

Policies and Procedures

Section 1 Introduction

1.1 - Policies and Compensation Plan Incorporated into Entrepreneur Agreement

These Policies and Procedures, in their present form and as amended at the sole discretion of Kannaway, are incorporated into, and form an integral part of, the Kannaway Entrepreneur Agreement. Throughout these Policies and Procedures, when the term "Agreement" is used, it collectively refers to the Kannaway Entrepreneur Online Application and Agreement, these Kannaway Policies and Procedures, the Kannaway Terms of Use Agreement, and the Kannaway Compensation Plan.

These documents are incorporated by reference into the Kannaway Entrepreneur Agreement (all in their current form and as amended by Kannaway).

1.2 - Purpose of Policies

Kannaway is a direct sales company that markets products through Entrepreneur. It is important to understand that your success and the success of your fellow Entrepreneur depends on the integrity of those who market our services. To clearly define the relationship that exists between Entrepreneur and Kannaway, and to explicitly set a standard for acceptable business conduct, Kannaway has established the Agreement. Kannaway Entrepreneurs are required to comply with all of the provisions set forth in the Agreement, which Kannaway may amend at its sole discretion from time to time, as well as with EU, state and local laws governing their Kannaway business and their conduct. Because you may be unfamiliar with many of these standards of practice, it is very important that you read and abide by the Agreement. Please review the information in this document carefully. It explains and governs the relationship between you, as an independent contractor, and Kannaway. If you have any questions regarding any policy or rule, do not hesitate to seek an answer from the Kannaway corporate office.

1.3 - Changes and Amendments to the Agreement

Due to the constant changes in the laws and business environment involving Kannaway's operations, Kannaway reserves the right to amend the Agreement, compensation plan, product availability and its prices at its sole and absolute discretion without prior notice. This provision does NOT apply to the arbitration clause found in Section Nine (9), which can only be modified via mutual consent.

By submitting an Entrepreneur Agreement, an Entrepreneur agrees to abide by all amendments or modifications that Kannaway elects to make. Changes and/or amendments shall be effective immediately upon publication of the changes and/or amendments. Any amendments shall be published by one or more of the following methods:

- a. Posting on Kannaway's official website;
- b. Electronic mail (email);
- c. Inclusion in Company periodicals;
- d. Inclusion with commissions or bonus checks;
- e. Or special mailings.

The continuation of an Entrepreneur's Kannaway business or an Entrepreneur's acceptance of bonuses or commissions constitutes acceptance of any and all changes and/or amendments. Further, an Entrepreneur's rights under the Agreement are subject to an Entrepreneur meeting all obligations under the Agreement.

1.4 - Delays

Kannaway shall not be responsible for delays or failures in performance of its obligations when performance is made commercially impracticable due to circumstances beyond its reasonable control. This includes, without limitation, strikes, labor difficulties, riot, war, fire, death, curtailment of a party's source of supply, government decrees or orders, and acts of God.

1.5 - Policies and Provisions Severable

If any provision of the Agreement, in its current form or as may be amended, is found to be invalid, or unenforceable for any reason, only the invalid portion(s) of the provision shall be severed and the remaining terms and provisions shall remain in full force and effect and shall be construed as if such invalid or unenforceable provision never comprised a part of the Agreement.

1.6 - Waiver

Kannaway never gives up its right to insist on compliance with the Agreement and with the applicable laws governing the conduct of a business. No failure of Kannaway to exercise any right or power under the Agreement or to insist upon strict compliance by an Entrepreneur with any obligation or provision of the Agreement, and no custom or practice of the parties at variance with the terms of the Agreement, shall constitute a waiver of Kannaway's right to demand exact compliance with the Agreement. Waiver by Kannaway can be affected only in writing by an authorized officer of Kannaway. Kannaway's waiver of any particular breach by an Entrepreneur shall not affect or impair Kannaway's rights with respect to any subsequent breach, nor shall it affect in any way the rights or obligations of any other Entrepreneur.

Section 2 **Becoming an Entrepreneur**

2.1 - Requirements to Become an Entrepreneur

To become a Kannaway Entrepreneur, each applicant must:

- a. Be at least 18 years of age;
- b. Reside in the 50 United States, Territories, or Countries officially opened by Kannaway;
- c. Have a valid national insurance number or VAT number;
- d. Submit an accepted Kannaway Entrepreneur Application and Agreement.
- e. Kannaway reserves the right to reject any applications for a new Entrepreneur or applications for renewal.

2.2 - Renewals and Expiration of an Entrepreneur Agreement

If an Entrepreneur allows his or her position to expire due to nonpayment, an Entrepreneur will lose any and all rights to his or her downline organization unless an Entrepreneur re-activates within 60 days following the expiration of the agreement. If the former Entrepreneur re-activates within the 60-day time limit, an Entrepreneur will resume the rank and position held immediately prior to the expiration of an Entrepreneur agreement.

However, such Entrepreneur's paid as level will not be restored unless he or she qualifies at that payout level in the new month. An Entrepreneur is not eligible to receive commissions for the time period that an Entrepreneur's agreement was expired.

Any Entrepreneur who was terminated or whose agreement has expired and lapsed the 60day grace period is not eligible to reapply for a Kannaway business for 6 months following the expiration of an Entrepreneur agreement.

2.3 - Entrepreneur Benefits

Once an Entrepreneur Application and Agreement has been accepted by Kannaway, the following benefits are available to the new Entrepreneur.

2.3.1 -Entrepreneur that enroll in Kannaway are allowed to:

- a. Sell Kannaway products to retail customers and receive profit from these sales
- b. Receive periodic Kannaway literature and other Kannaway communications
- c. Build a network of Entrepreneur and participate in the Kannaway Compensation Plan

2.4 - Resident Status

If an Entrepreneur is unable to prove their legal residency, citizenship, or legal right to do business in the country where they have enrolled as an Entrepreneur, Kannaway may declare their Entrepreneur Agreement void from its inception. Entrepreneur may only enroll to be an Entrepreneur in an authorized country.

Section 3 Code of Ethics

Kannaway has made a commitment to provide the finest direct sales experience backed by impeccable service to its Entrepreneur. In turn, Kannaway expects Kannaway Entrepreneur to reflect that image in their relationships with Customers and fellow Entrepreneur.

As a Kannaway Entrepreneur, you are expected to operate your business according to the highest standards of integrity and fair practice. Failure to comply with the Code of Ethics can result in your termination as a Kannaway Entrepreneur. The Code of Ethics, therefore, states:

An Entrepreneur shall:

- a. Conduct their business in an honest and ethical manner at all times.
- b. Make no representations about the benefits associated with Kannaway and Kannaway brands other than those contained in officially approved corporate literature, official website and videos.
- c. Provide support and encouragement to their customers to ensure that their experience with Kannaway is a successful one.
- d. Motivate and actively work with Entrepreneur of their downline organization to help them build their Kannaway business. An Entrepreneur understands that that this support is critical to each Entrepreneur's success with Kannaway.
- e. Not directly, or indirectly, cause an Entrepreneur or prospective Entrepreneur to operate in a financially irresponsible way, including, but not limited to, pressuring them to buy more products or business support materials/services than they can reasonably use or sell, or to maintain specific inventory requirements.
- f. Not directly or indirectly, encourage or recommend that Entrepreneur or prospective Entrepreneur incur debt in order to participate in the business
- g. Refrain from exaggerating their personal income or the income potential in general; and will disclose and stress to Entrepreneur candidates the level of effort and commitment required to succeed in the business.
- h. Refrain from exaggerating their earned rank or title as an Entrepreneur; and will disclose and stress to Entrepreneur candidates the level of effort and commitment required to succeed in the business.
- i. Not abuse the goodwill of their association with Kannaway to further or promote other business interests (particularly those which may be competitive to Kannaway) without the prior written consent of Kannaway.

- j. Not make disparaging remarks about other products, services, Entrepreneur, or companies; likewise, an Entrepreneur will not willfully denigrate the activities or personalities of fellow Kannaway Entrepreneur.
- k. Will abide by all of the Policies and Procedures of Kannaway as included herein, or as may be amended from time to time.
- l. Not make any payment(s) or promise to pay any prospective or existing Entrepreneur in return for such Entrepreneur's enrollment, continued enrollment, or team building or recruiting activities with Kannaway.
- m. It is not permitted for Entrepreneur to attempt to poach the sales partners of other corporations. Furthermore, Entrepreneur are not allowed to agitate other Entrepreneur towards a change in sponsor within KANNAWAY.
- n. Entrepreneur may only refer the consumer, for commercial purposes, to studies, letters of recommendation, test results or other persons, if they have been officially authorized both by the party cited and by KANNAWAY, and there is an accurate and complete citation, whereby no outdated or otherwise obsolete documents may be used. Studies, letters of recommendation, tests and personal references must also always be used within the context of the intended purpose.
- o. Entrepreneur must take into consideration a person's lack of business experience and must not in any way exploit their age, illness or limited capacity for discernment to provoke them into the conclusion of a contract, nor can minors be used in any activity for KANNAWAY.
- p. In the case of contact with "socially weak" or foreign-speaking population groups, the Entrepreneur must take necessary consideration of their financial capacities and their ability to discern and understand linguistically, and in particular will refrain from anything that might lead to members of such groups to place orders which do not correspond to their circumstances.

Section 4 **Operating Kannaway Business**

4.1 - Adherence to the Kannaway Compensation Plan

Entrepreneur must adhere to the terms of the Kannaway Compensation Plan as set forth in official Kannaway literature.

