

## VIBETRIBE CODE OF CONDUCT

As a member of the #vibetribе, you are a representative of the VIBES brand and its values. Your actions, both online and offline, play a key role in maintaining the integrity of our community and brand. By participating in the #vibetribе program, you agree to uphold the following guidelines:

1. **Professional Representation:** You will conduct yourself in a professional and respectful manner while representing VIBES. This includes all interactions with retailers, customers, and industry partners.
2. **Integrity:** The point earning platform under the VibeTribe Incentive Program is currently run on an honor system. It is expected that you will enter true and correct information into the system for the purpose of earning points. Vibes reserves the right to conduct random checks regarding the accuracy and truthfulness of the information entered into the VibeTribe system. False information entered into the VibeTribe system will result in immediate disciplinary action, up to and including termination from the #vibetribе program.
3. **Positive Communication:** You are expected to speak positively about VIBES products and brand. Disparaging or harmful comments regarding VIBES, any other rolling paper brands, or your fellow #vibetribе associates will not be tolerated, whether in person, online, or on social media platforms.
4. **Social Media Conduct:** Any content posted or shared on social media platforms that represents VIBES must be in line with the brand's values and mission. Offensive, inappropriate, or defamatory comments that could damage the reputation of VIBES or other brands within the industry will result in immediate disciplinary action, up to and including termination from the #vibetribе program.
5. **Respect for Competitors:** You will refrain from making negative remarks about competitors in the rolling paper industry. Healthy competition is encouraged, but it must be conducted in a manner that maintains respect and professionalism.
6. **Respect for #vibetribе Associates:** The #vibetribе is a community. It is essential to maintain respect, support, and camaraderie among all members. Harassment, bullying, or any form of negative behavior towards fellow associates will not be tolerated.
7. **Compliance with Legal Standards:** You agree to comply with all applicable laws and regulations while promoting VIBES products. This includes adherence to age restrictions and other legal requirements related to the sale and promotion of smoking accessories.
8. **Brand Integrity:** As a representative of VIBES, you are expected to accurately represent the brand's products and maintain the highest level of integrity in all promotional activities. Misleading claims or actions that could harm the brand's reputation are strictly prohibited.
9. **Confidentiality:** You agree not to disclose any proprietary information, trade secrets, or confidential materials shared with you by VIBES or within the #vibetribе community.