

Destination Avon Incentive Program Terms & Conditions

Incentive runs from Campaign 21, 2023 through Campaign 16, 2024 ("Incentive Period").

ELIGIBILITY: Incentive Program is open to all authorized Avon Representatives ("Representatives") age 18 or older who are legal residents of the fifty (50) United States, Guam and Saipan, the District of Columbia and Canada. The Avon Company and The Avon Company Canada Limited (collectively, "Avon" or "Sponsor") reserve the right to audit all performance data, including participating Representatives' sales volume, and will disqualify or remove any Representative it determines, in its sole discretion, has violated these Terms & Conditions and/or the principles or fairness of program intent. 1900 Districts are not eligible. Avon Associates are not eligible to participate either through their corporate or personal accounts. The Incentive Program is governed by U.S. law and is subject to all applicable federal, provincial, state, and local laws and regulations. Void wherever restricted or prohibited by law.

TO RECEIVE REWARDS: Representatives are eligible to earn a 3-night, 4-day Caribbean cruise, details to be announced (the "Trip") by the end of the Incentive Period by achieving the following criteria depending on a Representative's sales level at the beginning of the Incentive Period. All sales goals are in Award Sales. For the purpose of calculations and achievement eligibility, Award Sales for US are in US dollars and Canada in Canadian dollars.

Criteria: Sales base is C25, 2022 - C18, 2023.

Cruise Only:

- Contender/Bronze & Silver: Increase sales by a minimum of \$5,000 in Award Sales over the Sales Base goal given as calculated on the C25, 2022 - C18, 2023 period.
- Premier/Gold: Increase sales by a minimum of \$5,000 in Award Sales over the Sales Base goal given as calculated on the C25, 2022 - C18, 2023 period.
- President's Club+: Increase sales by \$5,000 above the same sales period as last cycle C25, 2022 - C18, 2023.

Trip for 1:

- Contender/Bronze & Silver: Increase sales by a minimum of \$6,000 in Award Sales over the Sales Base goal given as calculated on the C25, 2022 - C18, 2023 period.
- Premier/Gold: Increase sales by a minimum of \$6,000 in Award Sales over the Sales Base goal given as calculated on the C25, 2022 - C18, 2023 period.
- President's Club+: Increase sales by \$6,000 above the same sales period as last cycle C25, 2022 - C18, 2023.

Trip for 2:

- Contender/Bronze & Silver: Increase sales by \$11,000 above the same sales period as last cycle (C25, 2022 - C18, 2023).
- Premier/Gold: Increase sales by \$11,000 above the same sales period as last cycle (C25, 2022 - C18, 2023).
- President's Club+: Increase sales by \$11,000 above the same sales period as last cycle (C25, 2022 - C18, 2023).

REWARDS:

Achiever must register for trip by August 18, 2024, at Midnight ET or forfeit the incentive reward. The ship requires all participants to be registered 45 days prior to sailing. As a result, we will be opening Registration for early achievers after the close of C13, 2024. All qualified achievers at that time will receive an email inviting them to register for the trip. Registration for the trip commits you to all responsibilities associated with the trip including, but not limited to, securing a valid PASSPORT. If registration is not completed by the deadline, the trip will be forfeited. No additional registrations will be accepted after August 18, 2024, at Midnight ET deadline.

Actual value of Reward may vary based on point of departure and any earned trip enhancements. Any difference between stated value and actual value will not be awarded. Sponsor reserves right to change dates. Travel must be made through Sponsor's agent and on a carrier of Sponsor's choice. All federal, state, provincial and local taxes and all other costs associated with Reward acceptance and use not specified herein as being provided, including additional meals, souvenirs, gratuities, baggage, excursions, additional room amenities, Pre or Post hotel bookings associated with participation on trip, wheelchairs, etc. are the **sole responsibility of Recipient**. If the Recipient is choosing to book a Pre or Post Hotel arrangement, transportation to and from the port will also be at their own expense. Recipient will be responsible for all necessary travel documents, including passports and/or visas (as applicable).

REWARD RESTRICTIONS: Representative's account must be active and in good standing at the close of the incentive in Campaign 16 (August 13, 2024) to qualify for the trip. Representatives who are past due for two or more campaigns will be disqualified. Past Due One Account balances over \$500 are subject to review for qualification. Accounts must remain in good standing, and past due status will be reviewed at the close of C19, prior to sailing, and all accounts must be active at the time of the trip.

