



PURIUM HEALTH PRODUCTS

CODE OF ETHICS, POLICIES & PROCEDURES

2021- 2024 Addendums

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1: INTRODUCTION & CODE OF ETHICS

Integrity is a Purium Core Value and the backbone of Purium's high-quality products, lucrative Compensation Plan, transparent leadership, and collaborative community.

Purium's community, both virtually and in-person, is a safe place for Brand Partners to engage with customers and their businesses without medical claims or the distraction of non-Purium opportunities. If a Purium Brand Partner is operating outside this understanding, they will be disciplined accordingly and may lead to termination.

To preserve integrity in everything Purium touches, our Brand Partners are required to abide by the following Code of Ethics:

A. Code of Ethics

- a. Follow the highest standards of honesty, respect, professionalism, and integrity.
- b. Will not engage in activities that may cause damages to Purium or any community member.



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- c. Abide by all rules, policies, laws, and ordinances that apply to the operation of Purium Health Products.

B. Likeness Waiver

- a. By submitting or uploading a video, image, and/or testimonial to a Purium platform or hashtag, you are agreeing to allow Purium and its licensees, successors, and assign the right to distribute, broadcast, use, or disseminate such media worldwide, indefinitely, for various purposes including commercial, promotional, educational, or informational, without requiring further approval or payment from the attendee.

C. Violations

- a. Purium may take all necessary compliance efforts, including, but not limited to, termination of the Agreement if a Purium member violates any laws, regulations, or these Policies and Procedures.
- b. Purium welcomes critical feedback. To submit information or report a violation, please do so in [Purium's Compliance Form](#)



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2: PURCHASING, SHIPPING & RETURNS

A. Suggested Retail Price

- a. Purium publishes a Manufacturer's Suggested Retail Price (MSRP) for all its products. If a Brand Partner chooses to promote Purium products on an approved website, the product must be sold at the MSRP, unless explicitly approved in writing by Purium management. Any promotion of Purium products on an unauthorized website or at an unauthorized price may result in the termination of the Brand Partner's distributorship.

B. Price Changes

- a. Purium reserves the right to modify the prices of all products and sales aids at any time without prior notice.

C. Retail Sales

- a. Purium operates as a network marketing/direct sales company and encourages the person-to-person and face-to-face promotion of its products. Temporary "Pop-up" displays lasting six days or less (such as at trade shows, swap meets, or flea markets) are permitted. However, Purium does not allow its products to be sold in retail establishments or kiosks for seven days or longer.



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- b. The only exception applies to retail businesses owned by Purium Brand Partners, where at least 70% of the business is a service-based operation—such as a gym, hair salon, doctor's office, or juice bar. Traditional retail stores, including vitamin shops and mall kiosks, are not permitted to sell Purium products.
- c. Some Brand Partners may choose to purchase and resell products. While this practice is not discouraged, it is not a requirement set forth by Purium. Brand Partners who engage in resale assume all legal responsibilities associated with operating a retail business.

D. Gift Code Redemption/Account Status

- a. Only 1 Gift Card code redemption (\$50 discount) is allowed per individual, household, or married couple. Married couples must be on 1 joint account regardless of Customer or Brand Partner account status. The \$50 Gift Code redemption is a customer acquisition tool/marketing expense. This policy is essential to protect the company and Brand Partner from repetitive redemptions resulting in losses.
 - i. Examples:
 - 1. Individuals cannot have multiple accounts
 - 2. Married Partners must be on the same account (If you give a Gift code or enroll 1 partner, then you cannot give a code or enroll their married partner)
 - 3. Adult children living in the same household may have a separate account
 - 4. Extended family members living in the same household may have separate accounts

E. Smart Order / Purium Monthly Subscription

- a. Smart Order is an easy way to put your health on auto-pilot and create healthy habits. Having an order on file every month allows you and your customers to retain their 25% discount by staying active.



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- b. As a Brand Partner, a Smart Order of 50 BV or more increases your ability to be eligible for promotions, bonuses and commissions.
- c. Earn 1.5 Rewards Points on every dollar spent when you have an active Smart Order
- d. Creating a Smart Order for your customers without their consent is strictly prohibited.
- e. Smart Orders are processed and shipped within 2-5 business days after the process date.

