

GNO Policies and Procedures

For Operating in
Registered On-The-Ground (OTG) &
Non-Registered Not-For-Resale (NFR) Markets

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Introduction

These Policies and Procedures (sometimes hereinafter referred to as the “Policies” or the “P&Ps”), as currently stated and as amended from time to time upon mutual agreement of the parties as described herein (Section 1.18), are incorporated into and form an integral part of the Agreement. When the term “Agreement” is used herein, it collectively refers to the GNO International Team Member Agreement, these Policies and Procedures, and the GNO International Compensation plan. The Supplements may be country-specific and may modify the terms herein. You have the responsibility to read, understand, and adhere to the most current version of these Policies and Procedures. When sponsoring a new Team Member, you must ensure that he or she is provided with the opportunity to: (1) review and understand the terms and conditions of the Agreement and (2) read and understand the Policies and Procedures and the Compensation plan prior to signing the Team Member Agreement.

- a. From this point forward GNO Holdings will be referred to as "the Company" while its Team Members will be referred to as "Members".
- b. This document, "Policies and Procedures" together with the "Compensation plan" on the Company website form the complete and binding agreement between the Company and its Members.
- c. This P&P has been drawn up for the following purposes:
 1. To standardize the conduct of the Company and Members, safeguard market order and ensure the equity and integrity of Members' interests;
 2. To clearly define a Member's obligations in his/her business cooperation with the Company;
 3. To assert that it is a Member's duty to abide by this P&P and protect the healthy and orderly business development between the Company and himself/herself as he/she enjoys its equitable and legitimate business opportunities;
 4. To clearly define the responsibilities of a Member in case of his/her breach of this P&P.
- d. Members shall read carefully and accept this P&P and the Compensation plan during his/her enrollment.

Section 1 Becoming an independent member

- 1.1 Persons must be of legal status and age in their jurisdiction to be eligible to join as Members.
- 1.2 If the jurisdiction's regulation prohibits persons in certain job categories to join the Company business, those persons are prohibited by the Company from joining as Members.
- 1.3 There shall be no requirement of product purchase to become a Member.
- 1.4 There are no exclusive territories for recruiting purposes, nor shall any Member imply or state that he/she has any exclusive territory rights. There are no geographic limitations on Member referral with the understanding that Members are not allowed to refer Members in those foreign countries or territories that have not officially been opened by the Company or officially designated as Not For Resale (NFR) personal consumption only ordering countries.
- 1.5 Members shall protect and promote the reputation of the Company and its products. They shall not behave in a manner that will jeopardize the reputation of the Company, its products or the public interest.
- 1.6 Each individual is eligible to apply for and own one Membership and must not register with a fictitious or assumed name.
- 1.7 Change of the direct referring Member is not allowed in principle. If a member wishes to change his/her referring Member, he/she must first have the consent of the current referring Member, and then both of them shall apply to the Company in writing within seven (7) days from his/her new Membership. The application is subject to the final approval of the US headquarters.
- 1.8 Members shall pay a \$30 annual renewal fee to be eligible to purchase GNO products at the Member price and be eligible to participate in the Compensation Plan. In the case of a Member deciding not to pay the annual renewal fee, he/she will be deemed to abandon his/her Membership, and at the same time, all his/her member rights and interests will be terminated..
- 1.9 Membership can be inherited or bequeathed. Should this occur, the Company should be notified so that the proper paperwork may be completed should the name of the Membership need to be changed. Other than such situations, Membership cannot be transferred to others without the Company's prior approval. Procedures for Membership transfer are as follows:
 - 1.9.1 A Member who applies for Membership transfer may only do so six (6) months after his/her registration and continuous activation; each member has one and only one chance to transfer his/her membership;
 - 1.9.2 The Member shall personally present documents to the Company including a copy of his/her ID card and of the transferee, an attestation to his/her relationship with the transferee issued by the census authority in his/her jurisdiction and a signed "Agreement for Transfer of Membership" between them; OR
 - 1.9.3 He/She may first log in into the BackOffice and send the Company a request through its "Request for Service" page. He/she must then

submit the above said copies of documents to the Company by hand, or by post in exceptional cases, within seven (7) days from the date he/she has received the Company's reply. The Company may, in its sole discretion, decide whether or not to accept the application;

