



Success Builder

A career that changes the world.

The Norwegian Experience

At Norwex we promote a simpler, better way of living, from the plantbased ingredients we use in our safer, more effective home and personal care products, to the one-of-a-kind microfibre yarn made from recycled bottles. And our vibrant community offers the opportunity to live life to its fullest by earning income and rewards, developing lifelong friendships and giving back to those in need.

Thank you for joining us!





Live cleaner

by reducing harmful chemicals and waste.

Live safer

by reducing the impact of toxins in your home and on your body.

Live better

by helping others adopt a healthier way of life.



Consultant

As an Independent Norwex® Consultant, you receive:

32% Discount on your personal Subtotal A sales* (no minimum sales required).

\$200 in free product of your choice for each Qualified Personal New Consultant.

An opportunity to earn gifts and rewards from sales and Team Building efforts.

Requirement to Maintain Status

You must maintain a minimum of \$250 in cumulative personal Subtotal A sales in a rolling six-month period.

If this requirement is not met for six (6) consecutive months, your account is considered Dormant, and a Reactivation Fee will be charged.

If a Consultant has \$0 in Subtotal A sales for twelve (12) consecutive months, they will be removed from the organisation.

Qualified Personal New Consultant

A Consultant you personally add to your Team who meets the required \$2,500 Subtotal A sales in 90 days.

Note: All entitlement calculations are based on Subtotal A sales values only.

* Subtotal A sales - Retail Sales less GST, Host Discount and Sales Material.

Team Coordinator

Qualifying Requirements

Minimum of 3 Engaged Personal Consultants.

Must submit a minimum of \$250 in personal Subtotal A sales in the qualifying month.

Team Coordinator Benefits

32% Discount on personal Subtotal A sales*

\$200 in free product of your choice for each Qualified Personal New Consultant.

An opportunity to earn gifts and rewards from sales and Team Building.

3% Bonus on Subtotal A sales from Personal New Consultants.

Requirement to Maintain Status and Bonuses

Must submit a minimum of \$250 in personal Subtotal A sales in each calendar month to be eligible for Bonus on your Personal Consultants' sales

Must maintain a minimum of 3 Personal Active Consultants

Consultants not meeting requirements for this level for six (6) consecutive months (and not receiving Bonuses at this level for six (6) consecutive months) will be repositioned and their Team will be moved up under their active Upline Leader.





Sales Leader

Qualifying Requirements

Minimum of 5 Engaged Personal Consultants.

Minimum of 10 Engaged Consultants in your Payable Downline (Personal Consultants included).

Must submit a minimum of \$250 in personal Subtotal A sales in the qualifying month.

Sales Leader benefits

32% Discount on personal Subtotal A sales*.

\$200 in free product of your choice for each Qualified Personal New Consultant.

An opportunity to earn gifts and rewards from sales and Team Building.

5% Bonus on Group sales, except for Personal Consultants of a Team Coordinator.

2% Bonus on Personal Consultants of Team Coordinators in your Group.

1% Bonus on 1st Level (1st level indicates point of breakaway; Sales Leader and above Leader titles constitute a breakaway).

Requirement to Maintain Status and Bonuses

Must submit a minimum of \$300 in personal Subtotal A sales in each calendar month to receive bonus on Payable Downline sales.

Must maintain a minimum of 10 Active Consultants in your Payable Downline at all times, of which 5 must be your Personal Consultants.

Consultants not meeting requirements for this level for six (6) consecutive months (and not receiving Bonuses at this level for six (6) consecutive months) will be repositioned.

* Subtotal A sales - Retail Sales less GST, Host Discount and Sales Material.



Executive Sales Leader

Qualifying Requirements

Minimum of 10 Engaged Personal Consultants.

Minimum of 25 Engaged Consultants in your Payable Downline (Personal Consultants included).

Must submit \$300 in personal Subtotal A sales in the qualifying month.

