

DEAR CONTENT CREATOR,

Thank you for publishing your work or licensing your work to New Naratif. New Naratif aims to be as friendly to our content creators as possible, and so this document aims to summarise the terms on which we are licensing your work, and your rights as a content creator. Please note that this is not a legal contract (lawyers are expensive!), but rather our attempt to make clear our terms to avoid misunderstanding. If you would like a legally binding contract, or if you would like to license your work to us on different terms, feel free to contact our Managing Director, PJ Thum, at pingtjin.thum@newnaratif.com.

YOUR RIGHTS AS A CONTENT CREATOR AND THE RIGHTS YOU GRANT TO NEW NARATIF

You, the Content Creator, are the owner of your work. You grant permission to New Naratif to publish the work anywhere in the world, in perpetuity (It's on the internet, so it will be accessible to anyone, anywhere in the world, forever!). This grant also includes printed periodical versions of New Naratif and/or any Anthology or "Best of" versions. This grant is non-exclusive: after the exclusivity period, you can sell the rights to it to anyone else you choose. You retain all rights to your work. We will acknowledge you as the author of the work wherever we publish the work.

Exclusivity Period: You grant New Naratif an exclusivity period of three months, starting from publication or release of the work, during which you won't publish or let anyone else publish the work.

If the work can't be published directly but first has to be adapted (e.g. because it is a script which we then record), then you grant New Naratif the right to adapt to the work into the specified format.

If New Naratif wants to adapt the work into any of its other publication formats (print, videos, podcasts, comics, etc.), we will ask you. We won't adapt without your permission.

PAYMENT TERMS

New Naratif shall pay you a fee for the right to license your work. However, we reserve the right to not publish the work. If we decide to commission your work, but during the editing process, the Editor overseeing your work decides that we cannot publish your work, then we will pay you a compensation fee of 25% of the agreed fee (e.g. if the fee is US\$200, then we would pay you \$50).

Following the relevant Editor signing off on your work as complete, you must provide an invoice for the agreed price. We usually pay within 24 hours, but sometimes delays happen. We will definitely pay it within 30 days of receipt.

Please note: we generally pay via TransferWise to your bank account. In some instances (especially Cambodia), we have found that international bank transfers incur a high level of SWIFT transfer fees from intermediary banks. We will send you the exact amount you are owed, but you are responsible for all bank transfer fees. We can also pay via PayPal or direct bank transfer within the UK (New Naratif is a UK-based company).

Payment details to include in your invoice

For Payment by Bank Transfer

- Email Address
- Full name on Bank Account
- Your Address on your bank account (NOT your bank's address):
 - Street
 - City
 - Postal Code
 - Country
- Bank Details (please include as appropriate):
 - Account number
 - Routing Code
 - IBAN
 - SWIFT
 - Other bank codes as necessary

For Payment by PayPal

- Email Address