



voluntary personal commitment

for artists' **agents, agencies & management**

I pledge to put the following principles into practice to the best of my ability in my professional life:

I would like to take on comprehensive responsibility for the artists either represented or introduced by my agency. This comprises giving high priority to their artistic development, as well as physical and mental health.

I am opposed to offers from productions or projects that do not provide adequate conditions, or whose financial terms are unreasonable. Financial costs and the timing of interviews should be kept to the minimum possible.

The agency fee should only be charged in the case of a successful negotiation, and only in reasonable proportion to the artist's fee. This excludes forms of pre-financing for artists that I represent.

I will support respect and solidarity in the treatment of all co-workers in areas within my control, and promote a climate of mutual appreciation and esteem. This includes the protection of minority groups and observance of equal opportunity and equality. In particular, I will take resolute action against sexual abuse and all forms of exploitation, harassment and arbitrariness. Thoughtfulness, social responsibility, transparency and loyalty are essential features to be aimed at in company culture.

Place, name, date