- 1.9.4 Membership can only be transferred to a person or an entity who does not currently and has never previously owned a Membership.
- 1.9.5 The selling Member may not reapply to become a Member under another referral Member for a period of not less than six (6) months;
- 1.9.6 The sale is subject to the Right of First Refusal rules.
- 1.10 A Member may voluntarily terminate his/her Membership within seven (7) days of his/her registration. The Company will refund the full amount of the Membership registration fee (GSS), and his/her accumulated CV points will be cancelled. His/her product refund request will be processed in accordance with the P&P if applicable.
- 1.11 Should a Member's conduct constitute a true breach of this P&P and result in a negative impact on the Company and its Members, the Company has the right to terminate his/her Membership and reserves the right to take legal actions.
- 1.12 Termination. The Agreement between the Member and the Company may be terminated as follows:
 - 1.12.1 The Member may terminate the Agreement at any time, regardless of reason by submitting a notice in writing to the Company submitted by backoffice support function. The email notice must be from the Member's email of record and include the Member's name, Member identification number, and address. Written notice must include the Member's signature unless it is submitted online.
 - 1.12.2 The Company may also terminate the Agreement if the Member is in breach of the Agreement. Prior to doing so the Company will give the Member notice of the breach in writing by email and offer an opportunity for the Member to cure the situation within a reasonable time.
- 1.13 Beneficial Interest. The Member's spouse or partner residing with the Member may have his or her own personal Member position provided it is in the same line of referral. Only two Memberships may exist with the same address. If there are more than two adults of legal age residing at the same address, the Company may provide authorization to allow for the additional Memberships on a case by case basis. Upon contacting the Company, the Member will have to provide the required documentation prior to allowance of enrollment. Also, if the Member is a legal entity, then all parties possessing a right to control the Membership, including but not limited to any shareholders, officers, directors, or other entity members or managers, as the case may be, that possess a beneficial interest in the Membership, may hold a beneficial interest in another personal Membership in their own name provided it is in the same line of referral.

- 1.13.1 A Corporation, Partnership or Trust may become an independent Member. Legal entities must submit certified copies of their formation documents and attest to the management and ownership of the entity, or in the case of a trust, the name of the Trustee and the Beneficiaries. The entity must also submit a certificate of good standing from the jurisdiction in which it was formed if such a certificate is provided by the jurisdiction. All of these documents must be submitted within thirty (30) days of the acceptance of the entity's Agreement. No earned compensation may be issued to the entity until complete documentation is received. The authorized officer, directors or trustee must sign the Agreement form. The actions of the corporation, shareholders, officers, directors, agents or employees and the actions of the partnership partners, agents, or employees which do not conform to the GNO policies shall be attributable to the entire corporation or partnership entity.
- 1.13.2 GNO, while allowing the above identified business entities to be independent Members, will tie recognition to the primary applicant (signature on Agreement) as the authorized representative of said entity.

Section 2 Operating your independent Membership

- 2.1 Members must strictly comply with their jurisdiction's government laws and regulations.
- 2.2 Members shall be responsible for paying taxes required according to their jurisdiction's laws and regulations.
- 2.3 Unethical Activity. The Member agrees to be ethical and professional at all times when operating their GNO Membership. Accordingly, the Member agrees that he/she will not, nor will he/she encourage or in any way condone other Members in his/her downline to participate in unethical activity. Examples of unethical activities include, but are not limited to the following, some of which are further described in these P&P's:
 - 2.3.1 Making unapproved claims about the product;
 - 2.3.2 Making unapproved income claims;
 - 2.3.3 Making false statements or misrepresentations 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 the products;
 - 2.3.4 Making disparaging comments;
 - 2.3.5 Promoting product sales in retail chain establishments;
 - 2.3.6 Use of another Member's credit card without express written permission;
 - 2.3.7 Unauthorized use of confidential information.
 - 2.3.8 Line switching, cross-sponsoring, or enticement;
 - 2.3.9 Failure to comply with sales and promotional activity requirements;
 - 2.3.10 Engaging in unauthorized premarket activity;

