



“Bringing the Spa...Anywhere!”

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SPA-NIQUE SPA-STRIIBUTOR CODE OF CONDUCT

INTRODUCTION

Spa-Nique Spa-Stributors:

Although Spa-Nique Spa-Stributors operate businesses independent of Spa-Nique, LLC and conduct themselves in the manner they determine as appropriate, the actions of each Spa-Stributor ultimately impacts upon all other Spa-Stributors and Spa-Nique as a whole. That is why each Spa-Stributor has entered into a contractual arrangement with Spa-Nique to preserve some basic ethical standards as enunciated in the Spa-Nique Code of Conduct.

THE CODE OF CONDUCT IS NOT . . .

This Code of Conduct is not a comprehensive document intended to address every issue a Spa-Stributor may face in dealing with the public at large. It is not a summary of laws and policies that apply to direct selling or how to conduct your business. The Code of Conduct is not a substitute for good judgment, nor a restraint of the Spa-Stributor's entrepreneurial initiatives. This Code of Conduct does not limit or detract from general legal principles. However, if the Code is breached, Spa-Nique reserves the right to terminate the Spa-Stributor Agreement.

QUESTIONS OR CONCERNS

Spa-Nique has designated the President, and/or Sales Support Manager as the officer responsible for ensuring adherence to the Code of Conduct. Spa-Stributor's who have questions or are concerned about conduct that violates the Spa-Nique Code of Conduct should talk to their Sales Manager. Questions regarding Code interpretation should be direct to the President.

GENERAL - CONDUCT OF BUSINESS

Conduct of your Spa-Nique business in line with the guidelines and practices which have been established over time, will ensure that we all benefit. Violations of this Code are serious issues which may result in termination of Spa-Nique privileges.

WE REQUIRE SPA-STRIIBUTORS TO:

- ✚ Conduct themselves in the sale of Spa-Nique products and services with integrity and honesty;
- ✚ Use best endeavors to promote and extend the sale of all products licensed for distribution and recruit and train further Spa-Stributors;
- ✚ Sell products offered by Spa-Nique in the same condition as received and not alter, remove or tamper with any packaging, labels, marks, or numbers on the products or the containers;
- ✚ Comply with all laws, regulations, rules and codes in relation to direct selling of the products in the area of operation;
- ✚ Safeguard and support programs and promotions established by Spa-Nique from time to time, and encourage support from others within the team structure.

IT IS NOT ACCEPTABLE FOR SPA-STRIIBUTORS TO:

- ✚ Make any representation, give any warranty, contract any debt, or purport to incur any liabilities in the name of or as a representative acting for Spa-Nique;
- ✚ Manipulate or seek to contrive the rules, conditions, contents, or results of the incentive programs as devised;
- ✚ Manipulate the Income Opportunity Plan to earn Bonuses above entitlements;
- ✚ Create fictitious people in their Downline;
- ✚ Misrepresent a skill or level of training to consumers inconsistent with the training provided by Spa-Nique or otherwise obtained through recognized accredited programs.
- ✚ Participate in or facilitate the selling of products outside the direct selling channel;

WE HAVE A RESPONSIBILITY TO EACH OTHER

The success of Spa-Nique lies in our core philosophy and to help people help other people. We depend on the relationships that we form with other Spa-Stributors and all the people we come into contact with. We owe each other honesty, respect and fair treatment.

WE REQUIRE SPA-STRIIBUTORS TO:

- ✚ Treat all people fairly and with integrity;

- ✚ Comply with all laws, rules, regulations and directions that ensure health and safety practices are adhered to in the conduct of Spa-Nique business;
- ✚ Lead by example and provide an appropriate role model, training, direction and loyalty to other Spa-Stributors.

IT IS NOT ACCEPTABLE FOR SPA-STRIBUTORS TO:

- ✚ Solicit or entice Spa-Stributors from another line of sponsorship;
- ✚ Solicit or entice Customers of another Spa-Stributor;
- ✚ Engage in behavior, either verbal or physical, which is discriminatory, abusive, intimidating, or constitutes harassment;
- ✚ Expect another person to do something which that Spa-Stributor would not be prepared to undertake himself/herself;
- ✚ Engage persons under the age of 18 years.

WE HAVE A RESPONSIBILITY TO OUR CUSTOMERS

Customers purchase Spa-Nique products because they trust them. They trust Spa-Nique quality, value for money, and know that we will stand behind what we sell. That trust must be preserved.

WE REQUIRE SPA-STRIBUTORS TO:

- ✚ Service Customers with the highest possible standards of courtesy and respect;
- ✚ Deal with Customer complaints promptly and diligently, and immediately advise Spa-Stributor of any Customer complaint which involves product safety or product quality;
- ✚ Ensure that products and prices are accurately represented;
- ✚ Ensure that all promotion and display of the products are tasteful, and in keeping with the good name and reputation of Spa-Nique;
- ✚ Honor all commitments made and ensure on-time delivery of product;
- ✚ Ensure any prizes offered as part of a promotion are legitimately won and awarded.

IT IS NOT ACCEPTABLE FOR SPA-STRIBUTORS TO:

- ✚ Make false or misleading statements concerning Spa-Nique products;
- ✚ Place advertisements which have not first been approved by Spa-Nique;
- ✚ Use the Spa-Nique or any logo and trademark without proper authorization;
- ✚ Enter into any contract or arrangement which is unconscionable or unfair to any Customer;
- ✚ Make any false claims about competitors.

WE HAVE A RESPONSIBILITY TO SPA-NIQUE

Spa-Nique builds strong relationships with Spa-Stributors who provide quality service, and embrace and demonstrate the highest standards of ethical business behavior.

WE EXPECT SPA-STRIIBUTORS TO:

- ✚ Avoid a conflict of interest in his/her relationship with Spa-Nique and any other business or personal dealings or relationships;
- ✚ Protect Spa-Nique's assets, such as promotional, sales, and training material, and not allow any copying or misuse of such assets;
- ✚ Protect Spa-Nique's confidential information, such as sales and profit data, and new product developments.

IT IS NOT ACCEPTABLE FOR SPA-STRIIBUTORS TO:

Disclose Spa-Nique's confidential information to any person or company, either during his/her relationship with Spa-Nique or at any time thereafter.

NOTHING IN THIS CODE OF CONDUCT IN ANY WAY LIMITS OR DETRACTS FROM THE GENERAL RULES OF LAW.

For the complete Spa-Nique Policies and Procedures, please refer to the online documents available for download at spa-nique.com in the Spa-Stributor section.