

PERFECTLY POSH

Statement of Policies & Procedures

Posh Enterprises LLC • Salt Lake City, Utah

Effective Date: June 3, 2026

Most Recent Revisions Highlighted

This document governs the relationship between Posh Enterprises LLC (“Perfectly Posh” or “the Company”) and every individual or entity who enrolls as a Perfectly Posh Advocate.

These Policies and Procedures, together with the Compensation Plan and any addenda, form the complete Advocate Agreement. By enrolling, you accept all terms.

Our promise to you: We will be direct, fair, and consistent. We will tell you what the rules are, why they exist, and what happens when things go wrong. We will listen to you and work with you so that we are all successful.

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1.0 INTRODUCTION & OUR MUTUAL COMMITMENT

1.1 What Perfectly Posh Commits To You

Posh Enterprises LLC, operating as Perfectly Posh, commits to every Advocate:

- High-quality products at fair prices, made with naturally based ingredients
- Accurate and timely commission payments
- Prompt, respectful support when you need help
- Notice before any changes to the Compensation Plan or these Policies
- Fair, consistent enforcement of these Policies, with no favorites and no surprises
- A genuine path to achieve your goals, within a company that you are proud to be a part of

1.2 What We Ask of You

In return, we ask you to:

- Represent Perfectly Posh honestly and professionally
- Present the Compensation Plan accurately and completely
- Support all other Advocates, especially those in your Team
- Follow these Policies and all applicable laws
- Treat fellow Advocates, customers, and Company employees with respect

1.3 The Advocate Agreement

When we use the word “Agreement,” we mean these Policies & Procedures, the Compensation Plan, and any addenda together. All documents are always available on our website. It is your responsibility to read them and stay current with any updates.

1.4 Amendments

We may update these Policies from time to time to reflect changes in law, business conditions, or best practices. We will notify you via Advocate Dashboard notification or official social channels before any material change takes effect. Continued participation after the effective date constitutes acceptance.

2.0 BECOMING AN ADVOCATE

2.1 Eligibility

To become a Perfectly Posh Advocate, you must:

- Be at least 18 years of age
- Have a valid address in the United States or a U.S. territory where Perfectly Posh is authorized to operate
- Provide a valid Social Security Number or Federal Tax ID (EIN)
- Provide a verified email address and mobile phone not already associated with another Perfectly Posh account
- Agree to all terms of the Advocate Agreement

2.2 Enrollment

You may enroll on any active Advocate's replicated website. You must identify your Sponsor during enrollment. Electronically submitted enrollment documents are legally binding. Do not submit false information.

Once enrolled, Perfectly Posh will assign you a unique Perfectly Posh User ID. Keep this number. It is used for orders, team structure, and commission tracking.

2.3 Independent Contractor Status

You are an independent contractor, not an employee, franchisee, agent, or partner of Perfectly Posh. You set your own hours, manage your own business expenses, and are responsible for your own taxes, including self-employment taxes. Perfectly Posh will issue a 1099 for qualifying annual earnings.

You may not represent yourself as an employee of Perfectly Posh, either directly or by implication.

3.0 ADVOCATE RESPONSIBILITIES

3.1 Maintaining Accurate Information

Keep your address, email, and payment information current in your Advocate Dashboard. Allow up to 2 business days for address changes to take effect before placing an order. You are responsible for any orders lost due to incorrect information.

3.2 Supporting Your Team

If you sponsor other Advocates, you take on a leadership responsibility. Good sponsorship includes:

- Helping new Advocates understand the products, Compensation Plan, and these Policies
- Staying in reasonable contact with your Team
- Encouraging ethical, honest business practices

You are not required to devote any specific number of hours to your Posh business, but the strongest teams are built by sponsors who invest in the people they enroll.

3.3 Sponsorship Standards

Sponsors are recognized as shown on the applicant's first submitted enrollment. Sponsor changes may be requested in writing within 72 hours of enrollment only, and must include consent from the current Sponsor with stated reason.

Unethical sponsoring (such as pressuring prospects, misrepresenting the opportunity, or poaching another Advocate's personally sponsored recruits) is prohibited and may result in disciplinary action.

3.4 Other Business Activities

We trust you to decide how to spend your time. Many Advocates represent other companies, hold other jobs, or pursue additional income. You may do so at any rank.

Recruiting

During your time as an Advocate and for six months after termination, you may not invite Perfectly Posh Advocates or customers to join another direct sales or network marketing business unless you personally sponsored them into Posh. You may have any other conversation with them.

Competing Products

You may not represent any brand or product that Posh Enterprises has designated as competing with Perfectly Posh. We currently maintain no such list. If we ever designate a competing brand, we will name it directly and give you reasonable notice.

