

MENTORSHIP AGREEMENT (TERMS OF USE)

The BGC & Cantor Group Mentoring Programme supports staff throughout their career at BGC & Cantor Group. Mentees are matched with a mentor who has more experience in particular topics of interest. The goal is to help mentees with professional development, overcoming obstacles, succeed and grow with the company. By participating in the programme, I agree to the following terms and conditions:

* I understand that I am voluntarily entering into a mutually beneficial relationship. I agree to meet with my mentoring partner to meet as needed and commit to making the time to meet with my mentor or mentee.

* I understand that the majority of the time needed to formally complete the programme may be spent mostly in meetings (in person/phone/video conferencing), not emails or text messages. The goal of the programme is to have actual conversations about various topics, share knowledge, experience and expertise towards solving problems and development of the business.

* I will commit to completing the various activities provided throughout the programme (e.g. check-in surveys). I will take notes and complete the goals and tasks my mentoring partner and I define and will complete an evaluation at the conclusion of my mentoring relationship..

* I will keep open lines of communication with my mentoring partner and inform them of any changes that may affect my participation in the programme. I understand that discussions that occur between my partner and I will remain private and confidential, and no information will be shared with third parties without the express permission of each partner. In relation to that, I do understand that any information entered in the online mentoring platform will not be confidential as it will be available for program managers to review in order to assess the overall program effectiveness and participant satisfaction.

* If I decide to withdraw from the programme I will inform my mentoring partner and the program manager.

* There are many benefits for being a mentor or mentee but, as a voluntary programme, neither party is entitled to any form of payment.

* Mentees are to understand the limits of mentoring in that it is for supporting the development of your business. Mentors should acknowledge that they are not counsellors and should make a referral for the mentee when advice is needed for areas outside of the scope.

* I understand that the mentoring programme should not be used to solicit talent from other departments or business areas.

The MentorEase Platform and the Privacy of Personal Information

The BGC & Cantor Group Mentoring Programme is managed using a web application (Platform) called MentorEase that has been customized for BGC & Cantor Group especially for this programme. MentorEase is a product of a company called Giant Step Inc. located in Toronto, Ontario, Canada. Personal information provided by program participants will be stored in server facilities provided by Microsoft located in the UK.

BGC & Cantor Group and MenorEase will take all reasonable steps to ensure that the UK privacy laws are complied with by recipients of the personal information.

BGC & Cantor Group, its staff, volunteers, contractors, or agents, will not be liable for the recipient's breach of UK privacy laws for the information they provide on the Platform. Further, Users may not be able to seek damages under those laws.

By participating in the programme, I agree that my name, employment background, skills, and topics of interest could be made available to other participants. Also, my contact number and email address will be made available to my mentoring partner or potential partner through the Platform. This information will be shared for the purpose of matching and so that mentors and mentees can get connected and will adhere to the Mentoring Programme Privacy Policy.

I agree not to use the online Platform for any purpose that is unlawful. Further, I agree not to act in any way that might burden, impair, disable or damage the Platform itself or other participants of the Platform.

Breaches of the Terms & Conditions

Any breach of the terms and conditions mentioned here may result in termination of the mentoring at the discretion of the program manager.

The parties involved may be given the opportunity to comment prior to a decision being made should a breach be found.

Contact for Concerns, Complaints or Questions

The Mentoring Programme is provided by BGC & Cantor Group. If you have any concerns, complaints or questions, please feel welcome to contact the Diversity & Inclusion Team at diversity_inclusion@bgcg.com.