

OTG CODE OF CONDUCT GUIDE



VISION: To create a unique Global Organization through teamwork, mentorship and support, empowering individuals to create profitable international Nu Skin businesses.

MISSION: To develop OTG leaders by providing a proven global system based on contribution, honesty, accountability, integrity and respect.

The One Team Global Code of Conduct Guide has been developed in order to clearly illustrate the basic guidelines needed to effectively participate as an OTG Member.

Any Nu Skin Distributor can join OTG, regardless of their Upline or Sponsor, so long as they agree to abide by the OTG Code of Conduct.

Why do we need a Code of Conduct? The world is a big place. In order to truly leverage our time, energy and efforts, we need to work together. No one person has enough time, energy or money to build a global business by themselves. When we work together collectively, using the same processes and systems 'System7' we can all succeed!

OTG is a foundation and framework for the way we work together, how we interact with one another and what we stand for as people. In our System 7 Workflow, the 7th Step is Teamwork. This document provides details on the meaning of Teamwork. How we behave and act locally has an impact globally. The Code of Conduct Guide is not just a nice document; it is vital for our success.

We are a group of professionals committed to building highly productive organizations based on ethics. That means no stealing, lying, deception, silent subversion or actions in any way that promote or advance only one person at the cost of many.

We are also bound to the Nu Skin Distributor Policies and Procedures. OTG will only provide documents and tools, which are legally approved by Nu Skin.

MEMBERS OF ONE TEAM GLOBAL AGREE TO ABIDE BY THE FOLLOWING CODE OF CONDUCT GUIDE.

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- 1. I conduct my Nu Skin business in alignment with the OTG Vision & Mission statements.**

We always conduct business in an honest, ethical and dependable manner. We only recruit and work with honest, ethical people.

The Distributor at all times honestly informs prospects, distributors and or customers regarding the business. He does not convey false information or promise unrealistic results concerning the business or health benefits of the products.

The Distributor is focused on the development of a long-term relationship with prospects, customers and distributors. Their satisfaction and trust is our top priority.

The Distributor handles the personal information of the prospect, distributor and/or customer with confidentiality and proper care.

The Distributor obeys the laws of the country in which they are operating. He exhibits a good example in his environment.

- 2. I treat all team members and their contacts with respect at all times.**

We treat other team members and their contacts with the same high level of respect, which we would like for ourselves and our contacts.

- 3. I strive to be a loyal 'product of the products'. I set an example by redirecting my personal spending replacing all competitive products at home with Nu Skin products.**

We are 100% product users. That means we use as many Nu Skin products as possible. We are loyal 'products of the products'. We set the example in our businesses by redirecting our personal spending and replacing all competitive products in our home with Nu Skin Products.

- 4. I maintain a positive and encouraging attitude that reflects the values of OTG. I show respect for others by avoiding the use of de-edifying (negative) words and actions.**

We don't speak disparagingly about the Company, Products, Upline, Sidelines or System.

- 5. I edify sponsors and leaders of other distributors and groups. I encourage colleagues to work towards growth and success with their upline leaders. I act**

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responsibly. I teach and lead by example. I support and encourage all distributors who demonstrate commitment to this business.

We maintain a positive, loyal, cheerful, and encouraging attitude that reflects our belief in OTG principles and ourselves.

We always edify the sponsor of other participants. We encourage them to follow THEIR upline leaders in order to maximize their efforts. An individual's success is never determined by his sponsor, only by his personal improvements and effort. However, as good sponsors, we feel the responsibility to teach and lead by example. We give the greatest support to those who have made the deepest commitment to this business.

We communicate with respect. We don't de-edify other people or their businesses. We do not promote a 'TEAM name,' wear any kind of team pin, badge, scarf or clothing that excludes others. We are all part of TEAM NU SKIN.

Self-promotion of any particular downline or team is unacceptable. This is also part of the Nu Skin Policies and Procedures.

We talk about and recognize what Nu Skin recognizes: Pin Titles, Million Dollar Circles and NTC Ambassadors.

We acknowledge other team members' contribution and uniqueness. We recognize their achievements and look for positive behaviors. We celebrate all wins, no matter how big or small.

6. I continue to learn and develop by following the guidelines outlined in the OTG System 7 training materials, found at www.otg.global. For duplication purposes, I use only the official standardized, approved material from OTG.

We only use Nu Skin approved OTG presentations, tools and processes for building our businesses.

We do not give information concerning the operations of OTG to any Distributor who is a member of a team that deviates from the OTG principles or ethics. We may not aid in the development of a system similar to OTG in any country, unless the OTG Global Board of Directors gives permission. Violation of this rule may result in immediate exclusion from OTG.

We build our businesses through continual prospecting and recruiting, inviting people to experience the Nu Skin lifestyle, and following the guidelines of the OTG Training materials at www.otg.global.

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We take personal responsibility to ask for a 'Consultation' from our own upline. We take responsibility for our own business strategy and action plan.

We do not share information regarding our business, strategy, point values, pin titles or any information inside the volumes and genealogy section of Nu Skin's back office with any person other than our direct upline leaders.

We are coachable and use, support and sustain the OTG processes.