Entrepreneur shall not offer the Kannaway opportunity through, or in combination with, any other system, program or method of marketing other than that specifically set forth in official Kannaway literature. Entrepreneur shall not require or encourage other current or prospective customers or Entrepreneur to participate in Kannaway in any manner that varies from the program as set forth in official Kannaway literature. Entrepreneur shall not require or encourage other current or prospective customers or Entrepreneur to execute any agreement or contract other than official Kannaway agreements and contracts in order to become a Kannaway Entrepreneur. Similarly, Entrepreneur shall not require or encourage other current or prospective customers or Entrepreneur to make any purchase from, or payment to, any individual or other entity to participate in the Kannaway Compensation Plan other than those purchases or payments identified as recommended or required in official Kannaway literature.

4.2 - Bonus Buying Prohibited

Bonus buying is strictly and absolutely prohibited. "Bonus buying" includes:

- a. the enrollment of individuals without their knowledge and agreement and/or without execution of an Entrepreneur Application;
- b. the fraudulent enrollment of an individual as an Entrepreneur or merchant;
- c. the enrollment or attempted enrollment of non-existent individuals as Entrepreneur or merchants;
- d. the use of a credit card by or on behalf of an Entrepreneur or merchant when the Entrepreneur or customer is not the account holder of such credit card;
- e. purchasing Kannaway products on behalf of another Entrepreneur, or under another Entrepreneur's ID number, to qualify for commissions or bonuses.

4.3 - Business Entities

A Partnership, B.V. or AG may hold an Entrepreneur business upon completion of an Entrepreneur Application form, and providing on that form in the appropriate space, a VAT number. However, an individual may not participate in more than one (1) Entrepreneur business of any kind. The person signing the application on behalf of a business entity must have the authority of said entity for entering into the transaction. In addition, by signing as a business entity, you certify that no person with an interest of debt or equity in the business has had an interest in an Entrepreneur business in Kannaway within six (6) months of the date of signature.

- If a capital corporation submits an application to an Entrepreneur, at the request of KANNAWAY, a copy of the appropriate extract from the commercial register regarding the registration as well as the sales tax identification number are to be submitted. All shareholders and any shareholders of the shareholders, where a shareholder is also a legal person or a non-incorporated firm, must be named, be at least 18 years old, and the application signed by the responsible person (e.g. the director). The shareholders and any shareholders of shareholders are personally liable vis-à-vis KANNAWAY, along with the responsible person, for the behavior of the capital corporation.
- In the case of non-incorporated firms, a copy of the corresponding extract from the commercial register – if available – as well as the sales tax identification number, are to be submitted. All shareholders and any shareholders of the shareholders, where a shareholder is also a legal person or a non-incorporated firm, must be named, be at least 18 years old, and the application signed by the responsible person (e.g. the managing director). The shareholders and any shareholders of shareholders are personally liable vis-à-vis KANNAWAY, for the behavior of the non-incorporated firm.
- For each natural person, non-incorporated firm (e.g. GbR, OHG, KG, LLC, etc.) and capital corporation (e.g. AG, GmbH, UG, Ltd., Inc., Corp., etc.) only one Entrepreneur application will be accepted; likewise it is prohibited for a person registered as a natural person to be additionally registered as a shareholder in a nonincorporated firm or in a corporation.

4.4 - Changes to a Kannaway Business

As an Entrepreneur, it is your duty to keep the information contained in your Entrepreneur Agreement current and accurate. You must immediately inform Kannaway of any changes affecting the accuracy of information contained in these documents. Kannaway may terminate an Entrepreneur Agreement or declare an Entrepreneur Agreement void from its inception if Kannaway determines false or inaccurate information was provided. If you fail to update your Distributor Agreement holds may be placed on your account or other disciplinary action may be taken, including termination.

4.4.1 - Change of Address, Telephone, or Email

Each Entrepreneur must immediately notify Kannaway of all changes to the information contained in his or her Entrepreneur Application and Agreement. Entrepreneur may modify their existing Entrepreneur Agreement Form by submitting a written request and appropriate supporting documentation.

To ensure timely delivery of products, support materials and commission checks, it is critically important that Kannaway's files are current. Entrepreneur planning to move should update their personal information via their Kannaway Entrepreneur Back Office. In the event that an Entrepreneur is unable to update their personal information via their back office, an Entrepreneur must submit an "Amended" Application to change their account information.

Amended Applications must be signed by an Entrepreneur and must be sent to the Kannaway Compliance Department (compliance@kannaway.com). Kannaway reserves the right to refuse to accept any amendments. To guarantee proper delivery, two weeks advance notice to Kannaway is recommended on all changes. Name change requests will be processed as Sale, Transfer, or Assignment of Kannaway Business per section 4.27 of these Policies and Procedures.

4.4.2 - Change of Sponsor

To protect the integrity of all marketing organizations and safeguard the hard work of all Entrepreneur, Kannaway does not allow changes in sponsorship for active Entrepreneur. Maintaining the integrity of sponsorship is critical for the success of every Entrepreneur and marketing organization. Accordingly, the transfer of a Kannaway business from one sponsor to another is not permitted.

Exception - A request for a change in sponsor, due to Kannaway error, will be accepted within 45 days of completion of the application.

4.4.3 - Cancellation and Re-application

Cancellation and Re-application. An Entrepreneur may terminate his or her Kannaway Agreement at any time with written notice. Following termination of the Kannaway Agreement, the former Entrepreneur must remain Inactive from any Kannaway related activity for six (6) months following termination prior to re-applying to become a Kannaway Entrepreneur. As used in this Section, "Inactive" shall mean the former Entrepreneur shall NOT: purchase any Kannaway products for resale, sell any Kannaway products, sponsor any Kannaway affiliates, attend any Kannaway function, operate any Kannaway related business, or affiliate with any affiliated Kannaway company including its parents, subsidiaries, successors, assigns for six (6) months from the date of cancellation.

Following the six (6) month period of inactivity, the former Entrepreneur may reapply under a new sponsor. However, the former Entrepreneur will permanently lose any and all right to their former Entrepreneur downline organization.

4.5 - Unauthorized Claims and Actions

4.5.1 - Indemnification

An Entrepreneur is fully responsible for all of his or her verbal and written statements made regarding Kannaway products, services, and the Compensation Plan that are not expressly contained in official Kannaway materials. Entrepreneur agree to indemnify Kannaway and Kannaway's directors, officers, employees and agents and hold them harmless from any and all liability, including judgments, civil penalties, refunds, attorney fees, court costs or lost business incurred by Kannaway as a result of an Entrepreneur's unauthorized representations or actions. This provision shall survive the termination of an Entrepreneur Agreement.

4.5.2 - Income Claims

In an effort to conduct best business practices, Kannaway has developed the Kannaway Compensation Plan. The Kannaway Compensation Plan is designed to convey truthful, timely, and comprehensive information regarding the income that Kannaway Entrepreneur earn. In order to accomplish this objective, a copy of the Kannaway Compensation Plan must be presented to all prospective Entrepreneurs anytime compensation is presented or discussed, or any type of income claim or earnings representation is made.

4.6 - Conduct at Kannaway Events

4.6.1 - No Selling or Recruiting at Kannaway Events

Selling and recruiting at Kannaway events is not permitted. These activities take away from the primary focus of the event and can negatively reflect on the professional image of Kannaway as a company. You may, however, offer a business card and/or catalog.

4.6.2 - No Selling or Recruiting for other Companies at Kannaway Events

Kannaway Entrepreneur shall not sell any products or recruit for any business during Kannaway events. This restriction most specifically applies to sales and recruitment efforts for any other direct sales or marketing programs, regardless of the product category, including those that do not compete with Kannaway's product line. Only the distribution of business cards is permitted.

4.7 - Conflicts of Interest

4.7.1 - Non-compete Policy

A Kannaway Entrepreneur shall not participate in other direct sales, multilevel or network marketing business ventures or marketing opportunities (collectively "Network Marketing Activities"), during the time an individual is a Kannaway Entrepreneur.

A Kannaway Entrepreneur shall not engage in any business which is competitive with Kannaway in any manner during the time an individual is a Kannaway Entrepreneur.

A Kannaway Entrepreneur shall not display Kannaway products with any other products or services in a fashion that might in any way confuse or mislead a prospective customer, merchant or Entrepreneur into believing there is a relationship between the Kannaway and non-Kannaway products or services.

4.7.2 - Exclusivity

Entrepreneur acknowledge and agree that an Entrepreneur or any Person who has a beneficial interest in that Entrepreneur's business (including spouses and co-habitants), which has achieved the rank of International Director or higher, is being compensated, publicly recognized and otherwise promoted by Kannaway as a key Entrepreneur leader.

Entrepreneur with an International Director or higher rank are reasonably expected to train Entrepreneur in their Downline Organization, and promote Kannaway's business, and are prohibited from selling other Companies products whether competing or not.

4.7.3 - Downline Activity (Genealogy) Reports

Downline Activity Reports made available for Entrepreneur access and viewing at Kannaway's official website are considered confidential. Entrepreneur access to their Downline Activity Reports is password protected. All Downline Activity Reports and the information contained therein are confidential and constitute proprietary information and business trade secrets belonging to Kannaway.

