

*Your
Signature
Summer
Scents*

Avroy
Shlain®

OCTOBER 2026

Beauty
SCAPE

SAVE ON DELIVERY WITH PAXI

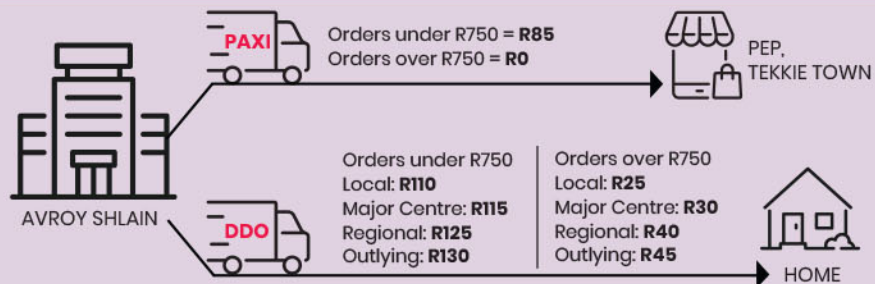
WHAT'S THIS ABOUT?

We've just made treating yourself even easier with our new delivery option. It's more affordable, more accessible, safe, and seriously reliable. Your beauty faves now arrive faster and more fuss-free than ever. Whether it's skincare, glam essentials, or that lipstick you definitely needed, we've got you covered. **Delivery made easy with Paxi!**

Key Benefits for you

-  More affordable delivery rates, helping you save on costs.
-  Safe and secure parcel handling, with tracking updates along the way.
-  Convenient pickup locations at over 2,000 stores across South Africa, including PEP and Tekkie Town.
-  Access for all customers, even in areas where traditional courier services are not available.
-  Reliable delivery times of 3 to 7 working days.
-  Contact Customer Service Department should you have any queries or questions regarding Paxi points.

Here's how the new system will work:



Please note that all Direct Delivery Only (DDO) customers will see changes to delivery costs and now have the option to choose PAXI if preferred.

HOW TO RETURN ORDERS *with Paxi*

RETURN PROCESS & TIMEFRAMES

- Always check the invoice date and ensure returns are sent back to Head Office within the specified timeframe.
- Return Logging Process
- All returns must first be logged via the Customer Care Helpdesk, including all required information.
- Once logged, you will receive a Helpdesk ticket number.
- The Customer Care Agent will forward the request to the QC Department for approval or rejection.
- Feedback on all returns logged will be provided within 24 hours.

APPROVAL / REJECTION

- If declined, the AD/GM/BA will be notified with the reason (e.g., defective goods, expired/old products).
- If approved, a token reference number will be issued and shared via the Helpdesk, and you can book your returns on Revolution.

Packaging & Sending Returns

- Items must be securely packed in a box and placed inside a Paxi flyer bag.
- Returns received without a box will not be credited (Refer to Late Returns rule below).
- Items must be dropped off at a Paxi-affiliated store before the return timeframe expires.
- Ensure the return is dropped off at a Paxi Store on or before the 14th day from the invoice date.
- Quality/Allergy and Damage returns must be dropped off at a Paxi Store on or before 6 months from date of invoice.
- Returns take 3-5 days to reach head office from Paxi.
- Make sure all returns reference numbers loaded on Revolution is placed in the box with the products.
- If returns are not loaded on Revolution the Customer Care team will notify the relevant AD/GM/BA who in turn will need to load the returns and provide the Customer Care Agent with the relevant returns reference number.
- No response from the AD/GM/BA within 7 working days from the date of notification, the products will be handed over for destruction. Please refer to the Late Returns rule below.

LATE RETURNS RULES/EXPIRED ITEMS/ITEMS PLACED IN A RETURN BOX IN ERROR OR NOT LOADED ON REVOLUTION.

- The AD/GM/BA will be responsible for arranging and covering the cost of their own courier.
- Collection from Head Office by RD/AD/GM/BA will not be permitted.

CREDIT PROCESS

- Once returns are received at Head Office, credits will be processed within 24-48 hours.
- D2C have the rule for a refund which takes 1 week to process this also depends on when the relevant banking details are provided.
- Confirmation of the credit memo will be sent via WhatsApp to all relevant parties.



