AVON

AVON
WELCOMES

WELCOME TO YOUR NEW REP REWARDS





INTRODUCING YOUR NEW REP REWARDS

It’s time to reach for the stars as you move into Avon Rewards, our fabulous Rep reward and recognition programme that you’ll be a part of after your first 3 months.

Can’t wait? Then we’ve got just the thing: Avon Welcomes. Our new Rep programme, Avon Welcomes is all about earning rewards and benefits based on your monthly sales.

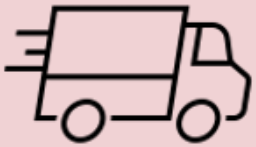
You’ll stay in Avon Welcomes until you complete your first 3 campaigns (each campaign lasts a month). After that, you’ll graduate on to Avon rewards, where you’ll unlock your first Avon Rewards level, awarded based on your total sales across your first 3 campaigns in Avon Welcomes.

UNLOCK REWARDS EVERY CAMPAIGN

Just sell £1 worth of products (yep, you read that right), to start earning. Here's what you can get your hands on every campaign.



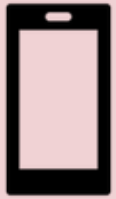
Earn from your first £1 of sales and earn up to 30% discount



2 free standard deliveries to keep your costs down and your profits up



Free products, samples and brochures to use and promote your business



Your own personalised Digital Brochure and Avon Shop to share with your customers and sell from your phone



Purchase extra discounted brochures to help you find new customers



30% discount in Focus Magazine so you can demo products with your customers



AVON WELCOMES

WHAT'S ON THE TABLE FOR YOU

DISCOUNT THAT INCREASES THE MORE YOU SELL!

Campaign Sales	Avon Welcomes Campaign Discount
£1 - £249	20%
£250 - £499	25%
Over £500	30%

EXCLUSIVE ACCESS TO YOUR OWN WELCOME POWER PACK

As a new Rep you can order your own Welcome Power Pack. It's filled with bestselling products to try for yourself and share with your customers. Worth £97, you can get your hands on it at anytime during your first three months, for just £25. Simply add to any order with code 66597.



FREE BROCHURES AND PRODUCTS!

YOUR FIRST CAMPAIGN REWARDS

AVON WELCOMES

Achieve £40+ in sales this month

1x Nourishing Lip Oil &
1x Next Campaign Brochure



Achieve £100+ in sales this month and get both rewards!

We will automatically add a Luxury Day Pack to a 1st month order

1x Renewal Power Serum
1x Power Multi-Protection Shield Cream
1x Power Lip & Eye Contour Cream
1x Revival Lip Treatment



LUXURY DAY PACK

Rewards must be redeemed in the campaign the qualifying sales are achieved

YOUR SECOND CAMPAIGN REWARDS

AVON WELCOMES

Achieve £40+ in sales this month

1x Far Away Original EDP 50ml &
1x Next Campaign Brochure



Achieve £100+ in sales this month and get both rewards!

1x Supreme Gold Night Gel
1x Gold Mask
1x Planet Spa Pillow Mist
1x Sleep Hand Cream
1x Lifting Dual Eye Cream
1x Senses Essence Bubble Bath



INDULGENT NIGHT PACK

Rewards must be redeemed in the campaign the qualifying sales are achieved

YOUR THIRD CAMPAIGN REWARDS

AVON WELCOMES

Achieve £40+ in sales this month

1x Planet Spa Sleep Pillow Mist &
1x Next Campaign Brochure



Achieve £100+ in sales this month and get both rewards!

1x Far Away Original EDP
1x Lash Genius Mascara
1x Glimmerstick
1x Nourishing Lip Oil
1x Power Stay Gel Nail Enamel



EVERYDAY BEAUTY PACK

Rewards must be redeemed in the campaign the qualifying sales are achieved

AVON WELCOMES

PRESS ME TO LEARN MORE ABOUT THE PRODUCTS IN THIS PACK

GRADUATING INTO AVON REWARDS

Use this calendar to see the campaigns where you're eligible for Avon Welcomes and when you'll graduate into Avon Rewards.

APPOINTMENT CAMPAIGN*	2ND CAMPAIGN IN AVON WELCOMES	3RD CAMPAIGN IN AVON WELCOMES	GRADUATION TO AVON REWARDS
JAN	FEB	MAR	APR
FEB	MAR	APR	MAY
MAR	APR	MAY	JUN
APR	MAY	JUN	JUL
MAY	JUN	JUL	AUG
JUN	JUL	AUG	SEP
JUL	AUG	SEP	OCT
AUG	SEP	OCT	NOV
SEP	OCT	NOV	DEC
OCT	NOV	DEC	JAN
NOV	DEC	JAN	FEB
DEC	JAN	FEB	MAR

REMEMBER...
If you graduate mid-quarter (either Feb, Mar, May, Jun, Aug, Sept, Nov or Dec), you'll hold that Avon Rewards level until the end of that quarter.