F. Rewards Points

- a. Purium's Customer Rewards Points program is a great way to get discounts on future Purium product orders.
 - i. All Purium subscribers, earn 1.5 Rewards Points on every dollar spent when you have an active Purium subscription
 - ii. All non-subscribers Purium Customers and Brand Partners earn 1 Rewards Points per every dollar spent.
 - iii. Customers and Brand Partners may accrue their Rewards Points
 - iv. Rewards Points expire after 3 consecutive months of no activity, i.e. buying Purium product, and/or earning or redeeming points.
 - v. Rewards Points are non-refundable, even when customers return products that was purchased with Rewards Points.

G. SHIPPING

- a. All orders ship during regular business hours.
- b. There are multiple shipping methods that include:
 - i. Standard ships within 2-3 business days
 - ii. Express Shipping: Express Shipping can take 2-4 business days. Express Shipping is offered to all physical addresses in the US, including Alaska and Hawaii.



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- a. Express Shipping excludes P.O. Box Addresses and Smart Orders. If an Express Shipping order has a P.O. Box Address and is not updated to a residential address within 1 Business Day, the order will be shipped USPS Priority Mail.
- iii. Will Call pick-up option available to California residents only (read more below)
 - 1. Will Call customers and Brand Partners must show a government issued ID and be physically present to pick-up their orders, unless other arrangements have been previously made through Purium's Customer Service.
 - 2. Will Call order must be picked up within 10 days of the order date. If not, the order will be canceled and refunded.
 - a. Will Call Address: 2610 Homestead Place, Rancho Dominguez, CA 90220
- iv. Smart Orders are processed and shipped within 2-5 business days after the process date.
- v. Canada orders are shipping International Economy
 - 1. Purium pays all customs clearance and service fees
 - 2. Purium ships orders out daily; Tracking will show on the FedEx website within a day
 - 3. Average transit time is 4 - 7 days
 - 4. Remote locations may experience longer shipping times

H. RETURNS & REFUNDS

- a. 60-day Guarantee for Purium Products
 - i. All unwanted products must be shipped back to Purium to receive a refund. If product has been completely used, container(s) must be sent in order for a refund to be issued. Purium must receive the returned



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products within 60 days of the date the original package was received by the customer. Returns received past the 60-day window will be rejected unless prior approval for credit has been obtained.

1. Continental USA, Hawaii, Alaska, US Territories, send to: Purium Health Products 2610 Homestead Place, Rancho Dominguez, CA 90220
 2. Canadian Return Address: Purium Health Product, 130 - 1959 152nd Street, STE 512, Surrey, BC V4A 0C4
 3. Each package(s) must clearly mark RMA and your order # on the outside of the box, ex: "RMA -Order Number." If there is more than 1 package, you must write the "RMA -Order Number" on each package
- ii. Purium Health Products is not responsible for lost or damaged items. If returning products by U.S. mail, please use registered, certified, or return receipt mail.
 - iii. Purium cannot refund Rewards Points when a Customer or Brand Partner returns their product(s), even if the product was purchased with Rewards Points.
 - iv. Purium's internal return process may take approximately 2 – 3 weeks before issuing a refund. Purium is unable to refund a credit card other than the one used on the original order. Customers must If the credit card is invalid, it is the responsibility of the purchaser to inform Purium. When Purium has been made aware of an invalid credit card, the refund will be sent my mail in the form of a check. When a credit card is refunded, or a check is sent out, the purchaser will be notified via email from Purium.
 - v. Returns will be accepted at will call however they WILL NOT be processed on the spot.
- b. Purium reserves the right and has the responsibility to refuse any refund where there has been an abuse of our return policy. Purium reserves the



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right to charge a 20% restocking fee for products. The guarantee applies only towards products. There is no guarantee on Enrollment Packs or business tools. All refunds are handled at the discretion of Purium Health Products' management. Please note that standard refunds will not include any shipping fees incurred by the customer. Commissions paid out on returned items will be deducted from future commissions for the recipient of said commissions. In the event of a Company error or the receipt of damaged goods, please call Customer Service for more information.