Downline Activity Reports are provided to Entrepreneur in the strictest of confidence and are made available to Entrepreneur for the sole purpose of assisting Entrepreneur in working with their respective Downline Organizations in the development of their Kannaway business.

Entrepreneur should use their Downline Activity Reports to assist, motivate and train their Downline Entrepreneur. An Entrepreneur and Kannaway agree that, but for this agreement of confidentiality and nondisclosure, Kannaway would not provide Downline Activity Reports to the Entrepreneur. An Entrepreneur shall not, on his or her own behalf, or on behalf of any other person, partnership, association, corporation or other entity:

- a. Directly or indirectly disclose any information contained in any Downline Activity Report to any third party;
- b. Directly or indirectly disclose the password or other access code to his or her Downline Activity Report;
- c. Use the information to compete with Kannaway or for any purpose other than promoting his or her Kannaway business;
- d. Recruit or solicit any Entrepreneur or Customer of Kannaway listed on any report or in any manner attempt to influence or induce any Entrepreneur or customer of Kannaway to alter their business relationship with Kannaway;
- e. Use or disclose to any person, partnership, association, corporation or other entity any information contained in any Downline Activity Report. Upon demand by Kannaway, any current or former Entrepreneur will return the original and all copies of Downline Activity Reports to Kannaway.

4.8 - Cross-Sponsoring

Actual or attempted cross-sponsoring is strictly prohibited. "Cross-sponsoring" is defined as the enrollment of an individual or entity that already has a current Customer, Merchant or Entrepreneur Agreement on file with Kannaway, or who has had such an agreement within the preceding 6 calendar months, within a different line of sponsorship. The use of a spouse or relative's name, trade names, assumed names or fictitious ID numbers to circumvent this policy is prohibited. Entrepreneur shall not directly or indirectly, demean, discredit or defame other Kannaway Entrepreneur, or encourage, or offer financial or other tangible incentives in an attempt to entice another Entrepreneur to become part of the first Entrepreneur's marketing organization. If a prohibited organization transfer occurs, Kannaway shall take disciplinary action against the Entrepreneur who engaged, acquiesced and/or knowingly participated in the improper cross-sponsoring. However, it shall be entirely within Kannaway's discretion where in the genealogical structure, the cross-sponsored organization in question shall be placed or otherwise distributed. Kannaway may also impose penalties on any Entrepreneur that solicits or entices an existing Entrepreneur to change lines of sponsorship.

Because equities often exist in favor of both upline organizations, ENTREPRENEUR WAIVE ANY AND ALL CLAIMS AND CAUSES OF ACTION AGAINST KANNAWAY FOR ITS DECISION REGARDING THE FINAL DISPOSITION OR PLACEMENT OF THE CROSS-SPONSORED ORGANIZATION.

4.9 - Errors or Questions

If an Entrepreneur has questions about or believes any errors have been made regarding commissions, bonuses, Downline Activity Reports, or charges, the Entrepreneur must notify the Kannaway Customer Service Department at Kannaway's headquarters in San Diego, California, in writing, within 15 days of the date of the purported error or incident in question. Kannaway will not be responsible for any errors, omissions or problems not reported to Kannaway within 15 days.

4.10 - Sales Aids Optional

Entrepreneur are not required to carry sales aids. Entrepreneur who do so must make his or her own decision with regard to these matters. To ensure that Entrepreneur are not encumbered with Company Sales Aids, such Sales Aids may be returned to Kannaway upon an Entrepreneur's cancellation pursuant to the terms of Section 8.1.

4.11 - Governmental Approval or Endorsement

Neither central nor state regulatory agencies or officials approve or endorse any direct selling program. Therefore, Entrepreneur shall not represent or imply that Kannaway or its Compensation Plan have been "approved," "endorsed" or otherwise sanctioned by any government agency.

4.12 - Holding Applications or Enrollments

Entrepreneur must not manipulate enrollments of new applicants or Merchant enrollments. All Entrepreneur Applications and Agreements and service orders must be sent within 72 hours from the time they are signed by an Entrepreneur or placed by a merchant.

4.13 - Identification

All Entrepreneur are required to provide their National Security Number or VAT number to Kannaway on an Entrepreneur Application and Agreement.

Upon enrollment, Kannaway will provide a unique Entrepreneur Identification Number to an Entrepreneur by which he or she will be identified. This number will be used to place orders and track commissions and bonuses.

4.14 – Income Taxes (“For U.S. residents only”)

Each Entrepreneur is responsible for paying local, state and central taxes on any income generated as an Entrepreneur. If a Kannaway business is tax exempt, the Federal Tax Identification Number must be provided to Kannaway. Every year, Kannaway will provide IRS Form 1099 (non-employee compensation) earnings statement to each U.S. resident who (a) had earnings of over \$600 in the previous calendar year or (b) made purchases during the previous calendar year in excess of \$5,000 wholesale. Kannaway cannot accept a tax-exempt certificate from an Entrepreneur who resides in a state where tax exempt status is not granted for Direct Sales businesses. Entrepreneur are encouraged to check with their state government before sending a form to Kannaway.

4.15 - Independent Contractor Status

Entrepreneur are independent contractors and are not purchasers of a franchise or a business opportunity. The agreement between Kannaway and its Entrepreneur does not create an employer/employee relationship, agency, partnership or joint venture between Kannaway and an Entrepreneur. An Entrepreneur has no authority (expressed or implied) to bind Kannaway to any obligation. Entrepreneur agree to the following:

- a. Entrepreneur shall establish his or her own goals, hours, and methods of sale, so long as they comply with the terms of an Entrepreneur Agreement Form, these Policies and Procedures, and applicable laws;
- b. Entrepreneur will be paid in accordance with the Kannaway Compensation Plan
- c. Entrepreneur are subject to entrepreneurial risk and responsible for all losses that may be incurred as an Entrepreneur;
- d. Entrepreneur are responsible for paying local, state and EU taxes due from all compensation earned as an Entrepreneur of Kannaway;
- e. Entrepreneur must pay their own license fees and any insurance premiums, and if required, obtain an EU employment identification number;
- f. Entrepreneur are responsible for all costs of their business including, but not limited to, travel, entertainment, office, clerical, legal, equipment, accounting, and general expenses without advances, reimbursement, or guarantee from Kannaway;
- g. Entrepreneur shall not be treated as an employee for his or her services or for EU or state tax purposes;
- h. and Entrepreneur may not identify Kannaway as their employer on loan applications, government forms, employment verification requests, applications for unemployment compensation or any other form or document.

The name of “Kannaway” and other names as may be adopted by Kannaway are proprietary trade names, trademarks and service marks of Kannaway. As such, these marks are of great value to Kannaway and are supplied to Entrepreneur for their use only in an expressly authorized manner. Use of the Kannaway name on any item not produced by Kannaway is prohibited except as follows: “[Entrepreneur’s Name] Independent Kannaway Entrepreneur.”

All Entrepreneur may list themselves as an “Independent Kannaway Entrepreneur” in residential telephone directories under their own name. Entrepreneur may not place telephone directory display ads in classified directories using Kannaway’s name or logo.

Advertising is not limited to print media; it also includes Internet advertising and other forms of advertising. It is prohibited for an Entrepreneur to use an Internet or email address that utilizes the trade name Kannaway or includes Kannaway in a portion of the address. It is also prohibited for an Entrepreneur to use any website materials on a website that references or relates to Kannaway that is not authorized in writing by Kannaway.

4.16 - No Authority to Act on Behalf of Kannaway

Entrepreneur have no authority to act on behalf of Kannaway. This includes, but is not limited to, any attempt to:

- a. register or reserve Company names, trademarks, trade names or Products;
- b. register URLs using Kannaway names, trademarks or trade names;
- c. register or secure approval for Products or business practices; or
- d. establish business or governmental contacts of any kind on Kannaway's behalf.

Entrepreneur agree to indemnify Kannaway for all costs and attorneys' fees incurred by Kannaway for any remedial action needed to exonerate Kannaway in the event that they improperly act on behalf of Kannaway. Entrepreneur must immediately assign to Kannaway any registration of Company names, trademarks, trade names, Products, or URLs registered or reserved in violation of this Section without Kannaway's reimbursement of any costs you incurred.

4.17 - Media, Internet and Third-Party Website Restrictions

4.17.1 - Kannaway Trademark

An Entrepreneur may not use or attempt to register any of Kannaway's trade names, trademarks, service names, service marks, product names, URLs, advertising phrases, Kannaway's name or any derivative thereof, for any purpose including, but not limited to, Internet domain names (URL), third party websites, email addresses, web pages, or blogs.

1. The Entrepreneur may not, in the course of trade, give the impression that they are acting by order or in the name of KANNAWAY. They are instead obliged to present themselves as "independent KANNAWAY Entrepreneur" Internet homepages, social media sites or other social media activities, headed paper, calling cards, vehicle labelling and ads, advertising materials and the like must include the addition "independent KANNAWAY Entrepreneur" and may not exceed the above wording by the inclusion of the KANNAWAY distinguishing marks and/or trademarks, work titles, business names or other KANNAWAY distinguishing marks. The Entrepreneur are also prohibited from the following in the name of KANNAWAY or in the interests or on behalf of the corporation: applying for loans, incurring expenditure, entering into commitments, opening bank accounts, concluding other contracts or otherwise making binding declarations or receiving money. The Entrepreneur will not be granted an authority to collect, nor a power of attorney to represent KANNAWAY vis-à-vis third parties. Nor are the Entrepreneur responsible for the fulfillment of debts from a brokered business transaction.
2. The Entrepreneur are not entitled, in the course of trade, to refer to trademarks of competing corporations negatively disparagingly or otherwise unlawfully, or to adjudge other corporations negatively or disparagingly, or to give negative, disparaging or otherwise unlawful assessments by way of headhunting the Entrepreneur of other corporations.