Company-hosted Events

Non-Posh products and opportunities may not be promoted at events organized, sponsored, or hosted by Posh Enterprises (UnConventional, Leadership, regional training, official webinars, and similar). A "Company-hosted event" means an event the Company itself puts on. Your own vendor tables, parties, and community events are not Company-hosted events.

Invitation to Leadership Functions

Representing other companies does not affect your rank, your commissions, or your standing as an Advocate. Some Company programs and conversations do involve confidential strategy and are invitation-only at the Company's discretion. Inclusion in those functions is independent of rank.

3.5 Cross-Sponsoring Prohibition

Enrolling an existing Perfectly Posh Advocate under a different sponsor line is strictly prohibited. This includes enrollment using a family member's name, a Business Entity, or any other indirect means.

4.0 YOUR ACCOUNT & BUSINESS

4.1 Rights Granted

As an Advocate in good standing, you have the right to:

- Purchase Perfectly Posh products and services
- Promote and sell Perfectly Posh products and services
- Sponsor new Advocates and customers in authorized markets

No product purchase is required to enroll or to fully participate in the Compensation Plan.

4.2 One Account Per Person

Each individual (together with their spouse or partner) may hold an ownership interest in only one Perfectly Posh Advocate account. Other adult family members living at the same address may each have their own Advocate or customer account if they independently meet eligibility requirements.

4.3 Modifying Your Account

You may add a spouse or partner to your account, or change ownership from individual to Business Entity, by submitting a written request to the Support Team. Requests are typically processed within 5 business days.

4.4 Selling or Transferring Your Business

Your Perfectly Posh business may be transferred or sold with prior written approval from Perfectly Posh. All parties must be in good standing.

After a transfer, the original Advocate is not eligible to re-enroll for twelve months.

4.5 Voluntary Termination

You may terminate your account at any time by sending a written notice to support@poshmailbox.com that includes:

- A statement of your intent to terminate
- Your Perfectly Posh User ID
- Your signature

After voluntary termination, you are not eligible to re-enroll for six months. If you use another Advocate's replicated site to promote Posh products during that period, the six-month clock resets.

4.6 Changing Organizations

If you want to change your sponsor, you must voluntarily terminate and remain inactive for six full months before re-enrolling under a new sponsor. Re-enrollment is subject to Company approval. You may not retain your former rank, team, or account balances.

4.7 Succession

Upon the death or legal incapacity of an Advocate, the business may be transferred to a legal heir or successor. The successor must accept the Advocate Agreement and provide appropriate legal documentation to the Support Team. Commissions will be paid to the estate or successor based on current performance of the position.

5.0 BUSINESS ENTITIES

5.1 Eligibility

A corporation, LLC, partnership, or trust may enroll as a Perfectly Posh Advocate. The individual behind the entity must meet all personal eligibility requirements. All actions of any owner, member, officer, or representative of the Business Entity are subject to these Policies.

5.2 Liability & Indemnification

You are responsible for all statements (verbal and written) you make about Perfectly Posh products, services, and the Compensation Plan that go beyond official Company materials. You agree to indemnify and hold harmless Perfectly Posh from any liability arising from your unauthorized representations or actions.

5.3 Insurance

We encourage all Advocates, especially those running active businesses, to obtain appropriate business insurance. A standard homeowner's policy typically does not cover business-related injuries or losses. Talk to your insurance agent about a "Business Pursuit" endorsement or a standalone small business policy.

5.4 Household Members

If any member of your immediate household engages in conduct that would violate this Agreement if you had done it yourself, the conduct is treated as your violation, and disciplinary action will be taken against your account.

6.0 YOUR RIGHTS AS AN ADVOCATE

This section exists because we believe advocates deserve to know exactly what protections they have. Read it. Know it. Hold us to it.

6.1 Right to Fair Notice

Before we take any adverse action against your account (other than immediate suspension under Section 7.3), we will notify you in writing of the concern, the specific conduct at issue, and the action we are considering. You will have at least 3 business days to respond.

6.2 Right to Respond

When a written notice of potential violation is sent to you, you have 3 business days from the date of dispatch to submit your response, supporting documentation, and any context you believe is relevant. We will read it. We will consider it before making any final decision.

6.3 Right to Appeal

If you receive an adverse decision (suspension, commission hold, or termination), you have the right to appeal in writing within 10 business days of receiving notice. Your appeal will be reviewed by a person not involved in the original decision. We will provide a written response within 10 business days of receiving your appeal.