All rewards are subject to verification of eligibility and compliance with these Terms and Conditions. Recipients acknowledge that Sponsor has neither made nor is in any manner responsible for any warranty, representation or guarantee, expressed or implied, in fact or in law, relative to a reward, including, but not limited to, its quality or availability. Any and all warranties and/or guarantees on a reward are subject to the vendor's terms, and recipients agree to look solely to such vendor for any such warranty and/or guarantee. Rewards are non-transferable. Recipients may not transfer, exchange or redeem any reward for cash.

Sponsor reserves the right to substitute a reward of comparable or greater value, or a check (in local currency) equivalent to the approximate value of the reward at its sole discretion. All local, state, provincial and federal taxes (including withholding and income taxes, if any) on rewards, and other costs and expenses associated with reward acceptance and use not explicitly stated herein as being provided, are the sole responsibility of individual recipients. All reward details are at Sponsor's sole discretion. All Incentive achievers must have a valid Avon Wallet account set up prior to registering for this incentive trip or their registration will not be accepted.

Orders must be submitted during the incentive period to count towards the incentive, by 11:59 PM ET, August 13, 2024. If an order goes into review and is not cleared prior to the campaign cut off on the final day of the campaign it will count towards the next campaign.

NOTIFICATION OF RECIPIENTS: (Note: Potential Reward Recipients are defined by Primary Account holder, or eligible Co-applicant who has been associated with account throughout the incentive period.) Early Achiever Recipients will begin receiving notifications after July 2, 2024, via electronic mail. At the close of each subsequent campaign, another round of Achievement invitations will go out to prompt registration. Registration will close on Sunday, August 18, 2024 at Midnight, ET. Representative's account must be active and in good standing (past due no more than one campaign) to qualify for the trip, and must remain in good standing through the close of the incentive, or the account will be disqualified. Avon reserves the right to review and disqualify Representatives for Past Due One account balances over \$500. For Qualified Achievers at the end of incentive, past due status will be reviewed again at the close of C19 (September 24, 2024), and the same guidelines pertaining to past due status will be applied. Representative's account must be active at the time of the trip.

DISQUALIFICATION: Avon has the right to disqualify anyone it determines, in its sole discretion, has violated these Terms & Conditions and/or the principles of fairness or program intent. Disqualified Representatives will be notified by August 23, 2024, via electronic mail.

If a Representative is disqualified, he/she will forfeit all rewards. Any requests for exceptions must be submitted through the Avon Care Center within one campaign of that campaign closing. Unless the deadline appears sooner in the incentive policies. It is the Representative's sole responsibility to know the status of their incentive attainment.

RECIPIENT INSTRUCTIONS/REQUIREMENTS: Potential Reward recipients and Earned Guests will be required to complete and sign an Affidavit of Eligibility and Liability and Publicity Release and return it within five (5) days of date of issuance. Failure to return all required documents properly completed and executed, and/or non-compliance with any portion of these Terms and Conditions (including all eligibility requirements) may result in disqualification, the reward being forfeited. If a reward is refused, any notification is returned or deemed undeliverable, or potential reward recipient is disqualified for any reason, the reward will be void. By accepting a reward, except where prohibited by law, each recipient agrees to the use of her/his name, photo and/or likeness, statements and other personally identifiable information in any advertising and/or promotion activities related to this Incentive Program in any and all media, now or hereafter devised, worldwide, in perpetuity, without further compensation, notification per permission, except where prohibited. The Recipient agrees to abide by all terms and conditions of the hosting venue as stated in their agreement.

RELEASE: Except where prohibited by law, participants agree to defend, release and hold harmless the Sponsor, its respective parents, affiliates, subsidiaries, retailers, distributors, and advertising and promotion agencies and all of their respective officers, directors, agents and employees (collectively, "Released Parties") from and against any and all claims, actions and/or liability for injuries and/or damages of any kind sustained, in whole or part, directly or indirectly, in connection with the Incentive Program, and/or acceptance, use, or misuse of any reward awarded. Participants agree to be bound by these Terms and Conditions and the decisions of Sponsor, which shall be final and binding on all matters. Except where prohibited by law, Released Parties are not responsible for phone, electrical, network, computer, transmission, server hardware or software program malfunctions, failures or difficulties, including, without limitation, delay in and/or inability to access any website associated with the Incentive Program, or other errors or difficulties of any kind whether mechanical, technical, typographical, printing, human, computer, or otherwise relating to, the Incentive Program, including, without limitation, errors or difficulties which may occur in connection with the administration of the Incentive

Program, the processing and tabulation of sales data, the announcement of the rewards or in any Incentive Program-related materials (including these Terms and Conditions). Released Parties are not responsible for lost, delayed, garbled, incomplete, inaccurate, misdirected, or stolen sales or customer data. Released Parties are not responsible for any damage to participant's computer system or software that may be occasioned by participation in the Incentive Program.