3. KANNAWAY's distinguishing marks and/or trademarks, work titles and business names or other KANNAWAY distinguishing marks may only be used within the framework of the contractual right of use. This also applies to the registration of Internet domains, the use of the KANNAWAY distinguishing marks and/or trademarks, work titles and business names and other KANNAWAY distinguishing marks in an identical or similar, full or partial form and whose registration is not permitted without the prior written permission of KANNAWAY. KANNAWAY may require that internet domains using the name KANNAWAY and/or trademarks, work titles and business names and other KANNAWAY distinguishing marks and whose use has not been consented to in writing by KANNAWAY, be deleted and/or transferred to KANNAWAY. Only the pure acquisition costs (costs charged by the provider for the acquisition) for the domain (but not a payment for the value of the domain), will be assumed by KANNAWAY in the case of acquisition.

Also forbidden is the registration of own trademarks, work titles or other protection rights which contain a KANNAWAY brand, product description, work title or business name registered in another country/region. The aforementioned prohibition applies both for identical or similar signs or Goods.

4. At the end of the contract, the Entrepreneur have no further right to commission, and no further permission to act for KANNAWAY or to identify themselves as Entrepreneur, nor may they continue to use trademarks or other distinguishing marks or protected rights, works of copyright or domains that contain a trademark or other distinguishing marks of KANNAWAY, after the end of the contract. The inapplicability of claims for commission does not hold for contracts already successfully brokered at this point in time, which continue unaffected. Furthermore, the Entrepreneur are not entitled, after the end of the contract, to assert sales agent indemnification payment claims or any other claims for compensation, as the Entrepreneur, in accordance with the provisions of Section 4(1), are not sales agents within the meaning of the commercial code.
5. Entrepreneur cannot use an invalid username for their Kannaway account. Entrepreneurs are not allowed to use a username for their Kannaway account (which is also the name for their replicated Kannaway website) which may contain invalid characters or words such as profanity, medical terms, or locations. Please choose a different username to be compliant.

4.17.2 - News Media

Entrepreneur may not promote the Products or opportunity through interviews with the media, articles in publications, news reports, or any other public information, trade, or industry information source, unless specifically authorized, in writing, by Kannaway. This includes private, paid membership, or "closed group" publications.

Entrepreneur may not speak to the media on Kannaway's behalf and may not represent that they have been authorized by Kannaway to speak on its behalf. All media contacts or inquiries should be immediately referred to the Kannaway Corporate.

4.17.3 - Mass Media Promotions Prohibited

Entrepreneur may not use any form of media or other mass communication advertising to promote Kannaway products, including mass communication advertising on the Internet. This includes news stories or promotional pieces on TV shows, newscasts, entertainment shows, internet ads, etc. Products may be promoted only by personal contact or by literature produced and distributed by the Kannaway or by Entrepreneur in accordance with these Policies and Procedures. Entrepreneur may place generic opportunity advertisements in jurisdictions allowing that type of advertisement, but only in accordance with the Policies and Procedures of Kannaway.

4.17.4 - Web Content

As part of an Entrepreneur's annual agreement, Kannaway has provided each of its Entrepreneur a company-approved, replicated website so that they may promote their Kannaway business. These websites can be personalized with an Entrepreneur's message and an Entrepreneur's contact information,

and seamlessly link directly to the official Kannaway website giving an Entrepreneur a professional and Company-approved presence on the Internet. If an Entrepreneur desires to independently design a website that uses the names, logos, or product descriptions of Kannaway or otherwise promote (directly or indirectly) Kannaway products or the Kannaway opportunity, they must abide by the following:

- a. Independently designed websites, including all text, images, video, and amendments or changes to the website, must be approved by the Kannaway Compliance Team before publication;
- b. Edits to an Entrepreneur's independently designed website are subject to the same restrictions as are listed for the approval of a new independently designed website.
- c. Independently designed websites may not contain the trademark name "Kannaway" or other company trade names in any URL;
- d. Independently designed websites must comply with all Kannaway Compliance standards and guidelines;
- e. Independently designed websites must display "Independent Entrepreneur" clearly at the top of the website page;
- f. Entrepreneur may not alter existing Kannaway materials for their independently designed website.
- g. Entrepreneur may not sell Kannaway products on their independently designed websites. All product sales and new Entrepreneur enrollments must be directed to an Entrepreneur's Kannaway replicated website.

No Entrepreneur may use "blind" ads on the Internet that make product or income claims which are ultimately associated with Kannaway products, the Kannaway opportunity, or the Kannaway Compensation Plan.

Without prior approval from Kannaway, including the agreement to additional terms and conditions, the use of any independent Internet website or web page (including without limitation auction sites such as eBay, Amazon and Craig's List, Pinterest, Twitter, LinkedIn) to in any way sell or promote the sale of Kannaway products, the Kannaway opportunity, or the Compensation Plan is a breach of the Agreement and may result in any of the disciplinary sanctions set forth in these Policies and Procedures. It is also prohibited for an Entrepreneur to place links to unauthorized websites or webpages.

ENTREPRENEUR AGREE THAT KANNAWAY MAY MONITOR THEIR WEBSITES AND CONTENT PERIODICALLY, AND KANNAWAY RESERVES THE RIGHT AT ITS SOLE DISCRETION TO REMOVE ANY SITE, WITHOUT NOTICE AND WITH NO OBLIGATION TO REFUND FEES PAID, WHICH IN ITS JUDGMENT IS IN VIOLATION OF THIS AGREEMENT OR OTHERWISE IS UNLAWFUL OR HARMFUL TO KANNAWAY AND/OR OTHER USERS.

All contents of the Kannaway web site and/or self-replicating web site are Copyright © of Kannaway. All rights reserved. Kannaway <http://www.kannaway.com> are trademarks of Kannaway all pending or registered in U.S. Patent and Trademark Office. The material on the Kannaway website may not be reproduced and may not be distributed, publicly performed, proxy cached or otherwise used, except with the prior express permission of Kannaway. Other product and company names mentioned in the promotion of Kannaway might be the trademarks of their respective owners and may be subject to their own Trademark rights.

4.17.5 - Social Media Restrictions

Social Media sites may be used to promote Kannaway products. PROFILES AN ENTREPRENEUR GENERATES IN ANY SOCIAL COMMUNITY WHERE KANNAWAY IS DISCUSSED OR MENTIONED MUST CLEARLY IDENTIFY THE ENTREPRENEUR AS A KANNAWAY ENTREPRENEUR, and when an Entrepreneur participates in those communities, Entrepreneur must avoid inappropriate and non-compliant conversations, comments, images, video, audio, applications or any other adult, profane, discriminatory or vulgar content. The determination of what is inappropriate or non-compliant is at Kannaway's sole discretion, and offending

Entrepreneur will be subject to disciplinary action. Banner ads and images used on these sites must be current and must come from the Kannaway approved library. If a link is provided, it must link to the posting Entrepreneur's Replicated website or an approved third-party website.

- a. Anonymous postings or use of an alias on any Social Media site is prohibited, and offending Entrepreneur will be subject to disciplinary action.
- b. Entrepreneur may not use blog spam, spamdexing or any other mass-replicated methods to leave blog comments. Comments Entrepreneur create, or leave must be useful, unique, relevant and specific to the blog's article.
- c. Entrepreneur must disclose their full name on all Social Media postings, and conspicuously identify themselves as an independent Entrepreneur for Kannaway. Anonymous postings or use of an alias is prohibited.
- d. Postings that are false, misleading, or deceptive are prohibited. This includes, but is not limited to, false or deceptive postings relating to the Kannaway income opportunity, Kannaway's products and services, and/or your biographical information and credentials.
- e. Entrepreneur may not "block" or otherwise hinder the Kannaway Compliance Department from viewing their Social Media postings. Offending Entrepreneur will be subject to disciplinary action.

4.18 - Insurance

4.18.1 - Business Pursuits Coverage

You may wish to arrange insurance coverage for your business. Your homeowner's insurance policy may not cover business related injuries or the theft of or damage to your business. Contact your insurance agent to make sure that your business property is protected.

The Entrepreneur, as self-employed entrepreneurs, are responsible for compliance with the relevant statutory provisions, including tax and social security law requirements (e.g. obtaining a sales tax identification number, registration of employees in with the social security institutions, and the obtention of trading license, if necessary), as well as for the obtention of any necessary insurance coverage. To this extent, the Entrepreneur shall ensure that all commission income earned in the context of their work is properly taxed at the location of their headquarters. KANNAWAY reserves the right to deduct from the agreed commission the respective amount for tax and charges, or to demand damages or reimbursement of expenses it incurs due to a breach of the above requirements, unless the Entrepreneur are not responsible for the damage or expense. KANNAWAY will pay no social security contributions for the Entrepreneur.

4.19 - International Marketing

Entrepreneur are only authorized to do business in the countries in which Kannaway has formally opened for business.

4.20 - Laws and Ordinances

Entrepreneur shall comply with all central, state and local laws and regulations in the conduct of their businesses. Many cities and counties have laws regulating certain home-based businesses. In most cases these ordinances are not applicable to Entrepreneur because of the nature of their business.

