

Justine

BUSINESS DEVELOPMENT PARTNER

Step into the spotlight of your
**OWN BEAUTY
BUSINESS!**

Embark on a journey of
**EMPOWERMENT &
ENTREPRENEURIAL
SUCCESS** with Justine

HELLO

Future Beauty Entrepreneur & Confidence Creator!

Ready to dive into a world of passion,
empowerment, & endless opportunities?

Justine is the place to be...

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WELCOME TO JUSTINE

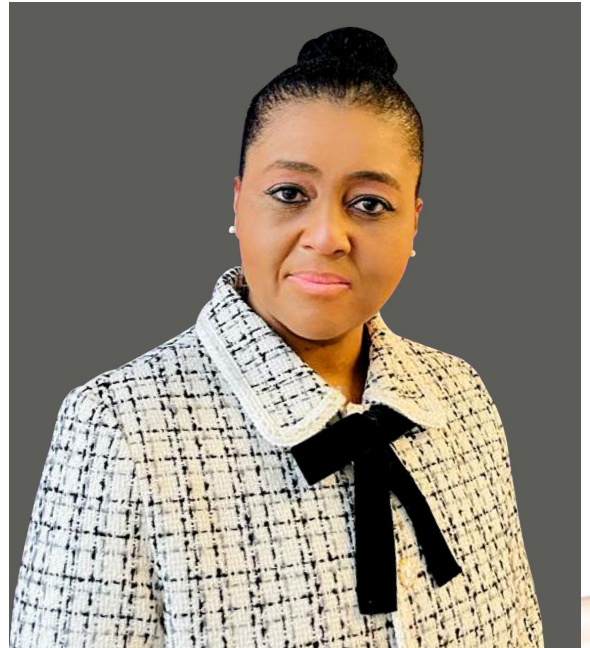
Our General Manager introduces you to a life-changing venture...

"Welcome to the opportunity of a lifetime!
At Justine, we are committed to empower
individuals to achieve their aspirations,
potential and dreams!

Justine is a company that connects people
through beauty, sharing passion, innovation and
expertise. Our success is built on the dedication
and passion of its people! Our model consists of
accessing top-quality products, comprehensive
support and training, competitive compensation,
and the chance to be part of a global legacy of
empowerment and success.

We therefore invite you to explore this incredible
innovative entrepreneurial opportunity, towards
self discovery, limitless opportunities, and your
financial independence. We look forward to
seeing your success story unfold."

*Best,
Nadia Mohamed*



Nadia Mohamed
General Manager South Africa



“ At Justine, we are committed to empower individuals to achieve their aspirations, potential and dreams! ”

OUR STORY

The Beauty of Science & Nature since 1973



From humble beginnings to a nationally recognised brand, Justine, founded in May 1973 recently marked its 50th birthday in 2023!

The brainchild of visionaries Veronica Devine and Paul Symes, the brand's inception was fueled by the unwavering vision to introduce skincare products tailored to South African skin in our challenging climate. The journey began with a mission to create a high-quality, no-compromise range of natural and botanical skincare treatments.

The brand has consistently pushed boundaries, combining the very best of nature and science in its formulations and presenting them in elegant packaging. Motivated by the aspiration to empower women financially and educate South African women about skincare, Justine has become synonymous with excellence.

The brand's legendary Tissue Oil is a shining example of this commitment, embodying the essence of its journey from modest origins to a nationally acclaimed icon. The overarching vision remains — to deliver exceptional skincare products for South African skin.

1973



1996



2012



2016



2022



OUR BRAND

Local, Lasting, Legendary

Justine is a company that connects people through beauty, sharing passion, innovation and expertise. We use the power of beauty to transform women's lives for the better!

Thousands of independent sales Consultants across South Africa sell iconic Justine brands through their social networks and help create better futures for women. We stand for progress for women: we believe in listening to women's needs, speaking out about issues that matter and creating positive change.

Our values speak for itself:

BELIEF
INTEGRITY
RESPECT
TRUST
HUMILITY

* Learn more at www.justine.co.za

OUR CAUSES

THUTHUKISA TOGETHER

This community-building initiative, helps combat poverty by funding schools. To date, over **R3 million** has been raised for this cause.

iTHEMBA

CRUSADE OF HOPE

We launched the iThemba Crusade Of Hope in 2001 and have raised over **R23 million** for Breast Cancer education and awareness since.