6.4 Right to Accurate Commissions

We will pay commissions accurately and on schedule as defined in the Compensation Plan. If you believe there is a discrepancy, report it in writing within 30 days. After 30 days, adjustments may not be available. We take commission accuracy seriously and will investigate every reported discrepancy promptly.

6.5 Right to Transparent Policies

These Policies will always be available on our website. We will not enforce a policy or guideline that was not published and communicated to you with proper notice before taking effect.

6.6 Right to a Neutral Dispute Process

If you have a dispute with Perfectly Posh, you have access to mediation and arbitration processes governed by Utah law and administered by neutral third parties. See Section 8 for the complete process.

6.7 Right to Your Commissions Upon Termination

If your account is terminated for any reason, you may receive commissions earned through the last full pay period in which you were active, less any amounts owed to the Company. Commissions will not be withheld without written explanation.

6.8 Right to Privacy

Perfectly Posh will protect your personal and financial information in accordance with Section 13 (Privacy) and applicable law. We will not sell your personal information to third parties.

7.0 POLICY COMPLIANCE & ENFORCEMENT

7.1 Reporting a Violation

If you observe a policy violation by another Advocate or Customer, report it in writing to support@poshmailbox.com. Include the nature of the violation, specific facts, dates, number of occurrences, persons involved, and any supporting documentation. Reports are treated confidentially to the extent possible.

7.2 Progressive Discipline

We believe in education before punishment. Our standard discipline process is:

First Violation

Written notice identifying the violation, the applicable policy, and the steps required to resolve it. You will have 3 business days to cure the violation. If cured, the file is closed.

Second Violation

Second written notice and temporary suspension. During suspension, your ability to place orders, earn commissions, and sponsor may be limited. To reinstate, you must submit a signed acknowledgment of the violation and the steps you've taken to correct it.

Third Violation

Final written warning, extended suspension, and forfeiture of commissions during the suspension period. Clear action required to avoid termination.

Fourth Violation

Termination with written notice.

Perfectly Posh reserves the right to accelerate or modify this sequence based on the nature and severity of the violation. Fraud, illegal conduct, or threats of harm may result in immediate termination without warning.

7.3 Grounds for Immediate Suspension or Termination

The following may result in immediate action without the progressive process:

- Fraud, misrepresentation, or willful deception
- Illegal conduct related to or that affects your Posh business
- Harassment, threats, or abusive behavior toward Advocates, customers, or Company personnel
- Public disparagement of Perfectly Posh, its products, leadership, personnel, suppliers, vendors, manufacturers, programs, or fellow Advocates
- Unauthorized use or disclosure of confidential Advocate or customer data
- Disclosure or use of confidential Company strategy
- Sharing Advocate Dashboard credentials or Account access with an unauthorized person
- Soliciting Posh Enterprises employees or contractors to leave the Company

- Re-labeling, re-packaging, or refilling Perfectly Posh products. This does not include product samples or adding your contact information to products you sell.
- Medical, disease, curative, or other product claims not contained in official Perfectly Posh materials
- Returning more than \$500 of product within a 12-month period
- Initiating, joining, or voluntarily participating in litigation against Perfectly Posh

7.4 Effect of Termination

Upon termination:

- You have no right to commissions, bonuses, or compensation beyond the last full active pay period
- You must immediately cease using the Perfectly Posh name, trademarks, and materials
- Your former Team rolls up to your Sponsor
- Involuntarily terminated Advocates may not re-enroll without written consent of a Company officer, and not for at least 12 months

8.0 DISPUTE RESOLUTION

8.1 Disputes Between Advocates

If you have a grievance with another Advocate regarding your respective Perfectly Posh businesses, we encourage you to resolve it directly first. If that fails, submit a written complaint to support@poshmailbox.com with the details described in Section 7.1. The Support Team's written decision will be final and binding on both parties.

8.2 Disputes Between an Advocate and Perfectly Posh

We believe most disputes can be resolved without lawyers. Our escalation path is:

Step 1: Direct Resolution

Contact support@poshmailbox.com and give us the chance to resolve it informally. Most issues are handled here within a few business days.

Step 2: Mediation

If direct resolution fails, either party may request mediation. Mediation will be conducted in Salt Lake County, Utah, by a mutually agreed neutral mediator or, failing agreement, a mediator appointed by the Utah District Court mediation program. Participation by telephone is permitted. Each party bears its own legal fees; mediation costs are split equally.

Step 3: Arbitration

If mediation does not resolve the dispute, either party may submit to binding arbitration under the rules of the American Arbitration Association (AAA) or JAMS, as agreed by the parties. Arbitration will take place in Salt Lake County, Utah. The Federal Arbitration Act governs. The arbitrator's award will be final and binding.

