



Policies & Procedures

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Introduction

These Policies & Procedures are effective as of September 1st, 2018 and govern the way a Globallee, Inc. Independent Brand Ambassador conducts business with Globallee, Inc., other Independent Brand Ambassadors, and Customers. Any interpretation, clarification, exclusion, or exception to these Policies and Procedures, in order to be effective, must be in writing and signed by an authorized officer of Globallee, Inc.

Globallee, Inc. endeavors to enforce the Policies and Procedures on a uniform and nondiscriminatory basis. However, any failure to enforce any of the provisions of the Policies and Procedures with one Independent Brand Ambassador does not waive Globallee, Inc.'s right to enforce any such provision(s) with that same Independent Brand Ambassador or any other Independent Brand Ambassador.

These Policies and Procedures, the Compensation Plan, the Terms and Conditions and any country or situation-specific addendum(s) thereto, and any other written agreement between the Independent Brand Ambassador and Globallee, Inc. in their present forms and as amended from time to time at the sole discretion of Globallee, Inc., are by this reference incorporated into, and form an integral part of, what is collectively referred to as the "Contract." Each Independent Brand Ambassador has the responsibility to read, understand, adhere to the Contract and ensure that he or she is aware of and operating under the most current version of the Contract. When sponsoring a new Independent Brand Ambassador, the Sponsoring Independent Brand Ambassador shall provide the most current version of the Contract to the applicant or direct them where to find this document prior to his or her execution of the Independent Brand Ambassador Agreement. By signing a Independent Brand Ambassador Agreement or accepting Commissions from Globallee, Inc., a Independent Brand Ambassador demonstrates that he or she has read and understands and consents to abide and be bound by the Contract and any amendments thereto.

Globallee, Inc. may amend any part of the Contract from time to time as laws and business circumstances change. Notice of any amendment will be published by Globallee, Inc. on its website or by email notification. It is the responsibility of all Independent Brand Ambassadors to regularly review the most recently published Contract, located at www.Globallee.com or other Company websites. Globallee, Inc. will also provide a copy of its most current Contract upon the Independent Brand Ambassador's request.

Section One: Company Mission & Values

What We Do

Globallee, Inc. creates optimism and positive connections with extraordinary people around the world. Together, we discover unlimited potential through Globallee's unique business model and through exceptional products that improve health, restore youthfulness and create beauty.

Globallee CHAMPIONS:

- We champion the entrepreneurs and individuals building towards their own financial freedom. Globallee Independent Brand Ambassadors are entrepreneurs and they are building their own home-based business!
- We champion an attitude of **Positive Forward Motion**. This includes positively reaching out to others through **SHARE UP**, encouraging others through **TRAINING**, and committing to the principles of **KAIZEN**. Kaizen is the process of continual improvement.
- We champion being **Positive**, having **Good Intentions**, **Dreaming** for the **Future** and to **Be Ready**. Opportunity will come to you. This is the law of attraction.

The best trained team with a twenty-four month focus and all out massive action wins! Globallee encourages each Independent Brand Ambassador to commit to training, both being trained and helping train others.



Section Two: Code of Ethics

Globallee, Inc. and its affiliated and subsidiary entities (from time to time hereinafter referred to collectively as the “Company” or “Globallee, Inc.”), has made a commitment to provide excellent natural health products, excellent natural beauty products, digital services and health and beauty related technology products as well as services in many countries throughout the world.

In turn, Globallee, Inc. expects its Independent Brand Ambassadors (from time to time hereinafter referred to as “you” and “your”) to reflect that image in their relationships with Consumers and other Independent Brand Ambassadors. As an Independent Brand Ambassador for Globallee, Inc. As an Independent Brand Ambassador, you are free to operate your business as you see fit, principally as it relates to how much you work, how hard you work and the efforts you put into your business. Globallee, Inc. encourages each Independent Brand Ambassador to adhere to the highest ethical standards when conducting business.

The Globallee, Inc. Code of Ethics, therefore, states, as a Globallee, Inc. Independent Brand Ambassador:

I will to the best of my ability continually improve myself; my health, my physical fitness, my positivity, my leadership skills, my respect for myself and for others. I will be dedicated to improving my own wellbeing, the wellbeing of my family, my friends and other Globallee, Inc. Independent Brand Ambassadors.

I will conduct my business in an honest, ethical manner.

I will make no representations or claims related to Company products or services other than those written in approved Company literature. I will not make any financial claims or exaggerate income opportunity in any way.

I will not make disparaging remarks about other Independent Brand Ambassadors, or employees, officers of Globallee, Inc.

I will abide by all of Globallee, Inc.’s Policies and Procedures as included herein, or as may be amended from time to time.

Any violation of the above Code of Ethics may be subject to disciplinary action up to and including termination of the Independent Brand Ambassador business.

Section Three: Policies & Procedures

3.1 Legal Age

An Independent Brand Ambassador must be of legal age in the country in which they reside. In the United States of America, the legal age of majority is 18. Any Independent Brand Ambassador found to be in violation at present or at the time of sign up is subject to termination.

3.2 Application

All Applicants are authorized by Globallee, Inc. to exercise Independent Brand Ambassador Rights and operate as an Independent Brand Ambassador business when he or she (i) purchases the Annual Membership/Replicated Website/Web Hosting Fee; (ii) returns to Globallee, Inc. a completed and signed original or electronic (faxed or scanned) Independent Brand Ambassador Agreement or signs through Globallee, Inc.'s on-line application process; and (iii) Globallee, Inc. accepts the Agreement. In order to be accepted by Globallee, Inc., an Independent Brand Ambassador Agreement for the country in which the Applicant resides and any other required document of the Contract must be complete and correct in every respect.

