

SETTLEMENT AGREEMENT

This Settlement Agreement (Agreement) is entered into by and between the California Air Resources Board (CARB), with its principal office at 1001 I Street, Sacramento, California, and L'Occitane, Inc. (L'Occitane) with its principal place of business at 1430 Broadway, 2nd Floor, New York, New York 10018.

RECITALS

1. The Consumer Product Regulation, title 17, California Code of Regulations, section 94507 et seq. (17 CCR section 94507 et seq.) applies to any person who sells, supplies, offers for sale, or manufactures consumer products for use in California.
2. 17 CCR section 94509(a) sets forth in the Table of Standards the percentage by weight of allowed volatile organic compounds (VOC) for the Hair Styling Product: aerosol and pump spray category sold after December 31, 2006. Hair Styling Products: aerosol and pump sprays must meet the six percent standard for VOC.
3. 17 CCR section 94509(a) sets forth in the Table of Standards the percentage by weight of allowed volatile organic compounds (VOC) for the Personal Fragrance: 20% or less fragrance category sold after January 1, 1999. Personal Fragrances: 20% or less fragrance must meet the 75 percent standard for VOC.
4. 17 CCR section 94509(a) sets forth in the Table of Standards the percentage by weight of allowed volatile organic compounds (VOC) for the Shaving Gel category sold after December 31, 2009. Shaving Gels must meet the four percent standard for VOC.
5. 17 CCR section 94512(c) sets forth that a manufacturer that uses a code indicating the date of manufacture must file an explanation of the code annually with CARB.
6. Failure to comply with the Consumer Products Regulation is a violation of state law resulting in penalties. Among other penalties, Health and Safety Code (H&SC) sections 42400-42403 authorize strict liability penalties up to \$10,000 for each day that the violation occurs.
7. CARB alleges that L'Occitane sold, supplied, and offered for sale in California, L'Occitane en Provence Volumizing Mist that is subject to the VOC limit for the Hair Styling Product: aerosol and pump spray category specified in 17 CCR section 94509(a).
8. CARB alleges that L'Occitane sold, supplied, and offered for sale in California, L'Occitane en Provence Eau Universelle that is subject to the VOC limit for the Personal Fragrance: 20% or less fragrance category specified in 17 CCR section 94509(a).

9. CARB alleges that L'Occitane sold, supplied, and offered for sale in California, L'Occitane en Provence CADE Shaving Gel and L'Occitane en Provence L'Occitan Shaving Gel that are subject to the VOC limit for the Shaving Gel category specified in 17 CCR section 94509(a).
10. CARB alleges that the L'Occitane en Provence Volumizing Mist product referenced in Recitals paragraph 7 contained concentrations of VOCs exceeding the six percent VOC limit for the Hair Styling Product: aerosol and pump spray category specified in 17 CCR section 94509(a).
11. CARB alleges that the L'Occitane en Provence Eau Universelle product referenced in Recitals paragraph 8 contained concentrations of VOCs exceeding the 75 percent VOC limit for the Personal Fragrance: 20% or less fragrance category specified in 17 CCR section 94509(a).
12. CARB alleges that the L'Occitane en Provence CADE Shaving Gel and L'Occitane en Provence L'Occitan Shaving Gel products referenced in Recitals paragraph 9 contained concentrations of VOCs exceeding the four percent VOC limit for the Shaving Gel category specified in 17 CCR section 94509(a).
13. CARB alleges that L'Occitane did not file an explanation of the date code with CARB as specified in 17 CCR section 94512(c).
14. CARB alleges that if the allegations described in Recitals paragraphs 7, 8, 9, 10, 11, 12, and 13 were proven, civil penalties could be imposed against L'Occitane as provided in H&SC section 42402 et seq. for each and every unit involved in the violations.
15. L'Occitane admits the allegations described in Recitals paragraphs 7, 8, 9, 10, 11, 12, and 13, but denies any liability resulting from said allegations.
16. In consideration of the foregoing, and of the promises and facts set forth herein, the Parties desire to settle and resolve all claims, disputes, and obligations relating to the above-listed alleged violation and voluntarily agree to resolve this matter by means of this Agreement, without the need for formal litigation. L'Occitane has taken, or agrees to take, the actions enumerated below within the Terms and Conditions. CARB accepts this Agreement in termination and settlement of this matter.

TERMS AND CONDITIONS

In consideration of CARB not filing a legal action against L'Occitane for the violations referred to above, CARB and L'Occitane agree as follows:

17. L'Occitane shall not manufacture, sell, supply, or offer for sale in California, any consumer products in violation of CARB consumer products regulations set forth

in 17 CCR section 94500 et seq.; the terms and conditions set forth in this Agreement will remain valid and enforceable notwithstanding any future violations that may occur.