- 2.3.11 Violating the rules for conducting business in an NFR (Not for Resale) market;
 - 2.3.12 Personal conduct that discredits the Company and/or its Members;
 - 2.3.13 Violating the laws of your jurisdiction that pertains to your Membership;
 - 2.3.14 Conducting any business activity in a country that is neither an NFR nor OTG market;
 - 2.3.15 Breaching the Code of Ethics;
 - 2.3.16 Breaching the Agreement
- 2.4 NFR vs OTG Special Considerations. An On-The-Ground (OTG) market is a market that is fully operational including full company and product registration as well as corporate operations in market. A Not-For-Resale (NFR) market is a market that can support Member registration (often through a neighboring market) and product delivery but does not as yet have full company and product registration or corporate operations in market. A Market will ONLY be identified as NFR and made available for Member registration and product purchase if market regulations allow for proper delivery of product to fulfill online e-commerce product orders. All Members must adhere to the following in NFR markets:
- 2.4.1 When a market is designated as NFR, product may ONLY be purchased by a Member for personal consumption and may NOT be purchased for resale. Resale of Member product purchases in any fashion to any person or entity is strictly prohibited.
 - 2.4.2 Members may refer other members who may then optionally elect to purchase product for their own personal consumption.
 - 2.4.3 Members may refer non-Membership participating customers (Club GNO Members) to online purchase catalogs whereby those customers may elect to purchase product for their own personal consumption as well.
 - 2.4.4 Members registered or affiliated with NFR markets may also refer other Members who reside in fully registered OTG markets where resale of purchased product is allowed.
 - 2.4.5 Members registered in OTG markets may refer other Members who reside in non-registered NFR markets.
- 2.5 All Members are independent consumers who are not to be considered purchasers of a franchise. They shall comply with the Compensation plan and this P&P, but this does not create an employer/employee relationship, agency, partnership, or joint venture. Members are strictly prohibited from stating or implying, whether orally or in writing that they have any of the above relationships with the Company. By accepting the Compensation plan and this P&P, Members can personally consume the products and at the same time, refer others to join the Company. Therefore, they shall control their referral and consumption behaviors and take responsibility for any consequences incurred.
- 2.6 Members shall not, in any way, cause disturbance to the Company, the

- market order and the ordinary business operation of the Company staff.
- 2.7 Each Member shall take his/her own responsibilities and hold the Company harmless from any financial or legal disputes arising out of the Member's business practices.
 - 2.8 The lists of Members and customers are owned by the Company. Members are allowed to use them to help build their market but are forbidden to use them for other commercial purposes unless they have obtained prior written approval from the Company.
 - 2.9 Non-Competition, Non-Association and Non-Solicitation Policy.
 - 2.9.1 Members shall not sell or promote products or opportunities of other companies to avoid constituting competition for the Company. They shall protect the interests of the Company and other Members. The Company reserves the legal right to apply for an injunction or compensation against anyone who violates this provision.
 - 2.9.2 Members shall not directly or indirectly associate themselves with the Company's manufacturers, suppliers, representatives of suppliers, affiliates of suppliers or product inventors.
 - 2.9.3 Members are strictly prohibited from seducing other Members to join another company in the same industry; they shall not on their own behalf, or on behalf of other persons or associations solicit any employees, other Members, customers, product inventors, or suppliers of the Company, to alter their employment or business relationship with the Company or its affiliates; they shall not develop business relationships with other companies in the same industry.

Section 3 Referral

- 3.1 Members are prohibited to lure people to leave their place of residency in the name of offering them jobs, business opportunities or to restrict their personal freedom to coerce them to become Members.
- 3.2 Members shall not exaggerate their business volume or income to another person. They shall not display their bonuses and rewards or portray high bonuses and rewards to others.
- 3.3 Members should clearly state the fact that there is no requirement of product purchase to become a Member. In addition, Members will need to re-order for at least 50 CV of goods before the end of each qualification period in order to maintain their right to receive bonuses and rewards.
- 3.4 Members shall not imply or mislead others to think that one can make financial gains simply by referring others to join the Company without any personal consumption.
- 3.5 Members can voluntarily refer other people to purchase products or join the Company. No one can coerce them or imply that they have an obligation to refer other people.
- 3.6 Members shall not make misleading claims such as "no great effort is required for success" or etc. to lure people to become a Member.
- 3.7 Referral/placement change We highly discourage referral or placement changes. However, we recognize such changes are occasionally benefi-

- cial. Accordingly, we permit the following exceptions;
- 3.7.1 Change of Referring Member. To change your Referrer you must submit a Referring Member Change Request to our Company within three (3) business days from the date of enrollment.
 - 3.7.2 Change of Placement. As a referring Member, you may request a change of placement of a Member you recently referred by submitting to our Compliance department a Change of Placement form within three (3) business days of enrollment. The recently enrolled Member's placement may be moved only inside your organization and will be placed in the first available open bottom position on the date that the change is made. We will not change the placement if your Member has earned bonuses or achieved rank.
 - 3.7.3 We reserve the discretion to approve or deny any request for a change of referring Member or placement, which approval may not be unreasonably withheld.