3: ENROLLING

A. To enroll as a Brand Partner, a person must:

- a. Be at least 18 years of age
- b. Reside in the United States or U.S. Territories or Canada or country that Purium has officially announced is open for business
- c. Provide Purium with his/her valid Social Security Number, Federal Tax ID Number or Social Insurance Number
- d. Have ordered a Business Launch Pack
- e. Agreed to the Brand Partner Terms & Conditions

B. Multiple Accounts Policy

- a. Brand Partners may only own ONE Purium account/position.
- b. Married couples will be considered as one Brand Partner.
- c. Purium allows for only one Brand Partnership per residence.
- d. Any requests for exceptions to this rule must be formally filed by email to the corporate office via [Purium's Compliance Form](#)
- e. A Brand Partner or spouse of the Brand Partner may NOT have a customer account simultaneously with an active Brand Partner account. Customer accounts may be upgraded to Brand Partner accounts through the upgrading to a Brand Partner process.
- f. Brand Partners cannot enroll spouses as a Brand Partner or a customer.



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- i. Brand Partners may enroll your (unmarried) partner or adult children as either a customer or Brand Partner.
- ii. Purium tracks Brand Partner and Customer account owners and business owners' names, social security numbers and addresses (where applicable).
- iii. Misunderstandings will be coached and corrected, and pervasive abuse of this policy will result in discipline up to and including termination of the Agreement.

C. Business Entity Enrollment

- a. A business entity may enroll as a Brand Partner providing that the owner(s) of the business do not have an existing Brand Partner account. Business formation documents showing name, address and social security number of owner(s) as well as the Business EIN Number will be required before a business account is approved.
- b. In some cases, a business entity may enroll directly to the owner of that business entity and in no other position in the organization. The business must be capable of retailing nutrition products, examples: Gym, Salon, Chiropractor office, Spa, etc.
- c. For tax or estate planning purposes, a Brand Partner has the option to convert a personal Brand Partner account to a business name, still maintaining only one Brand Partner account per individual (owner of the business or personal).
- d. New policy as of January 2021:
 - i. Due to Fraud: As we find obvious fraud where business entities were used to take up levels of the pay plan, those positions will be collapsed and consolidated.
 - ii. Purium has grandfathered legitimate Business Entities that were created in the past.

4: BRAND PARTNER RESPONSIBILITIES

A. Medical Claims

- a. Medical Claims are prohibited.



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- b. Purium is not a medical establishment and may not give medical advice. All Purium customers and Brand Partners must consult their healthcare providers for health concerns.
- c. No social posts, reels, stories or comments may include disease and/or health claims. This includes language:
 - i. with medical diagnostic terms (Lupus, cancer, diabetes, insomnia, inflammation, etc.)
 - ii. that implies medical improvement (cure, heal, fix, lessen, improve, better, diminish, etc.)
- d. If a Brand Partner posts or markets Purium products with medical claims, Purium may take all necessary compliance efforts, including, but not limited to, termination of the Agreement.

B. Compensation & Income Claims

- a. Claims regarding Purium's Compensation Plan are prohibited.
 - i. No Member or Professional may make any false or misleading statements regarding income potential.
 - ii. If a Brand Partner posts or markets any Purium incomes claims about the Purium Compensation plan, Purium may take all necessary compliance efforts, including, but not limited to, termination of the Agreement.

C. 6-Months of Inactivity will result in a Downgrade to Customer

- a. A Brand Partnership status is for a period of 6 months from the date you enroll in Purium. To maintain the Brand Partnership, product must be purchased from Purium every 6 months. If product is not purchased from Purium within 6 months, the Brand Partner status will become "Inactive" and the Brand Partner will be purged as a Brand Partner from the system, including the connection to their downline and all commissions. The downline of an Inactive Brand Partner will be moved up to the next active Brand Partner. The Inactive Brand Partner



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will become a customer with 15% off discount type. This rule is waived for not-for-profit organizations. If a Brand Partner becomes inactive, they may purchase a new Brand Partnership and reapply to Purium in order to become a Brand Partner - please note that you will not be paid retroactively on commissions and will not have your downline reinstated. If the Brand Partner had previously collected any Fast Start Bonuses, they will no longer be eligible for Fast Start Bonuses (yet, they will be eligible for Fast Start Matching Bonuses). Brand Partner "purges" are done on a monthly basis and are not based on a calendar year.

