

GOOD STANDING POLICY EUROPE

SEPTEMBER 2018

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This Policy is applicable in all European markets in which Amway Affiliates operate the Amway Sales- and Marketing Plan as of 1. September 2018. **It supplements and does not replace the Amway Rules of Conduct or other Amway Policies and contractual provisions between ABOs and Amway related to this subject matter.** Amway reserves the right to modify this Policy at any time as described in item Clause 11 Modification of Terms in Part V T&Cs of the ABO Contract for Retail Consultants.

Amway Business Owners can be recognized and compensated by Amway in a variety of ways. The Amway Sales- and Marketing Plan offers monthly and annual bonuses that ABOs can earn. ABOs are also eligible for Growth Incentives (GI), Founders Achievement Award (FAA), and non-cash awards such as incentive trips, which are discretionary benefits that are separate from the core ABO compensation plan. (for more details on these programs, pls. check www.amway.co.uk)

All achievement awards and bonuses are subject to review and approval by Amway as ABOs must be compliant at all times with the terms of the ABO contract, Amway Sales and Marketing Plan and the Amway Rules of Conduct, Policies and Standards.

■ GOOD STANDING

To be eligible for discretionary benefits such as GIP, FAA, and incentive trips, ABOs must consistently demonstrate that they are in Good Standing. Being in Good Standing affirms the ABO's commitment to the values of Amway, reflected in its Rules of Conduct and Policies. ABOs in Good Standing will work collaboratively with Amway to strengthen the business and not engage in any activities that put the Amway business in jeopardy, nor engage in any activities that will bring discredit to Amway.

1. ABOs is not relevant to the UK are in Good Standing:

- ◆ If they comply with the Amway Rules of Conduct and Policies, applicable laws, and regulations in any market in which they have a presence.
- ◆ If they do not defend or support the conduct of others who do not comply with these criteria.
- ◆ Unless they have violated their contract and the resultant sanctions have not been fulfilled.
- ◆ Unless their conduct could negatively affect the reputation of Amway, its related businesses, or ABOs affiliated with Amway and its related entities.
- ◆ Unless they were aware of possible Rules violations downline and failed to address them or, if the activity continued, failed to inform Amway.

2. ABOs whose business was terminated as the result of a contract violation in one market will minimally lose Good Standing in all other markets in which they have an Amway business.

3. ABOs with multiple businesses who lose Good Standing in one market, but do not have their business terminated, will have their Good Standing reviewed in all markets.

4. Loss of Good Standing continues until restored at the discretion of Amway or until any Rules sanctions are served.

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