Failure of the Independent Brand Ambassador to submit a complete and correct Agreement or to provide appropriate documentation, when requested, may result in the Independent Brand Ambassador Agreement being rejected or terminated by Globallee, Inc. The right to accept or renew any Independent Brand Ambassador Agreement remains solely with Globallee, Inc.

3.3 Required Purchase

Unless otherwise prohibited by law, the only purchases required to obtain and maintain an Independent Brand Ambassador relationship with Globallee, Inc. is to pay the Annual Membership/Replicated Website/Web Hosting Fee. Purchases of Globallee, Inc. products or services are completely optional.

3.4 Business Entities

If the Applicant wishes to use a Business Entity as their Independent Brand Ambassador business, the Independent Brand Ambassador Agreement must be of a Person authorized to bind the Business Entity.

3.5 Tax Identification Number

Identification Number. For tax reporting (where required) and identification purposes (where permitted by law), Globallee, Inc. requires Applicants to provide the Identification Number or other personal identification number. Failure to provide this number may result in rejection of the Application or cancellation of the Independent Brand Ambassador's relationship with Globallee, Inc.

3.6 Inaccurate Information

If Globallee, Inc. determines that the Independent Brand Ambassador information provided to the company is inaccurate or false, it may immediately terminate an Independent Brand Ambassador or declare the Independent Brand Ambassador Agreement null and void from its beginning. Further, it is the obligation of the Independent Brand Ambassador to report to Globallee, Inc. on an ongoing basis any changes, which affect the accuracy of the information provided to the company.

3.7 Term

The Contract is valid for the period of one (1) year from the Date of Sign-up. Each year after that, the Contract may be renewed by payment of Annual Membership Web-Hosting Fee. The Independent Brand Ambassador, on the annual anniversary of the Date of Sign-up, must pay this fee when the Independent Brand Ambassador business is to be renewed.

The Independent Brand Ambassador expressly authorizes Globallee, Inc. to collect the annual renewal fee using payment method saved to their Independent Brand Ambassador account.

An Independent Brand Ambassador will forfeit Independent Brand Ambassador Rights and agrees that his or her position may lose its Downline Organization, and may forfeit the right to participate in the Compensation Plan, if the annual renewal fee is not paid by the renewal date.

3.8 Non-Exclusive Territory for Sale of Products and Services

The primary responsibility of the Independent Brand Ambassador is to sell Globallee, Inc. products and services to customers. The authorization of an Independent Brand Ambassador to exercise Independent Brand Ambassador Rights and operate an Independent Brand Ambassador business hereunder does not include a grant of an exclusive franchise or territory to an Independent Brand Ambassador, nor is an Independent Brand Ambassador allowed to make such claims. Each Independent Brand Ambassador can pursue new customers in any country throughout the world whereby Globallee, Inc. has approved that country for the sale of its products and services.

3.9 Compliance

An Independent Brand Ambassador shall comply at all times with each of Globallee, Inc. Terms & Conditions and Policies & Procedures as well as local, state, and country laws.

3.10 Independent Contractor

An Independent Brand Ambassador is an independent contractor and is responsible for his or her own business expenses, decisions, taxes and actions. An Independent Brand Ambassador shall not represent himself or herself as an agent, employee, partner, or joint venture with Globallee, Inc.. An Independent Brand Ambassador shall not make purchases or enter into any transactions or contracts in Globallee, Inc.'s name.

An Independent Brand Ambassador's work hours, business expenditures, and business plans are not dictated by Globallee, Inc. An Independent Brand Ambassador shall make no printed or verbal representations, which state or imply otherwise.

An Independent Brand Ambassador is fully responsible for all of his or her verbal and/or written statements made regarding the Products, services, and the Compensation Plan which are not expressly contained in official Company materials and the Independent Brand Ambassador agrees to indemnify Globallee, Inc. against any claims, damages, or other expenses, including attorneys' fees, arising from any representations or actions made by the Independent Brand Ambassador that are outside the scope of the Contract. The provisions of this Section survive the termination of the Contract.

3.11 Compliance with Laws

In conducting its Independent Brand Ambassador Business, an Independent Brand Ambassador must comply with all applicable national and local laws, regulations, and ordinances. An Independent Brand Ambassador shall not violate any laws which apply to unfair competition or business practice, including any law that prohibits the advertising, offer to sell, or sale of Products at less than the Wholesale price of the Products.

3.12 Offerings

An Independent Brand Ambassador may not offer or promote any non-Company plans, incentives, opportunities, non-approved Sales Tools, or Non-Globallee, Inc. Products in conjunction with the promotion of Globallee, Inc. Products.

3.13 Retail Sales

Achieving success as an Independent Brand Ambassador requires time, effort and commitment. There are no guarantees of Commissions, only rewards based upon productivity. A successful Independent Brand Ambassador requires regular and repeated sales to customers. Retail sales by an Independent Brand Ambassador's team also contributes to the success of each Independent Brand Ambassador. Retail sales should be encouraged and promoted throughout the entire company and organization. All Independent Brand Ambassadors are required to keep records of all Retail Sales for a period of [three] years. Globallee, Inc. will randomly monitor compliance with Retail sales requirements from time to time. Each Product purchased by a customer is automatically counted on a monthly basis towards qualification requirements.

