agreed individually negotiated rate and no other rate shall apply including any carrier tariff rate or terms.

THIS LOAD SHALL NOT BE DOUBLE BROKERED. No additional charges not listed above may be added by the CARRIER. Any additional charges must appear on a revised confirmation sheet signed by the BROKER. CARRIER must include signed copy of the shipper's bill of lading and any other proof of delivery with invoice to BROKER. Rates, except as specifically designated above, are inclusive of any fuel surcharge. CARRIER certifies that it is in compliance with all requirements of the California Air Resources Board (CARB) that are applicable to the scope of CARRIER's operations, including, but not limited to: Statewide Truck and Bus Regulations, Transport Refrigeration Unit (TRU) Regulations, Tractor-Trailer Greenhouse (GHG) Gas Regulations, and Drayage Truck Regulations. CARRIER also warrants that it is in compliance with any comparable requirements of the Environmental Protection Agency (EPA) and other states, where applicable. CARRIER shall be responsible for any fines imposed on BROKER and/or shipper resulting from noncompliance.

CARRIER hereby confirms that it maintains applicable and valid insurance without exclusions that would prevent coverage for the items listed above. CARRIER has at least \$100,000.00 in cargo insurance and \$1,000,000.00 in automobile liability coverage. CARRIER further confirms that in transporting the shipment described hereinabove, it will comply with all U.S. DOT and FDA regulations applicable to its operations while transporting said shipment, including, but not limited to drivers' hours of service, and the Food Safety Modernization Act (FSMA), if applicable. CARRIER agrees to the attached requirements from the shipper, if any.

ALL LOADS ARE SUBJECT TO ELECTRONIC TRACKING

By accepting this shipment, CARRIER agrees that it has obtained a written agreement from each driver transporting a shipment tendered by BROKER to CARRIER pursuant to the Agreement in which each driver provides all necessary consents to (i) receiving text messages and/or phone calls from or on behalf of BROKER and (ii) allowing BROKER or its vendor to track such driver's location while transporting such shipment. CARRIER shall comply with all applicable laws relating to the collection, use, storage, retention, disclosure, and disposal of any information CARRIER provides to BROKER, including information regarding the drivers transporting shipments. CARRIER shall indemnify, defend, and hold BROKER and its affiliates harmless from and against any and all claims, damages, liabilities, losses, actions and expenses (including attorneys' fees) arising out of or in connection with CARRIER's breach of this Section. This Section shall survive the expiration or termination of the Agreement between BROKER and CARRIER.

Operating Parameters
Revlon Consumer Products Corporation

Carrier shall ensure compliance with the following customer requirements:

Notice of Loss or Damage. Carrier shall immediately notify Broker if any loss or damage to Products occurs, and Broker shall, in turn, immediately notify the Applicable Contact Persons at Revlon and Revlon's Director of Domestic Transportation of such loss or damage. Carrier shall dispose of any damaged Products transported hereunder without the prior written consent of Revlon.

In connection with any claim subject to Carrier's indemnification obligations, Carrier may not settle such claim without Revlon's prior written consent.

Cargo Security Requirements

Each carrier used to transport cargo (a "Carrier") for, or on behalf of, Revlon or Elizabeth Arden (each a "Revlon Company" and collectively, the "Revlon Companies") must ensure compliance with the cargo security requirements set forth below. These requirements shall apply to any Carrier, subcontractor, forwarder or agent that Broker may use to transport and/or store cargo for a Revlon Company (collectively, "Subcontractors").

For cross border shipments, Carrier must be certified under the Customs-Trade Partnership Against Terrorism program ("C-TPAT") and observe the C-TPAT Highway Carrier Security Criteria in the performance of services.

A. Shipping Requirements (applies to trailers or containers leaving Revlon Companies owned or contracted facilities or facilities of suppliers or manufacturers of the Revlon Companies)

