



Wrestle Carnival Code of Conduct

1. The Code of Conduct

- a) It has been agreed between Equity, and Wrestle Carnival Ltd (referred to as 'The Company' hereafter), that all productions by The Company shall use the terms and conditions as set out in the "Terms and Conditions" document.
- b) This Code of Conduct is to commence from the date of the Company's next production and will be trialled for a 6 month period following that date. Either party may terminate this arrangement by giving one month's written notice.
- c) The Company shall meet with Equity on a regular basis, either remotely or in person, to monitor the application of the Code. The Company will meet with Equity in the final month of the trial period to review the implementation.

2. Use of the Code of Conduct

- a) The Company will make these terms and conditions (Appendix 1) and policies available for any Artist to review prior to being hired.
- b) This agreement introduces a Dignity at Work & Policy which will be implemented by The Company and apply to all Artists (Appendix 2).
- c) This agreement introduces a Disciplinary & Grievance policy (Appendix 3) which will be implemented by The Company and will apply to all regular roster members.

3. Equity Meetings

During the trial period of the Code of Conduct at least 2 Equity meetings will be arranged for talent to speak with an Equity representative. This facilities time is essential to ensure the union's role is understood and to enable work place representation.

A full list of artists engaged on the production will be provided to Equity in advance of the meeting. All artists shall be encouraged to attend this meeting.

Any workplace meeting should be made in line with the safety measures introduced for the location.

This agreement is made on the 23rd November 2020.

A handwritten signature in black ink, appearing to read "S. Duncan-Rice".

Stephen Duncan-Rice
For Equity

A handwritten signature in black ink, appearing to read "G. Ward".

Gary Ward
For Wrestle Carnival Ltd