



# POLICIES & PROCEDURES

UNITED STATES – Revised 1.23.2024

The Policies and Procedures of Beneve LLC. contained herein were established to explain and define the rights and responsibilities of Beneve LLC. and its Independent Influencers.

Each Independent Influencer agrees, without reservation, to all the terms and conditions contained herein and holds Beneve LLC. free from any and all liability that may result from this agreement between the Independent Influencer and Beneve LLC.

## **CODE OF CONDUCT DECLARATION**

Beneve LLC. (“Company”) has established the following code of conduct to guide the appropriate, efficient, and ethical operation of the Company. We require our Independent Influencers and Customers to abide by the letter and spirit of this code, which forms our contract with all registered parties of Beneve LLC.

### **1. Beneve LLC. Influencers will:**

- a. Conduct themselves in an ethical and professional manner;
- b. Sell the company’s products in accordance with the marketing plan;
- c. Make it clear to business prospects that success in the Company’s marketing and compensation plan is based on creating product purchases through a large customer based network;
- d. Represent the compensation plan exactly as it appears on the company website;
- e. Be truthful in their representation of the Products and will make no Product claim that is not approved by and/or supported by official Company publications;
- f. Comply with all applicable consumer protection laws and regulations;
- g. Maintain current and accurate information concerning their address, phone number, email, social security number (or EIN).

### **2. Beneve Independent Influencers will not:**

- a. Engage in deceptive, unlawful, or unethical business or recruiting practices;
- b. Engage in high-pressure selling or recruiting practices;
- c. Make misleading sales claims or guarantees concerning the company’s products;
- d. Make misleading claims or guarantees concerning potential earnings;
- e. Sponsor or enroll minors or persons who are not capable of making an informed decision;
- f. Conduct business activities in countries other than those approved by Beneve LLC.;
- g. Purchase Business Volume through another Influencer, or Customer’s account within their enrolment, or placement tree to qualify for any bonus or commission;



# POLICIES & PROCEDURES

continued

- h. Seek in any way to violate or circumvent Beneve LLC.'s policies;
- i. Act in any way that may constitute harassment of any kind. Such conduct may include derogatory or threatening comments, inappropriate sexual behavior, including, but not limited to, unwelcome sexual advances or request(s) for sexual favors, displaying visual images of a sexual nature, physical or verbal harassment, or violent behavior. Independent Influencers are strongly encouraged to report any type of harassment incidents immediately. Company will not tolerate acts or threats of violence and will investigate all reports;

## **Section 1: Becoming an Independent Representative**

A. Age of Majority. In order to become an Independent Influencer, all Applicants must have reached the age of majority, usually eighteen (18) years of age, in the country and jurisdiction in which they reside.

B. A new Independent Influencer is authorized by the Company to exercise Independent Influencer Rights and operate a business position when he or she joins as an Independent Influencer by submitting the required fields of information on any of the join / enrolment pages of the Company website or upgrades to Influencer from Preferred Customer on the Company website and agrees to these Policies and Procedures.

C. The right to accept or deny any Independent Influencers Agreement / request to enroll remains solely with the Company.

D. An Independent Influencer may be required to provide the Company with proof of residency, work authorizations, and ability to legally conduct business in the country in which they are conducting business. All Independent Influencers are required to provide their Social Security Number, Federal Employer Identification Number, or their Government Issued ID Number to the Company either on the Independent Influencer Agreement, or at the Company's request. Upon enrollment, the Company will provide a unique Independent Influencer Identification Number to the Independent Influencer by which they will be identified. This number will be used to gain access to the Company back-office, place orders, track commissions / bonuses.

E. Enrollment and Active Status. In order to activate Membership as an Independent Influencers, members are required to pay a one-time back-office and website activation fee of \$39.95 (USD). Independent Influencers are not required to purchase product(s) themselves, as customer orders are counted towards an Influencers PV (Personal Volume) requirement. Customer orders are those orders processed through an Independent Influencer's retail website. Influencers need to achieve a minimum of 80CV or 100CV in personal volume each calendar month, depending on their qualified rank.

F. Business Entities. If the Independent Influencer is using a Business Entity, the Applicant may also be required to provide an Identification Number for the Business Entity, and a Statement of Beneficial Interest, which must include the signature and Identification Number or other personal identification number of every Person having a Beneficial Interest in the Business Entity. To verify the form of the Business Entity, Beneficial Interest holders, and authorized signatories, the Company may require, at any time, the Applicant to submit a copy of its articles of organization, articles of incorporation, or other charter documentation.