RETURN token process

Step 1: Purchase the Token bag for R5 (standard) or R7 (large)

Step 2: Induct the parcel using the Token number:

- Pack your product in your purchased token bag
- Seal the bag and hand over to the store staff member
- The store staff member will require your Token number (received from Avroy Shlain)
- Take note that the receiver details and destination node will automatically be pre-populated. (The details cannot be amended in store).
- The staff member will confirm all details on the summary screen
- Your parcel will be delivered to Avroy Shlain.

What the Avroy Shlain rep needs?

- Items they want to return
- ID or passport
- PAXI return token number
- PAXI token bag (purchase in store)

*Excluding Zimbabwe and Mozambique.

YOUR CONFIDENT START

To help you start your business strong, we have created the Confident Start Beauty Advisor Onboarding Programme for your first 90 days of joining the business.

FAST START

(0-14 Days from registration)

Place your 1st ORDER to the value of **R750/P619/NS750** within 2 weeks of registration and you will receive:

Off-Invoice Earnings of R163/P134/NS163
Receive Incentive Products valued at R118/P97/NS118



START

- 2 X Perfumed Roll-on 50ml

Note: Product Selection may include male or female roll-ons.

1

(Within 30 days of registration)

Achieve TOTAL INVOICED SALES of **R1 000/P826/NS1000** in 30 Days and you will receive:
Off-Invoice Earnings of R217/P179/NS217
Receive Incentive Products valued at R180/P148/NS180



- 2 x Perfumed Body Spray 90ml/Deodorant Spray 120ml

Note: Product selection may include male or female Perfumed Body Spray.

You are eligible for the Personal Sales Challenge Gift in the Reward Brochure (Please refer to the Rewards Brochure for levels)

Days 1-90 are independent qualification periods. Only the BA Kit requires successful qualification across all three periods.

Terms & Conditions apply

2

(Within 31-60 days from registration)

Achieve TOTAL INVOICED SALES of **R1 250/P1 033/NS1250** in 31 to 60 Days and you will receive:
Off-Invoice Earnings of R272/P224/NS272
Receive Incentive Products valued at R478/P395/NS478



- Daily Skincare 3 in 1 Universal Toner 100ml
- Avroy Shlain Daily Skincare Advanced Day Cream for Dry Skin 50ml

You are eligible for the Personal Sales Challenge Gift in the Reward Brochure (Please refer to the Rewards Brochure for levels)

3

(Within 61-90 days from registration)

Achieve TOTAL INVOICED SALES of **R1 500/P1 239/NS1500** in 61 to 90 Days and you will receive:
Off-Invoice Earnings of R326/P269/NS326
Receive Incentive Products valued at R224/P185/NS224



- Afri Moisture Nourishing Shampoo 250ml
- Afri Moisture Multipurpose Hair Mist 200ml

You are eligible for the Personal Sales Challenge Gift in the Reward Brochure (Please refer to the Rewards Brochure for levels)

QUALIFICATION!

Complete and achieve all 3 criteria steps and qualify to purchase the **BEAUTY ADVISOR KIT FOR ONLY R160/P132/NS160** on check-out with your next order! Get the products you need to grow your sales and your business.
KIT VALUED AT R1 245/P1 028/NS1245



- Beauty Advisor Kit

NB: Images are for illustrative purposes only. Products may be substituted with items of similar value without prior notification.

Terms & Conditions apply

PERSONAL Sales

Beauty Advisors, Managers and Area Distributors

Achieve Personal Sales of

R2 000 / P1 652 / N\$2000 in October as a Credit Account Holder and you will receive:

- Redd Original For Her Perfumed Body Spray 90 ml
- Redd For Her Roll-On 50ml

**PRODUCT
VALUE
R134/ P110
N\$134**



Plus

YOUR OFF INVOICE EARNINGS:

R434 / P358 / N\$434

Achieve Personal Sales of

R2 000 / P1 652 / N\$2000 in October as a DDO & Prepaid Account Holder and you will receive:

- Awakenings Hand & Body Lotion 150ml
- Endangered for Her Paradise Perfumed Body Spray 100ml

**PRODUCT
VALUE
R174/ P143
N\$174**



Plus

YOUR OFF INVOICE EARNINGS:

R434 / P358 / N\$434

DDO: Direct Delivery Option

Terms & Conditions apply. Excluding Zimbabwe and Mozambique. Only one Personal Sales Incentive may be earned per account type and Sales tier during the campaign month. If you qualify for the higher sales tier, you will receive only the reward linked to that tier.