1. All trailers and ocean containers must be inspected by the Carrier or an Approved Subcontractor to ensure their road, security and weather worthiness prior to arrival at the respective shipping facility; provided that if the trailer or container is being picked up at the shipping facility, this inspection shall occur by the driver of the Carrier or an Approved Subcontractor prior to the trailer or container departing the facility. This inspection must be documented by the Carrier or Approved Subcontractor specifying the loading facility name, address and phone number, trailer or container number, carrier's name, driver's name and driver's license, bill of lading number, time of arrival and departure and seal number (if a full trailer or full truck load)
 - a. The Carrier must maintain documentation of the inspections for itself and any Approved Subcontractor for a period of no less than three (3) months and provide copies to the Revlon Company upon request.
 - b. Trailers or containers brought to be loaded which are subsequently rejected by the loading facility's personnel will not be utilized. The Carrier must arrange for a suitable replacement(s) as soon as possible after notification of same. Additional charges/expenses resulting from the inadequate condition of trailers or containers and replacement are to be borne solely by the Carrier.
2. All tractors hauling cargo of a Revlon Company must have a two-way communication method with the Carrier in addition to a covertly installed Global Positioning System (GPS) which is functioning and monitored for each tractor.
3. All departing Full Truck Load (FTL) shipments must be sealed with a numbered High Security Cargo Seal (Bolt or Cable) that meets the performance specifications of ISO 17712.
4. All departing Full Container Load (FCL) shipments must be sealed with a High Security Cargo Seal (Bolt or Cable) that meets the performance specifications of ISO 17712.

5. Before departing the shipping facility, the driver must ensure that the seal number affixed matches the seal number denoted on his or her bill of lading. Deviations must be brought to the attention of the loading facility immediately for investigation and rectification.
6. All Less-than-Truckload (LTL) carriers are required to have their drivers bring and use to secure trailer or container doors once cargo is placed inside with a Grade 4 or higher Padlock per ASTM F883-09: Standard Performance Specifications for Padlocks upon arrival to the shipping facility. Said padlock must be in the driver's possession upon arrival at the shipper's/loading facility. Disposable plastic seals may be used with LTL shipments.

B. Overnight or Extended Hold Period Requirements

1. Fully or partially loaded trailers or containers must not to be left overnight or unattended for extended periods of time in open or unsecured areas. In addition, under no circumstances must a tractor be left unattended with the engine running or any truck or trailer doors open. Trailers or containers must have the padlocks set forth in Item C.2 of this Schedule and be kept in secure hold areas that meet the following requirements:
2. Must be kept either inside a locked warehouse with a functional alarm system or security guards or within a fenced in yard or hold area.
3. If in a locked warehouse as would be the case of LTL or freight consolidation facilities, the warehouse must have or satisfy the following requirements:
 - a. Strict key and administrative controls;
 - b. A working "off-hours" silent alarm that protects the warehouse from unauthorized access and notifies a central station and/or the local police when activated;
 - c. Appropriate lighting that illuminates the warehouse, as well as the grounds and building perimeter, during "off-hours";
 - d. An effective overhead water sprinkler system or alternative fire extinguishing system that is acceptable to the Revlon Companies and its insurers;
 - e. Fortified building perimeter doors and locking mechanisms related thereto.
 - f. Policies, procedures and controls, both administrative and physical, that are adhered to and monitored to prevent unauthorized access to any designated storage for cargo of the Revlon Companies, as well as the unauthorized transfer/retrieval of such cargo within and from the warehouse.
4. If it is a hold area, the hold area must have all of the following:
 - a. Cement barriers along any fence line with adjacent roadway access;
 - b. Adequate lighting that illuminates all trailers in hold area;
 - c. Fortified gate(s) and tamper resistant locking mechanisms that are closed and locked when not in use; and either
 - (i) CCTV monitored by Carrier or a third-party security services. Real time monitoring is strongly recommended but minimally should occur at 30 to 60 minute intervals; or
 - (ii) A working intrusion alarm that covers the inside perimeter, including doors and gates, and sends a signal to qualified emergency responders when activated without proper authority.

If the requirements set forth in either section (i) or (ii) above fail to be met, the hold area must have a security officer on-site, who shall monitor all access points. In addition, the hold area must maintain a log of tractor and/or trailer movements into and out of the hold area and provide such information to Carrier upon request.

5. Carrier must allow a representative of the Revlon Companies to visit and inspect any warehouse or hold area in which cargo of the Revlon Companies may be stored for the purpose of ensuring that the aforementioned standards are in effect, as well as to identify and address any other security related matter that may impact the safekeeping of such cargo.

