

## Terms & Conditions

### Power Talks by Kérastase x British Chamber of Commerce Prague

#### 1. Introduction

1.1. Starting in November 2023, Kérastase, the leading professional luxury hair care brand worldwide, in partnership with the British Chamber of Commerce in the Czech Republic (hereinafter referred to as "BCC") co-creates and delivers the Power Talks Program, a flash mentoring initiative (hereinafter referred to as the "Program"). The Program aims to empower women between the ages of 18 to 29 through mentoring sessions, with the goal of enhancing their confidence, advancing their career skills, building meaningful networks, and promoting women's upliftment.

#### 2. Subjects

- 2.1. "Organizers" refers to BCC and Kérastase, the providers and facilitators of the Program.
- 2.2. "Mentors" refers to individuals who provide guidance and mentorship to the Mentees.
- 2.3. "Mentees" refers to women between the ages of 18 to 29 who seek guidance and mentorship through the Program.

#### 3. Program Overview

- 3.1. The Organizers are responsible for creating an inclusive environment where women can excel, overcome barriers, and unleash their potential.
- 3.2. The Organizers organize the mentoring Program, which may include both online and offline mentoring sessions. The Organizers serve as the primary point of contact for any issues or concerns.
- 3.3. The Organizers retain the right to select topics, structure the Program, invite speakers, and make necessary changes for the benefit of the Program. The Organizers reserve the right to cancel events previously scheduled as part of the Program without providing further explanation.

#### **4. Mentee Application Requirements**

4.1. To be eligible for the Program, Mentees must meet the following requirements:

- Be women between the ages of 18 to 29.
- Submit a 1-minute video sharing their motivation to join the Program.

4.2. Mentees are expected to actively participate and demonstrate motivation throughout their engagement with the Program. 4.3. Organizers reserve the right not to accept unsuitable candidates without providing further explanation. The selection process is solely at the discretion of the Organizers.

4.4. All application information must be provided truthfully. Organizers reserve the right to verify the age of participants during the Program.

#### **5. Mentor Responsibilities**

5.1. Mentors are women and commit to actively participating in the mentoring process. They are responsible for providing guidance and mentorship to the Mentees.

#### **6. Program Topics**

6.1. The Program covers four mentoring topics from which Mentees will choose only one:

- Topic 1: **“Confident In Your Power”**
- Topic 2: **“Confident In Your 'NO'”**
  
- Topic 3: **“Confident In Putting Yourself First”**
- Topic 4: **“Confident In Building Connections”**

#### **7. Program Duration**

7.1. The Program spans two months and includes the following mandatory components:

- A mentoring navigation session
- An online flash mentoring session
- All participants must have a working video and microphone during online sessions. Active participation is required.

## **8. Feedback**

8.1. All participants are required to fill out a preparation questionnaire before the flash mentoring session and evaluation questionnaire after the flash mentoring session.

## **9. Code of Conduct**

9.1. Participants must not engage in any conduct that harms the reputation of BCC, Kérastase, the Program, or any other participants.

## **10. Liability**

10.1. The Organizers do not assume liability for outcomes resulting from the mentoring relationships.

10.2. Participants understand that the Program aims to provide guidance and support but does not guarantee specific results.

## **11. Program Scope and Limitations**

11.1 The Power Talks Program is designed to focus on building self-confidence, enhancing career skills, and fostering personal and professional networks for women. It does not provide psychotherapy, counseling, or any form of psychological intervention.

11.2 Participants with serious mental health concerns or those in need of psychological support are encouraged to seek assistance from licensed professionals specializing in mental health care.

11.3 The Organizers reserve the right to not accept individuals whose needs fall outside the Program's scope of mentoring.

## **12. Privacy and Data Protection**

12.1. The Organizers are committed to protecting the privacy and personal information of all participants. Personal data collected during the application and mentoring process will be used solely for the purpose of the Program and will be handled in accordance with applicable data protection laws and regulations.

### **13. Confidentiality**

13.1. Mentors and Mentees are expected to maintain strict confidentiality regarding all discussions, information, and materials shared during the mentoring sessions. Sharing of any sensitive or confidential information without consent is strictly prohibited.

### **14. Alumni Database and Future Contact**

14.1. By participating in the Program, all participants consent to their contact information being added to the Program's Alumni database. The Organizers may contact participants in the future for marketing purposes, updates on Program activities, and related opportunities.

### **15. Dispute Resolution**

15.1. In the event of disputes or disagreements arising between participants or between participants and the Organizers, all parties agree to seek an amicable resolution through mediation or alternative dispute resolution methods before pursuing legal action.

### **16. Termination**

16.1. The Organizers reserve the right to terminate a participant's involvement in the Program if they violate these Terms and Conditions, engage in inappropriate behavior, or fail to meet their obligations without providing any further explanation.

### **17. Mentee Re-Participation**

17.1. Mentees who participate in the Power Talks Program in a given year are ineligible to join the Program again for two consecutive years.

***By participating in the Power Talks Program, all parties acknowledge that they have read, understood, and agreed to abide by these Terms and Conditions. The Organizers reserve the right to modify these terms as needed, and any changes will be communicated to participants accordingly.***