

TRUE EDGE

Terms & Conditions

True Edge Agency Ltd Artiste Terms & Conditions of Engagement

Definitions

“True Edge Agency Ltd” (“Agency”, “we”, “us”, “our”): A casting agency specialising in the provision of professional talent and specialist performers to film, television, theatre, and live arena productions.

“Artiste” (“Performer”, “you”, “your”): A performer or specialist artist represented by the Agency.

“Captain”: The designated on set liaison appointed by True Edge Agency Ltd to act as the point of contact between the production, the stunt coordinator, and the Artistes.

“Engagement”: The period during which an Artiste performs services for a production pursuant to a booking arranged by the Agency.

1. Introduction

- A. These Terms & Conditions (“Agreement”) set out the binding contractual relationship between you (the Artiste) and True Edge Agency Ltd.
- B. By registering with the Agency, you confirm that you have read, understood, and agreed to be bound by these Terms & Conditions.

2. Registration & Eligibility

- A. To register with the Agency, you must submit an application via our online platform and provide valid evidence of your legal right to work in the United Kingdom.
- B. The Agency reserves the right to accept or decline any application at its sole discretion. Registration does not guarantee work.
- C. You must promptly notify the Agency of any changes to your contact details, appearance, availability, or legal right to work.

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3. Agency Representation

- A. Upon registration, you appoint True Edge Agency Ltd as your **non exclusive agent** for the purpose of securing engagements.
- B. The Agency acts solely as an intermediary between you and production companies and does not employ you.
- C. You may be required to enter into separate agreements directly with production companies in respect of specific engagements.

4. Bookings & Cancellations

- A. All bookings are subject to your availability and the requirements of the production company.
- B. Once a booking has been accepted and confirmed, you must remain available for the agreed dates and times.
- C. Failure to attend a confirmed booking without reasonable prior notice may result in suspension or removal from the Agency's database.
- D. Production companies may cancel bookings without charge up to 24 hours prior to the scheduled start time. The Agency will notify you as soon as reasonably practicable.
- E. A designated **Captain** may be present on set and will act as the liaison between production, the stunt coordinator, and the Artistes. You agree to follow all reasonable instructions given by the Captain.

5. Fees & Payments

- A. The Agency deducts a commission of **20% plus VAT** from all fees received on your behalf. For **Theatre and Live Arena engagements**, a commission of **12.5% plus VAT** will be deducted.
- B. In exceptional circumstances, including but not limited to engagements offered below the Agency's standard rates of pay, engagements introduced by the Artiste, or other agreed variations, an alternative commission or fee plus VAT may be agreed **in writing by both parties** prior to the commencement of the engagement.

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- C. No commission is deducted from expenses, stunt adjustments, insurance payments, per diems, or direct reimbursements.
- D. Payments are processed via BACS within ten working days of the Agency receiving cleared funds from the production company. You are responsible for providing accurate and up to date bank details.
- E. The Agency is not liable for non payment by production companies but will make reasonable efforts to recover outstanding fees on your behalf.
- F. Where a production issues a work chit, it is your responsibility to retain the chit, ensure it is signed by an authorised production representative at the end of each working day, and return it as required. Failure to do so may delay or prevent payment.
- G. You are responsible for maintaining an accurate record of all dates and hours worked. Any overtime worked must be reported by email to both the Captain and the Agency no later than the following day. Failure to do so may result in non payment of unreported overtime.
- H. In the rare event that an Artiste receives payment directly from a production company or client for an engagement introduced or facilitated by the Agency, the Agency reserves the right to invoice the Artiste for any commission and VAT properly due in accordance with these Terms & Conditions. Such invoice shall be payable within fourteen (14) days of issue.

6. Taxes & Self-Employment

- A. You acknowledge and agree that you are engaged as a **self employed individual** and that nothing in this Agreement creates a relationship of employment, worker status, or partnership between you and the Agency.
- B. You are solely responsible for managing your own tax affairs, including the payment of income tax and National Insurance contributions.
- C. The Agency does not deduct income tax or National Insurance from payments made to you. You agree to declare all earnings to HM Revenue & Customs and to comply with all applicable tax laws.
- D. The Agency accepts no responsibility for any tax liabilities, penalties, interest, or charges arising from your failure to comply with tax obligations.

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- E. Where required, you agree to provide your Unique Taxpayer Reference (UTR) number or other relevant documentation.