D. Customer Care

- a. Limit 1 Account/Request per Phone Call / Chat / Submission Form
 - i. Multiple Downline Issues must be itemized and serviced as individual items.
 - ii. To best serve all of Purium's customers and Brand Partners, Purium's 1 account/request customer care policy helps ensure accuracy, effectiveness and efficiency.
 - iii. Brand Partners must submit one issue and/or one account per submission form or per chat / phone.
 - iv. This policy will help lower hold times.

E. Marketing Materials and Assets

- a. To ensure compliance and maximize time, Purium regularly creates a large volume of content, regularly. PuriumBusiness.com is a place to easily find images and tools to duplicate marketing that has been approved by Purium Corporate. We do appreciate empowered and creative Brand Partners who want to put their own creativity in it, however they must always use the verbiage Purium corporate releases.



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F. Internet, Social Media & Zooms

a. Use of "Purium" and Trademarks

Purium Brand Partners are expected to uphold the company's integrity and brand identity in all online activities. To ensure clarity, consistency, and compliance with Purium's branding guidelines, the following rules apply to the use of the company name, trademarks, and product names in online spaces, including websites, social media, and e-commerce platforms.

i. Prohibited Usage:

1. Brand Partners may not use "Purium," "Official Purium," or any variation of the company name, trademarks, or product names as part of their distributor name, website name, webstore name, social media handles, or URLs.
2. The use of misleading names that imply official affiliation with the company, such as "Purium Store," "Purium Distributor," or "Purium Official," is strictly prohibited.
3. Any website, webstore, or social media page that could create confusion about an independent Brand Partner being an official representative of the company is not allowed.

ii. Permitted Usage:

1. Brand Partners may include "Purium" or Purium product names in the second half of their social media page name or URL, but the first part must clearly identify them as an independent business.

a. Within Policy:

- i. ☒ JaneDoeHealth – Purium Superfoods (Allowed)
- ii. ☒ Mary Smith - Purium Brand Partner (Allowed)
- iii. ☒ Mary Smith - Transformation Expert (Allowed)
- iv. ☒ Mary Smith - Purium PowerShake and Superfood Lover (Allowed)

b. Outside Policy:



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- i. ~~✗~~ PuriumSuperfoodsWithJane (Not Allowed)
 - ii. ~~✗~~ Purium Official Distributor (Not Allowed)
 - iii. ~~✗~~ Purium Florida (Not Allowed)
 - iv. ~~✗~~ Purium Corp (Not Allowed)
 - v. ~~✗~~ Purium is my life (Not Allowed)
 - vi. ~~✗~~ Ultimate Lifestyle Transformation Support (Not Allowed)
2. Password-protected groups and private communities for training, education, and recognition may include "Purium" in their name, but these groups may not be used for public-facing promotion, recruiting, or sales.
- iii. Fair and Ethical Branding:
- 1. Any website, page, or URL name that is deceptive or suggests an unfair competitive advantage (e.g., "BestPuriumDeals" or "PuriumWholesale") is not allowed.
 - 2. All Brand Partners must clearly disclose their independent status in any online presence used for business purposes.

Failure to comply with this policy may result in corrective action, including suspension or termination of the Brand Partner's account.

By adhering to these guidelines, we ensure that all Brand Partners have an equal and ethical opportunity to build their business while protecting the Purium brand.

- b. Products on Amazon
- i. In the interest of keeping a level playing field for all Brand Partners, we do not authorize sale of our products on Amazon or any other 3rd party online retailer. Furthermore, we discourage the buying of products on Amazon as you would not be able to verify where it comes from. In fact, sometimes, the product may have been purchased using stolen credit cards.
 - ii. Purium will not honor its 60-Day Guarantee Return Policy if the product is not purchased directly from a Purium owned site, like iShopPurium.com or PuriumEnrollment.com.