Section 4 Promoting the product and Team Membership

- 4.1 Compliance with Rules on the Use of the Company trademark and logos.
 - 4.1.1 Members shall strictly comply with local legislations on trademark and Company logo protection.
 - 4.1.2 Members shall not, unless written approval has been granted and materials provided by the Company, use any materials relating to the trademark (Any language or English), name, products, business model of the Company to promote their personal business.
 - 4.1.3 Members are forbidden to repackage any Company products or tamper with their trademarks.
 - 4.1.4 Members shall not, unless written approval has been granted by the Company, produce any sales aids relating to the Company and its name (including Chinese, English, or any language or market trademarks). Notwithstanding, the Company still owns the copyright of the above said sales aids and reserves the right to sue and seek injunctive relief for the infringement of copyright and any damages incurred.
- 4.2 Names and Email Addresses. Members may not use or attempt to register or sell any of GNO's trade names, trademarks, service names, service marks, product names, proprietary names and trademarks of licensed agreements or any derivative thereof, for any internet domain name or email address (e.g. myGNO.com, yournameGNOinternational.com, get(name of GNO product)@gmail, etc.). As a Member, you may not use any of the above, or any derivative or confusingly similar variation of its mark, in a manner that it is likely to cause confusion, mistakes or deception as to the source of the product or services advertised.
- 4.3 Members may not use GNO's trademarks or licensed trademarks or any derivative or confusingly similar variation of its trademarks (e.g. GNO, gno, gno online, etc.) for an internet search engine or "pay per click" service. Members may not post GNO or any derivative or confusingly similar varia-

tion of its trademark on any internet forum, discussion group, news group or online auction. In addition, Members may not use GNO trademarks for domain or sub-domain names, web site text, meta tag list, telephone number, or any other address.

4.4 Media and Advertising Policy

- 4.4.1 Members shall not, unless written approval has been granted by the Company, grant any media interviews or make any type of statement to the media to publicize the Company, its products or their individual Company business.
- 4.4.2 Members shall not, unless written approval has been granted by the Company, publish or broadcast advertisements in relation to the Company (including Chinese, English or any other trademarks) and its products on any media channels.
- 4.4.3 Members shall not disseminate any unproven information or falsely deliver or report any information announced by the Company. In addition, Members shall not disclose any confidential information of the Company to the public.
- 4.4.4 Members shall not reproduce any materials produced by the Company about its business model or product descriptions without the Company's prior approval.

4.5 Internet and Website Policy

- 4.5.1 Members shall not use or attempt to register any of the Company (Chinese, English or any other language) trade names, service marks, product names, company name or any derivative thereof, for any website domain name.
- 4.5.2 Members shall not present the name, logos or any product descriptions related to the Company (including Chinese, English, or any other trademarks) in their privately-owned websites.
- 4.5.3 Members shall not post "blind ads" on the Internet to make any claims about the products, Compensation Plan or a Member's income related to the Company (including Chinese, English, or any other trademarks).
- 4.5.4 Email and Fax Communication. GNO does not permit Members to send unsolicited emails unless such emails strictly comply with applicable laws.
 - 4.5.4.1 Requirements. Any email sent by a Member may not promote GNO, the GNO opportunity, the products, any proprietary trademarks or intellectual property rights of GNO or its licensed agreement and must comply with the following:
 - 4.5.4.1.1 There must be a functioning return email address to the sender.
 - 4.5.4.1.2 There must be a notice in the email that advises the recipient that he or she may reply to the email, via the function return email address to request that future email solicitations or correspondence not be sent to him or her (functioning "opt-out" notice).