18. L'Occitane, in settlement of the above-described violations of 17 CCR section 94507 et seq., agrees to pay a penalty to CARB in the amount of \$10,000 payable to the California Air Pollution Control Fund, concurrent with the execution of this Agreement. Payment and the signed Agreement shall be mailed to the address specified on the Payment Transmittal Form enclosed with this Agreement.
19. This Agreement shall apply to and be binding upon L'Occitane and its officers, directors, receivers, trustees, employees, successors and assignees, subsidiary and parent corporations and upon CARB and any successor agency that may have responsibility for and jurisdiction over the subject matter of this settlement.
20. The parties stipulate that this Agreement shall be the final resolution of CARB claims regarding the above-described violations and shall have the same res judicata effect as a judgment in terms of acting as a bar to any civil action by CARB against L'Occitane, its officers, directors, receivers, trustees, employees, successors and assignees, subsidiary and parent corporations. This Agreement shall be deemed the recovery of civil penalties for purposes of precluding subsequent criminal action as provided in H&SC section 42400.7(a).
21. This Agreement shall be interpreted and enforced in accordance with the laws of the State of California, without regard to California's choice of law rules.
22. This Agreement constitutes the entire agreement and understanding between CARB and L'Occitane concerning the claims and settlement in this Agreement, and this Agreement fully supersedes and replaces any and all prior negotiations and agreements of any kind or nature, whether written or oral, between CARB and L'Occitane concerning these claims.
23. The Effective Date of this Agreement shall be the date upon which it is fully executed.
24. This Agreement is deemed to have been drafted equally by CARB and L'Occitane; it will not be interpreted for or against either Party on the ground that said Party drafted it.
25. No agreement to modify, amend, extend, supersede, terminate, or discharge this Agreement, or any portion thereof, shall be valid or enforceable unless it is in writing and signed by all parties to this Agreement.
26. This Agreement shall further serve to toll any statute of limitation until all terms and conditions of this Agreement have been fulfilled.

27. It is further agreed that the stipulated penalties described in this Agreement are non-dischargeable under United States Code, title 11, section 523(a)(7).

28. **Penalty Determination**

H&SC section 39619.7 requires CARB to provide information on the basis for the penalties it seeks. This Agreement includes this information, which is also summarized here.

The provision of law the penalty is being assessed under and why that provision is most appropriate for that violation.

The penalty provision being applied in this case is H&SC section 42402 et seq. because L'Occitane sold, supplied, offered for sale, or manufactured for sale consumer products for commerce in California in violation of the Consumer Products Regulations (17 CCR section 94507 et seq.). The penalty provisions of H&SC section 42402 et seq. apply to violations of the Consumer Products Regulations because the regulations were adopted under authority of H&SC section 41712, which is in Part 4 of Division 26.

The manner in which the penalty amount was determined, including aggravating and mitigating factors and per unit or per vehicle basis for the penalty.

H&SC section 42402 et seq. provides strict liability penalties of up to \$10,000 per day for violations of the Consumer Product Regulations with each day being a separate violation. In cases like this, involving unintentional violations of the Consumer Products Regulations where there are low VOC emissions and the violator cooperates with the investigation, CARB has obtained penalties based on at least three days of violations (the day the product was purchased by CARB, the day it was supplied to the retailer, and the day it was manufactured for sale) for each product category. Administrative penalties are also obtained in some cases.

In this case the total penalty is \$10,000 for administrative and emission violations. The penalty in this case was reduced because this was a strict liability first-time violation and L'Occitane made diligent efforts to comply and to cooperate with the investigation.

Final penalties were determined based on the unique circumstances of this matter, considered together with the need to remove any economic benefit from noncompliance, the goal of deterring future violations and obtaining swift compliance, the consideration of past penalties in similar negotiated cases, and the potential cost and risk associated with litigating these particular violations. The penalty reflects violations extending over a number of days resulting in

quantifiable harm to the environment considered together with the complete circumstances of this case. Penalties in future cases might be smaller or larger on a per ton basis.

The final penalty in this case was based in part on confidential financial information or confidential business information provided by L'Occitane that has not been retained by CARB. The penalty in this case was also based on confidential settlement communications between CARB and L'Occitane that CARB does not retain in the ordinary course of business. The penalty also reflects CARB's assessment of the relative strength of its case against L'Occitane, the desire to avoid the uncertainty, burden and expense of litigation, obtain swift compliance with the law and remove any unfair advantage that L'Occitane may have secured from its actions.


Is the penalty being assessed under a provision of law that prohibits the emission of pollution at a specified level, and, if so a quantification of excess emissions, if it is practicable to do so.

The Consumer Product Regulations do not prohibit emissions above a specified level, but they do limit the concentration of VOCs in regulated products. In this case a quantification of the excess emissions attributable to the violations was practicable because L'Occitane made the product formulation and sales data necessary to make this quantification available to CARB. Based upon this information (which L'Occitane has designated as confidential), the violations were calculated to have 0.078 tons of excess VOC emissions emitted in California.


- 29. Each provision of this Agreement is severable, and in the event that any provision of this Agreement is held to be illegal, invalid, or unenforceable in any jurisdiction, the remainder of this Agreement remains in full force and effect.
- 30. The undersigned represent that they have full power and authority to enter into this Agreement.

ACKNOWLEDGED AND ACCEPTED BY:

California Air Resources Board

By: 
Name: Dr. Todd P. Sax
Title: Chief, Enforcement Division
Date: 11/2/18

L'Occitane, Inc.

By: 
Name: Ross Nawak
Title: VP Finance
Date: 01/08/18