



AMWAY SOUTH AFRICA RULES OF CONDUCT AND POLICIES

SUMMARY OF CHANGES

RULE SECTION	RATIONAL OF / REASON FOR CHANGE	NEW RULE
SECTION 3: BECOMING AN ABO		
3.3.9 TO BE ADDED ON TO THE EXISTING RULE 3.3.8	NEW RULE ADDED	3.3.9 Residency Rule: Reside within Southern Africa, if this is the ABO's first Amway business in any market where Amway operates. For multiple businesses, pls. refer to rule 4.29
SECTION 6: PRESERVATION OF THE LINE OF SPONSORSHIP		
6.8.1.3 TO BE ADDED FOLLOWING RULE 6.8.1.2	NEW RULE ADDED	6.8.1.3 ABOs qualified at Platinum or above level, in addition to the options offered in Rule 6.8, may divide their AB so that one of the ABOs is registering a new AB, being inserted as sponsor of the other ABO keeping the original AB. In such a case, all group leaders will remain registered in the business group of the existing AB. a. The respective request needs to be submitted to Amway for review and approval together with the written consent from the first ABO qualified at Platinum level and the first qualified Emerald. Amway may notify the first qualified Upline Diamond and allow 15 days for comment. b. Non-Group Leaders may be transferred to the new business from the original business in compliance with Rules 6.2 and 6.3 of the Rules of Conduct.
SECTION 14: APPEAL PROCESS		
<p>14.1 Review Panel: If an ABO does not agree with the actions taken by Amway under Rules 11 and/or 12 then the ABO may request a review by the International Review Panel, consisting of appropriate personnel and corporate staff from the World Headquarters of Amway.</p> <p>14.2 International Review Panel The International Review Panel provides an internal procedure for the review of decisions as to the termination, non-renewal, de-sponsorship or suspension of an ABO.</p> <p>14.3 Suspension of Authorization until a Decision is Made: In the event of an appeal to the International Review Panel the decision taken by Amway in general will not be suspended until review has taken place and a final decision has been taken by the review panel. During this period:</p> <p>14.3.1 The ABO is not allowed to conduct any Amway related activity as described in section 6.4.2 of the Rules of conduct.</p>	SECTION CLEARER DEFINED	<p>14.1 International Review Panel: If an ABO does not agree with the actions taken by Amway under Sections 11 and/or 12 then the ABO may request a review by the International Review Panel, that provides an internal procedure for the review of decisions as to the termination, non-renewal, de-sponsorship or suspension of an ABO.</p> <p>14.2 Procedure of filling an appeal for review: The request for review must be in writing (English) and should be accompanied by any documents supporting this request. The request must be filed within the time period specified in the decision letter and is to be addressed to: Amway Corporation, 7575 East Fulton Road, Ada, Michigan 49355 USA, to the attention of Appeal Administrator Global Business Conduct and Rules. Alternatively, the request may be forwarded to appeal.administrator@amway.com. If the request is filed after the time limit, the request will be denied and the ABO will be informed accordingly.</p>

SECTION 14: APPEAL PROCESS (CONTINUED)

RULE SECTION	RATIONAL OF / REASON FOR CHANGE	NEW RULE
<p>SECTION 14: APPEAL PROCESS</p> <p>14.3.2 The ABO must not present himself/herself as an ABO;</p> <p>14.3.3 Any payment of any bonuses, fees, commission or other monies payable to the business are held in escrow by Amway.</p> <p>14.3.4 Whether the monthly Business Volumes of the business is to be counted towards qualification for Emerald or Diamond, discretionary bonuses or for any awards will be determined by Amway when final decision by the International Review Panel has been taken. Recognition below Emerald level may be withheld by Amway at its sole discretion.</p> <p>14.3.5 There will not be invitations to attend business seminars, leadership seminars and other events organized by Amway held during this period, even though there may be a qualification prior to the period of suspension.</p> <p>14.3.6 In the event the decision of the International Review Panel is rendered in favour of the ABO, Amway shall restore full rights and privileges and pay the balance of monies previously held in escrow.</p> <p>14.3.7 In the event of any other decision taken by the International Review Panel, Amway shall determine the disposition of the monies held in escrow.</p> <p>14.4 Procedure of filling an appeal for review: The request for review must be in writing and may be accompanied by any documents supporting this request. The request must be filed within the time period specified in the decision letter and is to be addressed to Amway Corporation, 7575 East Fulton Road, Ada, Michigan 49355 USA, to the attention of Administrator Global Business Conduct – international. Alternatively, the request may be forwarded to appeal.administrator@amway.com.</p>		<p>14.3 Membership Of The International Review Panel: The International Review Panel consists of appropriate staff from Global Rules, North America Rules, Global Sales and International Legal. Members of the International Review Panel do not act as arbitrators.</p> <p>14.4 Market Decision Remains In Force Pending Decision By The International Review Panel: In the event, that Amway grants an ABO the opportunity to have an appeal reviewed by the International Review Panel, the decision taken by Amway will remain in force until review has taken place and a final determination has been made by the International Review Panel.</p> <p>14.5 Procedure for Review by the International Review Panel</p> <p>14.5.1 The parties (appellant and affiliate) may offer evidence and produce additional evidence independently or as requested by the International Review Panel. The International Review Panel will determine the relevancy and materiality of the evidence offered.</p> <p>14.5.2 Either party may attend the International Review Panel hearing (held at the Amway World Headquarters in Ada, USA), either via phone conference or in person at his/her own expense.</p> <p>14.6 Final Determination by the International Review Panel</p> <p>14.6.1 The International Review Panel may affirm, reverse, or modify the decision of Amway.</p> <p>14.6.2 The determination of the International Review Panel will be communicated to all parties.</p> <p>14.6.3 Amway will take such steps as may be necessary to implement the International Review Panel’s determination.</p> <p>14.6.4 In the event the determination of the International Review Panel is rendered in favor of the ABO, Amway shall restore full rights and privileges and pay the balance of the monies previously held in escrow.</p> <p>14.6.4.1 In the event of any other decision taken by the International Review Panel, Amway shall determine the disposition of the monies held in escrow.</p> <p>14.6.5 The decision of the International Review Panel shall not give rise to any legal or financial liability, claim for damages or other recourse, including but not limited to loss of profits or goodwill, on the part of Amway or any other Amway affiliate to the ABO or any other person.</p> <p>14.7 If the ABO initiates litigation prior to the hearing by the International Review Panel, the hearing shall be cancelled and the opportunity for review withdrawn by Amway.</p>