



YESGLOBAL NUTRITION & WELLNESS INCORPORATED

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CODE OF ETHICS

Independent Distributors · Philippines

Version 1.0 · October 2026 · draft for review by Philippine counsel before use

1. Purpose

1.1 This Code sets the standards every Independent Distributor (“member”) must keep. It forms part of the Distributor Agreement; breaching it is a breach of the Agreement.

1.2 It is written to meet Article 53 of the Consumer Act of the Philippines (Republic Act No. 7394), which prohibits chain distribution plans and pyramid sales schemes, the Food and Drug Administration's rules on product claims, and the code of ethics of the Direct Selling Association of the Philippines.

2. Membership

2.1 One person, one account. A person may hold only one membership account; spouses may share one joint account. Accounts may not be bought, sold, rented or held through another person.

2.2 Keep your login private. You are responsible for everything done through your account.

2.3 On the death of a member, the account may pass to the lawful heir on proof of entitlement. On separation of spouses holding a joint account, the account stays with the spouse they agree on in writing, or as a court orders; until then the Company may hold bonuses.

2.4 A member who resigns may rejoin only after six (6) months, under any sponsor.

3. Dealing with customers

3.1 Identify yourself, the Company and the purpose of your visit or message at the start.

3.2 Describe products truthfully, state the price, and explain the cooling-off right and the return policy.

3.3 Never sell above the Retail Price, and give the customer a written record of the sale showing the product, price, your name and member ID, and how to cancel or return.

3.4 Do not use pressure, harassment, or tactics that exploit a person's age, illness, inexperience or trust. Respect a customer's request to end a visit or call.

3.5 Protect customers' personal data as the Data Privacy Act requires.

4. Product claims

4.1 Food supplements have no approved therapeutic claims. Never say or imply that a product diagnoses, treats, cures, mitigates or prevents any disease, or replaces medicine.

4.2 Every advertisement or post about a food supplement must carry the FDA reminder “MAHALAGANG PAALALA: Ang [product] ay HINDI GAMOT at hindi dapat gamiting panggamot sa anumang uri ng sakit.”

4.3 Use only Company-approved claims, images and materials. Do not create your own testimonials about health results, or before-and-after material.

5. Income and opportunity claims

5.1 Never say or imply that any level of income is typical, expected or guaranteed, or show your own earnings, cars or lifestyle as an inducement to join.

5.2 Explain that bonuses come only from product sales, that membership is free, and that nobody earns from recruiting.

5.3 Present the Compensation and Marketing Plan only from the Company's official version.

6. Sponsoring

6.1 Do not charge anyone a fee, or require any purchase, to join or to be sponsored.

6.2 Do not encourage anyone to buy more than they can use or resell in a reasonable time (inventory loading), to buy in someone else's name, or to buy in order to qualify for a rank or bonus.

6.3 Do not persuade members of another sponsor line to move (cross-line sponsoring), and do not register a person under a false name or another person's identity.

6.4 Train and support the people you sponsor, and give them the Company's documents.

7. Online selling and social media

7.1 Sell online only through the channels the Company authorises. Do not list products on online marketplaces, and do not run paid advertising using the Company's brand, without written approval.

7.2 Do not create websites, pages or accounts that look like the Company's official channels.

7.3 Follow the Internet Transactions Act (Republic Act No. 11967) and any DTI registration it requires of you as an online seller.

8. Promotions and events

8.1 Do not run raffles, contests, lucky draws or sales promotions for Company products without the Company's written approval and the permit the law requires.

8.2 Events must be free of any charge that operates as a joining fee.

9. Conflicts of interest

9.1 You may sell other companies' products, but you must not use the Company's member data, events or channels to promote another direct selling business, or invite Company members to join one.

10. Intellectual property and confidentiality

10.1 Use the Company's names, logos and materials only as approved, and stop when your membership ends.

10.2 Keep genealogy reports, member lists and Company information confidential.

11. Breaches and discipline

11.1 The Company investigates any reported breach and tells the member what is alleged. The member may answer in writing within seven (7) days.

11.2 Depending on how serious it is, the Company may give a written warning, require corrective action, withhold bonuses connected with the breach, suspend the account, or terminate it under the Distributor Agreement.

11.3 A member may appeal any decision in writing within thirty (30) days.

12. Complaints

12.1 Anyone may complain about a member or the Company to ph@yesglobal.co. The Company acknowledges within seven (7) days and responds within thirty (30) days.

12.2 Complainants may also go to the Department of Trade and Industry, and, once the Company is a member, to the Direct Selling Association of the Philippines.

13. Changes

13.1 The Company may update this Code on notice to members. Changes to the Compensation and Marketing Plan need the approvals described in the Distributor Agreement.