THE OPPORTUNITY

Becoming a Business Development Partner

Justine's Business Development Partner opportunity lets you write your own success story.

This lucrative business plan is based on a commission and incentives earnings structure, designed to maximise rewards, based on effort, and provide substantial and ongoing opportunity for income growth.



Each Business Development Partner's success is dependent on two primary factors:

1. THE TIME, EFFORT & COMMITMENT

put into the Justine business

2. THE GROWTH & SALES made by all

Consultants and Sales Leaders within your geographical zone.

These two factors highlight the importance of a Business Development Partner's responsibility to grow, empower, bolster, and inspire their downline organisation.

YOUR TEAM

Understanding your Team & Zone

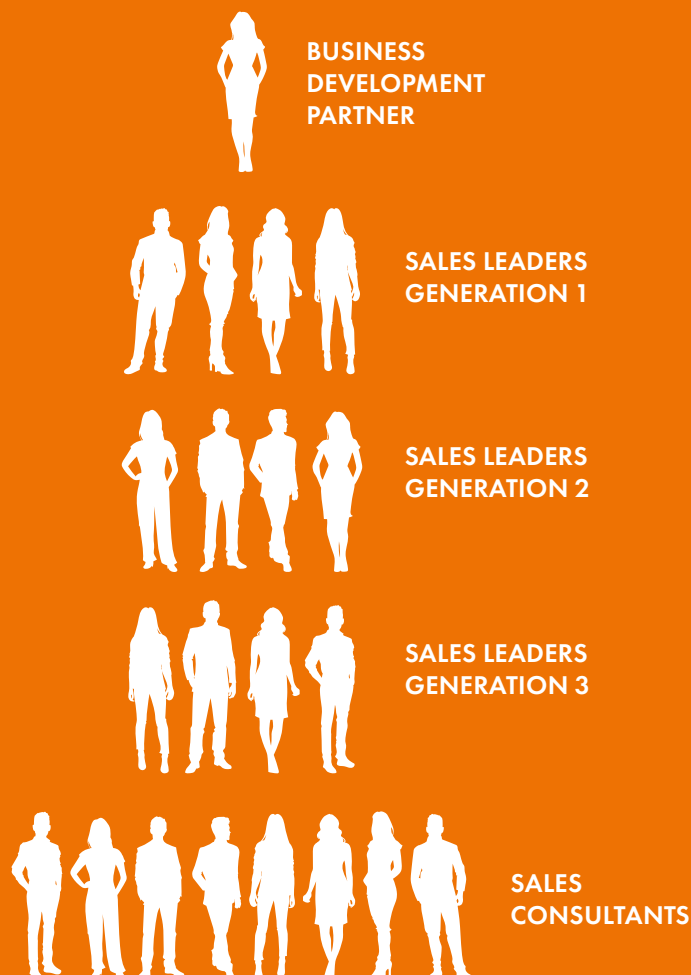
Your geographical area, also known as your zone, will have a group of Independent Sales Leaders and Consultants. Sales Leaders will assist you with your zone growth, and Consultants with selling our best selling products!

Your zone is your playground!

Sales Leaders and Consultants in your area will support your growth. And you can earn discounts, commissions, and bonuses by building a stronger, dedicated and high-performing team. By developing them, you develop a more rewarding and successful business for you!

Click here to find out more about our business proposition for Sales Leader & Consultants.

YOUR TEAM STRUCTURE



SEIZE THE MOMENT

Seize the Opportunity!

Get ready for a journey that stretches your leadership muscles and fuels your financial independence, with a dedicated Business Development Manager as well as our Marketing, Rewards & Recognition and Training teams, supporting you each step of the way!

Justine believes in giving everyone a chance, acting with integrity, and trusting one another. Your application is the first step to an exciting future!



APPLICATION PROCESS

How to Become a Business Development Partner

Ready to embark on this incredible opportunity?
Follow these steps to apply:

1. Visit www.justine.co.za
2. Click "**Become a Business Development Partner**" to access the application form.
3. Follow the step-by-step guide, agree to terms and click "**Submit**".
4. Your application will be reviewed.
5. You will be contacted if your application is successful.



HOT TIP: Complete the form with as much information as possible before submission!