3.14 Non-Disparagement

An Independent Brand Ambassador will make no disparaging, misleading, inaccurate, or unfair statements, representations, claims, or comparisons with regard to: Globallee, Inc., its Products, its services, or other Independent Brand Ambassadors. Additionally, Independent Brand Ambassadors are encouraged to refrain from disparagement or negative comments related to other companies, including competitors, and the direct selling industry.

3.15 Unethical and Illegal Activity



An Independent Brand Ambassador must be ethical and professional at all times when conducting Independent Brand Ambassador Business. Examples of unethical activities include, but are not limited to, the following:

- Use of another person's credit card, or another Independent Brand Ambassador's credit card. No one should use someone else's credit card in making a purchase from Globallee, Inc. If they do not have their own credit card, they should obtain a prepaid debit card from a local store and place the order using the prepaid debit card.
- Enrolling made up entities or made up people in the organization of the company in order to maximize commissions and bonuses. This is unethical and should not be done.
- Cross-Company Recruiting (including aiding and abetting another to Cross-Company Recruit);
- Cross-line Recruiting. The Independent Brand Ambassador is prohibited from engaging in Cross-line Recruiting.
- Writing checks without sufficient funds;
- Making unapproved marketing claims, product claims or any other claim about Globallee, Inc. and its products.
- Making income claims about the Independent Brand Ambassador Business.
- Making false statements or misrepresentation of any kind, including but not limited to: untruthful or misleading representations or sales offers relating to the quality, availability, grade, price, terms of payment, refund rights, guarantees, or performance of Products;
- Violating the laws and regulations pertaining to the direct sales business in the country in which you reside.

3.16 **Cross-Company Recruiting**

An Independent Brand Ambassador is prohibited, during the term of the Contract and for a period one (1) year following the date of termination of the Contract, from Recruiting an Independent Brand Ambassador to sell or purchase products or services other than those offered by Globallee, Inc. The Independent Brand Ambassador stipulates and agrees that Recruiting constitutes an unreasonable and unwarranted interference with the contractual relationship between Globallee, Inc. and its Independent Brand Ambassadors, conversion of Globallee, Inc.'s property, and misappropriation of Globallee, Inc.'s trade secrets. The Independent Brand Ambassador further stipulates and agrees that any violation of this rule will inflict immediate and irreparable harm on Globallee, Inc., and that Globallee, Inc. shall be entitled, in addition to any other remedies that may be available, to immediate, temporary, preliminary, and permanent injunctive relief without bond; and that such injunctive relief may extend the post-termination period of this restriction for up to one (1) year from the date of the last violation of this provision. The provisions of this Section survive the termination of the Contract. Nothing herein waives any other rights and remedies Globallee, Inc. may have in relation to the use of its Confidential Information or any other violations of the Contract.

3.17 Dispute Resolution

An Independent Brand Ambassador must conduct all activity in the best interests of Globallee, Inc. and use their best efforts to resolve disputes that arise in their downline organizations. Independent Brand Ambassadors should keep in mind the best of interests of Globallee, Inc., the company, and other Independent Brand Ambassadors when resolving disputes.

3.18 No Claims of Preference

Independent Brand Ambassador may not allege or imply that he or she has a unique relationship, a unique preference or unique access to Globallee, Inc. executives or employees.

3.19 No Reliance

An Independent Brand Ambassador may not rely on Globallee, Inc. to provide legal advice, tax advice, insurance advice, financial planning advice, or any other professional advice. Additionally, it is the responsibility of each Independent Brand Ambassador to seek independent and professional advice on these subjects.

3.20 Service Charges

Globallee, Inc. provides numerous services to its Independent Brand Ambassadors without charge. However, Independent Brand Ambassadors may make requests to the company for information that is not typically published in the back office. Globallee, Inc. reserves the right to charge separate fees for any additional services that are requested by an Independent Brand Ambassador. Such additional service fees, will be mutually agreed upon, in writing by both the company and the Independent Brand Ambassador.

3.21 Confidentiality

Upon signing an Independent Brand Ambassador Agreement, the Independent Brand Ambassador agrees to maintain confidentiality regarding Confidential Information and any other trade secrets and proprietary information or sales methods. This confidentiality obligation is irrevocable and permanent, remains after termination of the Contract, and is subject to legal enforcement by injunction and award of costs and fees necessarily incurred. Independent Brand Ambassadors must not use the Confidential Information or any information derived there from to compete with Globallee, Inc. or for any purpose other than for promoting Globallee, Inc.'s program and its products and services. The Independent Brand Ambassador maintains no ownership interest in any Confidential Information or any information derived there from, including contact and profile information of Downline Organizations, or other Independent Brand Ambassador contact information gathered in connection with the Independent Brand Ambassador's Business, and may not sell, disseminate, or provide it to any other party.

3.22 Trade Secrets



Information gathered in connection with the Independent Brand Ambassador Business, including any information derived there from, constitutes Globallee, Inc.'s trade secrets. Such trade secrets are the sole intellectual property of Globallee, Inc.