Avroy Shlain
TRUE BEAUTY SHINES

NEW BEAUTY ADVISOR ENROLMENT

QUICK GUIDE

— From manual errors to smart digital validation —

1



START THE ENROLMENT

Enter the Sponsor Account Number, choose the country, and capture the new Beauty Advisor's basic details in a guided digital flow.

2



SMART VALIDATION

Automatic casing, ID validation and real-time feedback help prevent incorrect data and reduce manual errors.

3



OTP SECURITY

A one-time PIN verifies the real user and confirms the phone or email contact details before the enrolment continues.

4



CHOOSE ACCOUNT TYPE

Select the right account option: Credit, Prepaid, or DDO (Direct Delivery). Delivery options are built into the process.

5



ADDRESS GEO-LOOKUP

Use address auto-complete and geo-lookup to improve accuracy, speed up capture, and reduce delivery errors.

6



INSTANT CONFIRMATION

Once submitted, the new account is created instantly with an account number, onboarding access, and a personal referral link.

7



WHATSAPP WELCOME MESSAGE

The new Beauty Advisor receives a welcome WhatsApp with the account number, replication link, manager details, and a data-free onboarding hub link.

IMPORTANT NOTES



Old enrolment relied on manual free-text capture with no validations.



The new process is validated, secure, and structured from start to finish.



Geo-lookup and smart validation improve data quality and delivery accuracy.



New Beauty Advisors get instant access to onboarding and referral tools.

PERSONAL Sales

Beauty Advisors, Managers and Area Distributors

Achieve Personal Sales of R4 500 / P3 719 / N\$4 500 in October as a Credit Account Holder and you will receive:

- Coppelia Eau de Parfum 60ml

**NEW
PRODUCT
VALUE
R439/ P362
N\$439**



Plus

YOUR OFF INVOICE EARNINGS:

R978 / P808 / N\$978 OR MORE

Achieve Personal Sales of R4 500 / P3 719 / N\$4 500 in October as a DDO & Prepaid Account Holder and you will receive:

- Legendary Man Oud EDT 100ml

**NEW
PRODUCT
VALUE
R499/ P412
N\$499**



Plus

YOUR OFF INVOICE EARNINGS:

R978 / P808 / N\$978 OR MORE

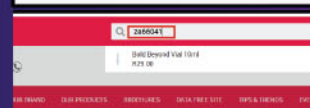
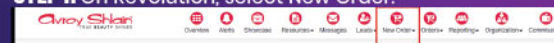
DDO: Direct Delivery Option

Terms & Conditions apply. Excluding Zimbabwe and Mozambique.

Only one Personal Sales Incentive may be earned per account type and Sales tier during the campaign month. If you qualify for the higher sales tier, you will receive only the reward linked to that tier.

HOW TO ORDER product samples

STEP 1: On Revolution, select New Order.

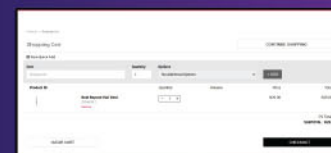


STEP 2: Search for the sample item code and select the item.



STEP 3: Update the quantity required and click Add to Cart.

Confirm that the correct item and quantity have been added to your cart



STEP 4: Proceed to Checkout.

Complete the payment process to finalize your order.



SAMPLES AVAILABLE ON A SPEND-BASED PROMOTION

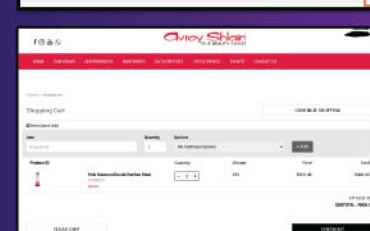
Maximum of 2 samples per order

For every R299 spent, you will be eligible to purchase 1 x 8ml or 10ml sample for R29.

Promotion Summary

- Spend R299 to R597 – Eligible to purchase 1 sample at R29 each.
- Spend R598 or more – Eligible to purchase 2 samples

STEP 1: On Revolution, select New Order.



STEP 1: Add all required items to your order to a **minimum value of R299** to qualify for the sample purchase.

STEP 4: Tick the sample item code on the left-hand side.

STEP 5: Select the quantity of samples you would like to purchase.

If you do not wish to purchase any samples, select 0.

STEP 6: Click Save.

STEP 7: Proceed with payment to complete your order.