Executive Sales Leader Benefits

32% Discount on personal Subtotal A sales*.

\$200 in free product of your choice for each Qualified Personal New Consultant.

An opportunity to earn gifts and rewards from sales and Team Building.

5% Bonus on Group sales, except for Personal Consultants of a Team Coordinator.

2% Bonus on Personal Consultants of Team Coordinators in your Group.

2% Bonus on 1st Level. You just gave yourself a raise – now 2% on your first level!

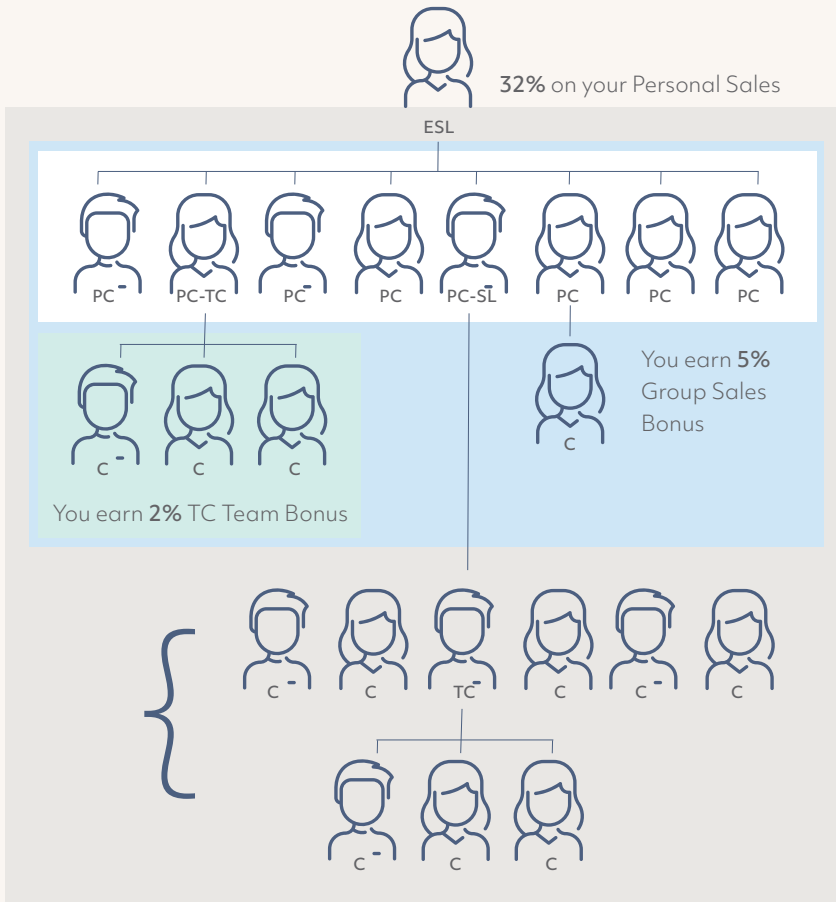
Requirement to Maintain Status and Bonuses

Must submit a minimum of \$400 in personal Subtotal A sales in each calendar month to receive earnings on Payable Downline sales.

Must maintain a minimum of 25 Active Consultants in your Payable Downline at all times, of which 10 must be your Personal Consultants.

Consultants not meeting requirements for this level for six (6) consecutive months (and not receiving Bonuses at this level for six (6) consecutive months) will be repositioned.

Overview of an Executive Sales Leader's (ESL) payable downline



PC = Personal Consultant

C = Consultant

TC = Team Coordinator

SL = Sales Leader

ESL = Executive Sales Leader



White

The white area shows the Personal Consultants.

(Must maintain a minimum of 10.)

Blue

The blue area shows the Group (which includes Personal Consultants).

Earn 5% Bonus on Group sales, except on Personal Consultants of a Team Coordinator.

Green

The green area shows the Consultants of Team Coordinators in the Group.