Step 4: Court

Claims that cannot be resolved through the above process, or that are not subject to arbitration (such as requests for injunctive relief), shall be brought exclusively in the state or federal courts of Salt Lake County, Utah. The laws of the State of Utah govern all matters arising from this Agreement.

8.3 Class Action Waiver

You and Perfectly Posh each agree that any dispute will be pursued individually. Neither party will assert class or collective action claims in arbitration, mediation, or court. The arbitrator or court may not consolidate the claims of different individuals into a single proceeding.

8.4 Severability

If any provision of these Policies is found to be unenforceable, only that provision is affected. The remaining provisions remain in full force.

8.5 Entire Agreement

These Policies & Procedures, the Compensation Plan, the enrollment application you submitted when you became an Advocate, and any addenda referenced in these documents together make up the entire Agreement between you and Perfectly Posh. They replace any prior agreement, statement, or representation, written or verbal.

Nothing said in a meeting, email, training, or social media post overrides what is written here. The Agreement may be modified only as described in Section 1.4.

9.0 COMMISSIONS & BONUSES

9.1 Qualification

To receive commissions and bonuses, you must be an active Advocate in good standing and comply with the Advocate Agreement. "Active" is defined in the Compensation Plan.

Perfectly Posh will not issue commission payments until you have completed enrollment, including providing a valid Social Security Number or EIN.

9.2 Computation and Discrepancies

Commissions and bonuses are calculated in accordance with the Compensation Plan. Review your Advocate Dashboard and report any discrepancy in writing within 30 days of receipt. After 30 days, adjustments may not be available.

9.3 Product Returns and Adjustments

Bonuses and commissions are based on actual sales to end consumers. When a product is returned for a refund, bonuses and commissions attributable to that return will be adjusted in the month the refund is issued and recovered from future payments where necessary.

9.4 Tax Compliance

You are solely responsible for all income taxes, self-employment taxes, and any other taxes on compensation you earn as a Perfectly Posh Advocate. Perfectly Posh will issue a Form 1099 for qualifying earnings. We encourage you to consult a tax advisor.

9.5 Dormant Account Funds

If your account becomes dormant for twelve consecutive months or longer, with no orders placed and no commissions earned, any funds remaining in your Wallet may

be reclaimed by Posh Enterprises. Before reclaiming any funds, we will attempt to notify you at the email and mailing address on file. If you respond and resume activity within 30 days of that notice, your funds remain yours. After 30 days without response, the Wallet balance reverts to Posh Enterprises and your account may be closed.

10.0 ORDERING PRODUCTS

10.1 Ordering Policies

Order what you can reasonably sell or use. Purchasing excessive inventory solely to qualify for commissions, bonuses, or rank advancement (“Bonus Buying”) is strictly prohibited. You may not purchase product on behalf of another Advocate to manipulate qualifications.

Prices are subject to change. Perfectly Posh will make reasonable efforts to provide advance notice of price changes.

10.2 The 70% Commitment

Before placing a new order, you should have personally used, sold, or applied to your business at least 70% of your previous order. If requested by Perfectly Posh or a regulatory authority, you must be able to certify this. This rule protects you and the integrity of the Company and its compensation structure.

10.3 Sales to Customers

Sales may be made directly through your replicated website or in person. When selling in person, provide a receipt at or before the time of sale. Customers have the right to cancel a purchase within 10 days of receiving their receipt, consistent with applicable consumer protection law.

10.4 Payment and Credit Card Policy

Use only your own credit card or payment method. Do not use another person’s card without written authorization, and even then, only in compliance with applicable law. Chargebacks may result in immediate account termination.

10.5 Sales Tax

Perfectly Posh will collect and remit sales tax on all orders based on the suggested retail price. You are responsible for any additional tax due on product you sell at a price higher than the retail price.

10.6 Refund Policy

(a) Customers and Advocates. Customers and Advocates may return unsatisfied product within 30 days of purchase for a full refund minus shipping. Between 30 and 90 days, product in resalable condition may be returned for 70% of original price. After 90 days, no refunds.

(b) Damaged or Defective Product. Damaged or defective product may be returned within 30 days for a full refund or replacement.

(c) Terminated Advocates. If a terminated Advocate has purchased Perfectly Posh products, Posh Enterprises will issue a refund or credit for products purchased by the Advocate provided: (i) the product is in Resalable condition; (ii) the Resalable product is returned to Posh Enterprises within twenty (20) days from the date of termination; and (iii) the Advocate provides proof the product was purchased within twelve (12) months preceding the date of termination. (Note: the twelve (12) month requirement does not apply to residents of Maryland, Wyoming, Massachusetts, or Puerto Rico.) Refunds are subject to a ten percent (10%) handling fee. Shipping costs are not refundable.