*First campaign in Avon Welcomes



THERE ARE REWARDS ON OFFER!

All Reps graduating into Avon Rewards at Silver Star or above will unlock a level achievement gift. This will be added to your order in the campaign of achievement.

That's not all.....if you graduate into Avon Rewards at Gold Star or above and have product sales in each of your first 3 campaigns you unlock the Gold Star+ Graduate pack (shown above) worth over £50 for just £10 in your fourth campaign!

ORDER WITH CODE 69062

AN IMPORTANT NOTE ON RETURNS

To help protect the integrity of the programme and prevent misuse, reward eligibility takes previous returns into account.

Let's look at an example:

Rachel places £137 of orders during her first campaign.

As a result, the 1st Campaign £100 reward is automatically added to her order.

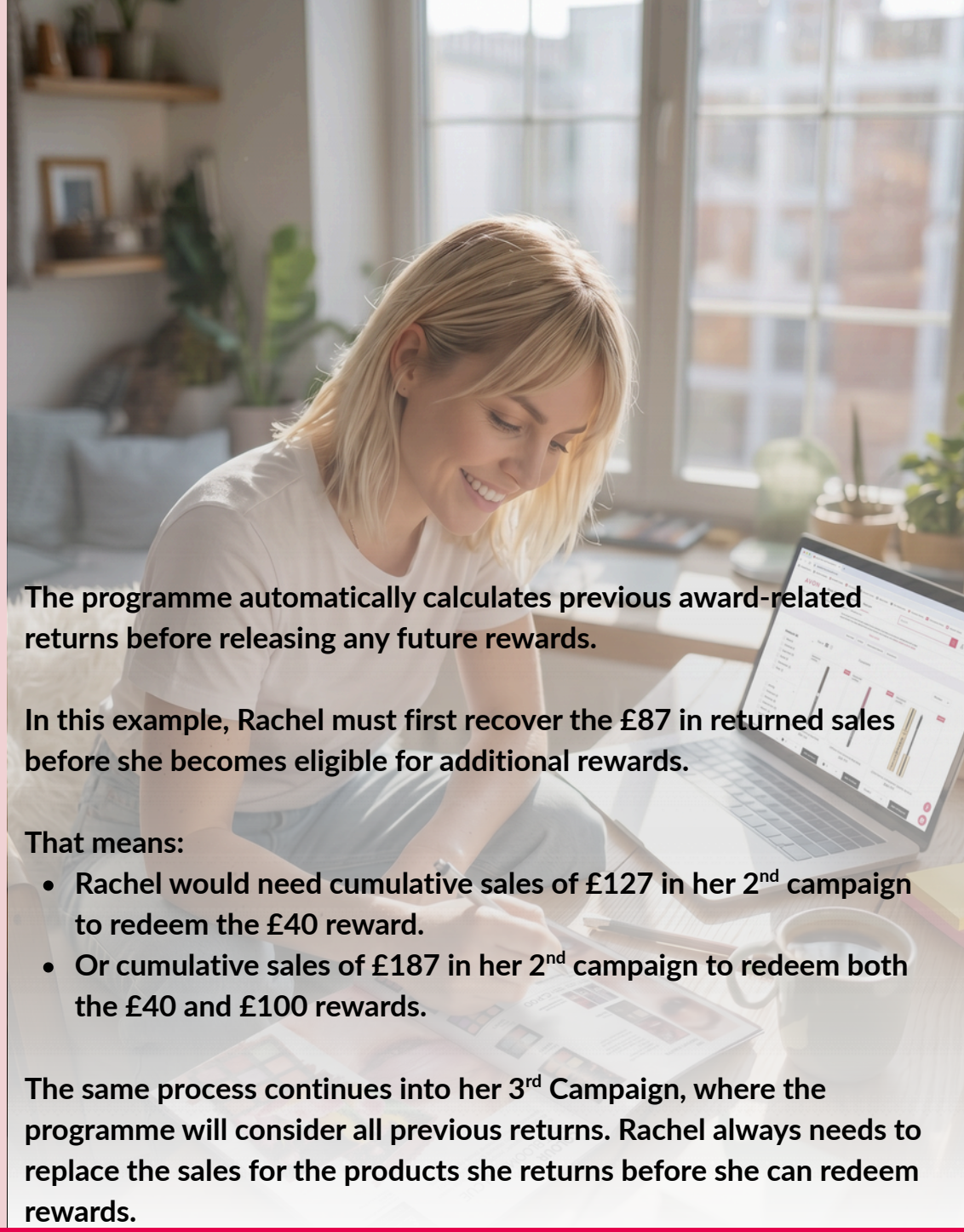
After receiving the reward, Rachel returns £87 worth of products.