Entrepreneur must obey all laws that do apply to them. If a city, county, state or central official informs an Entrepreneur that an ordinance applies to him or her, the Entrepreneur shall comply with the law.

4.21 - Minors

Entrepreneur shall not enroll or recruit individuals under the age of 18 into the Kannaway program: This is also for protection for under the age of 18 and for non full-cognitive capacity individuals.

4.22 - Actions of Household Members or Affiliated Individuals

If any member of an Entrepreneur's household, family, or other affiliated individual engages in any activity that, if performed by an Entrepreneur, would violate any provision of the Agreement, such activity will be deemed a violation by an Entrepreneur and Kannaway may take disciplinary action pursuant to the Statement of Policies against an Entrepreneur.

4.23 - One Kannaway Business Per Entrepreneur and Per Family Unit

An Entrepreneur may operate or have an ownership interest as a sole proprietorship in only one Kannaway Business. No individual may have, operate or receive compensation from more than one Kannaway Business. Individuals of the same Family Unit may enter into a Kannaway Business provided a family member acts as the direct sponsor of the other family member. A "Family Unit" is defined as spouses, partnerships, domestic partners and dependent children over the age of 18 living at or doing business at the Family Unit address. An exception to the one Kannaway Business per Entrepreneur rule will be considered on a case-by-case basis in the event that two Entrepreneur marry. Requests for exceptions to this policy must be submitted in writing to the Compliance Department.

4.23.1 – Kannaway Recognition Rank Awards and Incentive Trips – One Per Family Unit

Only the highest-ranking Entrepreneur per Family Unit will be eligible to receive Recognition Rank Awards, Incentive Trips or other incentives.

The Kannaway Elite Retreat Incentive Trip ("Elite Retreat") takes place annually. In the event that an Entrepreneur is eligible to attend the Elite Retreat, but does not attend, the Elite Retreat for that Entrepreneur will be forfeited and will hold no cash value.

The Elite Retreat Guest Policy: An Elite Retreat guest must be either: (i) a spouse or business partner of the Entrepreneur whose name is on the account: or (ii) an immediate family member that is not an existing Kannaway Entrepreneur.

4.24 - Product Claims

4.24.1 - Health Claims

Entrepreneur shall never state or imply that any of the Kannaway products (or the ingredients therein) can be used to treat, mitigate or cure diseases. In December 2009, the FTC released Guides Concerning the Use of Endorsements and Testimonials in Advertising. The guidelines make clear that any Entrepreneur who provides a testimonial or endorsement about their experience with our products will be viewed as a statement from Kannaway. Kannaway products are not FDA approved as drugs; thus, its products cannot be marketed in this fashion.

4.24.2 - FDA Approved Claims

Entrepreneur shall never state or imply that any Product is registered or approved by the United States Food and Drug Administration (“FDA”) or any other regulatory authority. The FDA does not require or grant specific approval for the individual nutritional Products that Kannaway sells.

4.25 - Personal Testimonials

Testimonials about Kannaway products are not allowed.

4.26 - Requests for Records

Any request from an Entrepreneur for copies of invoices, agreements, Downline activity reports or other records/reports will require a fee of 1 EUR per page per copy. This fee covers the expense of mailing and time required to research files and make copies of the records.

4.27 - Sale, Transfer or Assignment of Kannaway Business

4.27.1

Although a Kannaway business is a privately owned, independently operated business, the sale, transfer or assignment of a Kannaway business, and the sale, transfer or assignment of an interest in a Business Entity that owns or operates a Kannaway Entrepreneur business, is subject to certain limitations.

If an Entrepreneur wishes to sell his or her Kannaway business, or interest in a Business Entity that owns or operates a Kannaway business, the following criteria must be met:

- a. An Entrepreneur membership is owned (100%) by the Seller/Transferor
- b. The selling Entrepreneur must be qualified at the Director level or higher,
- c. The selling Entrepreneur must offer Kannaway the right of first refusal to purchase the business on the same terms as agreed upon with a third-party buyer. Kannaway shall have fifteen (15) days from the date of receipt of the written offer from the seller to exercise its right of first refusal.
- d. The buyer or transferee must become a qualified Entrepreneur. If the buyer is an active Kannaway Entrepreneur or a Kannaway customer, he or she must first terminate his or her Kannaway business and wait six (6) calendar months before acquiring any interest in a different Kannaway business;
- e. Before the sale, transfer or assignment can be finalized and approved by Kannaway, any debt obligations the selling party has with Kannaway must be satisfied.
- f. The selling party must be in good standing and not in violation of any of the terms of the Agreement in order to be eligible to sell, transfer or assign a Kannaway Entrepreneur business.

To convey, sell, assign, or otherwise transfer a Kannaway Entrepreneur Business or any interest therein, a Member must contact the Kannaway Compliance Department and provide the completed Sales/Transfer of Kannaway Business form and the Kannaway Entrepreneur Membership Application, follow the internal policies, and meet any requirements, as may be amended from time to time, including the payment of a standard processing fee.

4.27.2 - Transfers Upon Death

- a. Individuals. If you are a current Entrepreneur, upon your death, your Distributorship may be passed on to your heirs, or other beneficiaries whether by will, intestate succession, or otherwise. The transfer will be recognized by Kannaway when a court order or proper legal document addressing the transfer to a qualified transferee is submitted to Kannaway. Kannaway encourages you to make appropriate arrangements in consultation with an estate planning attorney for the transfer of your Distributorship.
- b. Participant in a Business Entity. If you are a Participant in a Business Entity, upon your death your interest in the Distributorship will be transferred according to the Business Entity's legal documents and applicable law governing the transfer, provided that all Persons of the transferee are qualified to hold an interest in a Distributorship under these Policies and Procedures. The transfer of your interest will be recognized by Kannaway when a court order or proper legal documents addressing the transfer to a qualified transferee are submitted to Kannaway.

4.28 - Separation of a Kannaway Entrepreneur Business

In the event of a dissolution of marriage of a Kannaway Entrepreneur, and a spouse, arrangements must be made to assure that any division of the business assets is accomplished so as not to adversely affect the interests and income of other businesses up or down the line of sponsorship. In the event that a married couple, a couple in an official civil union, a legal person or non-incorporated firm registered as an Entrepreneur end their association on an internal level, even after such separation, dissolution or other termination, one of the aforementioned associations shall remain in the position of sales partner. The separating members/shareholders must agree internally which member/shareholder will continue the sales partnership, and this must be notified to KANNAWAY by one of the two parties in the form of a signed and notarized written notice or by the production of a court order. In the case of an internal dispute about the consequences of the separation, divorce, dissolution, or other termination in relation to the KANNAWAY sales partnership the latter reserves the right of extraordinary termination, where such a dispute leads to a neglecting of the obligations of the Entrepreneur, to a breach of these General Conditions regarding Sales Partners, to a breach of law or to an unreasonable burden on the KANNAWAY Downline or Upline. If the separating parties fail to provide for the best interests of other Entrepreneur and Kannaway, Kannaway may be forced to involuntarily terminate an Entrepreneur Agreement.

4.28.1

During the pendency of a divorce or dissolution, Kannaway shall treat the business according to the status quo as existed prior to the filing of the divorce or dissolution. Under no circumstances will the Downline Organization of divorcing spouses be divided.

Similarly, under no circumstances will Kannaway split commission and bonus checks between divorcing spouses. Kannaway will recognize only one Downline Organization and will issue only one commission check per Kannaway business per commission cycle. Commission checks shall always be issued to the individual whose name appears on the Entrepreneur Agreement.

4.29 - Sponsoring

All active Entrepreneurs in good standing have the right to sponsor and enroll others into Kannaway. Entrepreneur sponsoring a prospective Entrepreneur should not accept personally addressed enrollment checks. New Entrepreneur enrollments should be completed via their Sponsor's Kannaway replicated website. Each prospective Entrepreneur has the ultimate right to choose his or her own sponsor. If two Entrepreneur claim to be the sponsor of the same new Entrepreneur; Kannaway shall regard the first application received by Kannaway as controlling.

4.30 - Stacking

"Stacking" is strictly prohibited. The term "stacking" includes: (a) violating the one-business-perhousehold rule and/or (b) enrolling fictitious individuals or entities into the Kannaway Compensation Plan, in an attempt to manipulate the Compensation Plan.

4.31 - Telemarketing

The EU Trade Commission and the EU Communications Commission each have laws that restrict telemarketing practices.

Both EU agencies (as well as a number of states) have "do not call" regulations as part of their telemarketing laws. While you may not consider yourself a "telemarketer" in the traditional sense of the word, these regulations broadly define the term "telemarketer" and "telemarketing" so that your inadvertent action of calling someone whose telephone number is listed on the EU "do not call" registry could cause you to violate the law. Moreover, these regulations must not be taken lightly, as they carry significant penalties (up to \$11,000.00 per violation).

