

# Terms and Conditions

3-2-1 INCENTIVE



The Young Living “3-2-1” Incentive is sponsored by Young Living Europe B.V. (“Promoter”), Peizerweg 97, 9727AJ Groningen, Netherlands. These terms and conditions (“Terms”) govern this Incentive. Instructions for valid purchase form part of the Terms which you will be deemed to have accepted. Incentive begins October 1, 2024, at 00:01 (BST) and ends on October 31, 2024, at 23:59 (GMT) (1 month, the “Promotional Period”). Young Living’s method of timekeeping is the official time clock for the Incentive and is final and undisputable.

## 1. Eligibility

- Participants must meet all of the following criteria:
  - Enrol at least 3 (three) new (to Young Living) Brand Partners during the Promotional Period: 2 (two) of them should be enrolled with a Premium Starter Kit and 1 of them with a minimum of 50 PV on either a One-Time or Loyalty order.
  - Help at least 1 of your personally enrolled\* Brand Partners rank up to Star for the very first time during the Promotional Period. \*Enrolment date can be before the start date of the 3-2-1 Incentive.
  - Qualifying orders must be placed within the Promotional Period with a successful payment. Participants are advised to monitor the orders of their Enrolees in case a payment was unsuccessful or reversed. Standard payment methods apply.
  - Any changes to the qualifying order of the Enrolee such as cancellations, returns or adjustments resulting in lower PV volume of the order or no order at all, will affect the qualifying order, and impact the qualification.
  - If a qualifying Enroller or an account holder themselves chooses to change the Enroller during the Promotional Period, regardless of whether the qualifying order was already placed and paid or not, the new Enroller will benefit from a qualifying order in place of the original Enroller.

## 2. Communication and Results of the Incentive

- There will be no Leaderboard to track the results of the participating Brand Partners. Each participating Brand Partner can track their results on their own during the Promotional Period.
- The results will be finalised by the end of November 2024. Once final results are gathered, there will be no changes to them.
- Brand Partners who qualify for the prize will be notified between November 1, 2024 to December 31, 2024 via the email address on your Young Living account.
- The list of participating and qualifying Brand Partners will be checked and audited by the Young Living Conduct team on a regular basis. Please note, final results may differ due to orders being cancelled, refused upon delivery, returned for refund or exchange etc. Any qualifying orders must be paid by the new Enrolee using a payment method that complies with Young Living’s Policies & Procedures and payment regulations. Young Living reserves the right to exclude Enrolees or their orders from the total number of enrolments completed within the Promotional Period if these are not in good standing with Young Living Policies & Procedures. Any Enroller changes that are completed according to Young Living Policies & Procedures within the Promotional Period may also affect qualification and/or final results.

## 3. Prize Conditions

Incentive Prize – AromaConnect Wake-Up Light Diffuser

Meeting the criteria of this Incentive during the Promotional Period will qualify you for the Prize. The Prize will be added to the Loyalty order placed in December 2024\*\*. \*\*Month may be changed at Young Living’s discretion according to product supplies.

Prizes are not transferrable or redeemable for cash, except that Young Living reserves the right, at Young

Living's sole discretion, to substitute a Prize (or portion thereof) for a product of greater or equal value. Prizes are awarded "AS IS" and WITHOUT WARRANTY OF ANY KIND, express or implied, including, without limitation, any implied warranty of merchantability or fitness for a particular purpose. During the Promotional Period, participants may be audited on a regular basis to monitor compliance with the Young Living Policies & Procedures applicable to the Participants' jurisdiction ("Young Living's Policies & Procedures"), especially, but not limited to, those sections pertaining to advertising and promotions. Any violation of Young Living's Policies & Procedures will disqualify the participant from the Incentive in its entirety.

#### **4. Notification/Prize Acceptance**

Any protests regarding ranks or enrolments must be lodged within three days of the final results being communicated. After the final audit in November 2024, an email will be sent to Brand Partners who qualify for the Prize.

#### **5. Licence**

By accepting the Prize, the respective qualifier consents to the use of their name, address (city and state/province of residence), voice, statements relating to the Incentive and Young Living, and photographs or other likeness, without further compensation, notification or permission in any publicity or advertising carried out by Young Living or any related entities in any media without territorial or time limitation, except where prohibited by law.

