

AMWAY RULES OF CONDUCT



Frequently Asked Questions

The following are answers to commonly asked questions regarding the new Multiple Business requirement.

1. What is International Sponsoring?

- A. International Sponsoring offers Amway Business Owners (ABO) the opportunity to sponsor someone they personally know (a prospective ABO or a prospect) in an overseas market in starting an Amway business in other Amway authorised countries. With International Sponsoring, there are three individuals involved: the International Sponsor, the Foster Sponsor and the Prospect.

The International Sponsor introduces the prospect to the Amway business opportunity. The International Sponsor works with the upline or Amway affiliate to identify a proper Foster Sponsor who helps the prospect get started, trains and supports him/her just as a Personal Sponsor would do. The International Sponsor encourages and remains in contact with the Internationally Sponsored ABO on a routine basis, (e.g., remind the ABO to renew, go to meetings, sell and use the products). The International Sponsor also maintains routine contact with the Foster Sponsor to support and make sure the Internationally Sponsored ABO is receiving proper in-market support.

2. Do I have to be at a certain pin level in order to internationally sponsor someone?

- A. No, any registered ABO can internationally sponsor another ABO in a foreign Amway market.

3. Should I establish a Multiple Business in another country?

- A. Even if you meet the sign-up eligibility, it is not necessarily in your best interest to establish a Multiple Business in a foreign market. Establishing and operating a Multiple Business is usually costlier, more challenging operationally, and more complicated culturally and linguistically than building an Amway business in your home market. The same amount of effort spent on a Multiple Business tends to yield less return than on a home market business. And the Amway Sales Plan by design offers more awards and rewards to domestic builders to encourage focus on the home market first. Amway recommends ABOs focus on building their home market businesses to Emerald Bonus Recipient (EBR) or above level before considering setting up a Multiple Business overseas. This is because at EBR or above level an ABO is in a position to potentially maximise Sales Plan benefits. However, internationally sponsoring someone else in another market is an option you can always consider.

4. Are there any requirements for establishing a Multiple Business in another market?

- A. Yes. January 1, 2015, in order to establish a Multiple Business in another market, an ABO must meet two requirements: 1) be at least at Qualified Platinum level in an Amway market; and 2) pass the Multiple Business Certification test. An ABO residing outside of his/her home market may be exempt from the current Qualified Platinum requirement if the ABO can provide proof of residency and is eligible to own and operate an Amway business in the target international market. Another exemption may be granted if the ABO does have a close family member in the target market (also refer to questions 8 and 9)

Effective June 1, 2016, the Multiple Business Certificate test is no longer required, neither for Platinums nor for ABOs meeting the exemption; however, the Multiple Business Training is strongly recommended.

5. Why has Amway instituted the qualified Platinum requirement for opening a Multiple Business in another market?

- A. This new policy will be instrumental in safeguarding the LOS, protecting Amway's reputation, promoting LOS harmony and facilitating proper international business building practices.

The Qualified Platinum requirement is not intended to restrict free enterprise. Rather, it is in the best interest of the ABOs. From the ABO leaders' perspective, setting Platinum level as a minimum requirement will help protect new downline ABOs below Platinum from being enticed away to sign up under other leaders. For those ABOs not yet qualified, this policy will protect them from making investments in new markets without being fully informed of the costs and risks involved. This also helps protect both the ABO leaders and the not yet qualified ABOs from the possibility of feeling pressured into opening a foreign business when it may not be in their best interest.

6. What if I am not a qualified Platinum in any Amway market, and I have already set up a Multiple Business overseas before January 1, 2015?

- A. Amway will honour all the Multiple Businesses set up before January 1, 2015, regardless of whether or not the owners of those Multiples Businesses had reached Platinum level.

7. Do the Multiple Business requirements apply to all countries?

- A. The requirement apply to all markets that allow foreigners to open a Multiple Business. However, first, it is important to know that some markets restrict or prohibit foreigners from owning and operating Multiple Businesses at all. These markets include but are not limited to: China, Malaysia, Singapore, Thailand, Korea, Vietnam, Indonesia, and India.

Second, certain markets may impose more stringent requirements. For example, Amway China Sales Representatives must be at the Sr Sales Manager level or above

before they are eligible to open a Multiple Business in another Amway market and they are still required to pass the Multiple Business Certification test.