We build our businesses through personal contacts and circles of influence. We have learned over time recruiting through mass media such as email blasts, personal web pages, advertisements or other methods that do not include personal contacting, are ineffective. They are also prohibited by Nu Skin policies and procedures.

7. I never sell or buy Nu Skin products on Ebay, Amazon, Alibaba, personal websites, or other similar online environments.

Such products do not carry a Nu Skin product guarantee, they do not generate volume points in Nu Skin's compensation plan and they undermine the business foundation of Nu Skin. Buying or selling products in this manner may result in cancellation of your Distributorship by Nu Skin and expulsion from OTG.

In addition to recruiting, the business activities of Distributors include developing a stable long-term base of consumers through the use of Automatic Re-order programs (ADR, ADP and ARO) or the monthly sale of products in markets where the Automatic Re-order does not exist.

The activity of selling products in traditional small or large retail stores, by using email blasts, community portals, online shopping carts, web pages, advertisements or other methods that do not include personal contact, is prohibited.

8. I only recruit those who are not currently active in Nu Skin. I never encourage active distributors or prospects to switch groups. I acknowledge that this is not acceptable behavior under any circumstances.

8a. Treatment of registered Distributors:

It is expressly forbidden to transfer a Distributor to another sponsor by any means (see Nu Skin Policies and Procedures). We only recruit others who are not currently active in the Nu Skin business. We never try to entice someone who is actively pursuing the business to switch to our group from another group. Violation of this rule can result in

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immediate expulsion from OTG.

8b. Treatment of Guests:

It is expressly forbidden to entice someone who is being actively recruited to join your team/business instead of the person who is recruiting them.

Examples:

If a guest attends an event and was invited by someone else, and...

1. they request you, as the speaker to be their sponsor vs. the person who invited them, or
2. you recommend they join you or someone in your team because you are 'local' and will provide better support (you speak their language, understand their culture, your pin title makes you a better sponsor)

...it is dishonest to sponsor someone else's guest, regardless of any previous relationship or connection, or lack thereof. The only right answer is to edify the person who invited them to the event and refer them back to this person for sponsorship.

You too will eventually have a business contact in another city or country listening to presenters other than yourself.... How would you like to be treated?

You may not register an individual as a Nu Skin Distributor without their knowledge or agreement.

Remember no single person will make or break your business, except yourself. The world is big enough for all of us to be successful.

9. I do not promote, recommend or recruit for other network marketing businesses or products, and never make use of OTG or Nu Skin contacts to promote such businesses or products. Additionally, I certify I will not personally profit from any training programs, on line or off line courses, tapes, CD's, videos, books or any other materials of any kind. I certify that I will only use training and promotional materials sanctioned for use by the OTG Global Board of Directors or OTG Regional / National Core Teams and Nu Skin Enterprises.

The right to produce and sell support tools for the OTG business model belongs exclusively to OTG. Anyone who violates OTG copyrights or participates in the illegal reproduction of any of these tools commits legal and ethical violations and is subject to

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immediate expulsion from OTG.

10. I agree issues or conflicts should only be discussed with my upline or the company; never with downlines or sidelines.

Any information contained within Nu Skin's volumes and genealogies (V&G) is intended to be shared only with your sponsor or upline for consultation purposes. Sharing of such information with sidelines or downline is considered crosslining.

Do not be discouraging, speak despairingly or negatively about the business or challenges with your business with anyone other than your sponsor, upline leaders or corporate account managers.

11. I maintain a clean, neat and professional personal appearance and dress code.

We dress in accordance with classic business attire at all events and business meetings. We avoid extremes in dress or appearance. Revealing clothing is inappropriate.

12. I support all OTG System 7 recommended events, including Business Briefings, System 7 Workshops, Regionals, Success Summit/Success Olympics and Nu Skin events.

OTG based events will be posted on www.otg.global. Any event posted on this website is an OPEN meeting and therefore any distributor or guest may attend.

If an Event is promoted in public meetings, via printed materials that contain the official OTG Logo's or trademarks or on the OTG official website(s); it is considered to be an OPEN meeting. Therefore any distributor or guest may attend.

Any income from these events will be deposited into the local Area Leadership Council (ALC) bank account. These monies should never be used for personal expenses or profit.

Events will only use locally approved and OTG branded banners, presentation slides and materials.

VIOLATION OF THE OTG CODE OF CONDUCT

In the event of a dispute between distributors, the first step is for them to meet together and attempt to find solution. In the event a solution is not reached then the

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respective upline Blue Diamond's or Team Elite's of those distributors will attempt to find a solution. Remaining unresolved disputes escalate to the National / Regional CORE Team, then the OTG Global Board of Directors.

VIOLATION OF NU SKIN POLICIES AND PROCEDURES

Violations of Nu Skin Policies and Procedures will be responded to in the following manner by OTG:

1. First offense, from the date of the Nu Skin ruling; the distributor responsible for the violation is on probation for a period of six months. During the probation period, the distributor will not have the privilege of being on stage at OTG events.
2. Second offense, from the date of the Nu Skin ruling, the distributor is no longer welcome to attend and or participate in OTG events.