3.23 Privacy & Confidential Information

All information provided by an Applicant on an Independent Brand Ambassador Agreement will be used solely for the purposes of evaluating the Independent Brand Ambassador Agreement and for related activities of the Independent Brand Ambassador. An Independent Brand Ambassador authorizes Globallee, Inc. to disclose its contact information to the Independent Brand Ambassador's Upline, but not to other members of Globallee, Inc. nor to a 3rd party. The Independent Brand Ambassador may acquire confidential information during the term hereof. As a receiver of confidential information, each Independent Brand Ambassador understands and agrees:

- The Confidential Information is for the exclusive and limited use of the Independent Brand Ambassador to facilitate work in building the respective Globallee, Inc. Independent Brand Ambassador Business.
- The Independent Brand Ambassador will not disclose confidential information to a third party directly or indirectly (including other Independent Brand Ambassadors) and that doing so constitutes misuse, misappropriation, and a violation of the company's Policies & Procedures. The information is of such character as to render it unique and that disclosure of it will cause irreparable damage to Globallee, Inc.; Globallee, Inc. is therefore entitled to immediate, temporary, preliminary, and permanent injunctive relief, in addition to all other remedies available in law or equity, to prevent or compensate for any violation of this policy.
- The Independent Brand Ambassador will not use confidential information to compete with Globallee, Inc. directly or indirectly and improper use will result in termination.

3.24 Notification of Adverse Action

An Independent Brand Ambassador shall immediately notify Globallee, Inc.'s legal department in writing of any potential or actual legal claims from third parties against the Independent Brand Ambassador arising from, or associated with, the Independent Brand Ambassador Business that may adversely affect Globallee, Inc.

3.25 Release of Photos, Images, Audio, Video and Testimonial Endorsements

Globallee, Inc. may take photos, audio or video recordings, or written or verbal statements of an Independent Brand Ambassador at company events or may request the same directly from an Independent Brand Ambassador. The Independent Brand Ambassador agrees to and hereby grants Globallee, Inc. the absolute and irrevocable right and permission, to use, re-use, broadcast, rebroadcast, publish, or republish any such photo, audio, video, or endorsement, in all or in part, individually or in conjunction with any other photograph or video, or any other

endorsement, in any current or future medium and for any purpose whatsoever, including (but not by way of limitation) marketing, advertising, promotion, and/or publicity; and to copyright such photograph and/or video, in the original or as republished, in the name of Globallee, Inc., or in any other name. The Independent Brand Ambassador agrees that photos, audio or video recordings taken by the Independent Brand Ambassador or any third party at Globallee, Inc.'s events or activities may not be used by the Independent Brand Ambassador or any third parties to promote the business unless it has first been approved by Globallee, Inc.

3.26 International Business

An Independent Brand Ambassador has the right to operate in any Authorized Country whereby Globallee, Inc. has authorized company business in that country. It is an Independent Brand Ambassador's responsibility to comply with all national and local laws, ordinances, and regulations when conducting Independent Brand Ambassador Business in an authorized country. An Independent Brand Ambassador has no authority to and shall not conduct the Independent Brand Ambassador Business in a non- Authorized Country or any country that is not the subject of an official Pre- Launch Period announcement from Globallee, Inc. This includes, but is not limited to: any attempts to secure approval for Products or business practices; register or reserve Globallee, Inc. names, trademarks, trade names, or Internet domain names; or establish any kind of business or governmental contact on behalf of Globallee, Inc.

3.27 Recruiting and Sponsorship

Independent Brand Ambassadors must only recruit and sponsor new Brand Ambassadors in countries that are authorized by the company. Only applicants residing in authorized countries may be sponsored.

3.28 Training and Organizational Support

As an Independent Brand Ambassador builds their business, the company encourages them to make reasonable efforts to best support their organization. This includes providing regular training, conference calls, three-way calls and the like. Each Independent Brand Ambassador has complete freedom to build or not build their organization as they see fit as long as their efforts comply with the company's policies and procedures.

3.29 Ownership of an Independent Brand Ambassador's business

An Independent Brand Ambassador business may sell, assign or transfer ownership or control of that business to another person or entity. Globallee, Inc. reserves the right, in its sole discretion, to approve or disapprove any proposed sale, assignment or transfer of an Independent Brand Ambassador business. Globallee, Inc. must give prior written approval for any sale, assignment or transfer.

3.30 Limitations on Sales and Transfers



An Independent Brand Ambassador who sells or transfers his or her Independent Brand Ambassador business may not reapply to become an Independent Brand Ambassador under another Sponsor for a period of not less than twelve (12) months after Globallee, Inc. has approved the sale. Specific documentation available by request from Globallee, Inc. must be submitted in order to process a sale or transfer of Independent Brand Ambassador business. The interpretation of these Policies & Procedures pertaining to the sale, assignment or transfer of an Independent Brand Ambassador business will be made in a manner that considers and serves the best interests of Globallee, Inc. and its Independent Brand Ambassadors. Globallee, Inc. reserves the right to reject any transferee or buyer.

3.31 Effects of Marriage, Divorce and Death on the Independent Brand Ambassador business

A spouse is deemed to have Beneficial Interest in an Independent Brand Ambassador business only as it relates to property rights in each state or country of residence. Globallee, Inc. reserves the right to defer all conflicts arising from marriage, divorce or death to the existing laws in each state or country of residence. In the case of an Independent Brand Ambassador's death, the Brand Ambassador business will be assigned to the legal successor in accordance with applicable laws.

3.32 No Guarantee of Income

The purpose of the company is to sell its products and services to customers. Commissions are paid to Independent Brand Ambassadors who qualify for said commissions as they succeed at selling Globallee, Inc. products and services to customers and pursuant to the Compensation Plan. As the success of any Independent Brand Ambassador depends largely on the personal efforts of that Independent Brand Ambassador, Globallee, Inc. does not guarantee any level of profit or success, nor does it guarantee an Independent Brand Ambassador a specific income.