(d) Montana Residents. A new Advocate has up to 15 days to cancel their agreement with Posh Enterprises. The Advocate is entitled to a full refund of the Starter Pack if all of the items from the Starter Pack are returned and the items are still sealed and have not been used in any way. Neither shipping and handling charges incurred by an Advocate when the Starter Pack was purchased, nor return shipping fees, will be refunded. If the purchase was made through a credit card, the refund will be credited back to the same account used when purchasing. If an Advocate was paid a commission based on a product purchased, and such product is subsequently returned for a refund, the commission paid will be deducted from the amount of the refund or from a future commission payout. Additionally, if an Advocate cancels after

15 days but within 12 months and has not received any financial benefit by purchasing a Starter Pack, they may receive a 90% refund on any currently marketable products sold that have not been resold or consumed. Products are not considered currently marketable if they have been consumed or are seasonal, discontinued, or special promotional items.

10.7 Return Process

To initiate a return: (1) Contact support@poshmailbox.com (2) Ship the product prepaid to the address provided. (3) Include a copy of your receipt. We recommend a trackable shipping method.

11.0 PRESENTING THE OPPORTUNITY

11.1 Compensation Plan Presentation

When presenting the Perfectly Posh business opportunity:

- Always provide the Income Disclosure Statement (Addendum 1)
- Be accurate and complete; never misquote or omit material facts
- Be clear that the Compensation Plan is based on actual product sales to end consumers
- Do not make income projections or guarantees
- Be honest that success requires real work and commitment
- Only use claims and statements contained in official Perfectly Posh materials

11.2 Product-Based Business

The Perfectly Posh opportunity is built on product sales to real customers. Advocates are encouraged to purchase only what they and their customers will genuinely use. Recruiting should always be paired with an honest conversation about the product and the business, not presented as an income opportunity disconnected from product sales.

11.3 Compensation Tied to Product Sales

All commissions and bonuses are paid on actual sales of Perfectly Posh products to end consumers. No commission or bonus is paid simply for enrolling another Advocate. No payment is made for recruitment, headcount, or position in the sponsorship structure separate from real product sales. This is fundamental to how Perfectly Posh operates and is required by law.

If anyone presents the Perfectly Posh opportunity in a way that suggests income comes from recruiting rather than from product sales, that presentation is false and a violation of these Policies.

12.0 CONFIDENTIAL INFORMATION

12.1 What Is Confidential

Business reports, Advocate and customer lists, genealogy data, sales information, and any information marked as confidential by Perfectly Posh are trade secrets belonging to the Company. Access to this information is provided to you solely to support your Posh business.

Confidential information also includes Company strategy, financial detail, operational plans, product roadmap, and any other information disclosed in leadership programs, advisory conversations, executive briefings, or by direct communication from the CEO or Company officers. Disclosing or using this information outside of your Perfectly Posh business is a material breach.

12.2 Your Obligations

During the term of this Agreement and for two years after termination, you may not:

- Use confidential information to compete with Perfectly Posh
- Disclose confidential information to any third party
- Use Advocate or customer data to build a team in another direct sales or network marketing company

12.3 Subpoenas and Court Orders

If you receive a subpoena, court order, or other legal demand requiring you to disclose Perfectly Posh confidential information, you may comply with the law. But you must notify the Support Team at support@poshmailbox.com as soon as possible after receiving the demand, and before any disclosure if practical. This gives Posh Enterprises the opportunity to seek a protective order or take other steps to protect the information. Cooperate reasonably with any such effort.

12.4 Remedies

Violation of these obligations causes irreparable harm. Perfectly Posh is entitled to seek injunctive relief without posting a bond, in addition to monetary damages. The prevailing party in any such action is entitled to attorney's fees and costs.

13.0 PRIVACY

This is our full Privacy Policy. It tells you what information we collect, why we collect it, who we share it with, and the rights you have. The same policy is published at theperfectlyposh.com/privacy-policy for customers and visitors.

13.1 Our Commitment

We take your privacy seriously. Posh Enterprises LLC ("Perfectly Posh," "the Company," "we," "us") will make reasonable efforts to safeguard your personal and financial information and to use it only for the purposes described here. We will not sell your personal information to third parties.

13.2 Information We Collect

We collect information in three ways: information you give us directly, information we receive when you use our website or app, and information we receive from service providers who help us run our business.