Therefore, Entrepreneur must not engage in telemarketing relative to the operation of their Kannaway businesses. The term "telemarketing" means the placing of one or more telephone calls to an individual or entity to induce the purchase of a Kannaway product or service, or to recruit them for the Kannaway opportunity. "Cold calls" made to prospective customers or Entrepreneur that promote either Kannaway's products or services or the Kannaway opportunity constitute telemarketing and are prohibited. Furthermore, there is a ban on the sending of unsolicited advertising emails, advertising faxes, advertising SMS messages (spam), or other electronic advertising messages e.g. via social media services. However, a telephone call(s) placed to a prospective customer or Entrepreneur (a "prospect") is permissible under the following situations:

- a. If an Entrepreneur has an established business relationship with the prospect. An "established business relationship" is a relationship between an Entrepreneur and a prospect based on the prospect's purchase, rental or lease of goods or services from the Entrepreneur, or a financial transaction between the prospect and the Entrepreneur, within the 18 months immediately preceding the date of a telephone call to induce the prospect's purchase of a product or service.
- b. The prospect's personal inquiry or application regarding a product or service offered by an Entrepreneur within the 3 months immediately preceding the date of such a call.
- c. If an Entrepreneur receives written and signed permission from the prospect authorizing the Entrepreneur to call. The authorization must specify the telephone number(s) that the Entrepreneur is authorized to call.

- d. You may call family members, personal friends and acquaintances.
An “acquaintance” is someone with whom you have at least a recent first-hand relationship (i.e., you have recently personally met him or her). Bear in mind, however, that if you make a habit of “card collecting” with everyone you meet and subsequently calling them, the FTC may consider this a form of telemarketing that is not subject to this exemption. Thus, if you engage in calling “acquaintances,” you must make such calls on an occasional basis only and not make this a routine practice.

In addition, Entrepreneur shall not use automatic telephone dialing systems relative to the operation of their Kannaway businesses. The term “automatic telephone dialing system” means equipment which has the capacity to (a) store or produce telephone numbers to be called using a random or sequential number generator and (b) to dial such numbers.

4.32 - Consent to Images and Recordings

Entrepreneur agree to permit Kannaway to obtain photographs, videos, and other recorded media of their likenesses. During the term of this agreement and for two years thereafter, Entrepreneur acknowledge and agree to allow any such recorded media to be reproduced, published, distributed, broadcast, exhibited and/or in any other way used by Kannaway for any lawful purpose, and without compensation.

Section 5 Responsibilities of Entrepreneur

5.1 - Continuing Development Obligations

5.1.1 - Ongoing Training

Any Entrepreneur who sponsors another Entrepreneur into Kannaway must perform a bona fide assistance and training function to ensure that his or her Downline is properly operating his or her Kannaway business. Entrepreneur must have ongoing contact and communication with the Entrepreneur in their Downline Organizations. Examples of such contact and communication may include, but are not limited to, newsletters, written correspondence, personal meetings, telephone contact, voice mail, electronic mail and the accompaniment of Downline Entrepreneur to Kannaway meetings, training sessions, and other functions. Upline Entrepreneur are also responsible to motivate and train new Entrepreneur in Kannaway product knowledge, effective sales techniques, the Kannaway Compensation Plan and compliance with Kannaway Policies and Procedures. Communication with and the training of Downline Entrepreneur must not, however, violate Section 4.10 (regarding the development of Entrepreneur-produced sales aids and promotional materials). Entrepreneur cannot charge for training. Upon request, every Entrepreneur should be able to provide documented evidence to Kannaway of his or her ongoing fulfillment of the responsibilities of a sponsor.

5.1.2 - Increased Training Responsibilities

As Entrepreneur progress through the various levels of leadership, they will become more experienced in sales techniques, product knowledge and understanding of the Kannaway program. They will be called upon to share this knowledge with lesser-experienced Entrepreneur within their organization.

5.2 - Non-disparagement

Kannaway wants to provide its Entrepreneur with the best products, compensation plan and service in the industry. Accordingly, we value your constructive criticisms and comments. All such comments should be submitted in writing to the Kannaway corporate offices. While Kannaway welcomes constructive input, negative comments and remarks made in the field by Entrepreneur about Kannaway, its products, or its Compensation Plan serve no purpose other than to sour the enthusiasm of other Kannaway Entrepreneur. For this reason, and to set the proper example for their Downline, Entrepreneurs must not disparage, demean or make negative remarks about Kannaway, other Kannaway Entrepreneur, Kannaway's services, the Compensation Plan or Kannaway's directors, officers or employees.

5.3 - Non-Discrimination and Non-Harassment

Entrepreneur agree to operate their business in a manner that is free of harassment, intimidation, threats, and abuse. Discrimination and all forms of unlawful harassment, including but not limited to sexual harassment, are not condoned. No form of unlawful discriminatory or harassing conduct by or towards any Entrepreneur, customer, vendor, corporate employee or other person in our workplace or jobsites will be tolerated.

5.4 - Maintaining Kannaway's Reputation

Entrepreneur will not act in any way, including their actions outside the scope of their Entrepreneurship, which could be considered detrimental to the business or reputation of Kannaway or its Entrepreneur. Kannaway has the right to, in its sole discretion, determine what actions may be considered detrimental and take action against any Entrepreneur.

5.5 - Providing Documentation to Applicants

Entrepreneur must provide the most current version of the Policies and Procedures and the Compensation Plan to individuals whom they are sponsoring to become Entrepreneur before the applicant signs an Entrepreneur Agreement. Additional copies of Policies and Procedures can be found on the Kannaway website at kannaway.com, or in your business center under the forms section.

5.6 - Reporting Policy Violations

Entrepreneur observing a policy violation by another Entrepreneur should submit a written report of the violation directly to the attention of the Kannaway Compliance Department. Details of the incident(s), such as dates, number of occurrences, persons involved and any supporting documentation, should be included in the report.

5.6.1 - Time Limitation on Reported Policy Violations

An Entrepreneur must report an alleged violation of the Agreement, within 12 months of its occurrence or alleged occurrence. Failure to report a violation within the 12 months period will result in Kannaway not pursuing the allegations in order to prevent stale claims from disrupting the ongoing business activities of Entrepreneur. All reports of violations must be in writing and sent to the attention of Kannaway's Compliance department.

Section 6 **Sales Requirements**

6.1 - Product Sales

The Kannaway Compensation Plan is based upon the sale of Kannaway services to end user consumers. Entrepreneur must fulfill personal and downline organization sales requirements (as well as meet other responsibilities set forth in the Agreement) to be eligible for bonuses, commissions and advancement to higher levels of achievement. There are no requirements for Entrepreneur to purchase product to qualify for commissions. Entrepreneur certify by the reordering of additional products that they have consumed or sold at least 70% of the products purchased in their previous order. Purchasing product solely for the purpose of collecting bonuses or achieving rank is prohibited. Kannaway retains the right to limit the amount of purchases you may make if, in our sole judgment, we believe those purchases are being made solely for qualification purposes instead of for consumption or resale.

Five (5) Customer Rule / Retention of Records: Qualification for all bonuses requires retail sales to at least five (5) individuals on a monthly basis. Entrepreneur's must keep all records of retail sales for at least six (6) years and agree to make this documentation available to the Company at the Company's reasonable request. Compliance with the retail sales requirements of the Company is randomly monitored. Each product order purchased through Entrepreneur's Replicated site by non Distributors or Customers is automatically counted on a monthly basis toward retail sales requirements. Bonuses are never paid for recruiting. The only way to earn bonuses is through the sale of products.

6.2 - Sales Tax

6.2.1 - Company Collection of State Sales Tax

Kannaway provides the service of collecting state sales tax at the time of your purchase and remitting it to your state. The amount of sales tax is based upon the suggested retail price of a Product, calculated at your local tax rate. You can recover the prepaid sales tax when you make a retail sale.

6.2.2 - Exemption from Company Collection of State Sales Tax

Entrepreneur may apply for an exemption from Company collection of state sales tax by submitting a proper sales tax exemption form to Kannaway.

Kannaway cannot exempt any of your orders from pre-collected state sales tax until all proper documentation is on file with the Sales Tax Department of Kannaway. Kannaway reserves the right to verify the validity of any documents and evidence that you submit in applying for this exemption. If you are approved for sales tax exemption, you will be solely responsible for collecting and remitting sales taxes to the appropriate jurisdictional authorities. Any questions concerning retail sales tax requirements should be directed to your tax advisor.

6.3 - Territory Restrictions

There are no exclusive territories granted to anyone. No franchise fees are required.

Section 7

Bonuses and Commissions

7.1 - Bonus and Commission Qualifications

An Entrepreneur must be active and in compliance with the Agreement and these policies to qualify for bonuses and commissions. So long as an Entrepreneur complies with the terms of the Agreement and these policies, Kannaway shall pay commissions to such Entrepreneur in accordance with the Compensation Plan. The minimum amount for which Kannaway will issue a commission payment is 25 CV (currently 22 EUR). If an Entrepreneur's bonuses and commissions do not equal or exceed 25 CV (currently 22 EUR), Kannaway will accrue the commissions and bonuses until they total 25 CV (currently 22 EUR). Commissions will be issued once 25 CV (currently 22 EUR) has been accrued via our Payquicker payment platform.

7.2 - Commission Payments and Promotions

7.2.1 - Payments, Calculations, and Bonuses

Commissions will be distributed in accordance with the Compensation Plan. Commissions will be calculated according to the level for which an Entrepreneur actually satisfied all of the requirements according to the Compensation Plan rather than the highest rank or title achieved. Commission reports will be provided to Entrepreneur on-line, via web access.

7.2.2 - Promotions

Promotions are determined based on business organization and sales activity for each applicable period.