C. Over-the-Road Requirements

1. Carriers will ensure that any vehicle (trailer, container, tractor, truck, van, etc.) containing cargo of any Revlon Company while in transit, including periods at rest in a truck park, truck stop or rest area and drivers used by the Carriers or an Approved Subcontractor meet the following requirements:
2. All Full Truck Load (FTL) and Full Container Load (FCL) shipments must be sealed with a numbered High Security Cargo Seal that meets the performance specifications of ISO 17712. All LTL shipments must have a Grade 4 or higher Padlock per ASTM F883-09: Standard Performance Specifications for Padlocks if not already affixed or if a soft seal (Non-High Security Cargo Seal) is the only device present.
3. If an emergency requires the tractor to be disconnected from the trailer or container, and the trailer temporarily abandoned, the driver must immediately place a King Pin Lock which satisfies the requirements of ASTM A514 Standard Specification for High-Yield-Strength, Quenched and Tempered Alloy Steel Plate and an additional, acceptable anti-theft device such as a Glad Hand type locking mechanism on the trailer or container.
4. At all stops, the driver must conduct an inspection of the trailer/container immediately at the beginning and after the stop, which inspection will include re-checking of the cargo padlock, trailer doors and seal, as applicable. The driver must promptly notify Carrier's dispatcher of the results of the inspection following such inspection.
5. If required to stop and park the load during transit, the driver must secure the trailer/load as follows:
 - a. Never park in poorly lighted areas;
 - b. Avoid the back row of a truck stop;
 - c. Back the rear of the trailer up to another truck, barricade or light pole to secure doors;
 - d. Minimize the time spent away from the trailer. If a team partner is available, leave one driver with the trailer at all times. If team partner driver is not available, park the trailer where it can be readily observed by the driver at all times;
 - e. When leaving the vehicle, driver must shut down the motor, lock the tractor's doors and install an acceptable anti-theft devices include Air Cuff or Glad Hand Locking systems; and
 - f. Always call and report all suspicious activity on the road or at rest way to local police and the Carrier's dispatcher.
6. Dropping off any load at any location other than the stated consignee is unauthorized and will result in remedial action against the Carrier, including recovering any damages or losses resulting from said action, subject to the limitations of liability set forth in this Agreement.

D. Driver Security Measures

1. Carriers must ensure that drivers of Carriers and Approved Subcontractors are always alert and aware of situations that may represent harm to themselves, their equipment or cargo and adhere to the following procedures:
 - a. Upon loading and departing a shipping facility, drivers should travel a minimum of two hundred miles (200) (or directly to their destination if less than two hundred (200) miles) before stopping;
 - b. Trucks should never be parked or brought to residential areas or drivers' homes;
 - c. Drivers must not disclose what they are transporting, the identity of the consignee or shipper, or the intended routes to be taken;
 - d. Interim stops should only be taken at open, lighted and authentic rest or truck stops;
 - e. Drivers should never pick up hitchhikers or any unauthorized passengers; and
 - f. Drivers should plan their route to avoid stops within sixty (60) miles of the delivery destination.

E. Non-Compliance with Cargo Security Requirements

Carriers are expected to fully comply with the cargo security requirements set forth in this Schedule. Carrier must agree that the Revlon Companies will have the right to request information relating to Carrier's compliance with such requirements from it or its drivers and conduct unannounced security audits of Carrier and any Approved Subcontractor, including, but not limited to, its drivers and equipment.

To the extent a Carrier is notified of any deficiencies or violation of these security requirements, Carrier shall take immediate steps to prevent future violations of the same nature.

Non-compliance with these requirements will be considered a breach of the contract for carriage and the Revlon Companies will have the right to recover any losses and damages that may result from such breach (subject to the limitations of liability in the Agreement) and take such other actions as the Revlon Companies deem necessary or appropriate, up to termination of the contract for carriage.

Additional Motor Carrier Requirements

(a) Carrier will operate its facilities and motor vehicle equipment used to transport the Products in a legal and lawful manner and shall maintain the facilities and equipment in good, safe and lawful operating condition at all times. Revlon shall have the right to prohibit the use of a particular Carrier. Carrier's motor vehicle equipment shall be clean, odor-free, dry, leakproof and free of contamination and infestation, and Carrier's driver must inspect and document the condition of such motor vehicle equipment upon arrival at, or departure from, any facility, and such motor vehicle equipment shall be subject to inspection for suitability and cleanliness by Revlon. Revlon shall have the right to decline to load any trucks and trailers if the equipment does not meet Revlon's standards, provided, however, that Revlon's loading of any truck not in compliance with the foregoing shall not be deemed a waiver of any right of Revlon or obligation of Broker. The inspection and documentation process must include (i) preparing a register which records the driver's name, trailer or container number, company, waybill number and time of arrival or departure, (ii) checking the seal and/or padlock for defects or tampering, and (iii) checking the documentation for discrepancies.