Information you provide:

- Name, mailing address, email, phone number
- Social Security Number or EIN (Advocates only, for tax reporting)
- Date of birth, where required for age verification
- Payment information (credit card, ACH, or other payment account details)
- Government-issued identification, when required for verification
- Communications you send to support or other Company addresses

Information collected automatically when you use our sites and tools:

- Device information (browser type, operating system, IP address)
- Usage data (pages viewed, links clicked, time spent, referring site)
- Order, shopping cart, and party history
- Cookies and similar technologies (see Section 13.6)

Information from third parties:

- Payment processors confirming a transaction
- Shipping carriers confirming delivery
- Identity and fraud-prevention services
- Public records, where verification is required

13.3 How We Use Your Information

We use your information to:

- Operate your account, process orders, and pay commissions
- Communicate with you about orders, parties, training, recognition, and policy updates
- Provide other Advocates in your team with the contact information needed to support your business (name, email, phone, city and state, and order summary, as described in Section 13.5)
- Send marketing communications you have not opted out of
- Improve our products, website, and services
- Prevent fraud, abuse, and policy violations
- Comply with tax, regulatory, and legal obligations

13.4 Sharing With Third Parties

We share your information only as needed to run the business or as required by law.

The categories of recipients are:

- Service providers (payment processors, shipping carriers, hosting and email providers, customer support platforms, tax and accounting firms) who handle data on our behalf under written confidentiality and security obligations
- Your Sponsor and the leaders in your team, for the limited business-support purposes described in Section 13.5
- Government authorities or other parties, when required by law, subpoena, or court order, or when necessary to protect the rights, safety, or property of Perfectly Posh, our Advocates, or others
- Any successor entity in connection with a merger, acquisition, financing, or sale of Company assets

We do not sell your personal information. We do not share your personal information with advertising networks in exchange for money.

13.5 Sponsorship and Team Information

Direct sales depends on Sponsors being able to support the Advocates they enroll. By enrolling, you authorize Perfectly Posh to share the following with your Sponsor and the leaders in your team:

- Your name, city, and state
- Your contact email and phone number
- Your rank, qualification status, and order activity summary
- Your enrollment date and Sponsor

You agree to maintain the confidentiality of any Advocate or customer information you access through your Posh business and to use it only for Posh-related purposes. Misuse of this information is a violation of Section 12 (Confidential Information) and may result in immediate termination.

13.6 Cookies and Online Tracking

Our websites use cookies and similar technologies to keep you signed in, remember what is in your cart, measure how the site is being used, and improve our products.

You can disable cookies in your browser, but some features of the site may not work

properly without them. We honor Global Privacy Control signals where applicable law requires it.

13.7 Data Security

We use commercially reasonable administrative, technical, and physical safeguards to protect your information, including encryption in transit, restricted access, and regular review of our security practices. No system is perfectly secure. If we become aware of a security incident that affects your personal information, we will notify you and the appropriate authorities as required by law.

13.8 Data Retention

We keep your information for as long as your account is active and for as long after as is reasonably necessary to comply with tax, accounting, legal, and audit obligations, to resolve disputes, and to enforce our agreements. Financial and tax records are typically retained for at least seven years. When information is no longer needed, we delete it or render it anonymous.

13.9 Your Rights and Choices

Depending on where you live, you may have the right to:

- Know what personal information we hold about you and how we use it
- Request a copy of that information in a portable format
- Correct inaccurate information
- Delete your information, subject to legal exceptions
- Opt out of certain types of processing, including targeted advertising and profiling
- Withdraw consent where we rely on consent to process your information

You always have the right to:

- Update your profile in your Advocate Dashboard
- Unsubscribe from marketing emails using the link in any marketing message
- Close your account by following Section 4.5 (Voluntary Termination)

Residents of California, Colorado, Connecticut, Virginia, Utah, and other states with comprehensive privacy laws have additional rights under their state's law. To exercise

any privacy right, email support@poshmailbox.com with your name, the email on your account, and the specific right you wish to exercise. We will respond within the timeframe required by law. We will not retaliate against you for exercising a privacy right.

13.10 Children's Privacy

Perfectly Posh is intended for adults. You must be at least 18 to enroll as an Advocate or to create a customer account. We do not knowingly collect personal information from anyone under 13. If you believe a child under 13 has provided us information, contact support@poshmailbox.com and we will delete it.

13.11 International Visitors

Perfectly Posh operates in the United States and U.S. territories. If you access our sites from outside the United States, your information will be transferred to, stored, and processed in the United States, where laws may be different from those in your home country.

13.12 Changes to This Policy

We may update this Privacy Policy from time to time. The current version is always available on our website at theposhtyposh.com/privacy-policy. We will notify you of material changes before they take effect, consistent with Section 1.4.