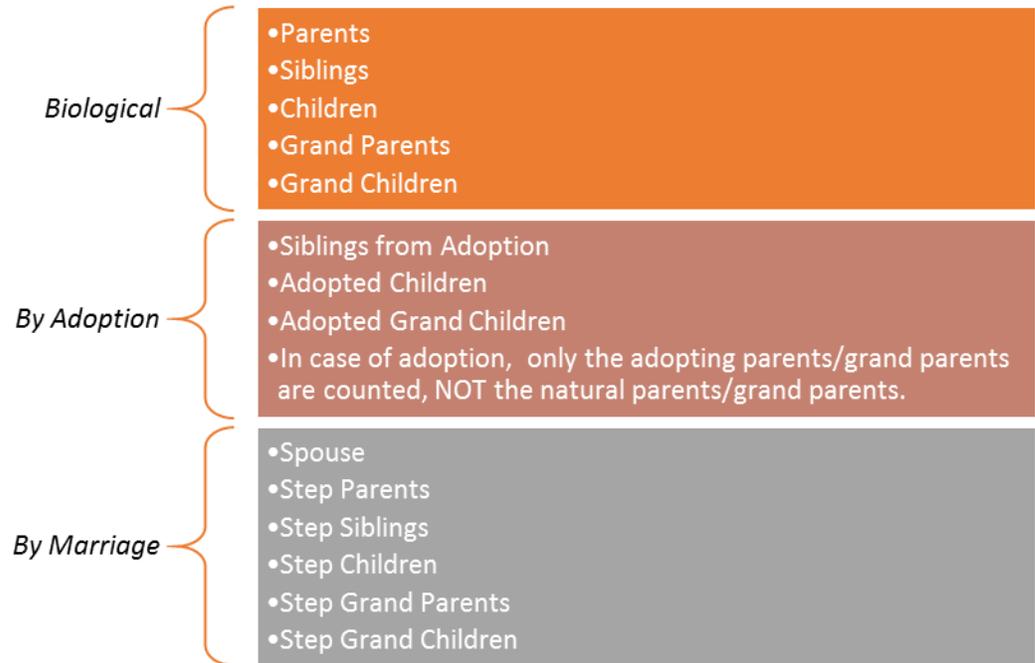
For detailed information on foreigners signing up Multiple Businesses in each Amway market, please refer to the respective “Market Requirements” document on <https://mybiz.amway.com/>.

8. Even though I am not a Qualified Platinum or above, I am a resident (or natural citizen) of the target market. Can I start a Multiple Business in the target market?

- A. Yes, as long as you meet the criteria of our residency exception and can provide proof of residency to the originating market where you established your primary business. For the purpose of the policy, residency is defined as:
1. ABO or his spouse is a Naturalized Citizen in the target market/country. Identified documents include: ID card, and Passport.
 2. ABO or his spouse is a Permanent Resident in the target market/country. Identified documents include: Permanent Resident Card (such as Green Card, Maple Card), Resident Permit, and Social Security Card.
 3. ABO or his spouse is a Long-Term Visa Holder (one year and over). Identified documents include: Student Visa, Working Visa, Study Permit, and Work Permit. Tourism visa and Business Visa are not applicable.

9. I have a family member in the target market but am not a Qualified Platinum or above. Can I start Multiple Business in the target market?

- A. Only if you have an immediate family member as defined by Amway in the target market. Amway defines immediate family member as: parents; siblings; children; spouse; grandparents or grandchildren either biologically, or by adoption, or marriage. Please refer to the chart below for details:



10. If I meet either the residency exception or the immediate family exception, what should I do to set up a Multiple Business in the target market?

A. Please contact the Sales staff or Customer Service in the target market. You will be asked to confirm your exception status.

11. If I open a Multiple Business in another market, who will be the International Sponsor?

A. Your existing Amway business **must be** the International Sponsor of your new business. And your new business must be linked to your existing business as a Multiple Business. At the sign-up, you should make sure you fill out the Multiple Business section of the registration with the correct and complete information. You may confirm the Multiple Business link by contacting your local Amway Sales department.

12. If I open a Multiple Business in another market, who will be the Foster Sponsor?

A. When you are ready to open a Multiple Business in another market, Amway strongly suggests you to consult with your upline to help you find a foster sponsor in the target market. While Amway does not mandate the duplication of an LOS in all markets, ABOs are strongly encouraged to follow the original home-market LOS as much as possible.

13. What are the responsibilities of Amway Multiple Business Owners?

A. The Amway Multiple Business Owners must meet all of the local requirements, laws and Amway Rules and Policies. They should be aware of the laws and regulations of each market, as well as understand and be considerate of social and cultural customs.

Detailed Market Requirements information can be found on <https://mybiz.amway.com/>.

The Multiple Business Owners must also fulfill the roles and responsibilities of an ABO and a sponsor, including providing day-to-day mentorship, training, motivation and service to the customers and downline groups in the target market.

14. What is a Single Line of Sponsorship (SLOS) or Consolidated Line of Sponsorship (CLOS)?

- A. Single Line of Sponsorship (SLOS) and Consolidated Line of Sponsorship (CLOS) markets refer to those markets where Amway has combined multiple countries into one market and allows ABOs from one SLOS/CLOS country to Personally Sponsor new ABOs in another country within the same SLOS/CLOS market. An ABO can only set up one Multiple Business within a SLOC/CLOS market. For a complete listing of CLOS or SLOS markets, refer to GBISlink.com.

15. What if I have internationally sponsored myself in another market, then later on, request to have it become a Multiple Business?

- A. If the international sponsor link was established on/after January 1, 2015, and you were a Qualified Platinum (or met the exception criteria), your request will be approved as specified in the International Linkage Policy.

However, if on/after January 1, 2015, this link was established and you did not meet the policy requirement (Qualified Platinum/exception) the internationally sponsored business will be terminated because you did not meet the requirement to establish a MB. Additionally, Amway and its Affiliates reserve the right to take additional action under the Rules of Conduct, in any or all markets in which you have Amway businesses, if appropriate and justified under the circumstances.

16. Where can I find more information on Amway's International Sponsoring Policies?

- A. International Sponsoring policies and information are available from your local Amway affiliate or on www.amway.co.za