- 4.5.4.1.3 The email must include the Member's physical mailing address.
 - 4.5.4.1.4 The email must clearly and conspicuously disclose that the message is an advertisement or solicitation.
 - 4.5.4.1.5 The use of deceptive subject lines and/or false header information is prohibited.
 - 4.5.4.1.6 All opt-out requests, whether received by email or regular mail, must be honored within two (2) business days.
 - 4.5.4.1.7 Under United States law (CAN-SPAM Act of 2003), it is unlawful "to use any telephone facsimile machine, computer, or other devices to send an unsolicited advertisement. Electronic mail advertisements mean any email messages, the principal purpose of which is to promote, directly or indirectly, the sale or other distribution of goods or services to the recipient."
 - 4.5.4.1.8 Consent to Receive Emails. We may periodically send commercial emails on behalf of Members. By entering into the Agreement you agree that we may send such emails and that the Member's physical and email addresses will be included in such emails as outlined above. You shall honor opt-out requests generated as a result of such emails sent by the Company.
 - 4.5.4.2 No Unsolicited Fax and Phone Advertising. Except as provided in this section, a Member may not use or transmit unsolicited faxes or use automatic telephone dialing systems relative to the operation of the Member's GNO business.
- 4.6 Telephone Calls Policy
- 4.6.1 Members are prohibited to make claims that their calls are made from the Company.
 - 4.6.2 Members are forbidden to, in any way, mislead the caller to think that he/she has reached the Company staff.
- 4.7 Correspondence. A Member may only represent that he or she is a GNO member or Associate. All correspondence and approved business cards relating to or in connection with a Member's GNO business shall contain the member's name followed by the term "Independent member".
- 4.8 Corporate Information Update Policy
- 4.8.1 In order to maintain an effective marketing program to respond to the ever-changing economic conditions and new laws that may be enacted by the government, the Company shall from time to time, without giving prior notice to Members, amend or augment the

terms and conditions stated here in or alter its marketing program and Compensation Plan. Any amendment made to this P&P or the Company's marketing program shall be deemed as a part of the Agreement between the Company and its Members.

- 4.8.2 To satisfy the ever-changing market demand, all the Company product and literature prices are subject to change without prior notice.
- 4.8.3 The Company reminds the Members that they have a responsibility to stay abreast of the Company's updates published on the Company website, and the Company shall not be liable for any consequence occurring to a Member in the case of his/her failure to do so.

Section 5 Referral sales and ordering

- 5 Referring End Consumers. The GNO International opportunity is built on referring products to end consumers. Your primary opportunity as a member is to recommend and maintain consumers. We allow you to purchase products that you and your family may consume. You agree to not purchase more product than what you can consume in a reasonable period of time.

Section 6 Ordering

- 6.1 The Company's business is built on the principle of product consumption. Members may purchase products either for personal use, family use or as gifts for friends, not just for Membership maintenance or rank promotion. Generally, unless a Member has already consumed 70% of his/her products on hand, he/she is not allowed to order more products.
- 6.2 Rules and Procedures for Referral and Consumption
 - 6.2.1 Except in the Online Retail Store, Members shall directly place their orders in the BackOffice to receive CV points and relevant bonuses and rewards.
 - 6.2.2 When Members refer products via the Online Retail Store, they are prohibited to charge additional fees, and the retail prices shall not be lower than those published on the Company website.
 - 6.2.3 When Members promote, explain and introduce the product functions and instructions for use, they should base on facts and shall not make misleading claims that the products can prevent, treat, cure or diagnose any diseases.
 - 6.2.4 Members shall explain the Company's product return/refund policy to the consumers, and promptly handle their product complaints. For product return or exchange issues, Members should handle them in accordance with the Company policies.
 - 6.2.5 Members are not allowed to criticize other companies and their products.

- 6.3 Members shall not organize or participate in any trainings, talks or gatherings relating to the Company's name (including Chinese, English, or any other trademarks) and its products without the Company's prior written approval.
- 6.4 Product Delivery Policy
 - 6.4.1 To ensure products are delivered on time, the recipient of products must produce his/her identity document to the deliverer of the logistics company at the time he/she receives the products.
 - 6.4.2 The deliverer reserves the right not to release the products to the recipient should he/she fail to produce such documents.
- 6.5 Product Return and Refund Policy
 - 6.5.1 The Company offers a seven-day product return and product refund policy. If a Member makes a request within seven (7) days, he/she will receive a partial refund (less shipping costs); but if after seven (7) days, it is non-refundable.
 - 6.5.2 Any Members affected by returned products will accordingly be subject to adjustments in their CV points and commissions.
 - 6.5.3 Should any new Member make a product return request for his/her initial order, the Company will regard it as an application and request for Membership termination.
 - 6.5.4 The products returned must be intact, current, undamaged, reusable, resalable and in exactly the same quantity and combination as described in the product order.
 - 6.5.5 A member may make a request for product return by sending a notice to the Company through the "Contact Support" button in his/her BackOffice. The Company shall then issue a reply to the Member stating whether his/her request has been accepted. If yes, a "Return Merchandise Authorization" number (RMA) will be given in the reply. The Member shall keep the RMA number for reference.
 - 6.5.6 After the completion of all procedures for product return, the Company shall, within 10 days, refund the amount to the Member's registered credit card account.