13.13 Contact Us

Privacy questions or requests: support@poshmailbox.com

General support: support@poshmailbox.com

Mail:

Posh Enterprises LLC

391 S Orange St

Suite D11

Salt Lake City, Utah 84104

14.0 PRODUCTS, ADVERTISING & TRADEMARKS

14.1 Product Care

Inspect products promptly upon receipt. If a product is damaged or defective, do not sell it. Contact Support immediately. Store all products in a dry place at room temperature, away from direct sunlight. Do not sell expired product or product that will expire before it can be used.

14.2 Labeling and Packaging

Do not re-label, re-package, refill, or alter any Perfectly Posh product. Products must be sold in their original containers. Re-labeling violates federal law and these Policies.

14.3 Retail Restrictions

You may not sell Perfectly Posh products through:

- Online marketplaces (eBay, Amazon, Facebook Marketplace, Etsy, or similar platforms).
- Other retail or service settings (salons, spas, clinics). You may have a display with your contact information and product samples at a retail location with permission of the owner.

You may sell Perfectly Posh products through:

- Your replicated website
- In person
- Trade shows, expos, and temporary events up to 21 consecutive days or 21 total days per quarter.

14.4 Use of the Perfectly Posh Name and Trademarks

The Perfectly Posh name and all associated marks are the property of Posh Enterprises LLC's licensor. Your use of these marks is authorized only in connection with your role as a Perfectly Posh Advocate, specifically in this format:

- [Your Name], Independent Perfectly Posh Advocate

14.5 Advertising and Pricing

You may not advertise Perfectly Posh products at a price below the published retail price. You may not offer free product, free shipping, or other inducements beyond what the Company itself offers.

14.6 Social Media

Social media profiles used to promote your Posh business must clearly identify you as an Independent Perfectly Posh Advocate. Do not post false, misleading, or deceptive content. Do not post anonymously or under an alias. Report negative or abusive posts about you or the Company to support@poshmailbox.com rather than engaging with them.

14.7 Product Claims

Only make product claims contained in official Perfectly Posh materials. Do not claim that Perfectly Posh products treat, cure, diagnose, or prevent any disease or medical condition. Such claims violate Company Policy and may violate federal law.

14.8 Testimonials, Photos, and Stories

When you enroll, you give Perfectly Posh permission to use your story, your testimonial, and your image in our marketing materials and corporate communications. This includes things like our website, social channels, training videos, Advocate spotlights, and recognition pieces. You will not be paid separately for the use of your story or image, even if those materials end up in paid media.

A few promises in return. We will only use testimonials that reflect your actual, current opinion. If your views change, tell us and we will stop using the material. Your story may also appear in another Advocate's promotional materials, with the same standard. If you do not want to be featured at all, send a written notice to support@poshmailbox.com and we will keep your image and testimonial out of corporate materials going forward.

15.0 SHIPPING

15.1 Order Processing

Orders are typically processed within 3 business days. Orders are not shipped on weekends or federal holidays. Shipping charges are calculated and displayed at checkout before you place your order.

15.2 Carriers and Tracking

We ship through USPS, UPS, and other nationally recognized carriers. The carrier and service level for any given order are selected by Perfectly Posh based on destination, package size, and service availability. A tracking number is sent to the email address on the order when the package leaves our warehouse.

15.3 Address Accuracy

You are responsible for the accuracy of every ship-to address you submit, whether the order ships to you, a customer, or a party host. If a package is returned to us because the address was incorrect, incomplete, or undeliverable as addressed, any reship will be billed to the original purchaser at the standard shipping rate. The original shipping charge is not refundable in these cases.

15.4 Ship to Host

When a party order is placed with the Ship to Host option, all of the host's and guests' items are consolidated and shipped to the host at the address provided during party setup. The host is responsible for distributing the items to guests after they arrive. The Ship to Host fee and any associated service charges are disclosed at checkout.

The host's address and contact information are treated as part of the order and are governed by Section 13 (Privacy).

15.5 Backorders and Substitutions

If an item is out of stock at the time we process your order, we will choose one of the following at our discretion: (1) ship the in-stock portion of your order and notify you that the out-of-stock item is being canceled; (2) issue Perks Points as in-store credit equal to the value of the out-of-stock item; or (3) refund the out-of-stock item to your

original payment method. We do not substitute products without your prior agreement.

15.6 Lost or Damaged Shipments

Damaged shipments: Inspect every package promptly upon arrival. If a package or its contents are visibly damaged, contact support@poshmailbox.com within 3 days and retain all packaging materials and the damaged product until the claim is resolved. We will work with you on a replacement or refund consistent with Section 10.6(b).