3.33 Payment of Commissions and Bonuses

Globallee, Inc. will pay its respective commissions and bonuses according to the rules that govern such commissions and bonuses as outlined in the compensation plan. The Globallee, Inc. compensation plan may be changed or amended from time to time at the sole discretion of the company. Commissions and bonuses are paid in the name of the individual or business entity listed in the Independent Brand Ambassador Agreement.

3.34 No Manipulation of the Compensation Plan

Globallee, Inc. expressly prohibits Independent Brand Ambassadors from purchasing large amounts of product in an attempt to qualify for commissions or bonuses in the compensation plan. Independent Brand Ambassadors should only purchase product that they are using for personal consumption, sampling to potential customers and/or selling to customers. Each Independent Brand Ambassador agrees to NOT take any actions that may violate state, federal or foreign anti-pyramid scheme laws. Creating Independent Brand Ambassador positions for the sole intent of qualification or manipulation of the compensation plan is prohibited. Such

manipulations may, in the discretion of Globallee, Inc., result in the suspension of Commissions and termination of the Independent Brand Ambassador business.

3.35 Product Orders

Independent Brand Ambassadors must use their own judgement to determine the amount of inventory, if any, they purchase from the company. Globallee, Inc. encourages Independent Brand Ambassadors to purchase only those products that they will use themselves, use as sampling in order to build their Independent Brand Ambassador business or sell to new or existing retail customers. Orders must be paid in full prior to pick-up or shipping. All shipping and handling costs are based on delivery location and the number of Products ordered. Globallee, Inc. reserves the right to reject any order for any reason.

Unauthorized use of another person's credit card is prohibited.

3.36 Back Orders

If Globallee, Inc. is temporarily out of stock on ordered Product, an Independent Brand Ambassador will receive a "back order" notice with his or her shipment. Back orders are filled first as new inventory arrives.

3.37 Sales Tax

Globallee, Inc. will collect sales tax on all product orders and submit the correct sales tax collected to the related state or country. This applies to sales tax in the USA as well as GST, PST and VAT in other countries. Globallee, Inc. will collect and remit sales tax to the proper taxing authority following collection.

3.38 Product Inspection and Acceptance

Independent Brand Ambassadors must inspect Product upon delivery. If the Product is damaged in shipment, incorrectly sent due to a Company error, or otherwise of substandard quality, Globallee, Inc. will exchange the Product, provided you notify Globallee, Inc. within five business days of receipt of the order. Failure to notify Globallee, Inc. within five business days of nonconforming Product will be deemed acceptance of the Product delivered.

3.39 Money Back Guarantee for Customers

Globallee, Inc. issues a 60-Day Money Back Guarantee for all Retail Customers and Preferred Customers, and Independent Brand Ambassadors. If a Retail or Preferred Customer is unsatisfied with a product purchased directly from Globallee, Inc. the Customer may return the product for a full refund of the purchase price within 60 days of the date of purchase. To obtain a refund, the Customer must contact the Globallee, Inc. customer service department in order to obtain the refund and follow the correct steps to obtain the refund.

3.40 Money Back Guarantee for Independent Brand Ambassadors



Independent Brand Ambassadors may return product for a refund if they are unsatisfied with a product purchased from Globallee, Inc. The same 60 day return policy applies to Independent Brand Ambassadors. Contact Globallee, Inc. customer service, and follow the procedures outlined by the company. Any sales commissions earned through the Globallee, Inc. compensation plan, bonuses or awards achieved as a result of these purchases will be reversed during the refund transaction. Any Commissions paid to the Independent Brand Ambassador and his or her Upline for the Product returned by an Independent Brand Ambassador or Customer may be debited from the respective Upline Independent Brand Ambassador's account or withheld from present or future Commission payments. An Independent Brand Ambassador agrees that he or she will not rely on existing Downline Organization Volume at the close of a Commissions period, as returns may cause changes to his or her Title, Rank and/or Commissions payout.

3.41 Sales and Marketing of Globallee, Inc. Products

An Independent Brand Ambassador may use only Sales Tools approved by Globallee, Inc. for any authorized country. An Independent Brand Ambassador must submit all Sales Tools to Globallee, Inc. Compliance Department for approval prior to use. Globallee, Inc. has complete discretion whether to approve or reject a proposed Sales Tool. The approval process generally requires a minimum of four (4) weeks to complete. To comply with changing laws and regulations, Globallee, Inc. may rescind its prior approval of a Sales Tool, and may require the Independent Brand Ambassador to remove from the market at its own cost and obligation a previously approved Sales Tool. A written authorization from Globallee, Inc. specifically stating that the Sales Tool may be distributed will be given upon approval.

3.42 Product Claims

Independent Brand Ambassadors agree to make NO claims related to Globallee, Inc. products other than those statements and pieces of information published by the company. Any third-party material used for Independent Brand Ambassador Business must comply with all federal and local laws and regulations. An Independent Brand Ambassador may not make any express or implied health or medical claims of any kind relating to any Globallee, Inc. product.

3.43 Income Claims

An Independent Brand Ambassador is prohibited from making false, misleading, or unrepresentative claims regarding earning potential or income. If an Independent Brand Ambassador does make an income claim, it must be based on actual earnings, and must contain the required disclaimer as follows: "Globallee, Inc. makes no guarantees on each Brand Ambassador's income. Income claims are misleading. Your individual success depends solely on your individual effort, skills, abilities and effectiveness.