Section 7 Bonuses

- 7.1 Bonus Qualifications. As a Member, you are entitled to receive Bonuses from GNO pursuant to the currently published Compensation plan if you are in good standing and in compliance with the terms of the Agreement.
- 7.2 No Earnings Guarantee. Members are neither guaranteed a specific income nor assured any level of profit or success. A member's profit and success can come only through the successful referral sale, use, and consumption of our products and the referral sales, use, and consumption of our Products by other Members in your Teams.
- 7.3 Adjustments to Bonuses. When a product is returned to us for a refund, the Bonus attributable to the returned product(s) will be deducted from the bonus period in which the refund is given, and continuing every pay period thereafter until the bonus is recovered from the Members who received bonuses on the sales of the refunded products.
- 7.4 Errors or Questions. If you have questions about or believe any errors have been made regarding bonuses, personal organization, or charges, you must notify the Company within sixty (60) days of the date of shipment or incident in question. We will not be responsible for any errors, omissions, or problems not reported to the Company.
- 7.5 Grace Period of CV Restoration
 - 7.5.1 Members may make a request for CV restoration by sending the request through the BackOffice under the section "Contact Support" or by presenting the original copy of their identity document(s) to the Company in person, within seven (7) days from the expiration of their activation period. Any request made after the "7-day grace period" will not be accepted.
 - 7.5.2 Should such a request meet the requirements of our policies, Members shall, according to their rank, purchase a certain amount of products within the grace period to reactivate.

Section 8 Breach of contract and remedies

- 8.1 This P&P is enforced to safeguard the rights and interests of the Company and all Members. Any violation of it may cause significant negative impact on the Company and all Members' businesses, and lead to adverse consequences from the government, the society and the public against the Company, its products or Members.
- 8.2 All Members are responsible for protecting the market order and the level playing field. They are obligated to supervise and report other Members' breach of the Company's regulations.
- 8.3 Members who are proved to have breached this P&P shall be subject to a suspension or even termination of Membership. The Company also reserves the right to take legal actions.
- 8.4 The Company shall notify the Member who is suspected of violating this P&P. If he/she wishes to appeal against the Company's disciplinary actions, he/she shall, within 15 days of his/her receipt of the notice, supply the Company with evidences in his/her favor for its consideration. The Company will investigate impartially and has the right to decide whether to take the disciplinary actions. If the Member does not appeal within the 15-day period, the disciplinary actions will take effect. However, the Company shall not be responsible for any compensation for the Member's financial loss or damage of his/her reputation.
- 8.5 Any ex-Member may re-apply for new Membership after six (6) months from the date his/her Membership has been terminated, provided that he/she has conclusive evidence that he/she no longer violates this P&P.

Section 9 Declaration

- 9.1 Members shall provide authentic and valid personal information to the Company.
- 9.2 The BackOffice login name and password issued to a Member is for his/her personal use only.
- 9.3 In case of a Member suspecting that his/her BackOffice has been accessed by another person, he/she should change his/her password immediately.
- 9.4 Our operational support provided to a Member will be based on his/her personal information provided to us through his/her BackOffice.

Section 10 SUPPLEMENTARY PROVISIONS

- 10.1 This P&P and the Compensation plan constitute and encompass all the agreements between the Company and its Members and, except when a written endorsement has been given by the Company's Management, any other undertakings shall be invalid. In the event of any provision(s) contained in this P&P obviously conflicts with the local laws and regulations, the remaining parts of it shall stand.

- 10.2 The Company has not made any guarantee of income, profit nor has it portrayed any stories of success to its Members. Other than the statements contained herein, there is no other verbal or written undertaking which the Company has engaged itself in. The Company does not endorse any potential or current Members to leave their current employment.

- 10.3 The Company reserves its rights to sue or claim financial compensations from a Member if he/she, in the course of conducting his/her business, violated the law, government regulations or this P&P and subsequently caused damages to the Company.