Lost shipments: If tracking shows a package as delivered but you did not receive it, or if a package stops tracking and does not arrive within a reasonable window, contact support@poshmailbox.com within 30 days of the expected delivery date. Posh Enterprises files the carrier claim on lost packages. You do not need to file it yourself. Once the claim is opened, we will either ship a replacement or issue a refund.

15.7 Service Area

Perfectly Posh ships to the United States and to those U.S. territories published by the Company as authorized destinations. The list of authorized territories may change. Current shipping availability is shown at checkout.

15.8 Refused or Returned Shipments

Refusing delivery is treated as a chargeback against the Company. If a Customer or Advocate refuses delivery of a properly addressed and undamaged shipment, the account may be closed, and the person will not be permitted to re-order or re-enroll. The original shipping charge is not refundable. Any product refund is subject to the standard return policy in Section 10.6 and to confirmation that the product was returned in Resalable condition.

ADDENDUM 1

INCOME DISCLOSURE STATEMENT

Posh Enterprises LLC • Effective May 13, 2026

The Perfectly Posh Compensation Plan rewards Advocates for selling products and building teams of Advocates who do the same. The income you earn depends entirely on the products you sell, and the products sold by Advocates you support. Most Advocates earn modest amounts. A small number earn significant income. Your results depend on your effort, skill, time, and market conditions.

The following information is intended to give you an honest, transparent picture of typical Advocate earnings based on actual Company data. This information is updated annually.

Important context:

- These figures represent gross earnings before business expenses (product samples, shipping, marketing materials, etc.)
- Earnings are not guaranteed. Past performance does not predict future results
- Most Advocates participate on a part-time basis and treat their Posh business as supplemental income
- Top earners have typically invested years of consistent effort and team building

Advocate Rank	% of Active Advocates	Avg. Annual Earnings	Avg. Monthly Earnings
New	~60%	<\$500	<\$100
Active	~28%	\$500 - \$3,000	\$100 - \$250
Leader	~8%	\$3,000 - \$15,000	\$250 - \$1,250
Senior Leader	~3%	\$15,000 - \$60,000	\$1,250 - \$5,000

Advocate Rank	% of Active Advocates	Avg. Annual Earnings	Avg. Monthly Earnings
Top Earners	~1%	\$60,000+	\$5,000+

These ranges are illustrative and will be updated with precise figures once Posh Enterprises LLC has completed its first full year of operations. The compensation structure is designed around real product sales to real customers. Success as a Perfectly Posh Advocate is achievable, but it requires genuine effort.

GLOSSARY OF TERMS

Account

The unique user file associated with each Advocate's Perfectly Posh business and unique User ID.

Active Advocate

An Advocate who meets the minimum sales volume requirements to qualify for commissions and bonuses as defined in the Compensation Plan.

Advocate

An individual or entity enrolled with Perfectly Posh who actively promotes, sells products, and sponsors others in accordance with the Advocate Agreement.

Advocate Agreement

The Policies & Procedures and the Compensation Plan together, including any addenda.

Bonus Buying

Any purchase of product not driven by genuine consumer demand, including purchases made solely to qualify for rank advancement, commissions, incentives, or bonuses.

Compensation Plan

The official Perfectly Posh document that defines ranks, qualifications, commissions, and bonuses. The Compensation Plan and these Policies & Procedures together make up the Advocate Agreement.

Competing Product

Any product or service offered through another direct sales or network marketing company with characteristics, functions, benefits, or ingredients similar to Perfectly Posh products, regardless of price or quality differences.

Customer

Any person who purchases Perfectly Posh products and is not enrolled as an Advocate.

Family Unit

An Advocate, their spouse or partner, and dependent children living at or doing business from the same address.

Perks Points

Non-cash in-store credit issued by Perfectly Posh that can be applied to future product purchases. Perks Points are not redeemable for cash and may have expiration terms as set by the Company.

Resalable

A product is resalable if it is: (1) unopened and unused; (2) in original, unaltered packaging; (3) in commercially marketable condition; and (4) contains current Perfectly Posh labeling. Seasonal, discontinued, or special promotional items are not resalable.

Sponsor

The Advocate who enrolls another Advocate and is listed as that person's sponsor. Also referred to as "Up 1" in the genealogy.

Support Team

The Perfectly Posh team that handles customer service, order issues, account changes, and general questions. Reachable at support@poshmailbox.com.

Team

The Advocates enrolled below a particular Advocate in the sponsorship structure. Also referred to as "Down N" to indicate depth level.

Wallet

The secure feature in the Advocate's Dashboard that holds commissions, bonuses and Perks Points.

Posh Enterprises LLC

Salt Lake City, Utah • support@poshmailbox.com

People deserve the products they want, the community they need, and an opportunity to do good in the world.