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- c. Purium's collaborative community is highly valued and very rare to find. To ensure the warmth, safety and longevity of Brand Partners and their businesses and customers, Purium's Core Values must be adhered while engaging in community. Brand Partners must use respect, integrity, quality, responsibility, customer-oriented, and teamwork when engaging in any online event, zoom, or any online platform that Purium owns, including all Purium social media accounts, pages and groups.
 - i. Selling Purium products or sharing your unique Gift Code within any Purium-owned account or Purium-sponsored event is strictly prohibited.
 - ii. Selling, marketing or sharing the name/likeness of any non-Purium products or services (nutrition or otherwise) within any Purium-owned account or Purium-sponsored event is strictly prohibited.
 - iii. Purium cannot approve any post or content that includes discriminating, offensive or hurtful language. Posts or comments that mention religion, politics, sexuality, nudity or profanity may be removed.
- d. Zoom Etiquette
 - i. High vibe commentary makes a great experience for new Brand Partners, prospects and leaders.
 - ii. Nudity and obscene gestures are prohibited
 - iii. Sharing Purium Gift Card codes is prohibited
 - iv. Non-Purium business opportunities are prohibited and includes marketing, showing or mentioning a product, showing a logo, or sharing in a comment in the chat.
 - v. Personal contact details are prohibited
 - vi. Purium product and business experiences/reviews are welcome in the chat. Please, no disease or income claims.
 - vii. If Zoom participants are not abiding by Purium's Zoom etiquette, they will be removed and blocked from rejoining. Multiple offenses may be disciplined up to and including termination of the Agreement.

G. In-person Events for General Admittance

- a. Ticketing



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- i. Purchase: All ticket purchases must be made through the designated ticketing website for the specified amount within a specified timeframe. All are welcome to purchase tickets to Purium's Convention, this excludes invitation-only events, i.e. Diamond Club.
- ii. Transfer: Attendees may transfer a ticket to another person by Friday, July 12, 2024, otherwise administrative fees may occur. Ticket transfers must be done through the designated ticketing website.
- iii. Refunds are prohibited. No payments will be refunded or are refundable and no credits are provided.
- b. Attendance & Conduct
 - i. Each attendee must hold a paid ticket unless gifted/transferred by another Brand Partner or otherwise permitted by Purium.
 - ii. Each attendee must have their own ticket, with the exception of infants, under the age of 2 years old.
 - iii. Ticketed children, over the age of 2 years old, are welcome and must adhere to the Agreement and conduct policies to ensure a professional learning environment for all.
 - iv. All ticket owners must register on the appropriate day/time of the event. Registration grants personal access to the event, swag and content presented.
 - v. Non-Purium products and logos from other companies that offer a Compensation Plan/referral marketing are prohibited from all Purium events.
 - vi. By participating in the Event, attendees grant Purium and its licensees, successors, and assign the right to record, film, live stream, photograph, or capture their likeness, name, voice, and other attributes during any portion of the Event. Purium reserves the right to distribute, broadcast, use, or disseminate such media worldwide, indefinitely, for various purposes including commercial,



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- promotional, educational, or informational, without requiring further approval or payment from the attendee.
- vii. Attendees must behave respectfully and courteously during the Event. Any misconduct, including profanity, obscenity, bullying, or disruption of others, will not be tolerated. Purium reserves the right to revoke access, retain payments, and ban violators from future events.
- c. Giveaways
 - i. Purium may offer giveaways or bonuses during the event, subject to compliance with event terms and payment obligations. Purium reserves the right to revoke giveaways for breaches of terms.
- d. Event Changes & Presentation Content
 - i. Purium reserves the right to modify various aspects of the event, such as themes, content, speakers, dates, and format (e.g., in-person or remote). In case of unforeseen circumstances, Purium may postpone, reschedule, or change the event format. Attendees will be notified of any changes in advance, whenever possible.
 - ii. By participating, attendees grant Purium the right to record and use their likeness, name, and voice for promotional purposes.
 - iii. Event content will primarily be in English unless otherwise stated. Purium will not provide official translations beyond English. Attendees may arrange and bear the cost of translation services for personal use, with the translator present during the event.
- e. Attendee Expenses & Responsibilities:
 - i. Convention: All expenses and liabilities incurred while attending an Event in person, including travel and accommodation are the responsibility of the attendee. In case of any changes made by Purium to an Event, including cancellations or rescheduling, you are also responsible for any resulting costs or fees.
- f. Diamond Club: In a year with Convention, Diamond Club, an invitation-only event, will revert to its original, intimate experience. The



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weekend event will include a facility tour and up close and personal talks with Amy, Dave and returning crowns. No re-qualifying diamonds will be invited and no stage presentations will be offered.