When her 2nd Campaign arrives, Rachel places another £100 order and attempts to redeem her rewards using the reward line numbers.

However, the rewards aren't released.

Why?

Rachel first needs to offset the value of the products she previously returned.



The programme automatically calculates previous award-related returns before releasing any future rewards.

In this example, Rachel must first recover the £87 in returned sales before she becomes eligible for additional rewards.

That means:

- **Rachel would need cumulative sales of £127 in her 2nd campaign to redeem the £40 reward.**
- **Or cumulative sales of £187 in her 2nd campaign to redeem both the £40 and £100 rewards.**

The same process continues into her 3rd Campaign, where the programme will consider all previous returns. Rachel always needs to replace the sales for the products she returns before she can redeem rewards.

TERMS & CONDITIONS

APPLICABLE FROM CAMPAIGN 10, 2026

General

1. Avon Welcomes applies to new Independent Avon Representatives within their first 3 campaigns of the Representative Opportunity ('Representatives').

2. Avon Welcomes sets out the discount structure and other rewards and benefits for Representatives within their first 3 campaigns.

3. Following their first 3 campaigns, Representatives will move into the Avon Rewards programme.

Criteria

4. During the Avon Welcomes Programme Period (their first 3 campaigns) Representatives can achieve and receive rewards on a campaign-by-campaign basis. A Representatives' Product Sales in a campaign will determine their reward.

Product Sales

5. Product Sales are determined by the time the order is billed. Orders placed are billed on average within 1 hour after being placed. In the unlikely event that our billing systems are delayed due to the occurrence of (but not limited to) invalid items, overdue invoices, or insufficient credit on the account, there is a possibility that your Product Sales will be added into the next campaign/quarter. This may also delay the final Avon Rewards levels being shared.

6. Product Sales will be reset each campaign. However, returns will be deducted from targets across the entire programme.

7. 'Product Sales' means the total value of:
a) all products ordered and supplied by Avon to the Representative, including (but not limited to) brochures, samples and sales aids. The value of the products will be the amount invoiced to the Representative, so will take into account brochure discount and VAT.
b) Direct Attached Customer orders (excluding any delivery charges).

8. Starter Pack, Net and Demo items will count towards Product Sales.

9. The value of returned products that have been credited to a Representative's Avon account will be excluded from Product Sales. The return value will be added to the individual campaign target before rewards are released.

Example: A Representative's award returns in their first campaign totals £87. Therefore, in the representative's second campaign, the value of those award returns must be mitigated:

- £40 reward would require £87 (returns value) + £40 2nd campaign target = £127 Award Sales needed to release reward.
- £100 reward would require £87 (returns value) + £100 2nd campaign target = £187 Award Sales needed to release reward.

Avon reserves the right to recoup discount where product returns bring a Representative's Product Sales to a lower Avon Welcomes or Avon Rewards discount level than initially achieved.

10.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.

11. Avon expressly reserves the right to exclude Product Sales ordered but not paid for by the Representative through whose account the products are ordered.

12. Any goods delivered and not invoiced, and therefore not charged for, will not count towards Product Sales unless highlighted within 30 days of receipt.

Rewards & Benefits

13. The trade discount the Representative will receive in each campaign is set based on Product Sales in that campaign. Product Sales thresholds and related discount are as follows:
•Campaign sales of £1 - £249.99= 20% discount
•Campaign sales of £250 - £499.99= 25% discount
•Campaign sales of over £500 =30% discount

14. Representatives can unlock rewards if they achieve Product Sales targets in each campaign.The targets and rewards are as follows:

First Campaign

•Product Sales over £40 = 1 next campaign brochure and a Nourishing Lip Oil
•Product Sales over £100 = 1 Luxury Day Pack (this will be automatically added to the order where the sales target is met).

The Luxury Day Pack Contains:

- Anew Renewal Power Serum 30ml
- Anew Multi-Protection Power Shield Cream 50ml
- Anew Revival Serum Lip Treatment 3.5g
- Anew Power Eye & Lip Contour Cream 15ml
- Recognition Card

Second Campaign

•Product Sales over £40 = 1 next campaign brochure and a Far Away Original Eau de Parfum
•Product Sales over £100 = 1 Indulgent Night Pack

The Indulgent Night Pack Contains:

- Planet Spa Sleep Hand Cream
- Planet Spa Sleep Pillow Mist
- Senses Essence Geranium Leaf Bubble Bath 500ml
- Anew Platinum Lift & Tighten Dual Eye System 30ml
- Anew Gold mask 75ml
- Anew Supreme Gold Nourish & Brighten Night Gel 50ml

Third Campaign
•Product Sales over £40 = 1 brochure and a Planet Spa Sleep Pillow Mist
•Product Sales over £100 = 1 Everyday Beauty Pack

The Everyday Beauty Pack Contains:

- Lash Genius Multitask & Multiply Mascara (Blackest Black)
- Far Away Original EDP 50ml
- Glimmerstick Eyeliner (Blackest Black)
- Nourishing Lip Oil (Blossom)
- Power Stay Gel nail Enamel (Couture Rose)

15. To redeem rewards, eligible Representatives must add the corresponding reward line number to an order within the specified redemption period. Only the first campaign 'Luxury Day Pack' will be automatically sent to the achiever.

