

Company Policy on Affiliate Rejoining and Poaching

Objective:

This policy aims to establish a structured and fair work culture that prevents affiliates from switching teams due to disparities in support systems and ensures alignment with the company's ethical standards.

1. Policy for Affiliates Rejoining

a. Affiliates who attempt to rejoin the company after leaving or being mapped to a different sales manager will be subject to the following actions:

- i. Immediate suspension for a period of one (1) month.
- ii. Both the old and new IDs of the rejoining affiliate will be canceled to maintain integrity.
- iii. If an affiliate is caught rejoining again, their new ID will be permanently suspended.

2. Policy for Affiliates Poaching Other Affiliates

a. Affiliates found to be poaching or influencing others to rejoin their team directly or indirectly will be subject to the following disciplinary actions:

- i. First Offense: Suspension of ID for one (1) month.
- ii. Second Offense: Suspension of ID for three (3) months.
- iii. Third Offense: Permanent suspension of ID, with all payouts held indefinitely.

3. Commission Policy for Poaching and Rejoining

a. Any affiliate who is caught in poaching or has rejoined an existing affiliate with them will not receive the commission for that particular sale.

b. In cases where the poaching or rejoining violation is discovered after the release of commissions, the amount will be deducted from future commissions.

Implementation:

This policy is **effective immediately** and is applicable to all affiliates and sales managers within the organization. All cases will be reviewed by the Compliance Department to ensure fair and consistent enforcement.

By implementing this policy, we aim to create a healthy and collaborative environment that allows all affiliates to grow with the support of their assigned sales managers.



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