3.44 Use of Trademarks and Copyrights



Independent Brand Ambassadors may not use any of Globallee, Inc.'s acquired trademarks or any confusingly similar variations of its marks, in a manner that is likely to cause confusion, mistake, or deception as to the source of the Products or services advertised. Each Independent Brand Ambassador agrees to immediately re-assign to Globallee, Inc. any registration of Globallee, Inc. names, trade names, trademarks, or Internet domain names registered or reserved in violation of this policy. The provisions of this Section survive the termination of the Contract. Globallee, Inc., in its sole discretion, will determine whether a variation of its trademark is confusingly similar. Independent Brand Ambassadors shall not use Globallee, Inc.'s marks in countries where the use of such marks is prohibited. Globallee, Inc.'s literature and media are copyrighted by Globallee, Inc. and may not be duplicated.

3.45 **Methods of Advertising**

The following are a list of approved advertising methods for Globallee, Inc. Independent Brand Ambassadors:

- **Newspaper:** An Independent Brand Ambassador may place a generic business opportunity advertisement in the classified section of a local newspaper.
- **Phone Directory:** Any Independent Brand Ambassador may place a text listing of its name in the white or yellow pages of a telephone directory.
- **Electronic Mail and Text Messages:** All advertisements sent via e-mail, telephone, or text must comply with all anti-spamming and related laws for the state or country where the intended recipient resides. The Independent Brand Ambassador is under obligation to research and comply with all laws concerning unsolicited commercial e-mail.
- **Television and Radio:** Television and radio advertising requires prior written approval from Globallee, Inc.'s Marketing and Compliance departments.
- **Celebrity Endorsement:** An Independent Brand Ambassador may use a celebrity endorsement with written approval from Globallee, Inc.
- **Fairs, Swap Meets, Etc.** An Independent Brand Ambassador may sell or promote Products at bazaars, flea markets, fairs, swap meets, tradeshow or other similar gatherings.
- **Social Media Sites:** Independent Brand Ambassadors may promote the business opportunity and Products on social networking sites, video sites and blogging sites such provided the following conditions are met:
 - All text, audio and video postings do not contain Product or income claims. For Product information, Independent Brand Ambassadors may refer viewers to their Globallee, Inc. replicated website. All postings must adhere to Globallee, Inc.'s code of ethics and are subject to this entire contract.
 - Videos posted to Social Media Sites show the text "Globallee, Inc. Independent Brand Ambassador" for the entirety of the video.

Globallee, Inc. may monitor the Social Media Sites for compliance with the Contract and Independent Brand Ambassador agrees to immediately remove or modify the Social Media Sites upon Globallee, Inc.'s request to comply with the Contract.

Upon termination of the Contract, any social media pages created with the sole intent of networking the Globallee, Inc. business must be removed or signed over to Globallee, Inc. for proper dissemination of the group or page.

Advertising and Selling Price of Products on the Internet. Independent Brand Ambassador acknowledges and agrees that the advertising and selling of all Products on the Internet may only be done on a Globallee, Inc. replicated website.

3.46 Methods of Sales and Sales Restrictions

Globallee, Inc. encourages each Independent Brand Ambassador to "Share Up" the products to their friends and associates. The best methods of growing your business are often the people who already know the Independent Brand Ambassador. The company encourages you to find new customers through this group of people that you already know.

Globallee, Inc. prohibits the sale of its products on discount websites or as resell products on discount websites.

- Internet Sales. Independent Brand Ambassador acknowledges and agrees that the advertising and selling of Products on the Internet may only be done on a Company Licensed Website. An Independent Brand Ambassador may not, directly or indirectly, sell or offer for sale Products on any Unauthorized Website, including, but not limited to, Amazon, E-Bay, Walmart Marketplace, and Craigslist. The provisions of this Section survive the termination of the Contract.

3.47 Reporting Breaches of Contract

If an Independent Brand Ambassador observes or is aware of another Independent Brand Ambassador's violation of any term or condition of these Policies & Procedures, the observing Independent Brand Ambassador shall submit a written complaint to Globallee, Inc.'s Compliance Department.

Section 11: Termination

3.48 Termination by an Independent Brand Ambassador

An Independent Brand Ambassador may terminate the contract by failing to renew on the annual anniversary of the acceptance of his or her Independent Brand Ambassador Agreement or by submitting to Globallee, Inc. in writing a request to terminate. Upon termination of the Contract, all of the Independent Brand Ambassador's rights in and to the Independent Brand Ambassador business are revoked and terminated.

3.49 Termination of an Independent Brand Ambassador by Globallee, Inc.

Globallee, Inc. may terminate the Contract if the Independent Brand Ambassador violates the terms of the Contract and any amendments thereto. Upon termination, Globallee, Inc. may in



its sole discretion retain the Independent Brand Ambassador business or dissolve and remove it from the Sponsor. Upon termination of the Contract, all of the Independent Brand Ambassador's rights in and to the Independent Brand Ambassador business are revoked and terminated.

3.50 Return to Globallee, Inc. of Confidential Information

An Independent Brand Ambassador must return all Confidential Information, including any information derived there from, over which he or she has direct or indirect control to Globallee, Inc. upon termination. If any such Confidential Information cannot be returned because it is in electronic format, the Independent Brand Ambassador shall permanently delete and erase the Confidential Information upon termination or upon demand.

3.51 Jurisdiction

These Terms & Conditions and Policies & Procedures are governed by the laws in the State of Texas.