JUSTINE FOR ENTREPRENEURS

Why Choose Us for Entrepreneurship?



BUSINESS OWNERSHIP

Build and manage your own sales teams.



PROVEN SUCCESS

Partner with us and a proven record of success and innovation.



LUCRATIVE EARNINGS

Earn competitive commissions and bonuses.



COMPREHENSIVE TRAINING

Access to cutting-edge training resources and support.



TRUSTED BRAND

Represent a trusted brand with products that customers love.



GROWTH OPPORTUNITIES

Scale your business and develop your own sales team.



RECOGNITION

Get recognised and rewarded for your entrepreneurial achievements.



FLEXIBLE LIFESTYLE

Achieve work-life balance.

What we look for in Entrepreneurship



VISIONARY

Visionary partners with a hunger for success.



SELF-STARTER

Self-starter, natural at marketing yourself and your business.



NETWORKER

Strong communication and networking skills.



BUSINESS-MINDED

A strategic mindset to drive business growth.



MOTIVATED & DETERMINED

Highly motivated individuals with the determination to overcome challenges.



CUSTOMER SERVICE CHAMPION

A passion for delivering exceptional customer experiences.

*Ready to take charge of your entrepreneurial journey?
Let's build your thriving business together!*

Income Opportunities & Rewards

Our rewarding sales compensation model is crafted to celebrate your success!
By hitting specific targets outlined in your contract, you're not just earning
– you're flourishing.

Plus you're never left feeling like you need to perform in the dark. We are your growth partner, providing valuable data and insights to supercharge your progress in your designated area. Watch your earnings soar as your performance and sales climb to new heights!

EARNINGS MODEL (BDP'S)



COMMISSION

Achieve your Sales
& Actives Target



INCENTIVES

Top-Up Monthly &
or Quarterly Earnings



TOP ACHIEVERS

Top 10% of BDP's
receive an extra bonus



CIRCLE OF EXCELLENCE

Qualify for the trip
of your dreams

Earnings start at achieving 90% up to 105% of the Target.
Earnings Model is subject to change at company discretion.





CIRCLE OF EXCELLENCE

Join the Circle of Excellence

The Circle of Excellence is a global celebration that recognises exceptional performers on an annual basis. Our top 10% of BDPs will be invited to travel to various destinations and attend an event with achievers from all over the Avon world.

This event will not only serve as a rewarding and relaxed fun vacation break but also provide an arena event for a cross-cultural exchange of ideas and sales management best practices.



TOOLS & RESOURCES

We've got everything you need for a stellar start.

All BDPs will be given an Onboarding Kit when they join Justine, consisting of:

- A selection of samples and best-selling products
- Branded t-shirts and name badge
- Access to digital training materials
- Powerbank and UPS
- Brochures provided monthly



JUSTINE OFFICE

Everything you need to achieve your goals is now in one place. Designed to provide you with a platform to grow & manage your business successfully.



JUSTINE GROW

Download the Justine GROW app & create your Personal Recruitment Page to recruit on the go. Transform how you find new prospects, maximising your opportunities both online and offline!



JUSTINE ON APP

Consultants run their business from our exciting Justine On App, from placing orders, sharing digital brochures to tracking their sales status.



JUSTINE ACADEMY

Grow & develop your team to create a talent pool by visiting Justine Academy, attend training workshops & complete your own onboarding programme.

TRAINING & SUPPORT

Empowerment through knowledge

We offer cutting-edge training to you, your Sales Leaders, and Consultants to best equip you in achieving your dreams and goals. We have a dedicated team of certified Training Specialists who will provide you and your team with some of

our best practices and FRP (Field Relationship Process) training modules, that's offered on and offline. All our online training sessions get recorded for you (and/or your team) to attend to in your own time. But it will always be most beneficial to attend the sessions live, for direct questions and immediate feedback.

Where possible, we also offer regional face-to-face training sessions. Our various online platforms include Facebook, Zoom, Teams and our Justine Academy platform, that hosts bite-sized articles, videos, hot tips, testimonials and so much more!



JOIN US

Are you ready to pioneer your future as a Beauty Trailblazer?

Take the leap towards your
financial independence and
entrepreneurial success.

**Complete and submit
your application today!**





Justine

**EMPOWERING
WOMEN FOR**

50

**YEARS
& COUNTING...**