

DIRECT SELLING SCHEME

1. Introduction

M/s. Oxigeno International Biz Private Limited is committed to providing high-quality products/services directly to customers through an ethical and transparent direct selling model. This scheme outlines the structure, benefits, and regulatory compliance of our direct selling business in India.

2. Business Model

Business model of the company has been designed by complying with the Consumer Protection (Direct Selling) Rules, 2021. Our direct selling model follows a structure where Direct Sellers promote and sell our products directly to consumers and they earn income through retail profit, sales commission, repurchase income, royalty, performance bonus and rewards.

Direct Selling Scheme of the company has no provision that a Direct Seller will receive remuneration or incentives for the recruitment / enrolment of new participants and it does not require a participant to pay any entry/subscription fee.

3. Eligibility Criteria for Direct Sellers

- Must be an Indian citizen, 18 years or above
- Must complete KYC (PAN, Aadhaar, Bank Details)
- Must sign an agreement with the Company
- No mandatory joining fees or investments required

4. Product Selling & Distribution

- Products are sold directly to consumers without middlemen.
- Inventory is managed through company warehouses and online platforms.
- Customers get a **30-day return policy**.

5. Compliance with Indian Laws

- Adheres to **Consumer Protection (Direct Selling) Rules, 2021**
- GST compliance and proper invoicing for all transactions
- No pyramid scheme or money circulation involvement

6. Termination & Exit Policy

- A direct seller can exit anytime with prior notice.
- Misrepresentation or fraud can lead to termination.

7. Dispute Resolution

All disputes shall be resolved through arbitration as per the Indian Arbitration & Conciliation Act, 1996.

Oxigeno International Biz Pvt. Ltd.

183/2, Part B, 2nd floor, Kattigenahalli, IAF Post, Bagalur Cross Road
Yelahanka, Bangalore-560063, Ph : +91 9980010997



info@oxeshop.in



www.oxeshop.in

COMPENSATION PLAN

1. Introduction

Compensation Plan of the Company is designed to reward direct sellers for their efforts in promoting and selling our products. It is structured to offer fair earnings while complying with Indian direct selling regulations.

2. Income Sources

Direct sellers can earn through multiple income streams:

A. Retail Profit

- Direct sellers purchase products at a price called "ODP" (Oxigeno Distributor Price) and sell at MRP.
- Retail profit = MRP – ODP

B. Sales Commission

Each product or Service offered by the Company carries a value termed RP (Reward Point). The Commission for Direct Sellers is based on the RP of products sold by or through them. Remuneration based on RP is disbursed to Direct Sellers as sales commission twice a week.

C. Repurchase Income

Repurchase income is generated to the Direct Seller when the Direct Sellers sponsored by him/ her make additional purchases/ sales.

D. Royalty

Based on performance from the beginning, the Company will prepare a monthly list of Director Sellers. Direct Sellers will be rewarded based on their position in the list.

E. Performance Bonus

The Company will prepare a rank list of Direct Sellers once a month, considering their performance growth rate. Direct Sellers will be rewarded based on their position in the list.

F. Rewards

Under this category, the Company will provide national and international training to Direct Sellers who meet the specified target criteria.

3. Additional Privileges

➤ **Special Privileges for Distributors at Channel Partner Outlets**

The company has entered into channel partner arrangements with various retail outlets. Distributors who purchase products for their livelihood from these retail outlets are eligible for additional discounts.

➤ **Amazon Shopping Privileges**

A weblink for purchasing products from Amazon has been placed on the company's website. Distributors who make purchases through this weblink will receive additional discounts.

4. Payout Process

- Sales commission are calculated twice in week and rest are calculated monthly and transferred directly into the Direct Seller's bank account.
- TDS (Tax Deducted at Source) will be deducted as per Indian tax laws.
- All commissions are paid through legal banking channels.

5. Compliance & Transparency

- The company follows Consumer Protection (Direct Selling) Rules, 2021.
- No joining fees or forced product purchases.
- The Direct Seller is not entitled to any remuneration for recruitment of a Direct Seller or a Consumer.

18.02.2025
Kochi

For Oxigeno International Biz Pvt Ltd

Madhusudanan M D
Director
(DIN: 08196916)

CS. ANVAR K.S.
COMPANY SECRETARY
FCS 13201 CP 19873

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