



Equity/Fight Nation Wrestling Code of Conduct

1. The Code of Conduct

- a) It has been agreed between Equity, and International Wrestling Network Limited (trading as Fight Nation Wrestling) Company Number 11861261 (referred to as 'The Company' hereafter), that all productions by The Company shall use the terms and conditions as set out in this letter and their "Terms and Conditions" document.
- b) The Company agrees to abide by the 5 pledges set out by Equity:
 - To provide a Dignity at Work Policy
 - That transport and accommodation arrangement will be agreed with talent in advance.
 - That a separate, private and secure dressing room be provided at every show.
 - That a paramedic will be present at every show.
 - That all associated wrestling schools provide clear safeguarding policies.
- c) This Code of Conduct is to commence from the 1st March 2021. Either party may terminate this arrangement by giving one month's written notice.
- d) The Company shall meet with Equity on a regular basis to monitor the application of the Code.
- e) 6 months following the Company's first live production it is agreed that both parties will meet to review the Code's implementation and future use. This will be referred to as the "trial period".

2. Use of the Code of Conduct

- a) The Company will make their terms and conditions and policies available for any Artist to review prior to being hired.
- b) This agreement introduces a Disciplinary & Grievance policy which will be implemented by The Company and will apply to all regular roster members. A regular roster member is defined as any Artist contracted for a second set of date/s further to their initial booking agreement.

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 26th February 2021.



Stephen Duncan-Rice

For Equity



Billy Wood

For International Wrestling Network Ltd/ Fight Nation Wrestling (The Company)