

TERMS & CONDITIONS

AVON TOP SELLERS CLUB

1. This programme is open to all new and existing Independent Representatives.
2. This incentive runs from January 2018 to December 2018 inclusive.
3. All Independent Avon Representatives, excluding those Representatives who are also Avon employees, temporary workers, agency staff or contractors, are eligible to participate in this incentive. If you do not meet the criteria specified then your participation will not be deemed valid.
4. You may not purchase on another Sales Leaders/Representative's account.
5. Purchases of discontinued products do not qualify for the programme and should the company become aware of purchases of such products, the company shall have the discretion to disqualify you from the programme.
6. Any late orders not invoiced or released by December 2018 close-off will not count towards your 2018 sales goal. The exact date of close-off will be communicated in 2018.
7. Final results will be communicated to your Area Sales Manager within the third week of January 2019.
8. Additional awards will be handed out at events held in 2019.
9. The programme is for both South African and Namibian residents. However, in its sole discretion the company may allow a Representative residing outside of the borders of South Africa and Namibian to take part in this programme, but in such an event all additional associated costs will be for the account of the Representative.
10. To achieve Top Sellers Club membership status Representatives must achieve Personal Brochure Sales during January to December 2018 as follows:
 - a. Bronze membership: Representatives must achieve R123 000 Personal Brochure Sales, less returns;
 - b. Silver membership: Representatives must achieve R180 000 Personal Brochure Sales, less returns;
 - c. Gold membership: Representatives must achieve R310 000 Personal Brochure Sales, less returns.
 - d. Platinum membership: Representatives must achieve R620 000 Personal Brochure Sales, less returns.
11. The Representative account details held by Avon are final and will be used to measure the results.
12. Top Sellers Club status achieved in 2018 will carry the associated benefits into the following year. i.e. up to the end of December 2019.

13. The cost of any goods ordered that are not available will not be added your Personal Brochure Sales. Where product supply levels deteriorate substantially Avon may, at its absolute discretion, consider waiving this condition as a gesture of goodwill.
14. All returned products will be credited to the Representative's Avon account and deducted from the Personal Brochure Sales total in the month of claim.
15. The terms and conditions of the incentive may be changed by the Company, in its reasonable discretion; and in a written revision which shall be communicated using communication methods reasonably calculated to reach a majority of Representatives.
16. The incentive is not transferrable or negotiable and nor may it be exchanged. Avon however reserves the right to substitute the incentive, for an article of comparable quality and value.
17. In order to be eligible for Top Sellers Club rewards/awards, Representatives must still be actively engaged as a Representative and their accounts must not be overdue at the time they are awarded their prize/award.
18. Avon expressly reserves the right to alter this incentive in any way, including cancelling or withdrawing the incentive altogether should the need arise.
19. The company may, at any time and at its sole discretion, amend the terms and conditions.
20. Avon reserves the right to substitute the incentive offered. No alternative awards (other than at Avon's sole discretion) and no cash alternative are available.
21. Avon reserves the right to disqualify Representatives, withhold or cancel any status awarded or Personal Brochure Sales, in the event of non-compliance with these terms and conditions or if Avon deems, in its absolute discretion, there to have been any malpractice or manipulation of results in order to achieve the incentive levels throughout the incentive period.
22. Avon Representatives are required to uphold the Avon values at all times, including in relation to this incentive.
23. Successful Representatives will be required to participate in any subsequent publicity as deemed appropriate by Avon.
24. Avon's decision shall be final and no correspondence will be entered into.
25. The terms and conditions apply to all activity and participation arising out of and relating to this incentive.
26. In the event that the Representative becomes a Sales Leader during the year, they will not be excluded from qualifying to be in the Top Sellers Club programme based on their personal sales.

TOP ACHIEVERS' COUNCIL

1. This incentive runs from January 2018 – December 2018 inclusive.
2. All Independent Avon Representatives, excluding those Representatives who are also Avon employees, temporary workers, agency staff or contractors, are eligible to participate in this incentive. If you do not meet the criteria specified then your participation will not be deemed valid.
3. The top 40 performing Representatives based on Personal Brochure Sales and Sales growth versus prior year will be invited to the Top Achievers' Council Holiday ("the holiday").
4. In order to be eligible to go on the holiday successful Representatives must still be Avon Representatives and their accounts must not be overdue at the time they are awarded the holiday.
5. A Top Sellers Club Representative must be actively engaged as a Representative at the time the holiday takes place.
6. All Brochure Personal Sales from January to December 2018 inclusive will count towards the Top Achievers' Council Incentive 2018.
7. The cost of any goods ordered that are not available will not be added to Personal Brochure Sales. Where product supply levels deteriorate substantially Avon may, at its absolute discretion, consider waiving this rule as a gesture of goodwill.
8. All returned products will be credited to your Avon account and deducted from your Personal Brochure Sales total in the campaign of claim. The value of products returned by Representatives at any time after the end of 2018 may be reviewed by Avon and Avon expressly reserves the right to deduct the value of such products from Personal Brochure Sales for the Top Achievers' Council Incentive 2018 if Avon, in its absolute discretion, determines that there has been any malpractice or manipulation of results.
9. The Representative account details held by Avon are final and will be used to measure the results.
10. The holiday will take place early in 2019; details to be confirmed by Avon at a later date.
11. In cases where a qualifying Representative is unable to attend the holiday, there is no alternative to the holiday offered. No cash alternative will be provided. The holiday is non-transferrable.
12. Avon expressly reserves the right to alter the incentive in any way and at any time should the need arise, including cancelling or withdrawing the incentive altogether and/or changing the holiday destination and/or venue.
13. Avon reserves the right, in its absolute discretion, to review a Representatives account and to disqualify a Representative if it determines that the Representative account is being operated in an unsatisfactory manner at the time of qualifying, and/or to disqualify a Representative from this incentive for any behaviour it deems inappropriate.
14. Avon reserves the right, in its absolute discretion, to disqualify Representatives, withhold or cancel the holiday in the event that Avon deems, in its absolute discretion,

there to have been malpractice or manipulation of results in order to achieve the incentive levels throughout the incentive period.

15. Should there be a tie for 40th place the Company reserves the right to increase the number of participants to 41.
16. Successful Representatives will be required to participate in any subsequent publicity as deemed appropriate by Avon.
17. All participation instructions form part of these terms and conditions. By taking part in this incentive, participants are deemed to have accepted these terms and conditions. Non-compliance may render participation ineligible.
18. Avon Representatives are required to uphold the Avon values at all times, including in relation to this incentive and the holiday received by successful Representatives.
19. The Company's decision is final and no correspondence will be entered into.
20. The programme is for both South African and Namibian residents. In its sole discretion the Company may allow a Representative residing outside of the borders of South Africa and Namibia to take part of this programme, but in such an event all additional associated costs will be for the account of the Representative.
21. The terms and conditions apply to all activity and participation arising out of and relating to this incentive.