(b) All equipment used to transport the Products shall be suitable for the carriage of the Products and raw materials and componentry. Carrier shall not display Revlon's name upon its motor vehicles. In addition, all such motor vehicle equipment shall have two-way communication capabilities for use by drivers. Carrier shall promptly make available the location of the Products at any other time Revlon requests. For outbound shipments to customers that Revlon requests be tendered to the Carrier on a Shipper's Load and Count (SLC) basis, Carrier shall provide and maintain trailer pools at Revlon's facilities or designated suppliers as required. SLC or similar wording must not appear on Carrier's delivery receipt. The shipments will be stretch-wrapped and unitized and must remain intact to the delivery point. Customer must sign for shipment and print name legibly. Broker or Carrier will ensure that a 214 message is available for each freight bill for outbound shipments and inbound shipments. Carrier will return or divert, in accordance with the decision of Revlon, all undeliverable freight. Unless diverted, freight will be returned to a designated terminal and await decision from Revlon. Redelivery and reconsignment shall not be paid for unless authorized by the Applicable Contact Persons.

(c) Carrier personnel shall be competent, able and fully qualified and licensed under Applicable Laws for the performance of the transportation services, including, without limitation, in the operation of vehicles and equipment. Carrier assumes full responsibility for all individuals used to perform the Transportation Services, including their employment, engagement, qualification, selection and termination. Carrier shall agree to perform all background checks required by Applicable Laws with respect to any and all drivers, including leased drivers, selected to provide Services, as well as credit checks and any other background checks that may be requested by Revlon to the extent permitted by Applicable Laws. Drivers shall not stop a vehicle other than as required by law or in an emergency, and under no circumstances shall they leave a vehicle unattended for any amount of time except in compliance with the Cargo Security Requirements. Alternatively, Carrier, shall provide drop and swap services so that the freight is not left unattended. Broker or, if applicable, Carrier will make available the deployment of two (2) driver teams for any specific load designated by Revlon. Drivers shall not deviate from the scheduled route, and in the event of equipment failure or other emergency, shall immediately notify Broker, who shall in turn immediately notify the Applicable Contact Persons.

Routes must be scheduled to avoid delays at transfer terminals and stops en route to the final destination. Carrier's personnel may be required to furnish a photo and/or driver's license upon request by Revlon's security force and shall sign a master manifest indicating when taking possession of the load. Carrier's personnel shall conduct themselves in a courteous and professional manner, including neatly dressed and meeting Federal Department of Transportation guidelines while performing the Transportation Services.

(d) Carrier shall notify Broker, who shall notify Revlon's Transportation Department immediately (i) upon becoming aware of any problem with a shipment of Products, including, without limitation, accidents, spills, missed appointments, delays, damages, shortages and thefts, and (ii) of any refused shipment to request additional instructions; provided, however, that if no instructions are received, the shipment shall be stored only in a secure facility.

Revlon Third Party Code of Conduct

Revlon has built iconic brands and established its reputation as a 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 and anti-corruption, anti-money laundering, anti-terrorism, antitrust and competition, data privacy and protection, cybersecurity, the environment and health and safety, labor and employment, product manufacturing, product quality and safety, international trade regulations, sanctions, 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 Revlon's Third Party Code of Conduct, Third Party Partners are expected to comply with laws, while seeking to meet the underlying principles of this Third Party Code.

As a U.S. Company, Revlon may also require its 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.

BRIBERY, CORRUPTION & IMPROPER GIFTS

Giving or receiving any kickbacks, bribes or improper gifts or benefits of any kind is strictly prohibited. Revlon requires its Third Party Partners to comply at all times with all applicable anti-bribery and anti-corruption laws and regulations, including, but not limited to, the U.S. Foreign Corrupt Practices Act and U.K. Bribery Act.

As mandated by these laws, Revlon strictly prohibits its Third Party Partners from promising, offering, giving/receiving or providing/facilitating any payments, gifts (including cash and cash equivalent gifts such as gift cards), entertainment, meals, travel, use of personal property, employment, overpayments or discounts, charitable or political donations, Revlon products or anything 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 securing any improper business advantage to obtain new or maintain existing business, and/or improperly influencing any official act or business decision. This prohibition applies to anything of value provided to government officials, employees of government entities and state owned or controlled enterprises, as well as to private individuals and entities. Revlon similarly prohibits expediting or making facilitation payments not expressly authorized by local law and supported by an official receipt.