- g. Purium is not liable for any lost or stolen belongings of attendees. Individuals are solely responsible for the security and safekeeping of their personal belongings at all times.

H. Downline

- a. Storing Credit Cards in Your Downline's Account
 - i. Brand Partners cannot store their credit cards on their downline accounts. Such activity leads to future confusion due to accidental charges and shipments.
- b. Making Placement Changes
 - i. To withhold the integrity of fair business practices and downline structure, Brand Partners and Customers desiring to change their Upline or Sponsor must sit out of the business (remain inactive) for 6 months unless there is a majorly compelling reason or circumstance. They can re-enroll after the six months, however Brand Partners will forfeit their previous downline.

I. Transferring Enrollment

- a. Transferring Enrollment of Brand Partners
 - i. Purium is a relationship business and the relationship between the Enroller and the new Brand Partner or Customer is absolutely vital to the success of the downline structure, the Purium business opportunity and the overall health of our Brand Partnership community.
 - ii. For this reason, Purium actively discourages the movement of Enrollees as well as the Placement of Brand Partners beyond the 1 plus month period.
 - iii. Any Enroller moves or Placements beyond 1 plus month will generally be approved in only two circumstances:



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1. Unethical business practices by the original Enroller. These move/placement requests must be accompanied by written documentation of the unethical business practice.
2. Mistake in the Enrollment process. These move/placement requests must be accompanied by written documentation of the mistake of the Enrollment.
- iv. In such cases, the Company will be the final authority. If a person wants to move without permission, they must sit out 6 months and then re-enroll as a new Brand Partner.
- b. Transferring Enrollment of Customers
 - i. Purium is a relationship business and the relationship between the Enroller and the new Customer is absolutely vital to the success of the the Purium business opportunity and the overall health of our Purium community.
 - ii. For this reason, Purium does not approve the movement of Customers.
 - iii. This rule is withheld unless
 1. Unethical business practices by the original Enroller. These move/placement requests must be accompanied by written documentation of the unethical business practice.
 2. Mistake in the Enrollment process. These move/placement requests must be accompanied by written documentation of the mistake of the Enrollment. In such cases, the Company will be the final authority.
 - iv. If a Customer wants to move without permission, they must sit out 6 months and then re-enroll as a new Customer.



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J. Cross-line Recruiting

Purium-focused Zooms, social media platforms, and events are designed to provide a safe and collaborative space for Brand Partners without the distraction of non-Purium opportunities. To maintain this integrity, the following rules apply:

a. **Purium-focused Events:**

- i. Hosting a Purium-focused event where non-Purium products and/or opportunities are shared is strictly prohibited.

b. **Non-Purium Events:**

- i. You may not host non-Purium events with individuals outside your personally enrolled customers and Brand Partners if non-Purium products or opportunities are shared.

c. **Cross-Line Recruiting**

- i. Offering a non-Purium network marketing opportunity to someone you have not directly enrolled is considered cross-line recruiting. This violation may result in termination of your membership.
- ii. If you have non-Purium referral links or are publicly promoting non-Purium businesses on social media, you are responsible for ensuring that no individuals associated with other Purium Brand Partners or Customers (who are not personally enrolled by you) are enrolled into your non-Purium organization. This includes anyone met at Purium-related events or on social media.
- iii. If it is determined that a Purium Brand Partner or customer who is not personally enrolled to you, has been enrolled into your organization in a non-Purium business opportunity, whether directly or indirectly, it will be deemed cross-line recruiting.

d. **Receipt of Substantial Benefits from Brand Partners Who Are Not Personally Enrolled Under You**

- i. To protect the integrity of the Purium community, Brand Partners are prohibited from receiving substantial benefits from individuals who are not personally enrolled to them.
- ii. No Purium Brand Partner may accept or solicit any form of substantial benefit, whether financial, material, or otherwise, from:



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1. Purium customers or Brand Partners who are not directly enrolled by them.
2. Brand Partners from other Purium organizations to which they are not personally or structurally connected.
- iii. **Substantial Benefits** may include, but are not limited to:
 1. Monetary gifts or payments.
 2. Goods or services offered without fair compensation.
 3. Incentives, bonuses, or kickbacks not officially sanctioned by Purium.
- iv. **Definition of Substantial Benefit:** A substantial benefit is defined as any offering that exceeds a nominal or customary value, or one that could create an imbalance in competitive fairness, business ethics, or relationship dynamics within the Purium ecosystem.
- e. **Disciplinary Actions**
 - i. Brand Partners engaging in cross-line recruiting, receiving unauthorized substantial benefits, deceptive advertising, or becoming a nuisance to the Purium community, will face disciplinary actions. These may include:
 1. Verbal or written warnings
 2. Exclusion from events
 3. Revocation of speaking privileges at events (in-person or virtual)
 4. Removal from rank promotion or promo leaderboards
 5. Temporary or permanent denial of back office and communications access to some or all of a Distributor's downline organization
 6. Termination of membership
- f. **Reporting Cross-Line Recruiting or Misconduct**
 - i. If you believe you are being cross-line recruited or have witnessed any violations of these policies, please report the incident to the Corporate Office using Purium's Compliance Form.

By adhering to these guidelines, we can maintain a supportive and focused environment for all Purium Brand Partners.



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5: Business Promotions

All promotional incentives are subject to change without notice. Purium reserves its right to discontinue promos at any time. It is the Brand Partner's responsibility to check and understand the qualifications.

6: Compensation Plan

A. Commissions

- a. Placing an order every month is important for Brand Partners as it keeps you eligible for commissions.
- b. The Purium Compensation Plan has both Weekly Commission Periods and Monthly Commission Periods.
 - i. The **Weekly Commission** Period begins every Saturday at 12:00 AM and ends the following Friday at midnight Central Standard Time. Weekly commissions are paid out on the subsequent Friday. (If the payout date falls on a weekend or holiday, commissions are paid at Purium's discretion, either on the previous business day or the following business day.) This commission payment covers the previous week's customer orders, Brand Partner First Orders, and Fast Start Consultant Bonuses. Your weekly earnings are determined by your activity from either the current month to date or the previous month, based on whichever "Paid As Rank" is higher.
 - ii. **Monthly commissions** are calculated based on the current month's paid-as rank and encompass all your Brand Partners' activities, excluding the Brand Partner's first order, which is paid weekly, along with bonuses such as K Club and achievement bonuses. The Monthly Commission Period begins on the first day of the calendar month and ends on the last day of that same month, with payouts made on the 15th of the following month. If



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the 15th falls on a weekend or holiday, commissions are paid at Purium's discretion, either on the previous business day or the following business day. Please note, if you do not place an order in the current month, you will not be paid for the monthly commissions earned.

- c. It is possible to be eligible for Weekly Commissions, but no Monthly Commissions. If a Brand Partner does not place an order in the current month, they can qualify for weekly commissions since they can qualify using the paid as rank from the previous month. However, to qualify for Monthly commissions a Brand Partner must be active and qualify in the current month.

B. Tax Policy for Purium Brand Partners

- a. **1099 Tax Form:** The IRS Form 1099 is issued to self-employed individuals or independent contractors to report income paid by Purium. A 1099 will be provided to all Brand Partners who earn \$600 or more in commissions within a calendar year. The form will be made available in the Brand Partner's personal back office for easy access. Physical copies will not be sent by mail; however, a digital copy can be provided upon request via email.
- b. **Taxpayer Identification Requirement:** Brand Partners earning \$600 or more annually in commissions are required to provide Purium with their correct Social Security Number, Federal ID Number, Social Insurance Number, or an equivalent identifier. Failure to provide this information will result in a withholding rate of 35% on bonuses and commissions if:
 - i. Total payments for the calendar year, including previous payments, equal or exceed \$600; or
 - ii. Purium filed a Form 1099 for the Brand Partner in the prior calendar year.
- c. **Income Tax Responsibility:** Brand Partners are responsible for paying all applicable local, state, and federal taxes on earnings from



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commissions or other income earned through the sale of Purium products. At the end of each calendar year, Purium will issue Form 1099 for U.S. Brand Partners who have earned \$600 or more, as required by federal law. For Canadian Brand Partners, the equivalent tax form will be issued once earnings meet or exceed the \$600 threshold under the Compensation Plan.