3.52 Entire Agreement

These Terms & Conditions and Policies & Procedures contain the entire understanding concerning the subject matter hereof between Globallee, Inc. and the Independent Brand Ambassador, and is intended as a final, complete, and exclusive expression of the terms of the parties. If there is any discrepancy between verbal representations made to the Independent Brand Ambassador by any employee or agent of Globallee, Inc. and the terms of this contract, the express written terms and requirements of the contract will prevail.

3.53 Modifications & Amendments

Globallee, Inc. reserves the right to make any modifications. Globallee, Inc. may communicate these modifications by posting any portion of the modified Policies & Procedures on Globallee, Inc.'s website at www.Globallee.com or by any other method of communication. The Independent Brand Ambassador is deemed to have accepted the modification to the Contract if the Independent Brand Ambassador engages in any Independent Brand Ambassador business, renews its Independent Brand Ambassador business, or accepts commissions after the modification was communicated.

3.54 Severability

If any term or condition of this Contract is judicially invalidated, prohibited, or otherwise rendered unenforceable in any jurisdiction, it is unenforceable only to the extent of the invalid, prohibited or unenforceable provision in that jurisdiction only, and it will not render unenforceable or invalidate any other provision of the Contract, nor will the Contract be rendered unenforceable or invalidated in another jurisdiction. Furthermore, any provision found unenforceable may be partly enforced to the maximum extent enforceable under the law.

3.55 Force Majeure

Independent Brand Ambassador acknowledges that Globallee, Inc. is not liable for any damages or losses caused by the delay or inability to manufacture, sell, or deliver its products due to labor strikes, accidents, fire, flood, acts of civil authority, acts of God, acts of terrorists, or from any other causes that are beyond the control of Globallee, Inc.

3.56 Successors and Assigns

The Contract will be legal and binding upon and inure to the benefit of the heirs, devisees, executors, administrators, personal representatives, successors, and assigns (as applicable) of the respective parties hereto.

3.57 Dispute Resolution

If a dispute arises relating to any relationship, contractual or otherwise, between or among Globallee, Inc., its officers, employees, members, partners, Independent Brand Ambassadors or vendors or arising out of any products sold by Globallee, Inc., the parties agree to attempt in good faith to resolve any such dispute in an amicable and mutually satisfactory manner.

Section Four: Definitions

Independent Brand Ambassador: A person currently authorized by Globallee, Inc. to operate an Independent Brand Ambassador business. If more than one Person is named on the Independent Brand Ambassador Agreement, then “Independent Brand Ambassador” may refer to all Persons collectively.

Independent Brand Ambassador Agreement: The agreement, outlining these Policies & Procedures, submitted by an Applicant to become an Independent Brand Ambassador. In signing the Independent Brand Ambassador Agreement, an Applicant certifies that he or she has read and will abide by the terms and conditions of these Policies & Procedures and Terms & Conditions.

Independent Brand Ambassador Business: Activities determined at the sole discretion of Globallee, Inc. to be a promotion of Globallee, Inc.’s Products or business opportunity. Some of these activities include, but are not restricted to: signing an Independent Brand Ambassador Agreement; advertising, selling or exhibiting Product; hosting, conducting, or speaking at meetings or events; purchasing product at wholesale prices; participating in the company compensation Plan.

Authorized Country: A country that Globallee, Inc. has officially sanctioned to be available to all Independent Brand Ambassadors for conducting the Independent Brand Ambassador Business.

Commissions: Compensation paid to an Independent Brand Ambassador based on the Volume of Products sold by the Independent Brand Ambassador and purchased and/or sold by its Downline Organization. Eligibility to receive Commissions is determined by the monthly sales requirements currently in effect, as outlined in the Compensation Plan.

Commissionable Volume (CV): A value assigned to a Product or service for the purposes of calculating commissions earned through the compensation plan.

Company: Globallee, Inc. a Texas corporation.

Compensation Plan: The specific plan used by Globallee, Inc. that details the requirements and benefits of the compensation structure for Independent Brand Ambassadors. The Compensation Plan can be found at www.Globallee.com

Contract: The documents describing the specific relationship between an Independent Brand Ambassador and Globallee, Inc., comprising the Independent Brand Ambassador Agreement, the Policies & Procedures and the Terms & Conditions.

Customer: A person other than an Independent Brand Ambassador who purchases Globallee, Inc. products and services.



Downline Organization: A genealogically structured organization comprised of Independent Brand Ambassadors and their Customers and other Independent Brand Ambassadors and their respective customers

Tax ID Number: The number issued specifically to an individual or company by the government. Examples include: social security number (US individuals), social insurance number (Canadian individuals), employment identification number (US companies).

Policies and Procedures: The policies and procedures of Globallee, Inc. contained herein, including attachments and addenda, which are incorporated herein by this reference, as Globallee, Inc. may amend the same from time to time.

Pricing: Pricing includes, suggested retail price, preferred customer price and wholesale price.

- Suggested Retail: The price at which Globallee, Inc. suggests Independent Brand Ambassadors sells Products to Customers. The Suggested Retail prices are posted on Globallee, Inc.'s website.
- Preferred customer price is the price that a customer receives when they choose to have an automatic shipment of any Globallee, Inc. product shipped to them each month.
- Wholesale Price: This is a discounted price paid by the Independent Brand Ambassador.

Sponsor: An Independent Brand Ambassador who has directly recruited another Independent Brand Ambassador or Customer into his or her organization.

Upline: The single-line hierarchy of Sponsors and/or Independent Brand Ambassadors extending upward from an Independent Brand Ambassador business.