Third Party Partners must ensure they have adequate systems in place to prevent bribery and comply with applicable anti-bribery and anti-corruption laws as well as anti-money laundering and anti-terrorism laws.

ANTITRUST AND COMPETITION

Revlon requires its Third Party Partners to conduct their business with fair and vigorous competitive practices and in full compliance with all applicable antitrust and competition laws globally. 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, illegal resale price maintenance, the exchange of confidential information between competitors, group boycotts, illegal price discrimination and the abuse of a dominant market position. Third Party Partners are also required to employ fair business practices, including accurate and truthful advertising.

INTERNATIONAL 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 and other applicable international trade laws (e.g., European Union, United Kingdom, etc.) in connection with Revlon's business or Revlon products, regardless of where in the world you are operating.

Pursuant to U.S. and other applicable international trade laws, Revlon's Third Party Partners are prohibited from conducting any business activity, including but not limited to, directly or indirectly, with or to North Korea, Syria, Cuba, Iran, Crimea Region, Donetsk and Luhansk, including but not limited to the manufacture, distribution or sale of products. Other areas of significant sanctions risk and export controls, include but are not limited to Afghanistan, Belarus, China, Myanmar, Russia, Venezuela, West Bank and Gaza, and Yemen. As a result, advance written authorization from Revlon is required to confirm that any business activity on behalf of Revlon in areas of sanctions risk and/or export controls (including but not limited to the illustrative list above) would comply with U.S. trade laws before engaging in any such activity on Revlon's behalf.

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 government sanctions, especially by the U.S. Government. In order to satisfy this obligation and with the understanding that U.S. embargoed countries and territories and areas of significant sanctions risk and export controls may change from time to time, you are responsible for conducting due diligence on all such persons and entities before engagement using your own resources, including but not limited to online resources 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>.

LICENSING

Third Party Partners must maintain all necessary licenses, permits, certificates, and other requisite government approvals and registrations for the goods and services they provide to the Company.

ACCURATE BOOKS AND RECORDS

Revlon requires its 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 its Third Party Partners in order to ensure compliance.

CONFLICTS OF INTEREST

We expect our Third Party Partners to avoid all conflicts of interest or situations creating the appearance of a potential conflict of interest in their dealings with Revlon, on behalf of Revlon or in any connection with our business. Any potential conflict must be disclosed to Revlon Compliance and cleared in advance of proceeding with any relevant business activity.

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. Revlon requires that you uphold international labor standards and comply with all applicable laws safeguarding workers such that they are treated with respect and dignity and are not subjected to any physical, verbal, psychological or sexual abuse or misconduct. Revlon will only conduct business with organizations that respect human rights and are fair to their employees.

Revlon prohibits its 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; or
- 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 all 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;
- Adopting working hours consistent with local law;
- Complying with applicable immigration laws and regulations in any jurisdiction where they operate and only employ workers with a legal right to work in the relevant location;
- Providing a safe and healthy working environment, including, but not limited to, protecting workers from over exposure to chemical, biological or physical hazards and physically demanding tasks in the workplace and in any company provided living quarters;
- 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.

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.

CONFIDENTIAL/PROPRIETARY INFORMATION AND PRIVACY

As a Third Party Partner of Revlon, you are required to protect Revlon's confidential information, proprietary information, trade secrets and any other commercially sensitive business 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. Third Party Partners must promptly notify Revlon if they become aware of any intentional or unintentional improper disclosure or use of Revlon's commercially sensitive business information.

DATA PRIVACY AND PROTECTION

Third Party Partners who have access to, handle, process, transfer, repurpose or store the personal data of Revlon's employees, customers and/or consumers are required to comply with all applicable data privacy and protection laws, standards and industry best practices with respect to cybersecurity, data privacy and protection and take all reasonable and appropriate steps to safeguard such information. Third Party Partners must promptly notify Revlon if they become aware of any intentional or unintentional improper disclosure or use of personal information.

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.

QUALITY AND SAFETY

Revlon conducts business in compliance with all applicable laws governing the manufacture, labeling and distribution of its products and requires its Third Party Partners to do the same in connection with Revlon products. Specifically, Revlon expects its 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 its Third Party Partners to comply with all applicable regulations related to product ingredients and safety.

