

INDEPENDENT AVON REPRESENTATIVE TOP REPRESENTATIVE INCENTIVE TRIP TERMS  
AND CONDITIONS C1 2017 – C18 2017

1. This incentive runs from Campaign 1 2017 to Campaign 18 2017.
2. All Independent Avon Representatives (“Representatives”) residing in the UK, 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 eligibility criteria specified then your participation will not be deemed valid.
3. To qualify for an invite onto the Top Representative Incentive Trip (“incentive trip”), Representatives must have achieved Gold Plus President’s Club membership and have an Award Sales\* increase versus prior year. There are only 50 invites available for the incentive trip. If more than 50 Representatives qualify, only the 50 top performing Representatives, based on Award Sales, will be invited onto the incentive trip.
4. Of the Representatives invited on the incentive trip, the three top performing Representatives based on Award Sales will receive additional VIP rewards as part of this incentive trip. Further details will be communicated at a later date.
5. Two additional wild card invites will be for Representatives not meeting the criteria in point 3:
  - a. One wild card invite for a Representative achieving President’s Club Gold Level in 2017 with the highest Award Sales. Representatives who achieved Gold or Gold plus level in 2016 are ineligible.
  - b. One wild card invite for a Representative that achieved President’s Club Gold level in 2016 and achieves Gold level or above in 2017 with the highest percentage sales increase versus prior year. In the instance that the top achiever outlined in clause 5b qualifies for a place on the incentive in their own right, the wild card will be awarded to the next qualifier and so on.
6. In order to be eligible to go on the incentive trip, successful Representatives must still be an Avon Representative and their accounts must not be overdue at the time of being awarded the incentive.
7. Representatives must be actively engaged as a Representative at the time the incentive takes place, otherwise they will forfeit their place.
8. All Award Sales from Campaigns 1-18 2017 inclusive will count towards the Top Representative Incentive Trip 2017. The Award Sales value awarded in any campaign is:
  - a. The accumulation of all orders processed since your last mail plan update. This may include orders which were submitted in the previous campaign but which were processed in the current campaign due to them being held in line with the Avon Account Management rules;

- b. Excluding the value of any goods ordered that are not available. Where product supply levels deteriorate substantially Avon may, at its absolute discretion, consider waiving this condition as a gesture of goodwill;
  - c. Excluding the value of returned products that have been credited to your Avon account in the current campaign.
- 9. The value of products returned by Representatives at any time after the end of 2017 may be reviewed by Avon. Avon expressly reserves the right to deduct the value of such products from a Representative's Award Sales if Avon, in its absolute discretion, determines that there has been any malpractice or manipulation of results. Avon also reserves the right to disqualify Representatives, should any such behaviour be found to have occurred.
- 10. Results will be communicated on a campaign basis via the Representative website up until Campaign 16 2017.
- 11. The Representative account details held by Avon are final and will be used to measure the results.
- 12. The incentive trip will take place early in 2018. Details will be confirmed by Avon at a later date.
- 13. Successful Representatives who are invited to attend the incentive must ensure that they take out or are already covered by their own travel insurance policies. Avon's insurance policies do not cover Representatives on such trips.
- 14. In cases where an invited Representative is unable to attend the incentive trip there is no alternative to the incentive offered. No cash alternative will be provided. The incentive trip is non-transferrable and places will not be back-filled should invited Representatives be unable to attend.
- 15. Avon expressly reserves the right to alter the incentive trip in any way, and at any time, should the need arise, including cancelling or withdrawing the incentive altogether and/or changing the incentive destination and/or venue.
- 16. Avon reserves the right, in its absolute discretion, to review a Representative's accounts and to disqualify a Representative if it determines that the Representative's account is being operated in an unsatisfactory manner at the time of qualifying, and/or to disqualify a Representative from this incentive trip for any behaviour it deems inappropriate.
- 17. Those Sales Leaders who have signed the Partnership Sales Leader Agreement shall only be entitled to receive one place to attend this incentive. No other places will be available for Partner Sales Leaders or any other guests.
- 18. Successful Representatives will be required to participate in any subsequent publicity as deemed appropriate by Avon.

19. 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.
20. Representatives are required to uphold the Avon Values at all times, including in relation to this incentive and the trip received by successful Representatives.
21. Avon's decision is final, no correspondence will be entered into.
22. Promoter: Avon Cosmetics Limited, Nunn Mills Road, Northampton, NN1 5PA (Avon).

\*Award Sales means the value of all products that have been supplied by Avon to the Avon Representative including brochures, samples and sales aids, discount and VAT.