



OTG CODE OF CONDUCT GUIDELINES

Mission: *The OTG Mission is to develop successful leaders by providing a proven global system based on contribution, honesty, accountability, integrity and respect (“CHAIR”).*

Vision: *The OTG Vision is to create a unique Global Organization through teamwork, mentorship and support, empowering individuals to create profitable international Nu Skin businesses.*

Any Nu Skin Brand Affiliate 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 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.

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 Brand Affiliate at all times honestly informs prospects, Brand Affiliates 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 Brand Affiliate is focused on the development of a long term relationship with prospects, customers, members and Brand Affiliates. Their satisfaction and trust is our top priority.

The Brand Affiliate handles the personal information of the prospect, Brand Affiliate and / or customer and member with confidentiality and proper care, in compliance with the GDPR (General Data Protection Regulation).

The Brand Affiliates obeys the laws of the country in which he/she is operating. He/she exhibits a good example in his/her 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'. We set the example in our businesses by using Nu Skin Products in our home.

We try and use Nu Skin products to get to know them and better advise our customers. That means we use as many Nu Skin products as reasonably possible.

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 Brand Affiliates and groups. I encourage colleagues to work towards growth and success with their upline leaders. I act responsibly. I teach and lead by example. I support and encourage all Brand Affiliates 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 disedify 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 they are.

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 Brand Affiliate 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 of customers and Brand Affiliates, inviting people to experience the Nu Skin lifestyle, and following the guidelines of the OTG Training materials at www.otg.global.

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, personal websites, or other similar online environments.

Selling products on auction sites violates the Nu Skin Policies and Procedures and may result in Nu Skin taking action against your account. Such products do not qualify for Nu Skin's generous satisfaction guarantee, nor are they eligible for company refunds and replacements. There is also no guarantee that they are genuine Nu Skin Products.

In addition to recruiting, the business activities of Brand Affiliates include developing a stable, long-term base of consumers through the monthly sale of products (via ADR, ADP, or ARO, where available), as well as recruiting others to do the same.

The activity of selling products in traditional small or large retail stores, by using email blasts, community portals, online, 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 Brand Affiliates or prospects to switch groups. I acknowledge that this is not acceptable behavior under any circumstances.

8a. Treatment of registered Brand Affiliates:

It is expressly forbidden to transfer a Brand Affiliate 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 immediate expulsion from OTG.

8b. Treatment of Guests:

It is expressly forbidden to entice someone who is actively being recruited to convince them 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 Brand Affiliate 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.

Note: Please be advised that this regulation (point 9) is NOT in Nu Skin's Policies and Procedures.

Additionally, I certify that I will not personally profit from any training programs, online or offline courses, tapes, CD's, videos, books, etc.

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 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 make an effort to attend, when reasonably possible, all OTG recommended System 7 events, including business briefings, System 7 Workshops, Regionals, Success Summits/ Success Olympics and Nu Skin events.

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

Any income from these events will be deposited into the local Area Leadership Council (ALC) bank account. This money 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 Brand Affiliates, the first step is for them to meet together and attempt to find a solution. In the event a solution is not reached then the respective upline BLue Diamond Director or Team Elite of those Brand Affiliates will attempt to find a solution. Remaining unresolved disputes escalate to the National / Regional CORE Team, then the OTG Global Board of Directors.

If any member is found to be in violation of the OTG Code of Conduct, or engages in any conduct which is inconsistent with these principles, OTG may impose disciplinary measures, including probation, revocation of privileges, or expulsion from OTG.