C. Fast Start

- a. To receive Fast Start & FS Match Bonuses, a Brand Partner must have an active Smart Order of 50 BV or more. Canceling of Smart order may affect payout. Only Enroller Tree GV counts towards Fast Start.
- b. Only volume after becoming a Brand Partner counts towards Fast Start qualification..
- c. A Brand Partner can only participate and get paid in Fast Start one time in a lifetime.

7: General

- a. Purium may amend the Agreement, the Policies and Procedures, prices, company literature or the Compensation Plan details, without prior written notice, effective upon publication or transmittal of such amendment in official Purium publications, literature or other written or oral communication, including postings on the Company's website, as applicable.
- b. The Agreement serves as the comprehensive agreement and understanding between you and Purium concerning its subject matter, overriding all prior agreements or understandings. Amendments to the Agreement must be made in writing and signed by Purium's authorized representative unless expressly stated otherwise. Purium's waiver of any obligation or remedy does not imply an ongoing waiver. Without express permission in the Agreement, you are prohibited from transferring, assigning, or delegating any interest, right, or obligation. This Agreement is governed by California law, with its conflict of law principles excluded.

A. Disclaimers and Obligations



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- a. The Services are provided "AS IS," "AS AVAILABLE," and "WITH ALL FAULTS," with Purium disclaiming all representations or warranties, express or implied, regarding accuracy, completeness, timeliness, merchantability, fitness for a particular purpose, title, and non-infringement. You acknowledge:
 - i. No Assurance of Success: Past successes or income results do not guarantee future success. Purium makes no promises of wealth or income, especially if you fail to follow advice or neglect the required work. The Services may include risks, and decisions should be made with the awareness of potential zero earnings. All products and services mentioned are for educational and informational purposes only.
 - b. Due Diligence: You are solely responsible for conducting your own due diligence before making business and financial decisions. All information, products, and services provided by Purium or referenced in the Services should be independently verified by your qualified professionals, including consulting with your accountant, lawyer, or professional advisor, before taking any action based on this or any information.
 - c. Responsibility for Own Actions: Before making any business decisions regarding Purium's information, products, or services, careful consideration and evaluation are advised. You acknowledge that Purium is not accountable for the outcome of your business decisions regarding its products or services nor for any information presented by Purium or others at or in connection with the Services.
- B. Limitations of Liability:
- a. You acknowledge that Purium is not liable for any special, indirect, incidental, exemplary, punitive, or consequential damages, including loss of profits or business opportunity, arising from the Agreement, the Services, Purium's performance or non-performance, or any other reason, whether in contract or tort (including negligence), regardless of whether Purium was advised of such damages. Additionally, Purium's maximum liability and your sole remedies will not exceed the amounts paid by you to Purium for the direct cause of the claim. You must promptly notify Purium in writing of any claim related to the Agreement, the Services, or Purium's performance, but no later than 30 days after becoming



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aware of the claim. Any claim must be brought within one year of the cause of action accruing.

C. Exclusions

- a. Some jurisdictions' laws may restrict disclaimers of certain warranties or limitations on remedies for their breach. If such laws cannot be waived by you, the disclaimers and limitations of liability in these Terms are adjusted as necessary to comply with such laws.

D. Force Majeure

- a. Suppose Purium is unable to fulfill any obligation due to events beyond its control, including acts of God, labor disputes, internet or network failures, transportation delays, illness, death, or governmental orders. In that case, Purium's performance will be excused for the duration of the event or cause.

E. Remedies

- a. If Purium prevails in enforcing or defending a claim related to the Agreement, you will pay Purium's costs and expenses arising therefrom or related thereto, including without limitation, attorneys' fees, to the extent that Purium prevails in such enforcement or defense.

F. Disputes

- a. Any dispute regarding the Agreement or Services will be arbitrated in Rancho Dominguez, CA, under American Arbitration Association rules. The arbitration decision is binding and enforceable in any court. This provision doesn't prevent Purium from seeking provisional remedies from a court. Both parties share arbitration costs. Disputes must be brought exclusively in Rancho Dominguez, CA court, but Purium can seek temporary remedies elsewhere.
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