

Code of conduct mentors

1.1 Compliance with local incubators policy

A mentor coaches a startup which is linked to one of the incubators of the Brabant ecosystem. In Brabant we have multiple Incubator Locations which are committed to offer a safe, inclusive and welcoming space for all. As such the mentors will comply to this offer and contribute to this. This includes:

- Physical co-working and event spaces, where we congregate, network, learn and build our ventures
- The virtual environments we create to support one another, inspire creativity, mentor and be mentored and grow as people and companies

The Incubator Locations in Brabant supports the principles of equity, inclusion, and diversity where participants, partners, and collaborators of all backgrounds, lived experiences, identities, and walks of life feel welcome, supported, and respected. We are committed to nurturing a sense of community where a difference of opinion and perspective that embodies mutual respect, collaboration, and professionalism is encouraged. We are unwavering in our commitment to maintaining an environment for all members of the Brabant Startup Ecosystem to participate fully and thrive.

As such we will not tolerate behavior or conduct that compromises the respectful and inclusive nature of our community in the program, including but not limited to:

- Verbal threats or physical violence
- Speech or behavior that is deemed xenophobic, sexist, racist, homophobic, transphobic, ableist or otherwise discriminatory or offensive in nature
- Intimidation or harassment online or in-person

Resolution

The Brabant Startup Ecosystem is spread across Brabant in different organizations amongst others, regional development agencies and different university's campuses, Divisions, Faculties and Departments. The specific accelerators within Brabant may have their own dedicated policies and procedures. Violations of the Code of Conduct should be reported to head of the incubator location to whom the startup you are advising is registered or the SRP program lead of Braventure.

1.2 Principles of Ethics

Each mentor shall conduct him or herself with integrity, in an ethical and professional manner, and in accordance with this Code, at all times.

- Act honestly and uphold the highest ethical standards to ensure the integrity, objectivity, and impartiality of the startup;
- Perform his or her duties and conduct him or herself in a prudent, open and transparent manner, and in a manner that is respectful and courteous to other persons, and free from discrimination and harassment;
- Ensure his or her actions on behalf of the startup are impartial and objective and that choices are made on the basis of merit;
- Respect the rights, property and privileges of the startup, other Individuals, clients and visitors;
- Use the startup assets in a responsible and lawful manner when properly authorized to do so, including protecting assets and information from theft, fraud, destruction, vandalism and neglect;

1.3 Conflict of interest

In addition to contributing to a safe and inclusive environment, , all members involved in any of the SRP programs are expected to proactively manage any conflicts of interest (real or perceived) related to their activities. This includes:

- Declaring any real or perceived conflicts of interest that you may have to the Incubator in which the startup is registered and its director of the incubator
- Declaring any real or perceived conflicts of interest that you may have to the startup. E.g. when already mentoring or involved in a startup possibly competing with each other (in any shape or form, either within the SRP or outside).
- It is advised not to mentor a startup that can possibly compete with a startup mentor is already involved in (in any shape or form, either within the SRP or outside), in order to avoid conflict of interest.
- Declaring any ownership (including intellectual property rights), employment, or other compensated activities from any startups that you are advising or mentoring in the Brabant Startup Ecosystem
- Not solicit, request, accept fees or other forms of compensation (i.e. equity) from members any startups that you are advising or mentoring in the Brabant Startup Ecosystem without the prior disclosure and approval of the Director of the incubator the startup is registered.
- In case mentor gets involved, other than mentoring, with a startup who is part of the SRP program, in particular taking an equity stake in the startup, mentor shall no longer act as mentor to that specific startup.
- Respect the confidentiality of any proprietary information you may receive

1.4 Confidentiality of Information

Individuals are responsible for ensuring the confidentiality of information that is obtained in the course of their work or association with the startup.

1.5 External communications

External communications with the public or media relating to the startup official corporate positions on contentious issues in the public domain and government positions are the responsibility of the startup, and only those authorized to speak on behalf of the startup may address these issues.

1.6 Personal Benefit and Assisting Third Parties

Individuals should not make personal use of, or benefit from the startup assets, including electronic communications systems (including the internet, intranet, extranet, email, telephones, and mobile devices). They should not assist third parties in their dealing with the startup where this would result in preferential treatment to or create an advantage for any person or organization.

1.7 Compliance

Compliance with this Code is a condition of becoming a mentor. There will be no reprisal against any Individual making such a report or raising questions or concerns about any matter related to the Code as long as that Individual is acting in good faith.

Any alleged breach of the Code will be fairly and thoroughly investigated in a manner that respects all of the parties involved. Depending on the severity of the case, any established violation can and may result in immediate disciplinary action up to and including dismissal for just cause.

Individuals must adhere to this Code upon ceasing their relationship with the Corporation insofar as the principles and rules of conduct remain applicable.

1.8 Implementation of Code

Responsibility for implementation of this Code rests with the DAP project team and the head of the incubators. Individuals are responsible for knowing, understanding and complying with this Code, and related and programs. If an Individual is in doubt as to the acceptability of any actions, this must be discussed with the startup. This Code will be published electronically and made available to all individuals mentors and startups.