



Subcontractor Agreement 2023

This agreement/contract sets out the rules and expectations of Blendini MS Limited, trading as Car Chase Heroes and U Drive Cars and any sub-contractor who agrees to work on any Car Chase Heroes' and U Drive Cars events during 2023 season and is ongoing.

Please ensure you read and understand all the below, along with your Subcontractor Staff pack. By agreeing to work on a Car Chase Heroes or a U Drive Cars event, you automatically accept the terms stated in these documents.

- The contract terms apply to all dates agreed to work by the subcontractor, either by email, text message or our online booking portal.
- The subcontractor will adhere to all Health and Safety regulations necessary. A copy of these are included in the Subcontractor Staff pack and a copy of each venues Risk Assessment can be found in the sign on trailer, or can be requested by emailing wesley@carchaseheroes.com
- The subcontractor will be free to travel and deliver the services required by Car Chase Heroes at whatever location is deemed necessary.
- The initial rate of pay will be £100 per day for a subcontractor's first three evaluation days. After their first three event days, subcontractors will be paid according to the 2023 CCH Event Staff Rates and U Drive Cars Event Staff Rates documents contained in the Staff pack.
- The subcontractor acknowledges and agrees to take all responsibility for their Tax and National Insurance liabilities, Blendini MS Limited cannot be held liable for this.

Invoices are to be submitted once a month to carchaseheroes01@gmail.com before the 10th of the month (any late invoices will not be paid and will roll over *to the following month*) for payment on or around the 20th of the month (for the previous calendar months' work, please give 48 hours. All invoices should include, a VAT number (if applicable), name and address, correct banking information. If your invoice is sent with the incorrect banking information, you will not be paid on that payment run and will have to wait to the following month. The invoice should include all dates worked that month, the venues/dates, agreed rates of pay, invoice total and payment details. Further details of invoicing are supplied in the Subcontractor Staff Pack. The company will not accept/pay any invoices older than 60 days from the last event date worked.

- Blendini MS Limited expects any dates confirmed by the subcontractor to be honoured. If, for any reason a date needs to be cancelled by a subcontractor after being confirmed to work, the company expects a reasonable timeframe of 10 days prior to the event notice.

Any subcontractor who cancels a date within the 10-day period leading up to an event must provide the company with a suitable, Car Chase Heroes or U Drive Cars approved replacement subcontractor. This replacement must be offered and approved in writing. Failure to supply a suitable replacement will result in a fine of 50% of the subcontractors agreed rate of pay to cover the company's extra costs finding last minute replacement staff. This will be removed from your wages.

- For any dates cancelled by Car Chase Heroes or U Drive Cars due to weather or any other circumstances out of our control, the company will not be liable to pay the subcontractor's full day rate or any other expenses.
- The subcontractor accepts full responsibility for ANY damage caused to company vehicles whilst under their control, either on or off circuit. This INCLUDES any damaged caused during demonstration rides, sighting laps or High Speed rides. Any damaged caused to a vehicle will be invoiced for by Blendini MS Limited and the subcontractor agrees to pay this in full, with no exceptions. Driving company vehicles is not compulsory and a subcontractor agrees to do so entirely at their own risk.

This does NOT apply to any damage caused whilst a customer is driving, however any possible damage must be reported IMMEDIATELY to the event manager. This INCLUDES ANY contact with cones or grass areas; However small you may feel the contact was, the customer must be brought immediately back to the pits and the Event Manager informed. Failure to do so will result in the subcontractor accepting liability for any damage caused. If damaged caused by a customer is deemed to be the result of a subcontractor's incompetence, negligence and/or lack of instruction, then the subcontractor responsible will accept full liability for any damaged caused.

- The company will not be liable for any personal travel or accommodation expenses unless agreed by the company in advance and a valid VAT receipt provided.
- The subcontractor agrees to wear company uniform when possible, you can order this via uksales@blaklader.com To view clothing options, please request the link for the brochure.
- There is a strict Smoking policy, including E- Cigarettes whilst on site, each venue will have a designated smoking area and it is the subcontractor's responsibility to find this out and use ONLY this area. Subcontractors should also be aware that personal mobile phones are not to be used in view of any customer areas.
- There is no mutuality of obligation between the two parties to this agreement. The company is not required to offer work to the subcontractor nor is the subcontractor required to accept it.
- The terms of this contract are agreed and accepted by the subcontractor when they agree to work on a Car Chase Heroes or a U Drive Cars event.