

HIVEMIND NETWORK CONSTITUTION

FOREWORD

HiveMind was formed to align like-minded people with similar personal values for the purpose of providing excellent services to clients with the best, honest intentions. We aim to treat those we work with as we wish to be treated, regardless of role or position and we look to outline and mutually agree within this constitution our values and principles. We are focused on both personal and network success and as such all who agree to and sign this Constitution are making the important, personal commitment to declare their agreement with and support of these values and principles.

INTRODUCTION

The HiveMind Network is the general body of Expert Practitioners, working together for the success of our network as a whole, abiding by the values and principles within this Constitution. By applying to join HiveMind as an 'Expert Practitioner', (a self employed business owner and/or independent expert member of the HiveMind Network), this constitution applies to me and I agree to be responsible for knowing, complying with and upholding the network's values and those guidelines which concern them.

GUIDELINES

The HiveMind Network will always aim to attract and retain Expert Practitioners of the highest ability and integrity who are committed to working together and to supporting the network's shared values and principles. Relationships are based on mutual respect and courtesy, with as much equality between Expert Practitioners and colleagues as differences of responsibility permit. As a network, HiveMind aims to recognise all individual contributions and reward them fairly. New Expert Practitioners must be recommended for membership of the network by either a reference client or through nomination from another existing HiveMind Expert in good standing. It is the responsibility of existing HiveMind Experts to only nominate those individuals whom they have positive, personal working experience of and are known to share HiveMind values and principles.

CUSTOMERS

The HiveMind Network will deal openly and honestly with its customers and experts and secure their loyalty and trust by providing outstanding choice, value and service. We expect our customers to reciprocate this behavior.

BUSINESS RELATIONSHIPS

The HiveMind Network and its Expert Practitioners aim to conduct all business relationships with integrity and courtesy, and scrupulously to honour every business agreement.

COMMUNITY

The HiveMind Network and its Expert practitioners aim to obey the spirit as well as the letter of the law and to contribute to the wellbeing of the communities where they operate.

RESPONSIBILITIES

In order to provide the collective HiveMind Network, (and in so doing our peers) with a truly fair, flexible and powerful working environment, we must rely on the values and principles of

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our members to always align with and act within the intentions and guidelines of our constitution. As such, we share our vision, brand values and principles as follows;

A SHARED HIVEMIND VISION

To seamlessly connect outstanding people with the passion and ability to change the way the world works.

OUR MISSION

To provide innovative products, services and tools in an environment which facilitates business success.

HIVEMIND BRAND VALUES

The HiveMind brand aims to be clear, cohesive and meaningful. It is a manifestation of our vision, values and principles. The HiveMind logo should be seen as a badge of quality and integrity that Expert Practitioners can be proud to be associated with it. Wherever reasonably practicable, HiveMind Experts will use the HiveMind brand and logo, (where relevant in combination with an Expert Practitioner's own) to declare membership of and alliance to our global, high performance trusted network of Experts Practitioners.

PERSONAL DECLARATION.

I will contribute to the positive promotion and development of the HiveMind brand as my own and in so doing, I will benefit from the reputation and promotion of our shared brands by the network and all Expert Practitioners. I will not undertake any actions that will in any way deviate from our values and in so doing negatively impact the HiveMind brand, network or any other Expert Practitioner. I will also ensure that I do not associate the HiveMind brand or logo with anything that does not form part of the network's operation or activities. Upon applying to or joining the HiveMind Network, by signing this Constitution by ticking below and subsequently gaining 'Expert Practitioner' status following interview, I undertake to uphold it and to promote in every possible way the wellbeing of the HiveMind Network and its Expert Practitioner members.

AGREED PRINCIPLES AND ADOPTED VALUES

HiveMind founders and Expert Practitioners believe that truly successful organisations are powered by shared principles and values. The following values and a demonstration of behaviours that support them are core and critical to everything HiveMind does and are a pre-requisite of every Expert Practitioner involved in our network. These values bind the HiveMind network together and all decisions and acts will be judged against them.

- Challenge conventional thinking. Always.
- Do the things we love doing first and foremost
- Earn respect through knowledge not hierarchy
- Demonstrate generosity of spirit in all that we do
- Demonstrate deep expertise, combined with humility
- Act with fairness, decency and positivity towards one another
- Believe that asking for help is a sign of strength not of weakness
- Recognise and continually seek to demonstrate that we're stronger together