7. Conduct & Responsibilities

1. You agree to conduct yourself professionally at all times, arrive punctually, and comply with all reasonable instructions given on set.
2. You must respect the established hierarchy on set and work under the direction of the Captain, stunt coordinator, and production team.
3. Any misconduct, including but not limited to lateness, failure to follow safety procedures, or unprofessional behaviour, may result in disciplinary action or removal from the Agency's database.
4. If you are unable to attend a confirmed booking due to illness or emergency, you must notify both the Agency and the Captain immediately.
5. You must not communicate directly with clients regarding payment arrangements or future bookings without the Agency's prior consent.
6. The Agency operates a **two strike policy** in relation to breaches of conduct. Repeated breaches may result in removal from the Agency's database. The Agency's Code of Conduct is issued alongside these Terms & Conditions and must be agreed to annually.

8. Confidentiality & Publicity

- a. You must not disclose confidential information relating to any production or engagement.
- b. You must not take photographs, record footage, or post content relating to any production on social media without prior written approval from the production company and the Agency.
- c. Any breach of confidentiality may result in immediate removal from the Agency's database and may give rise to legal action.

9. Insurance & Liability

- a. You acknowledge that production companies are responsible for maintaining insurance in respect of work related risks during engagements.

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- b. The Agency is not liable for personal injury, loss, or damage to personal property sustained during engagements.
- c. You are responsible for maintaining your own appropriate personal and professional insurance.

10. Termination

- A. The Agency reserves the right to terminate your registration immediately in the event of a breach of these Terms & Conditions.
- B. You may request removal from the Agency's database at any time by providing written notice.

11. Data Protection & Privacy

- A. The Agency processes personal data in accordance with the UK GDPR and the Data Protection Act 2018.
- B. Your personal details may be shared with production companies for casting and booking purposes.
- C. You may request access to or deletion of your data, subject to legal and contractual obligations.

Agreed on behalf of True Edge Agency LTD

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TEAM CODE OF CONDUCT

Knowing your role

We Are Specialist Action Performers.

We are **NOT** Stunts: Consider 'stunts' to be a 'trademark' for those on the British Stunt Register. We are specialist action performers and are usually there to support the stunts. We are **NOT** SAs: Respect all roles but recognise your skills.

Professional Conduct

Punctuality

"On time" is late. Aim to arrive early, both for call times and after breaks. Being ready when needed show's reliability and respect for the team.

Maintaining Focus

Keep chatter to a minimum and stay alert. Avoid sensitive or off-topic discussions (e.g. race, gender, sexuality, etc.). Listen carefully to the ADs, Stunt Coordinators and Captains and always maintain a professional attitude.

Managing Aggression

Our work can be physically and mentally demanding. Stay calm, communicate clearly, and never let frustration show. Professionalism means handling mistakes with control and composure.

No Fooling Around

Only rehearse or demonstrate fight sequences at the times and places approved by the coordinator. Stay safe, stay focused, and avoid unnecessary risks. Do not teach SAs combat or any other skills.

Respect Costume, Props & The Armoury

Look after all costumes, props and weapons issued to you. Follow instructions from costume, props & armoury departments carefully and ensure everything is returned in the same condition. If you are given a weapon, do not leave it unattended or allow anyone else to handle it, unless instructed to do so by Stunts or the Captain.

Phones

If phones are not permitted, keep them away. If they are allowed, use them sparingly and never take photos or videos without production's explicit permission.

Captain System

A designated captain acts as the main point of communication on set. Follow their guidance and listen to their instructions. If you have an issue, please speak to them first.

Communication

Use appropriate channels for communication. For financial discrepancies, use the link on your chits to contact accounts.

Community Communication

Engage professionally in group chats, respect NDAs, and avoid promoting other agencies or courses.

Social Media Posting

DO NOT post about a job or share photos or videos from set or in costume until the project has been released and you have received clearance. Once approved, please tag us @trueedge.fights so we can celebrate and support your work.

Commitment to Jobs

Once a job is accepted, you have made a commitment and must follow through. A minimum of one week before fittings notice is required for any changes and is at ours or production's discretion.

Team Training

Missing a session, you have signed up for results in a strike; two strikes bar you from signing up for a year. These sessions are a great way for the agency team, who are also your trainers, to get to know you better as well as for you to get to know the team.

Remember, every time you step on to set as a True Edge Team Member, you are representing all of us. We pride ourselves on being a professional and trusted team and that starts with you!