

BUSINESS BUILDER BONUS

Q1 2021

NEW SALES LEADER'S FIRST FOUR CAMPAIGNS



RECRUIT • TRAIN • RETAIN

£25**

for every new team member with sales over £300, with DAC sales* in their first campaign.



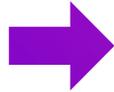
£25**

For every new team member with sales over £300, with DAC sales* in their second campaign.

OR

£15**

For every new team member with sales over £250 in their first campaign.



£20**

For every new team member with sales over £250 in their second campaign.



£25**

For every new team member with sales over £250 in their third campaign.

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*Total DAC Sales (Direct Attached Customer Delivery through My Avon Store and/or Digital Brochure) must be over £30 per campaign.

**To be eligible for the rewards, successful Sales Leaders must have Personal Sales of at least £250.

BUSINESS BUILDER BONUS TERMS AND CONDITIONS

Q1 2021

1. This programme runs from 1st January, 2021 (“Programme Period”).

Eligibility

2. All Independent Avon Sales Leaders (“Sales Leaders”) who are LLOA 1-4 are eligible to participate.

Criteria

3. For every Generation 1 (“G1”) Representative (“Rep”) that Sales Leaders appoint into their team the Sales Leader will be rewarded with a cash bonus PROVIDED THAT the Rep meets the Rep criteria (see 5 below).

4. To achieve each cash bonus, Sales Leaders must achieve the criteria detailed below:

a) To earn a £15 cash bonus: Their G1 Rep must place campaign sales over £250 in their first campaign or to earn £25 cash bonus: Their G1 Rep must place campaign sales over £300, with DAC sales*, in their first campaign.

b) To earn a £20 cash bonus: Their G1 Rep must place campaign sales over £250 in their second campaign or to earn £25 cash bonus: Their G1 Rep must place campaign sales over £300, with DAC sales*, in their second campaign.

c) To earn a £25 cash bonus: Their G1 Rep must place campaign sales over £250 their third campaign.

* Total DAC Sales (Direct Attached Customer Delivery through My Avon Store and/or Digital Brochure) must be over £30 per campaign

5. In order for a G1 Rep to be considered for the purposes of this programme the Rep must:

a) be within their first three campaigns;

b) have paid all invoices in full which relate to the Programme Period, in accordance with Avon’s payment terms (13 days from the date of the invoice).

Rewards

6. To be eligible for the rewards, successful Sales Leaders must:

a) have Personal Sales of at least £250

b) be a paid titled Sales Leader at the time of redemption

7. Rewards will be included with the Sales Leader’s statement on achievement, except for any bonus which relates to a Rep’s DAC sales which will be paid during the campaign after achievement and will show on the Sales Leader’s statement after the campaign of achievement. Cash bonuses can only be paid to Sales Leaders who’ve provided valid bank details.

8. Returns will be deducted from G1 Reps accounts before rewards will be paid.

9. Rewards are subject to change and Avon reserves the right, in its discretion, to substitute alternative rewards of equal or greater value.

10. For the avoidance of doubt:

a) If a Generation 1 Representative rolls up to an upline Sales Leader, the previous campaign sales earned will not count for the purposes of this programme. Leaders shall only be entitled to receive the cash bonuses for G1 Reps that they have directly appointed and...

b) A Generation 1 Rep is defined as a Rep or Sales Leader who has been directly appointed by the Upline Sales Leader.

General Terms

11. Sales Leaders are required to uphold the Avon Values and Sales Leadership Business Principles at all times, including in relation to this programme and any rewards received by successful Sales Leaders by way of this programme.

12. Avon reserves the right to disqualify Sales Leaders, withhold or cancel or, in cases where payment has already been made, request full repayment of any rewards received, 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 programme, throughout the Programme Period.

13. The Sales Leader account statement produced and held by Avon is final and will be used to measure the results. Sales Leader appeals will not be counted.

14. Average order value and returns will be monitored and may be deducted from Award Sales. Abuse of this system could result in disqualification from the programme.

15. Avon expressly reserves the right to exclude sales generated by bulk orders of any single product and orders which are not supplied to physical persons.

16. By taking part in this programme, Sales Leaders are deemed to have accepted and to be bound by these Terms and Conditions and by any other requirements set out in the promotional material. Non-compliance may render you ineligible to receive the reward.

17. All rewards should form part of the income of your Sales Leader business. Consequently, Avon is not liable for any tax or National Insurance in respect of this reward. As communicated in the Sales Leader Business Guide, as a self-employed person you are solely responsible for compliance with your tax and National Insurance obligations. Unfortunately, Avon cannot comment on an individual’s circumstances. Guidance on your obligations as a self-employed person can be found at www.gov.uk. Alternatively, advice can be sought from an appropriately qualified accountant or tax adviser.

18. All entrants acknowledge that, for the purpose of and in the course of participating in this prize/trip, certain personal information about them will be captured, electronically or otherwise, and will be transmitted to Avon and to Avon’s suppliers who are providing services in connection with the arrangement of the prize/trip. Accordingly, the entrants expressly agree that Avon (data controller) may use, that personal information for the purpose of the prize/trip and may share it with Avon suppliers for such purpose.

19. Avon uses appropriate safeguards to protect personal information which is

transferred to countries outside of the European Economic Area which are considered to provide a lower level of protection for personal information. European Commission approved Standard Contractual Clauses are in place with Avon’s email system provider and IT support and IT system maintenance suppliers.

20. Successful Sales Leaders will be required to participate in any subsequent publicity as deemed appropriate by Avon. By entering the programme you are giving Avon express permission to use any photographs taken as part of the trip in all promotional material.

21. Any Sales Leader who adds items to an Independent Avon Representative’s order without the express permission of the Representative concerned will be excluded from the programme.

22. Avon expressly reserves the right to alter the programme in any way, including cancelling or withdrawing the programme altogether.

23. All matters shall be determined at Avon’s sole discretion and Avon’s decision will be final. No correspondence will be entered into.

Promoter: Avon Cosmetics Limited, Nunn Mills Road, Northampton, NN1 5PA (“Avon”).

These Terms and Conditions are to be interpreted in accordance with English law and any dispute arising out of these Terms or their subject matter is subject to the exclusive jurisdiction of the English Courts.

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