Earn 2% Bonus on Personal Consultants of a Team Coordinator.

1st Level



The bracket shows the 1st Level (any Consultant in the Group who has been promoted to Sales Leader or higher. The Leader stays in the Group; the Leader's Team moves to 1st Level.) Earn 2% Bonus on 1st Level.

Grey = Entire downline

The grey area shows the entire Payable Downline, which consists of all Consultants on whom an Executive Sales Leader is eligible to receive a Bonus. (Must maintain a minimum of 25.)



Senior Executive Sales Leader

Qualifying Requirements

Minimum of 25 Engaged Personal Consultants.

Minimum of 75 Engaged Consultants in your Payable Downline (Personal Consultants included).

Must submit \$400 in personal Subtotal A sales in the qualifying month.

Senior Executive Sales Leader Benefits

32% Discount on personal Subtotal A sales*.

\$200 in free product of your choice for each Qualified Personal New Consultant.

An opportunity to earn gifts and awards from sales and Team Building.

5% Bonus on Group sales, except for Personal Consultants of a Team Coordinator.

2% Bonus on Personal Consultants of Team Coordinators in your Group.

2% Bonus on 1st Level.

1% Bonus on 2nd Level.

Eligible for a \$250 Monthly Car Bonus.

Awarded Norwex Red Jacket.

Attend the annual Senior Leaders Summit.

One-time invitation to attend SESL Academy.

Requirement to Maintain Status and Bonuses

Must submit a minimum of \$550 in personal Subtotal A sales in each calendar month to receive Bonus on Payable Downline sales.

Must maintain a minimum of 75 Active Consultants in your Payable Downline at all times, of which 25 must be your Personal or Associate Consultants.

Consultants not meeting requirements for this level for six (6) consecutive months (and not receiving Bonus at this level for six (6) consecutive months) will be repositioned.

* Subtotal A sales - Retail Sales less GST, Host Discount and Sales Material.



Vice President Sales Leader

Qualifying Requirements

Minimum of 45 Engaged Personal or Associate Consultants.

Minimum of 200 Engaged Consultants in your Payable Downline (Personal Consultants included).

Must submit \$550 in personal Subtotal A sales in the qualifying month.

Vice President Sales Leader Benefits

32% Discount on personal Subtotal A sales*.

\$200 in free product of your choice for each Qualified Personal New Consultant.

An opportunity to earn gifts and awards from sales and Team Building.

5% Bonus on Group sales, except for Personal Consultants of a Team Coordinator.

2% Bonus on Personal Consultants of Team Coordinators in your Group.

2% Bonus on 1st Level.

1% Bonus on 2nd Level.

1% Bonus on 3rd Level.

Eligible for a \$500 Monthly Car Bonus.

Awarded Norwex Black Scarf.

Attend the annual Senior Leaders Summit.

Requirement to Maintain Status and Bonuses

Must submit a minimum of \$750 in personal Subtotal A sales in each calendar month to receive Bonus on Payable Downline sales.

Must maintain a minimum of 200 Active Consultants in your Payable Downline at all times, of which 35 must be your Personal or Associate Consultants.

Consultants not meeting requirements for this level for six (6) consecutive months (and not receiving Bonuses at this level for six (6) consecutive months) will be repositioned.



Executive Vice President Sales Leader

Qualifying Requirements

Minimum of 65 Engaged Personal Consultants.

Minimum of 400 Engaged Consultants in your Payable Downline (Personal Consultants included).

Must submit \$675 in personal Subtotal A sales in the qualifying month.

Senior Executive Sales Leader Benefits

32% Discount on personal Subtotal A sales*.

\$200 in free product of your choice for each Qualified Personal New Consultant.

An opportunity to earn gifts and awards from sales and Team Building.

5% Bonus on Group sales, except for Personal Consultants of a Team Coordinator.

2% Bonus on Personal Consultants of Team Coordinators in your Group.

