

Avon Facebook Page and Group Terms of Use

Thank you for visiting the Avon Facebook Page and/or Official Avon Representative Social Selling Group (collectively, this “Page”). This Page is a place for Avon fans and Representatives to come together and discuss Avon products and initiatives. The comments, graphics, videos, links and any other type of material (“Content”) posted by fans and Representatives on this Page do not necessarily reflect the opinions or ideas of Avon, and Avon is not responsible for, nor does it endorse, represent or warrant the accuracy of, any such Content. However, Avon may report or remove any Content that violates these Terms of Use or is otherwise inappropriate for any reason as Avon determines in its sole discretion.

In addition to any and all Facebook policies that must be adhered to, the Content posted on this Page is governed by the Avon.com Terms & Conditions of Use (<https://www.avon.com/information/conditions-of-use>) and The Avon Company Privacy Statement (<https://www.avon.com/information/privacy-statement>).

In addition, by posting Content to this Page, you agree that you have read and are familiar with these Terms of Use and agree to the additional terms below.

Required Disclosures

If you are an Avon employee, Avon Independent Sales Representative, or are otherwise affiliated with Avon (including, without limitation, as an independent contractor, endorser or spokesperson) you must conspicuously disclose that fact in your postings to this Page. If your Content relates to Avon products that were provided to you as free samples, gifts, or as part of a reward or blogger program, you must conspicuously disclose that fact in your postings to this Page.

Posting Guidelines

Avon reserves the right, but shall have no obligation, to moderate any and all Content posted to this Page. Such moderation includes without limitation Avon’s right to edit, delete, modify or report the Content submitted to or posted on the Page. You acknowledge and agree that Avon may conduct such moderation at any time without notice to, or approval from, you. If you are under 18 years of age, please be sure you have a parent’s permission to post Content to this Page.

Certain Content may not be posted on this Page, including the following:

1. Inappropriate Content

- contains inaccurate, untrue or exaggerated descriptions or depictions of your experience with Avon or other products;
- contains Content that is inappropriate or inconsistent with, Avon’s image and reputation;
- is unlawful, abusive, hateful, threatening, harmful, or invasive of another’s privacy;
- attacks, defames, insults or otherwise harasses any individual or company;
- contains offensive material or language or promotes inappropriate behavior;
- Inappropriate Content, Product Claims, Earnings Claims, Infringing Content, Advertising Private Information and Impersonation.

2. Be Kind and Courteous

- We’re all in this together to create a welcoming and educational environment. Let’s treat everyone with respect. Different points of view are natural, but kindness is required.

3. Medical Advice

- purports to provide individual medical, therapeutic or other healthcare advice;
- includes or promotes an “off-label” or unapproved use of a drug.

4. Infringing Content

- infringes or violates any party’s intellectual property rights, including, but not limited to, using third-party copyrighted materials, third-party trademarks, the names or likenesses of others without appropriate permission and attribution, or other third-party information (whether or not protected as a trade secret) in violation of a duty of confidentiality.

5. Advertising

- contains any advertising or other promotional materials;
- contains content that is used to buy or solicit any goods, services, or money to advertise or sell products or services of others;
- links to "Avon.com" or statements such as "buy from me," "purchase this product from me here."

6. Private Information and Impersonation

- discloses or references any personally identifiable information belonging to a third party without express permission;
- depicts or describes any activities that would violate the personal privacy rights of others, including but not limited to collecting and distributing information about others without their permission;
- impersonates any person or entity;
- falsely states or otherwise misrepresents an affiliation with any person or entity.

Additional Terms and Conditions for participation in the Official Avon Representative Social Selling Group:

- **You Must Be a Current USA Avon Representative**
Only eligible and current Avon Independent Sales Representatives may participate in the Official Avon Representative Social Selling Group (“Group”).
- **Respect Everyone's Privacy**
Authentic, expressive discussions make Facebook Groups great, but may also be sensitive and private. What's shared in the Group should stay in the Group unless it is customer facing.
- **No Hate Speech or Bullying**
Make sure everyone feels safe. This Group contains Representatives from many backgrounds. Bullying of any kind isn't allowed, & degrading comments about things like language, race, religion, culture.
- **The Above Rules DO NOT Replace the Avon Independent Sales Representative Contract Terms and Conditions or the Business Policies and Procedures for Independent Avon Sales Representatives, which are available for viewing on Avon.com.**

Violations

Any Content that violates these Avon Facebook Page and Group Terms of Use, the Avon Terms & Conditions of Use (<https://www.avon.com/information/conditions-of-use>), or is otherwise deemed inappropriate by Avon in its sole discretion, may be removed, edited or

reported by Avon. Also, the user who submits or posts such Content may be suspended or permanently banned or blocked from this Page. If you see Content you believe violates these Posting Guidelines please contact us at: [avon_privacy@avonusa.com].

Additional Terms and Conditions; License

In addition to Avon's Terms & Conditions of Use (<https://www.avon.com/information/conditions-of-use>), by submitting Content to this Page, you also agree to the following terms and conditions.

You represent and warrant that all Content (including, without limitation, all statements by you contained therein) you post is original with you, is truthful and accurate, and that you own all right, title and interest in the Content and any elements you include in the Content (you may be required to provide documentation in a form acceptable to Avon evidencing such rights). You further represent and warrant that you have obtained all necessary licenses, consents, waivers, releases, authorizations and/or permissions to submit, upload, post and transmit Content.

You grant to Avon and its affiliated entities an irrevocable, worldwide, nonexclusive, perpetual, fully sub-licensable, transferable, royalty-free right and license to use, reproduce, modify, adapt, publish, translate, create derivative works from, distribute, transmit, publicly perform, and publicly display Content (in whole or part), and any names and likenesses contained therein, as well as biographical information and quotations that you post to this Page in any and all media, including, without limitation, on Avon's websites and pages on social media sites, in Avon's brochures, and in advertising, without compensation, notification, approval or any other obligation, to anyone, including yourself. Furthermore, Avon is free to use Content and any ideas, concepts, know-how, or techniques contained in or derived from the Content for any purpose whatsoever, including, but not limited to, developing, manufacturing, advertising and marketing products, services and Avon's charitable ventures using such information, without compensation, notification, approval or any other obligation, to anyone, including yourself.

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