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 impact and improve their performance.

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 approved by Revlon in advance.

THIRD PARTY PARTNER SUBCONTRACTING

Where Revlon permits its Third Party Partners to engage in subcontracting, the Third Party Partners are responsible for ensuring that their subcontractors, brokers or agents used in connection with Revlon's business or products, understand and agree to abide by and strictly comply with Revlon's 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, brokers or agents.

DEMONSTRATING COMPLIANCE

Third Party Partners will demonstrate commitment to the concepts described in Revlon's Third Party Code of Conduct by allocating appropriate resources to managing ethics and compliance risks. Third Party Partners will have mechanisms to assess and manage risks in all areas addressed in Revlon's Third Party Code of Conduct. Third Party Partners will have a training program that educates their employees to make ethical decisions in compliance with applicable laws, regulations and contract requirements and that enables those employees to address these expectations.

Third Party Partners are expected to continually monitor and improve their ethics and compliance management system, consistent with best practices, which include, but are not limited to setting performance objectives, executing implementation plans and taking necessary corrective actions for deficiencies identified by internal or external assessments, audits, inspections and management reviews.

MONITORING COMPLIANCE

In an effort to monitor for compliance, Revlon requires its Third Party Partners to complete its due diligence process, which may include but is not limited to, completing and updating due diligence questionnaires; undergoing background checks and sanctions screening; cooperating

with periodic audits and/or providing proof of recent audits conducted, using standard audit protocols with complete findings; and providing additional information, as needed, to demonstrate ongoing compliance with Revlon's Third Party Code of Conduct.

We expect our Third Party Partners to be open and transparent with Revlon regarding their investigations into actual or suspected violations of Revlon's Third Party Code of Conduct. You must promptly report to Revlon Compliance any suspected and/or actual violation of Revlon's Third Party Code of Conduct and/or applicable laws by you, or by any of your employees, subcontractors, brokers, and agents. It is your responsibility to ensure that your employees, subcontractors, brokers, and agents working on Revlon business understand and comply with Revlon's Third Party Code of Conduct.

REPORTING

Failure to adhere to Revlon's Third Party Code of Conduct or any applicable law (including failure to promptly report any suspected and/or actual violation of this Third Party Code of Conduct or any applicable law) constitutes grounds for Revlon to take appropriate action, including but not limited to: implementing a corrective action plan; canceling any or all order(s) or other pending business; refusing payment or reimbursement for any improper or unauthorized fees or expenses; terminating our relationship with you; and/or taking any available legal action or pursuing other equitable remedies.

Revlon's Third Party Code of Conduct is regularly updated and available online (including in multiple languages) at: <https://www.revloninc.com/suppliers/code-of-conduct>. If you have any questions regarding Revlon's Third Party Code of Conduct, please contact Revlon Compliance:

REVLON COMPLIANCE

Help Line Numbers:

United States - 844-718-6403
United Kingdom - 0808 273 5251
South Africa - +27-872348046
China North - 10-800-130-1832
China South - 10-800-713-1871
Mexico - 800 681 1874
France - 0 805 98 55 08
Germany - 0800 1815158
Spain - 900 876 206
Japan - 0120-958-134
South Korea - 00308 491 0127
Singapore - 800 492 2547
Taiwan - 00801-49-1736
Australia - 1800 879 025
New Zealand - 0800 369 519
United Arab Emirates - 800 0321233

Email Address: compliance@revlon.com

Carriers must adhere to the guidelines below and may be required to complete documents/questionnaires when arriving at shipping/receiving locations.

If drivers fail to pass requirements, they will be turned away from the facility. A driver's failure to pass the customer's requirements and/or the carrier's failure to make drivers aware of this requirement at the time of dispatch could result in Coyote denying any TONU charges or requests for additional costs stemming from rejected drivers.

Carriers,

Effective immediately the following restrictions are in place at Revlon locations in Roanoke and Salem, VA.

Roanoke

- 1) Drivers may enter the building to sign BOL's in the designated areas
- 2) Drivers CAN NOT use the restrooms or enter the vendor machine areas
- 3) Drivers CAN NOT walk the dock

Salem

- 1) No drivers are to enter the building
- 2) Revlon Team Members will bring the BOL's out to the drivers for signature
- 3) Drivers CAN NOT use the restroom facilities or vending machines
- 4) Drivers CAN NOT walk the dock and need to remain in their tractors

We are implementing these for the safety of your driver as well as our Revlon Team Members. We appreciate your understanding during these unprecedented times.