7.3 - Adjustment to Bonuses and Commissions

7.3.1 - Adjustments for Returned Products

Entrepreneur receive bonuses and commissions based on the actual enrollment for services to merchants. When a service is cancelled, and refund is authorized by Kannaway, the bonuses and commissions attributable to the refunded service(s) will be deducted in the month in which the refund is given, and continuing every pay period thereafter until the commission is recovered from the Entrepreneur who received bonuses and commissions on the sales of the refunded service(s).

7.4 - Reports

All information provided by Kannaway in online or telephonic Downline Activity Reports, including but not limited to personal and group sales volume (or any part thereof), and Downline sponsoring activity is believed to be accurate and reliable. Nevertheless, due to various factors, including the inherent possibility of human and mechanical error; the accuracy, completeness and timeliness of orders; denial of credit card and electronic check payments; returned products; and credit card and electronic check charge-backs, the information is not guaranteed by Kannaway or any persons creating or transmitting the information. All personal and group sales volume information is provided "as is" without warranties, expressed or implied, or representations of any kind whatsoever. In particular, but without limitation, there shall be no warranties of merchantability, fitness for a particular use or non-infringement.

To the fullest extent permissible under applicable law, Kannaway and/or other persons creating or transmitting the information will in no event be liable to any Entrepreneur or anyone else for any direct, indirect, consequential, incidental, special or punitive damages that arise out of the use of or access to personal and group sales volume information (including but not limited to lost profits, bonuses, or commissions, loss of opportunity and damages that may result from inaccuracy, incompleteness, inconvenience, delay or loss of the use of the information), even if Kannaway or other persons creating or transmitting the information shall have been advised of the possibility of such damages. To the fullest extent permitted by law, Kannaway or other persons creating or transmitting the information shall have no responsibility or liability to you or anyone else under any tort, contract, negligence, strict liability, products liability or other theory with respect to any subject matter of this agreement or terms and conditions related thereto.

Access to and use of Kannaway's online reporting services and your reliance upon such information is at your own risk. All such information is provided to you "as is." If you are dissatisfied with the accuracy or quality of the information, your sole and exclusive remedy is to discontinue use of and access to Kannaway's online reporting services and your reliance upon the information.

7.5 - Chargeback

A "Chargeback" is the payment amount that is returned to a debit or credit card, after a customer disputes the transaction (maybe not recognizing the sellers name) or simply returns the purchased item and asking the bank to retract the payment.

As the Merchant, Kannaway incurs a fee from the card issuer when a Chargeback occurs. Therefore, Kannaway requires its Entrepreneur to contact Kannaway Customer Support to assist in any refund request instead of requesting a Chargeback directly through their bank.

In the event of a Chargeback, the account of Entrepreneur will be immediately suspended. In addition, the Entrepreneur will be charged any additional cost incurred by Kannaway due to the outstanding Chargeback.

Section 8 Satisfaction Guaranteed and Return on Sales Aids

Kannaway offers a one hundred percent (100% - less shipping charges), thirty-day money back guarantee for all customers and Entrepreneur. An Entrepreneur will then return the product(s) back to Kannaway in resalable condition for a refund of the wholesale purchase price.

If an Entrepreneur is not 100% satisfied with our products or is unable to sell it, he or she may return the item(s) for a refund (less shipping charges) if the products were purchased within 30 days and remain in resalable condition. Please refer to the Kannaway Return and Refund Policy document for additional details and requirements in processing your return/refund.

If the purchases were made through a credit card, the refund will be credited back to the same account. Kannaway shall deduct from the reimbursement paid to the Entrepreneur any commissions, bonuses, rebates or other incentives received by the Entrepreneur, which were associated with the merchandise that is returned.

8.1 - Voluntary Contractual Right of Withdrawal

Requests by a Kannaway Entrepreneur to return their sales aids or inventory for a refund will be treated as a request to voluntarily cancel that Entrepreneur business.

The request for Buy Back must be made in writing within 90 days of the original purchase date. Reimbursement will be made for the wholesale value of the original product, less a 10% restocking charge, freight, rebates, bonuses, and personal discounts (or as applicable law dictates), and Kannaway shall repurchase the inventory and sales aids and the Associate's Agreement shall be canceled. An Entrepreneur may only return sales aids or inventory purchased by him or her that are in new and resalable condition. Please refer to the Kannaway Return and Refund Policy document for additional details and requirements in processing your return/refund.

Upon receipt of the sales aids or inventory, an Entrepreneur will be reimbursed 90% of the cost of the original purchase price(s), not to include shipping and handling charges. If the purchases were made through a credit card, the refund will be credited back to the same account.

- a. Entrepreneur must inform Kannaway of intent to exercise the sales aid and inventory buy-back option within 10 business days of resignation notice.
- b. All products to be returned for refund under this provision must be approved in advance of shipment to Kannaway, by calling the Customer Services Department.
- c. Entrepreneur will be asked to submit invoices detailing the sales aid and inventory items to be returned.
- d. Upon approval from Kannaway, returns may be sent to Kannaway's headquarters and must be accompanied by an invoice copy for each item.

8.2 - Return Process

A. Please refer to Kannaway Return and Refund Policy document for specific details and requirements in processing your return/refund.

B. All returns, whether by a Customer, or Entrepreneur, must be made as follows:

1. Obtain RMA (Return Merchandise Authorization) from Kannaway, LLC
2. Ship items to the address provided by Kannaway, LLC Customer service when you are given your RMA.
3. Provide a copy of the invoice with the returned products or service. Such invoice must reference the RMA and include the reason for the return.
4. Ship back product in manufacturer's box exactly as it was delivered.

C. All returns must be shipped to Kannaway LLC pre-paid, as Kannaway does not accept shipping collect packages. Kannaway recommends shipping returned product by UPS or FedEx with tracking, as risk of loss in shipping the returned product shall be borne solely by the Customer, or Entrepreneur. If returned product is not received at Kannaway Distribution Center, it is the responsibility of the Customer, or Entrepreneur to trace the shipment and no credit will be applied.

D. Shipping charges will not be refunded

E. A 10% restocking fee will be deducted from the refund amount for 8.1.

Section 9

Dispute Resolution and Disciplinary Proceedings

9.1 - Written Warnings, Contractual Penalties, Compensation, Indemnification from Liability

1. In the case of a first breach by the Entrepreneur of the duties governed by Section 7 a written warning will be sent by KANNAWAY, setting a deadline of 10 days to remedy the breach of duty. The Entrepreneur also undertake to repay the costs of the written warning, in particular the legal costs incurred for the written warning.

2. Reference is made explicitly to Section 16(2), according to which KANNAWAY – upon a breach of the in duties stated in Sections 8, 9 and 10(3) and (4), 18 (3) and 19, as well as in the event of a serious breach of the duties governed by Section 7, or of another applicable contractual or lawful right – is entitled to extraordinarily terminate the contract without prior written warning, though it is also entitled (at its discretion) to take the measures according to Section 11(1) upon the first breach of duty. Irrespective of the immediate right to extraordinary termination governed by Section 16(2), KANNAWAY has the right in individual cases, upon the occurrence of one of the aforementioned breaches of duty and at its own discretion, to issue a written warning within the meaning of Paragraph (1) before pronouncing extraordinary termination, whereby a shorter rectification period is allowed.

3. If, after the end of the rectification period imposed by the written warning, the same breach or one which is substantially the same re-occurs, or if the original breach is not rectified, then a contractual penalty becomes immediately payable, the amount of which is set at the discretion of KANNAWAY and is to be verified in the event of a dispute by the competent court. For the assertion of the contractual penalty, further legal costs will be incurred, which the Entrepreneur are obliged to repay.

4. The Entrepreneur are in addition liable, irrespective of the forfeited contractual penalty, for all damages incurred by KANNAWAY due to a breach of duty the Entrepreneur, except where the Entrepreneur are not responsible for the breach of duty.

5. The Entrepreneur shall indemnify KANNAWAY in the event of a claim by a third party as a result of a breach of any contractually regulated obligation or of any other infringement by the Entrepreneur against current law, upon KANNAWAY's first request. In particular, the Entrepreneur undertake to assume to this extent all costs, in particular lawyers, court costs and damages which KANNAWAY incurs in this context.

9.2 - Grievances and Complaints

When an Entrepreneur has a grievance or complaint with another Entrepreneur regarding any practice or conduct in relationship to their respective Kannaway businesses, the complaining Entrepreneur should first report the problem to his or her sponsor, who should review the matter and try to resolve it with the other party's Upline sponsor. If the matter cannot be resolved, it must be reported in writing to Kannaway. Kannaway will review the facts and determine if a policy violation has occurred and take appropriate action.

9.3 - Product Liability Claims and Indemnification

Kannaway maintains product liability insurance to protect Kannaway and its Entrepreneur so long as a Entrepreneur are marketing Kannaway products in the regular course of conduct and in accordance with Company policies and applicable laws and regulations.

Subject to the limitations set forth in this Section, Kannaway will defend Entrepreneur from product liability claims made by third-party customers alleging injury from the use of a Kannaway product. Entrepreneur must promptly notify Kannaway in writing of any such claim, no later than ten (10) days from the date of the third-party claimant's letter alleging injury. Failure to so notify Kannaway in accordance with this Section shall alleviate any obligation of Kannaway respecting such claim.

Entrepreneur must allow Kannaway to assume the sole and absolute discretion respecting the defense of any third-party claim, and the use and choice of counsel as a condition to Kannaway's obligation to any Entrepreneur in accordance with this Section.

