IMPR.

# Studio Owner’s Engagement Guide

For domestic and international studio owners

Build lasting professional relationships through shared accountability.

- [ ] **Transparent contracting**
  Provide understandable written terms before work starts and, for overseas engagements, before travel.
- [ ] **Lawful arrangements**
  Review contractor classification and relevant labour, tax and immigration obligations. Confirm authorisation where needed.
- [ ] **Fair remuneration**
  Agree rates, invoicing, expenses and payment dates and honour those commitments.
- [ ] **Respect and consent**
  Maintain a respectful environment, privacy, personal boundaries and clear consent for image use.
- [ ] **Professional welfare**
  Clarify facilities, safety arrangements, accommodation and travel where applicable.
- [ ] **Constructive resolution**
  Provide an appropriate process to raise concerns, respond fairly and communicate changes and termination arrangements.