Section Five: Terms & Conditions for using Globallee, Inc. Websites

Thank you for visiting Globallee, Inc.. If you use any Globallee, Inc. websites, purchase products from Globallee, Inc. shopping carts or in any way interact with Globallee, Inc., you must agree and conform to the legally binding terms and conditions of use described below.

IF YOU DISAGREE WITH ANY OF THESE TERMS OR CONDITIONS, DO NOT USE OUR WEBSITE.

1. GENERAL PROVISIONS and WEBSITE AVAILABILITY

The use of www.Globallee.com or any other domain that includes Globallee in the domain name is subject to these Terms and Conditions. While Globallee, Inc. takes responsibility to use its best efforts to support the website and to make it available, Globallee, Inc. cannot be held liable, for any reason, as it relates to website availability. The service is provided "as is" and on an "as available" basis. Globallee, Inc. gives no warranty that the service will be free of defects and/or faults.

2. MINORS

We do not provide services or sell products to individuals who are minors. A minor is someone who is not the legal age of adulthood. In the United States of America, the legal age of adulthood is 18. If you are under the legal age of legal adulthood. Please do not use our website or purchase Globallee, Inc. products or services. Additionally, you should never provide any personal information on Globallee, Inc. website if you are a minor and below the age of legal adulthood.

3. PRIVACY POLICY IS PART OF THESE TERMS AND CONDITIONS

Our privacy policy is part of, and subject to, these terms and conditions of use.

4. ANTI-SPAM POLICY IS PART OF THESE TERMS AND CONDITIONS

Our anti-spam policy is part of, and subject to, these terms and conditions of use.

5. MODIFICATIONS AND TERMINATIONS

These terms and conditions may change from time to time. If such changes are made, they will be effective immediately, and we will notify you by a notice posted on our website's home page of the changes that have been made. If you disagree with the changes that have been made, you should not use our website. We may terminate these terms and conditions of use for any reason and at any time without notice to you. If you are concerned about these terms and conditions of use, you should read them each time before you use our website.

6. CONTENT OWNERSHIP

All content on Globallee, Inc. websites is owned by Globallee, Inc. Globallee, Inc. claims all property rights, including intellectual property rights, for this content. Any visitor to a Globallee, Inc. website or user of Globallee, Inc. products and services may not infringe on Globallee, Inc. intellectual property rights.

7. DISCLAIMERS AND LIMITATIONS OF LIABILITY

The information on Globallee, Inc. websites is provided on an "as is," "as available"



basis. You agree that your use of our website is at your sole risk. We disclaim all warranties of any kind, including but not limited to, any express warranties, statutory warranties, and any implied warranties of merchantability, fitness for a particular purpose, and non-infringement. We do not warrant that our website will always be available, access will be uninterrupted, be error-free, meet your requirements, or that any defects in our website will be corrected. Information on our website should not necessarily be relied upon and should not to be construed to be professional advice from us. We do not guarantee the accuracy or completeness of any of the information provided, and are not responsible for any loss resulting from your reliance on such information.

8. INDEMNIFICATION

You understand and agree that you will indemnify, defend and hold us and our affiliates harmless from any liability, loss, claim and expense, including reasonable attorney's fees, arising from your use of our website or your violation of these terms and conditions.

9. COMPLIANCE WITH GOVERNING LAW AND DISPUTE RESOLUTION

You agree to obey all applicable laws while using our website. You agree that the laws of the state of Texas govern these terms and conditions of use without regard to conflicts of law provisions.

10. SEVERABILITY OF THESE TERMS AND CONDITIONS

If any part of these terms and conditions of use are determined by a court of competent jurisdiction to be invalid or unenforceable, that part shall be limited or eliminated to the minimum extent necessary so that the remainder of these terms and conditions are fully enforceable and legally binding.

11. HOW TO CONTACT US

Any questions or concerns about these terms and conditions of use should be [brought to our attention](#), and providing us with information relating to your concern. You may also mail your concerns to us at the following address:

Globallee, Inc.

1. Eldorado Parkway, Suite 150 – 302
Frisco, Texas 75033

12. USER RESPONSIBILITIES

Without limitation, the user undertakes and accepts responsibility to NOT use a Globallee, Inc. website or product or service in any way that includes the following circumstances.

- 12.a Resell the website or back office services.
- 12.b Furnish false data including names, addresses, contact details, credit card information or any other data registered to the user.
- 12.c Attempt to circumvent the security or network including accessing data not intended for you, the user.
- 12.d Execute any form of network monitoring which will intercept data not intended for you.
- 12.e You are explicitly prohibited from sending unsolicited bulk mail messages through any Globallee, Inc. website or web services system.



12.f Create or forward any solicitation related to another product or business, other than Globallee, Inc. through Globallee, Inc. websites or related services.

12.g Engage in any unlawful activity in connection with the use of any Globallee, Inc. website or related services.

13. PRIVACY

Globallee, Inc. pays strict attention to privacy laws and prohibits anyone who accesses a Globallee, Inc. website from engaging in unlawful breaches of privacy and privacy laws. Globallee, Inc. reserves the right to disclose any personal information when required by law, any court order or any applicable government agency.

14. DISCLAIMERS

Globallee, Inc. makes no warranty or representation that its websites will meet the expectations of each customer or brand ambassador. Globallee, Inc. makes no guarantees of any results, income, or product experience with the use of Globallee, Inc. websites or the purchase of Globallee, Inc. products.