



STANDARD CONSULTING AGREEMENT

Addendum

DIVERSITY, EQUITY & INCLUSION AND DISCRIMINATION & HARASSMENT

Client agrees to review and support Counsel's policies on Diversity, Equity and Inclusion and Discrimination & Harassment, provided as Addendum 1, which outlines Counsel's values and expectations with respect to a safe work environment for employees, sub-contractors and agents.

Addendum 1:

BEEHIVE STRATEGIC COMMUNICATION: POLICY Diversity, Equity & Inclusion and Discrimination & Harassment Policies

Beehive Strategic Communication values growth, positivity, equality, integrity, courage, action, authenticity, collaboration and well-being. These values guide our business decisions, company policies and expectations for our employees and business partners.

Beehive stands up for safe, anti-racist, anti-discriminatory organizations and workplaces that are diverse, equitable and inclusive. Our culture is grounded in respect, acceptance and appreciation for each person's unique perspective, strengths and abilities. It is our expectation that employees and business partners treat everyone with dignity and respect at all times.

The company is also committed to workplace environments that are free of discrimination, harassment and inappropriate conduct. This expectation extends to any location in which employees are representing or performing work on behalf of Beehive. Discrimination, harassment or inappropriate conduct based on an individual's race, color, age, religion, creed, gender identity or expression, national origin, ancestry, marital status, physical or mental disability, pregnancy, sexual orientation, citizenship status, veteran status, or any other protected characteristic will not be tolerated. The company also prohibits abusive conduct, bullying or other intimidating behavior. Some examples of harassing conduct include: verbal harassment, physical harassment, visual harassment and sexual harassment (including quid pro quo sexual harassment).

Violations of any of these expectations should be reported to Beehive's CEO. Reports will be promptly, confidentially and thoroughly investigated and acted upon with urgency. Employees, sub-contractors, clients and agents are empowered to come forward without fear of reprisal to report any violation of this policy or any policy at the Company.