2% Bonus on 1st Level.

1% Bonus on 2nd Level.

1% Bonus on 3rd Level.

0.5% Bonus on 4th Level.

Eligible for a \$500 Monthly Car Bonus.

Awarded Norwex Black Jacket.

Awarded custom Norwex Executive Vice President Sales Leader Pin.

Attend the annual Senior Leaders Summit.

Requirement to Maintain Status and Bonuses

Must submit a minimum of \$1,000 in personal Subtotal A sales in each calendar month to receive Bonus on Payable Downline sales.

Must maintain a minimum of 400 Active Consultants in your Payable Downline at all times, of which 55 must be your Personal or Associate Consultants.

Consultants not meeting requirements for this level for six (6) consecutive months (and not receiving Bonuses at this level for six (6) consecutive months) will be repositioned.



Senior Vice President Sales Leader

Qualifying Requirements

Minimum of 85 Engaged Personal Consultants.

Minimum of 600 Engaged Consultants in your Payable Downline (Personal Consultants included).

Must submit \$750 in personal Subtotal A sales in the qualifying month.

Senior Executive Sales Leader Benefits

32% Discount on personal Subtotal A sales*.

\$200 in free product of your choice for each Qualified Personal New Consultant.

An opportunity to earn gifts and awards from sales and Team Building.

5% Bonus on Group sales, except for Personal Consultants of a Team Coordinator.

2% Bonus on Personal Consultants of Team Coordinators in your Group.

2% Bonus on 1st Level.

1% Bonus on 2nd Level.

1% Bonus on 3rd Level.

1% Bonus on 4th Level.

0.5% Bonus on 5th Level.

Eligible for a \$500 Monthly Car Bonus.

Awarded Norwex Red Scarf.

Awarded custom Norwex Senior Vice President Sales Leader Pin.

Attend the annual Senior Leaders Summit.

Requirement to Maintain Status and Bonuses

Must submit a minimum of \$1,000 in personal Subtotal A sales in each calendar month to receive Bonus on Payable Downline sales.

Must maintain a minimum of 600 Active Consultants in your Payable Downline at all times, of which 75 must be your Personal or Associate Consultants.

Consultants not meeting requirements for this level for six (6) consecutive months (and not receiving Bonuses at this level for six (6) consecutive months) will be repositioned.

Glossary of Terms

Active Status Consultant

A Consultant who maintains cumulative Personal Subtotal A sales of \$250 or more within a rolling three-month calendar cycle.

Associate Consultant

A Downline Consultant who has been repositioned under you but was not personally added by you. They are included in your Payable Downline and are counted as Payable Downline for promotion qualification and title maintenance. Associate Consultants are not counted as Personal Consultants for levels under Senior Executive Sales Leader. For all Senior Executive Sales Leaders and above, Associate Consultants count as Personal Consultants for title maintenance and promotions to levels Vice President Sales Leaders and above.

Bonuses

The percentages you receive as a Team Coordinator or higher on your Payable Downline Subtotal A sales.

Breakaway

Any Consultant in your Downline who has been promoted to Sales Leader or higher. Breakaways become the levels referred to in our Bonus structure.

Calendar Month

A calendar month begins at midday AEST on the first day of the month, and ends at midday AEST on the first day of the next month.

Consultant Discount

This is the amount of discount off the recommended retail price excluding GST, Host Discount and Sales Material that a Consultant receives on each order submitted.

Cumulative Sales

Sales can be combined over many orders or even months dependent on the requirement. The sales amount does not need to come from just one order.

Customer Sales

Retail Sales in a Party Order. Includes Guest Orders and Customer & Web Sale Orders that are attached to a Party Order. Excludes Host Orders.

Dormant Status Consultant

A Consultant who maintains less than \$250 in cumulative Subtotal A sales within a six month rolling calendar cycle. A Dormant Australian Consultant is unable to submit orders (or access their Norwex Consultant Office) until a reactivation fee is paid.