BILL OF LADING

Page 1

Date: 03/26/24 SHIP FROM
 Name: Revlon
 Address: 1751 BLUE HILLS DRIVE
 City/State/Zip: ROANOKE, VA 24012 FOB: ☐
 SID#: _____

Bill of Lading Number: 00858050143779294

SHIP TO
 Name: _____ Location #: _____
 Address: JINNY'S BEAUTY SUPPLY - FL
PALMETTO LAKES INDUSTRIAL PARK
 City/State/Zip: 16241 NW 48TH AVENUE
HIALEAH, FL 33014-6438 FOB: ☐
 CID#: 31068921

CARRIER NAME:

Trailer number: COYOTE TRANSPORTATION

Seal number(s): _____

SCAC:

Pro number: W94942
1115251

Freight Charge Terms: (freight charges are prepaid unless marked otherwise)

Prepaid _____ Collect _____ 3rd Party _____

☐ (check box)

Master Bill of Lading: with attached underlying Bills of Lading

SPECIAL INSTRUCTIONS:

Call Danny / Omid Tabarzia TEL: 323-222-9300 FAX: 323-846 9229
 CELL: 818-212 1470 DO NOT DOUBLE STACK PALLETS
 Daylight Transport 800-468-9999
 PREPAID ONLY BILLING INSTRUCTION: CARRIER MUST SUBMIT INVOICE TO
 REVLO - C/O CASS PO BOX 67 ST LOUIS, MO 63166
 DO NOT LOAD PLT SIDEWAYS
 DLVRY APPT REQ -- SEBASTIAN LOPEZ 78
 sLopez@jinny.com
 1513

CUSTOMER ORDER INFORMATION

CUSTOMER ORDER NUMBER	# PKGS	WEIGHT	CUBE	PALLET/SLIP (CIRCLE ONE)	ADDITIONAL SHIPPER INFO
RRR240325M PALLET WEIGHT	2698	20300		Y N Y N Y N Y N Y N	MABD: 3/26/24
GRAND TOTAL	2698	20300			

CARRIER INFORMATION

HANDLING UNIT		PACKAGE		WEIGHT	H.M. (X)	COMMODITY DESCRIPTION <small>Commodities requiring special or additional care or attention in handling or stowing must be so marked and packaged as to ensure safe transportation with ordinary care. See Section 2(e) of NMFC Item 360</small>	LTL ONLY	
QTY	TYPE	QTY	TYPE				NMFC #	CLASS
19	PAL	140	CTN	860		Toilet Preps NOI, 10 but < 15	59420-02	85
		2558	CTN	19440		Toilet Preps NOI, 10 but < 15	59420-02	85
19		2698		20300		GRAND TOTAL		

Where the rate is dependent on value, shippers are required to state specifically in writing the agreed or declared value of the property as follows:
 The agreed or declared value of the property is specifically stated by the shipper to be not exceeding _____ per _____

COD Amount: \$ _____

Fee Terms: Collect: ☐ Prepaid: ☐

Customer check acceptable: ☐

NOTE Liability Limitation for loss or damage in this shipment may be applicable. See 49 U.S.C. • 14706(c)(1)(A) and (B).

RECEIVED, subject to individually determined rates or contracts that have been agreed upon in writing between the carrier and shipper, if applicable, otherwise to the rates, classifications and rules that have been established by the carrier and are available to the shipper, on request, and all the terms and conditions of the NMFC Uniform Straight Bill of Lading.

The carrier shall not make delivery of this shipment without payment of freight and all other lawful charges.

SHIPPER SIGNATURE / DATE

This is to certify that the above named materials are properly classified, packaged, marked and labeled, and are in proper condition for transportation according to the applicable regulations of the DOT.

gh 3/28/24

Trailer Loaded:

☐ By Shipper
☐ By Driver

Freight Counted:

☐ By Shipper
☐ By Driver/pallets said to contain
☐ By Driver/Pieces

Signature _____

Shipper

CARRIER SIGNATURE / PICKUP DATE

Carrier acknowledges receipt of packages and required placards. Carrier certifies emergency response information was made available and/or carrier has the DOT emergency response guidebook or equivalent documentation in the vehicle.