16. If a Representative has Product Sales over £100 in a campaign they will be eligible to order both reward sets by adding both line numbers to an order or orders within the redemption period. The only exception is in the first campaign where the 'Luxury Day Pack' will be automatically sent to the achiever and therefore requires no line number.

17. Quantity of the Product and Brochure Reward packs are limited to 1 per eligible Representative.

18. The brochures provided with the product will be for the following campaign e.g. achieved in C10 (October) redeem reward in C10 (October),receive C11 (November) Brochure with product reward.

19. All eligible Representatives will receive a printed flyer with their Essentials Starter Pack detailing all rewards and how to redeem. This will be accompanied by e-mails at the start of each qualifying period (e.g., "What you need to do in your first campaign to achieve and redeem your rewards").

20. The e-mail will be issued to the e-mail address detailed on the Representative's account.Representatives must be opted-in to receive marketing communications from Avon in order to receive the e-mail. Failure to do so will mean that the Representative is ineligible to receive the reward.

21. Avon will always attempt to provide products as advertised but in some circumstances may substitute alternative products of equal or greater value.

22. All Representatives within their first 3 campaigns will be given access to:
a)2 free deliveries on Representative orders worth £45 and over
b)30% discount on products in Focus Magazine
c)Brochure discount matching Gold Star level in Avon Rewards

23. Representatives that graduate out of Avon Welcomes and into Avon Rewards at Silver Star or above will unlock a Level Achievement Gift. Graduation happens at the end of the third campaign, when Representatives move into Avon Rewards. The first Avon Rewards level is allocated based on the total Product Sales accumulated over the first three campaigns. See Avon Rewards terms and conditions for full details.

24. Representatives that graduate out of Avon Welcomes and into Avon Rewards at Gold Star or above and have Product Sales in each of their first 3 campaigns will be eligible to order the Gold Star+Graduate Pack worth over £50 for £10. The pack will include the following:
•Overnight Foot Treatment Cream with Lavender 150ml
•Planet Spa Blissfully Nourishing Hand & Foot Mask100ml
•Skin So Soft Original Dry Oil Spray 150ml
•Anew Radiance Maximising Vitamin C Tonic 200ml
•Absolute Nourishment Argan Hair Serum 30ml
•Ultra Colour Lip Gloss (Gleaming Guava)
•Anew Platinum Lift & Tighten Dual Eye System 30ml

24. Representatives that graduate out of Avon Welcomes and into Avon Rewards at Gold Star or above and have Product Sales in each of their first 3 campaigns will be eligible to order the Gold Star+Graduate Pack worth over £50 for £10. The pack will include the following:
•Overnight Foot Treatment Cream with Lavender 150ml
•Planet Spa Blissfully Nourishing Hand & Foot Mask100ml
•Skin So Soft Original Dry Oil Spray 150ml
•Anew Radiance Maximising Vitamin C Tonic 200ml
•Absolute Nourishment Argan Hair Serum 30ml
•Ultra Colour Lip Gloss (Gleaming Guava)
•Anew Platinum Lift & Tighten Dual Eye System 30ml

25. The Gold Star+Graduate Pack can only be ordered in the Representatives fourth campaign.

26. Quantity of the Gold Star+ Graduate Pack is limited to 1 per Representative.

27. Representatives within the Avon Welcomes programme are eligible to order the Welcome Power Pack worth £97 at a cost of £25. The pack will include the following:
•Anew Skin Renewal Power Serum 30ml
•Lash Genius Multitask & Multiply Mascara (Blackest Black)
•Far Away Beyond The Moon Parfum 50ml
•Ultra Colour Glimmerstick Eyeliner (Blackest Black)
•Skin So Soft Original Dry Oil Spray 150ml
•7 samples for you
•20 samples for your customers

28. The Welcome Power Pack must be ordered within the Avon Welcomes period (first 3 campaigns) and can be added to an order or ordered separately.

29. Quantity of the Welcome Power Pack is limited to 1 per Representative.

General

30. Avon expressly reserves the right to alter this Programme in anyway,including cancelling or withdrawing the Programme altogether.

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

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

33. The promotor of this Programme is Avon Cosmetics Limited ("Avon"), a company registered at Lancaster House, Nunn MillsRoad,Northampton,NN15PA.