STEP 2: Proceed to Checkout.

STEP 3: A pop-up screen will appear displaying the **Endangered for Her 10ml Sample** available for purchase at R29.

EXAMPLE:

The above order value is **R598**, you have qualified to purchase a maximum of **2 samples at R29 each**.

NEW MANAGER Qualification

Become a Manager THIS MONTH!
Achieve the following criteria and you will earn:

STEP 1:

Achieve team sales of R16 500/P13 636 / N\$16 500

(Including personal sales)

- 2 New Active Recruits in the qualification month
- Minimum requirement: Minimum 6 personally recruited Beauty Advisors

When you qualify, you will become a Junior Manager and receive

REWARDS:

- Earn a once off qualification 8% Service Fee (Junior Manager Team Sales)
- Receive a Product hamper valued at **R1 457/P1 204 / N\$1 457**
- Participate in the 3 month Manager Onboarding Programme

NEW

NOW INCLUDES

At least
5 product samples
+
A selection of
marketing and
training materials



Terms & Conditions apply.
Excluding Zimbabwe and Mozambique.

*Samples, Marketing & Training
Materials may vary

PLUS join the Manager Onboarding Programme to earn
more incredible rewards!

MANAGER Earning Schedule 2026

LEVEL	SALES	EARNINGS
PROMOTE-OUT QUALIFICATION	STEP 1: Achieve team sales of R16 500/ P13 636/N\$16 500 (Including personal sales) • 2 New Active Recruits in the qualification month • Minimum Requirement: Minimum 6 personally recruited Beauty Advisors	8%
MANAGER BELOW THRESHOLD	R19 500/P16 115/N\$19 500 – R20 999/P17 354/ N\$20 999	6%
GROUP MANAGER	R21 000/P17 355/ N\$21 000 – R52 999/P43 800/ N\$52 999	11%
SENIOR MANAGER	R53 000/P43 801/ N\$53 000 – R85 999/P71 073/ N\$85 999	12%
EXECUTIVE MANAGER	R86 000/P71 074/ N\$86 000 – R141 999/P117 354/ N\$141 999	12,5%
MILLION RAND MANAGER	R142 000/P117 355/ N\$142 000 +	13%

All sales thresholds refer to monthly invoiced team sales



Earn an ADDITIONAL BONUS:

EXECUTIVE MANAGERS
with sales of **R86 000** or more will earn
an **ADDITIONAL R500 BONUS.**

MILLION RAND MANAGERS
with sales of **R142 000** or more will earn
an **ADDITIONAL R1 000 BONUS.**

NEW MANAGER ONBOARDING Programme

NOW THAT YOU ARE A JUNIOR MANAGER, LET'S GET YOU GOING!

Did you know that in your first 3 months after qualifying as a Junior Manager, you are eligible to participate in the Manager Onboarding Programme, where you have the opportunity to attend exclusive training with your Area Distributor, earn FREE Avroy Shlain Product Samples, and Product Training Guides.

NEW MANAGER ONBOARDING PROGRAMME

Once you qualify as a Junior Manager, you have the opportunity to participate in the 3 month Manager Onboarding Programme and earn **Gifts for the 3 month period which are valued at R3 878.**

MONTH 1

MONTH 1 CRITERIA:

Achieve **R18 000/P15 000/NS18 000 Sales PLUS** Minimum 2 New Active Group Recruits

EARNINGS:

Earn 8% Service Fee = **R1 252/P1 043/NS1 252**

REWARDS:

Avroy Shlain-Branded

- **NEW** Tote Bag
- **NEW** A5 Planner
- **NEW** Pen
- 2 x Clipboards



MONTH 2

MONTH 2 CRITERIA:

Achieve **R19 500/P16 250/NS19 500 Sales PLUS** Minimum 2 New Active Group Recruits

EARNINGS:

Earn 8% Service Fee = **R1 356/P1 130/NS1 356**

REWARDS:

- **NEW** Avroy Shlain Branded Golf Shirt
- **NEW** Avroy Shlain Branded Cap
- Pack of Blotters (x25)
- JS® Eau de Parfum 60ml
- Black Diamond® Eau de Toilette 100ml
- Redd® Eau de Parfum 60ml
- Endangered® for Her Wild Perfumed Body Spray 100ml
- Black Diamond® Anti-Perspirant Spray 150ml



MONTH 3

MONTH 3 CRITERIA:

Achieve **R21 000/P17 500/NS21 000 Sales PLUS** Minimum 2 New Active Group Recruits

EARNINGS:

Earn 11% Service Fee = **R2 008/P1 673/NS2 008**

REWARDS:

- **NEW** Avroy Shlain Branded Vanity Case
- **NEW** Avroy Shlain Branded Lightweight Jacket
- Body Essence® Tissue Oil 100ml
- CRT® Anti-Wrinkle Serum 30ml
- CRT® Vitamin C Oil Serum 30ml
- CRT® 2 in 1 Foam Cleanser 150ml
- CRT® Firming Face & Neck Cream 50ml



QUALIFY IN ALL 3 MONTHS

REWARDS:

- **NEW** Manager Badge
- **NEW** Scarf



Mother Manager & New Manager PROMOTE OUT BONUS

The Mother Manager and the New Manager will each receive a once-off **R500** Promote Out Bonus after the New Manager successfully completes the 3-month Onboarding Programme.

Mother Manager RETENTION BONUS

As the Mother Manager you can earn an **ADDITIONAL R500** by helping your New Manager grow their business after they have completed their 3-month Onboarding Programme.

HOW IT WORKS:

- **Month 4: Receive R500** if your New Manager achieves R21 000/P17 500/NS21 000
- **Month 5: Receive R500** if your New Manager achieves R21 000/P17 500/NS21 000
- **Month 6: Receive R500** if your New Manager achieves R21 000/P17 500/NS21 000

These bonus earnings are paid in addition to monthly service fee. No missed months can be recovered.

Terms & Conditions apply.
Excluding Zimbabwe and Mozambique.

*Disclaimer: Avroy Shlain reserves the right to change the programme and products at any time without prior notice.



ACTIVATION *Challenge*

MANAGERS

Activate any inactive Beauty Advisors with a total minimum of **R7 500/P6 198/N\$7 500** invoiced sales from these Beauty Advisors and receive:

R500 Cash Bonus!

Terms & Conditions apply

AREA DISTRIBUTORS

Activate any inactive Beauty Advisor, with a total minimum of **R30 000/P24 793/N\$30 000** invoiced sales from these Beauty Advisors and receive:

R1 000 Cash Bonus!

An inactive Beauty Advisor is an existing Beauty Advisor who has not placed an invoiced order during the 12 months immediately preceding October 2026. Beauty Advisors registered during October 2026 do not qualify as inactive Beauty Advisors for this challenge.

Terms & Conditions apply.
Excluding Zimbabwe and Mozambique.

RECRUITERS

Beauty Advisors & Managers Only

For every personally registered recruit in the current month who has qualified with **R1 500/P1 239/N\$1 500** in invoiced sales in October 2026, you will receive:

COMING IN OCTOBER



Clary Sage | Narcissus
Palisander Rosewood



NEW
MANCELLE
PRIME

Clean confidence.
Modern sophistication.
Made for the progressive man.

DID YOU KNOW?

We have a dedicated Avroy Shlain WhatsApp Channel for the latest flyer offers, business updates, sales tools, training, and more. Scan the QR code or join via the link to stay connected.
<https://bit.ly/AvroyWhatsapp>



NEW RECRUITS

Build your sales

1 Simple Bundle Offer to Get You Started & Earning FAST

R760 Bundle
Total Sales: R760

**You Earn: R163 + 1 free brochure + 2x free
Roll-ons – as per Fast Start Rewards
offer if invoiced within
14 days of registration.**



Terms & Conditions

Rewards are subject to stock availability. Avroy Shlain reserves the right to substitute any gift for another of similar value. Your balance to be paid must be less than the month's invoiced sales (after discount). Qualifiers are granted a period of 90 days to query rewards gifts. Due to the nature of some gifts, qualifying gifts may vary per country. Gifts will be awarded based on the account status (Credit, DDO, Prepaid) at the time the incentive is achieved. Images were correct at time of printing. Minimum sales levels apply. Mozambique and Zimbabwe regions do not qualify for rewards, unless specified. All accounts on hold are subject to NEW Incentive rule from the 1 December 2023. You must remain active during the month following qualification in order to claim your gift, there is no minimum sales required in this month (following month). Once the qualifier has met all requirements, the gift will be delivered in the following month. Service Fees are calculated on the VAT-exclusive value of invoiced sales.

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Warehouse Code 50510