3/27/24
 Property described above is received in good order, except as noted

BILL OF LADING

Page 1

Date: 07/22/2024 SHIP FROM

Name: Revlon
Address: 1751 BLUE HILLS DRIVE
City/State/Zip: ROANOKE, VA 24012 FOB: ☐

SID#: SHIP TO

Name: JINNY'S BEAUTY SUPPLY - FL Location #:
Address: PALMETTO LAKES INDUSTRIAL PARK
City/State/Zip: 16241 NW 48TH AVENUE
HTLKAH, FL 33014-6438 FOB: ☐
CID#: 31068921

THIRD PARTY FREIGHT CHARGES BILL TO:

Name:
Address:
City/State/Zip:

Bill of Lading Number:

00858050143779294

CARRIER NAME:

Trailer number: COVOTE TRANSPORTATION

Seal number(s):

SCAC:

Pro number:

CLL
W94942
1115251

Freight Charge Terms: (freight charges are prepaid unless marked otherwise)

Prepaid ☒ Collect ☐ 3rd Party ☐

☐ Master Bill of Lading: with attached underlying Bills of Lading

SPECIAL INSTRUCTIONS:

Call Danny / David Taharzia TEL: 323-222-9300 FAX: 323-846-9229
CELL: 818-212-1470 DO NOT DOUBLE STACK PALLETS
Daylight Transport 800-468-9999
PREPAID ONLY BILLING INSTRUCTION: CARRIER MUST SUBMIT INVOICE TO
REVION - C/O CASS PO BOX 47 ST LOUIS, MO 63166
DO NOT LOAD IN STIDEWAYS
OLVRY APPT REQ - SEBASTIAN LOPEZ
lopez@jenny.com
1513

**19 SKID
RECEIVED
SUBJECT
TO
04/01/24**

CUSTOMER ORDER INFORMATION

CUSTOMER ORDER NUMBER	# PKGS	WEIGHT	CUBE	PALLET/SLIP (CIRCLE ONE)	ADDITIONAL SHIPPER INFO
RRR240325M PALLET WEIGHT	2698	20300		Y N Y N Y N Y N	MARR: 3/26/24
GRAND TOTAL	2698	20300			

CARRIER INFORMATION

HANDLING UNIT		PACKAGE		WEIGHT	H.M. (X)	COMMODITY DESCRIPTION <small>Commodities requiring special or additional care or attention in handling or stowing must be so marked and packaged as to ensure safe transportation with ordinary care. See Section 2(e) of NMFC Item 300.</small>	LTL ONLY	
QTY	TYPE	QTY	TYPE				NMFC #	CLASS
19	PAL	140	CTN.	860		Toilet Preps NOI, 10 but < 15	59420-02	85
		2558	CTN	19440		Toilet Preps NOI, 10 but < 15	59420-02	85
19		2698		20300				
GRAND TOTAL								

Where the rate is dependent on value, shippers are required to state specifically in writing the agreed or declared value of the property as follows:
The agreed or declared value of the property is specifically stated by the shipper to be not exceeding per

COD Amount: \$

Fee Terms: Collect ☐ Prepaid: ☐

Customer check acceptable: ☐

NOTE Liability Limitation for loss or damage in this shipment may be applicable. See 49 U.S.C. • 14706(c)(1)(A) and (B).
RECEIVED, subject to individually determined rates or contracts that have been agreed upon in writing between the carrier and shipper, if applicable, otherwise to the rates, classifications and rules that have been established by the carrier and are available to the shipper, on request, and all the terms and conditions of the NMFC Uniform Straight Bill of Lading.

The carrier shall not make delivery of this shipment without payment of freight and all other lawful charges.

SHIPPER SIGNATURE / DATE

This is to certify that the above named materials are properly classified, packaged, marked and labeled, and are in proper condition for transportation according to the applicable regulations of the DOT.

Alm 3:28:24

Trailer Loaded:

☐ By Shipper
☐ By Driver

Freight Counted:

☐ By Shipper
☐ By Driver/pallets said to contain
☐ By Driver/Pieces

Signature

Shipper

CARRIER SIGNATURE / PICKUP DATE

Carrier acknowledges receipt of packages and required placards. Carrier certifies emergency response information was made available and/or carrier has the DOT emergency response guidebook or equivalent documentation in the vehicle.

 4/24/24

Property described above is received in good order, except as noted