Kannaway shall have no obligation to indemnify an Entrepreneur against any third-party claim if:

- a. An Entrepreneur has not complied with the Agreement respecting obligations and limitations covering the distribution and/or sale of the products;
- b. Or an Entrepreneur has repackaged, altered or misused the product, made claims or given instructions or recommendations respecting the use, safety, efficacy, benefits or results, which do not comply with the approved literature of Kannaway;
- c. An Entrepreneur settles or attempts to settle a claim without Kannaway's written approval;
- d. Or the claim arises from the sole negligence or willful misconduct of an Entrepreneur.

9.4 - Arbitration

Any controversy or claim arising out of or relating to the Agreement, or the breach thereof, shall be settled by confidential arbitration administered by the American Arbitration Association or other recognized arbitration service, under its Commercial Arbitration Rules, and judgment on the award rendered by the arbitrator and may be entered in any court having jurisdiction thereof. Entrepreneurs waive all rights to trial by jury or to any court. All arbitration proceedings shall be held in the County of San Diego, California, unless the laws of the state in which an Entrepreneur resides expressly require the application of its laws, in which case the arbitration shall be held in the capital of that state. All parties shall be entitled to all discovery rights pursuant to the EU Rules of Civil Procedure.

NO CLASS ACTION, OR OTHER REPRESENTATIVE ACTION OR PRIVATE ATTORNEY GENERAL ACTION OR JOINDER OR CONSOLIDATION OF ANY CLAIM WITH A CLAIM OF ANOTHER PERSON OR CLASS OF CLAIMANTS SHALL BE ALLOWABLE. ENTREPRENEUR WAIVE ALL RIGHTS TO CLASS ACTION PARTICIPATION.

There shall be one arbitrator, an attorney at law, who shall have expertise in business law transactions, with a strong preference being an attorney knowledgeable in the direct selling industry, selected from the panel that the American Arbitration Panel provides. Each party to the arbitration shall be responsible for its own, costs and expenses of arbitration, including legal and filing fees. The decision of the arbitrator shall be final and binding on the parties and may, if necessary, be reduced to a judgment in any court of competent jurisdiction. This Agreement to arbitration shall survive any termination or expiration of the Agreement. Entrepreneur will keep all arbitration activities confidential.

Nothing in these Policies and Procedures shall prevent Kannaway from applying to and obtaining from any court having jurisdiction a writ of attachment, a temporary injunction, preliminary injunction,

permanent injunction or other relief available to safeguard and protect Kannaway's interest prior to, during or following the filing of any arbitration or other proceeding or pending the rendition of a decision or award in connection with any arbitration or other proceeding.

9.5 - Governing Law, Jurisdiction and Venue

The law of the Netherlands shall govern all other matters relating to or arising from the Agreement. Jurisdiction and venue shall be the Netherlands. All disputes arising out of or in connection with the present contract shall be finally settled under the Rules of Arbitration of the International Chamber of Commerce by one or more arbitrators appointed in accordance with the said Rules.

Section 10 Inactivity and Cancellation

10.1 - Effect of Cancellation

So long as an Entrepreneur remains active and complies with the terms of the Entrepreneur Agreement and these Policies and Procedures, Kannaway shall pay commissions to such Entrepreneur in accordance with the Compensation Plan. An Entrepreneur's bonuses and commissions constitute the entire consideration for the Entrepreneur's efforts in generating sales and all activities related to generating sales (including building a Downline Organization). Following an Entrepreneur's termination for inactivity, or voluntary or involuntary termination of his or her Entrepreneur Agreement (all of these methods are collectively referred to as "termination"), the former Entrepreneur shall have no right, title, claim or interest to the marketing organization that he or she operated, or any commission or bonus from the sales generated by the organization. An Entrepreneur whose business is terminated will lose all rights as a Entrepreneur. This includes the right to sell Kannaway products and services and the right to receive future commissions, bonuses or other income resulting from the sales and other activities of an Entrepreneur's former Downline sales organization. In the event of termination, Entrepreneur agree to waive all rights they may have, including but not limited to property rights, to their former Downline organization and to any bonuses, commissions or other remuneration derived from the sales and other activities of his or her former Downline organization.

Following an Entrepreneur's termination of his or her Entrepreneur Agreement, the former Entrepreneur shall not hold himself or herself out as a Kannaway Entrepreneur. An Entrepreneur whose Entrepreneur Agreement is terminated shall receive commissions and bonuses only for the last full pay period he or she was active prior to cancellation (less any amounts withheld during an investigation preceding an involuntary termination).

10.2 - Termination

An Entrepreneur has a right to cancel, at any time, regardless of reason. Termination must be submitted in writing to Kannaway at its principal business address. The written notice must include the Entrepreneur's signature, printed name, address and Entrepreneur ID number.

Entrepreneur who have resigned may re-apply to become an Entrepreneur with Kannaway after 6 months of inactivity (per section 4.4.3).

An Entrepreneur's position is subject to termination due to inactivity (i.e., merchant enrollments, no commissions, no sponsoring; and no attendance at any Kannaway functions, participation in any other form of Entrepreneur activity, or operation of any other Kannaway business) after being inactive for six (6) full calendar months.

An Entrepreneur's violation of any of the terms of the Agreement, including any amendments that may be made by Kannaway in its sole discretion, may result in any of the sanctions listed in Section 9.1, including the involuntary termination of his or her Entrepreneur Agreement.

Cancellation shall be effective on the date on which written notice is electronically mailed (email), mailed, faxed or delivered to an express courier to an Entrepreneur's email address, last known address (or fax number), or to his or her attorney, or when an Entrepreneur receives actual notice of termination, whichever occurs first.

10.3 - Non-Renewal

An Entrepreneur may also voluntarily cancel his or her Entrepreneur Agreement by failing to maintain the Agreement annually. Kannaway may also elect not to renew an Entrepreneur's Agreement.

10.4 - Complete Agreement

These Policies and Procedures, any and all modifications made by Kannaway, along with the Kannaway Terms of Use Agreement, Kannaway Return & Refund Document, Kannaway Privacy Policy, Kannaway Compensation Plan, and the Kannaway Marketing Do's and Don'ts make up the entire agreement between Entrepreneur and Kannaway.

10.5 - "Cookies" and How Kannaway Uses Them:

A "cookie" is a small data file that can be placed on your hard drive when you visit certain Web sites. Kannaway may use cookies to collect, store, and sometimes track information for statistical purposes to improve the products and services we provide and to manage our telecommunications networks. If you are a Visitor or Member we may use a cookie to save your settings and to provide customizable and personalized services. These cookies do not enable third parties to access any of your customer information. Additionally, be aware that if you visit other Web sites where you are prompted to log in or that are customizable, you may be required to accept cookies.

Advertisers and partners may also use their own cookies. We do not control use of these cookies and expressly disclaim responsibility for information collected through them.

10.6 - Analytical Information

Analytical information is an integral part of decision making. It puts together all the information readily available to an organization to make important decisions. The raw data is manipulated through analysis so that it is useful to an organization in a specific way. Analytical information can be the first step to becoming one of the many analyzing tools that an organization use to make decisions.

For further information please see our privacy policy documentation.

10.6.1 Kannaway Privacy Policy

Your privacy is very important to us. We want to make your experience on the Internet as enjoyable and rewarding as possible, and we want you to use the Internet's vast array of information, tools, and opportunities with complete confidence.

We have created this Kannaway Privacy Policy to demonstrate our firm commitment to privacy and security. This Privacy Policy describes how Kannaway collects information from all end users of our Internet services (the "Services") such as those who access some of our Services but do not have accounts ("Visitors") as well as those who may purchase Products and/or pay a monthly service fee to subscribe to the Service ("Members"). This policy also describes what we do with the information we collect, and the choices Visitors and Members have concerning the collection and use of such information. We request that you read this Privacy Policy carefully.

For further information please see our privacy policy documentation

10.7 - Smartship payments

Smartships are recurring orders/subscription orders – is a feature which makes it possible for customers to create a series of future orders, which are then automatically generated and paid at intervals selected by the customer during checkout. Recurring billing is a payment model used when a subscription business charges a customer's credit card for products or services on a regular billing schedule. Subscription services tend to charge this on a monthly or annual schedule, until the customer withdraws permission or cancels their subscription.

10.8 - Smartships/recurring orders/subscription orders

The Entrepreneur are prohibited from passing on, saving or using the personal or customer-specific data of end customers of which they become cognizant, beyond the extent of contractual rights and/or requirements.

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Have a question?

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9 AM – 5 PM
supporteurope@kannaway.com

- PRODUCTS
- PURPOSE
- PEOPLE
- EVENTS
- NEWS
- Return & Refund Policy

- HELP
- Website Disclaimer
- Privacy Policy
- Terms and Conditions
- Policies and Procedures

Food and Drug Administration (FDA) Disclosure

These statements have not been evaluated by the FDA and are not intended to diagnose, treat or cure any disease. Always check with your physician before starting a new dietary supplement program. Most workplace drug screens and tests target delta9-tetrahydrocannabinol (THC) and do not detect the presence of Cannabidiol (CBD) or other legal natural hemp-based constituents. However, studies have shown that eating hemp foods and oils can cause confirmed positive results when screening urine and blood specimens. Accordingly, if you are subject to any form of drug testing or screening, we recommend (as does the United States Armed Services) that you DO-NOT ingest our products. Prior to consuming these products consult with your healthcare practitioner, drug screening testing company or employer. This product is not for use by or for sale to persons under the age of 18.

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