#### **6. Limitations of Liability**

Young Living and its affiliates, subsidiaries, parent companies, advertising and promotion agencies, printers, and judges involved in this Incentive are not responsible for any inaccuracies in information that may be used in the Incentive; for any technical or human error that may occur in the processing of entries, including data entered by Brand Partners; any entry miscommunications such as technical failures related to computer, telephone, cable and unavailable network or server connections; related technical failures; or other failures related to hardware, software, virus or incomplete, late or misdirected entries. Any compromise to the fair and proper conduct of this Incentive related to a computer virus or similar type of technical impairment that may affect the proper fairness, security, and administration of the Incentive may result in the termination, amendment or modification of the Incentive or portion thereof at the sole discretion of Young Living. Young Living reserves the right, in its sole discretion, to void any entries of participating Brand Partners who Young Living believes have attempted to tamper with or impair the administration, security, fairness, or proper play of this Incentive or who act in a non-sportsman like manner or with the intent to threaten or harass any other person. By participating in the Incentive, participating Brand Partners waive all rights to claim punitive, incidental, and consequential damages, legal expenses, or any damages other than actual out-of-pocket costs or losses that may arise in connection with participation in the Incentive or acceptance, possession, and use of any Prize. All causes of action arising out of or connected with this Incentive, or any Prize awarded shall be resolved individually, without resort to any form of class action. Some jurisdictions may not allow certain limitations on damages or the ability to seek damages through a class action, so some of these restrictions may not apply to you. Young Living Europe B.V. reserves the right to assign its obligations under this Incentive to a different entity within the Young Living group, namely Young Living CIS, LLC, and Young Living Africa (Pty) Ltd. By participating in the Incentive, participating Brand Partners consent to the Incentive Sponsor sharing their personal data with other entities of the Young Living Group, other participants and promotional partners for the administration and advertising of the Incentive and furnishing the Prizes.

#### **7. Other Rules and Regulations**

If aspects of the Prize changes beyond the control of Young Living, neither Young Living, nor any other promotional partners furnishing Prizes, will be liable or responsible for any such changes, and Young Living reserves the right to substitute a Prize of equivalent or greater value, at Young Living's sole and absolute discretion, if for any reason all or any portion of a Prize, as described herein, are or become unavailable. No transfer of a Prize to a third party is permitted. By accepting a Prize, Prize qualifiers agree that Young Living shall not be liable for any injuries, damages, or losses of any kind resulting from or in connection with the awarding, acceptance, possession, or use of the Prize or any aspects or parts thereof. Young Living will be the final arbiter of all rule interpretations and qualification determinations and such decisions will be final. If necessary, to clarify questions in the rules or interpretations thereof, Young Living may amend these rules by publishing a new version of the rules. Where applicable, Prizes will be reported as income on the qualifier's annual tax form. Young Living reserves the right to suspend or terminate this Incentive, without notice, for

any reason or no reason, in its sole discretion. Employees of Young Living and its associated entities and their spouses and immediate family members are not eligible to participate in this Incentive. This Incentive is void where prohibited by law. All participating Brand Partners who qualify will be subject to auditing or verification of their Incentive Points totals. By participating in the Incentive, you (i) acknowledge compliance with the Incentive Rules, including all eligibility requirements, (ii) warrant that any information you provide in connection with this Incentive is true and accurate, and (iii) agree to be bound by the decisions of Young Living, which shall be final and binding in all matters relating to this Incentive. Participating Brand Partners who have not complied with the Incentive Rules are subject to disqualification. The participating Brand Partners consent to the jurisdiction and venue of the courts of the Netherlands. In the event of any conflict with any Incentive details contained in these Official Rules and Incentive details contained in other Incentive materials (including, without limitation, any point of sale, online or print advertising), the details of the Incentive as set forth in these Official Rules shall prevail. Young Living's failure to or decision not to enforce any provision in these Official Rules will not constitute a waiver of that or any other provision. In the event that any provision is determined to be invalid or otherwise unenforceable or illegal, these Official Rules shall otherwise remain in effect and shall be construed in accordance with their terms as if the invalid or illegal provision were not contained herein.

## 8. Participating Countries and Regions

Albania	Czech Republic	Iceland	Monaco	Spain
Andorra	Denmark	Ireland	Montenegro	Svalbard and Jan Mayen
Armenia	Estonia	Italy	Netherlands	Sweden
Austria	Faroe Islands	Jersey	North Macedonia	Switzerland
Belgium	Finland	Kazakhstan	Norway	Ukraine
Bosnia and Herzegovina	France	Kosovo	Poland	United Kingdom
Bulgaria	Germany	Latvia	Portugal	Vatican City
Canary Islands	Gibraltar	Liechtenstein	Romania	
Ceuta	Greece	Lithuania	San Marino	
Croatia	Greenland	Luxembourg	Serbia	
Cyprus	Guernsey	Malta	Slovakia	
	Hungary	Moldova	Slovenia	