Downline

Consultants who make up your overall organisation.

Engaged Status Consultant

A Consultant who has \$250 in Subtotal A sales, in a month, is considered engaged for that month only.

Group

Includes all Personal Consultants, and their Downline, up to and including the point of breakaway.

Inactive Status Consultant

A Consultant who has not maintained cumulative Subtotal A sales of \$250 or more within a rolling three month calendar cycle. An Inactive Consultant is still able to submit orders up until the point of becoming Dormant. A New Consultant who has not purchased an Upgrade Kit on sign up will have a default status of being Inactive until they submit \$250 Subtotal A sales or more.

New Consultant

A Consultant who is within their first 90 days of joining Norwex.

Party Sales

Retail Sales in a Party Order. This includes Guest and Host Orders and Customer and Web Sale Orders that are attached to a Party Order.

Payable Downline

All the Consultants on whom you are eligible to receive Bonuses.

Personal Consultant

A Consultant whom the Consultant has personally signed up to be a Norwex Consultant.

Personal Sales

Sales that a Consultant personally makes, via their party sales, Norwex Consultant Office Website and personal usage, and is based on Subtotal A.

Promotion

When a Leader meets all the necessary requirements to qualify and is promoted to the next level.

Qualified Personal Consultant

When a New Personal Consultant achieves \$2,500 in Subtotal A sales within their first 90 days.

Reactivation Process

When you reactivate, sales must be submitted by the end of the following month to ensure you have reached a cumulative total of \$250 Subtotal A sales within the last six month period. Failure to do this will result in your account being made Dormant status again, or if you have had \$0 in cumulative Subtotal A sales for twelve consecutive months, your account will be removed.

For example, Bob is Dormant and reactivates in October. In November, Bob will be in the 'About to go Dormant' status. Bob will need to submit orders to ensure a cumulative total of \$250 Subtotal A sales in the period between June to November, before the end of November or his account will go Dormant again.

Removed Consultant

A Consultant who has \$0 in cumulative Subtotal A sales for twelve consecutive months, will be removed from the organisation.

Repositioning Process / Grace Period

Repositioning process: When a Team Coordinator or Leader does not meet their Group level requirement for the month, they will get paid at the lower level, but will retain their status. After six consecutive months of not meeting his or her maintenance requirements, a Team Coordinator or Leader will be repositioned to the last 'paid at' title they are eligible for from the prior six months. The Team Coordinator or Leader will need to re-qualify to regain the higher title previously achieved. When a Team Coordinator or Leader is repositioned, the Bonus structure will reflect this change. Each Consultant will be granted the option to exercise, at his or her discretion, a one-time repositioning extension (repositioning grace period) for the life of his or her Norwex contract.

Repositioning Grace Period: Each Consultant will be granted the option to exercise, at his or her discretion, a one-time repositioning extension (repositioning grace period) for the life of his or her Norwex contract. A repositioning extension request must be submitted in writing to the Norwex Home Office and must include the reason for the extension. The Team Coordinator or Leader must also submit a three-month business plan outlining a plan to maintain title. If a Team Coordinator repositions to a Consultant, their Team will be moved up under their active Upline Leader.

Rolling Period

Every new month the period changes to include the new month. For example in April, the 3 month rolling period would cover Feb, March & April. When the new month begins, the 3 month rolling period changes to March, April & May.

Subtotal A sales

Retail Sales excluding GST, Host Discount and Sales Material.

the Norwex® global mission:

By reducing harmful chemicals
in our everyday lives, we share a
cleaner, safer way of living.
For our homes, our families and
our planet.



Norwex Australia Pty Limited:

Ph: 07 3204 9444 | Web: www.norwex.com.au | ABN: 85 129 561 262

Norwex New Zealand Limited:

Ph: 0800 895 015 | Web: www.norwex.nz | NZ GST #: 116 489 619