



Independent Contractor Agreement

Date _____

1. Parties

This agreement is between **PandaDev** ("the Studio", support@pandadevhub.com) and _____ ("the Contractor", email _____), an independent contractor.

2. Services

The Contractor will provide the following services on projects the Studio assigns:

- _____
- _____

Each assignment is confirmed in writing (email or task board) with its scope, deadline and either a fixed price or an hour estimate.

3. Fees and invoices

- **Rate:** _____ per hour, or the fixed price agreed for each assignment.
- The Contractor invoices at the end of each month for completed and accepted work. The Studio pays within **14 days** of a correct invoice.
- The Contractor pays its own taxes, insurance and expenses unless the Studio agrees to an expense in writing first.

4. Independent status

The Contractor is not an employee. The Contractor decides how to do the work, uses its own equipment and may work for others, as long as this agreement is respected.

5. Intellectual property

Everything the Contractor creates for the Studio's projects (code, designs, documents) is assigned to the Studio on creation, so the Studio can transfer it to its clients. The Contractor will not include third-party or open-source code with licences that conflict with the client's use without the Studio's approval. The Contractor keeps its own pre-existing tools and grants the Studio a permanent licence to use any that are included in the work.

6. Confidentiality and data

The Contractor keeps confidential everything it learns about the Studio and its clients, including code, credentials and personal data, during this agreement and for 3 years after; credentials and personal data stay confidential forever. The Contractor follows the Studio's security rules: two-factor authentication, no client data on personal devices beyond what the work needs, and deletion of client data when an assignment ends.

7. Non-solicitation

During this agreement and for **12 months** after it ends, the Contractor will not offer services directly to any client it was introduced to through the Studio, unless the Studio agrees in writing.

8. Quality and warranty

The Contractor does the work carefully and to a professional standard, and fixes defects in its own work reported within 30 days at no extra charge.

9. Ending the agreement

Either party may end this agreement with **14 days' written notice**, or immediately for a serious breach. The Studio pays for work completed and accepted up to that date, and the Contractor hands over all work in progress and returns or deletes all confidential material.

10. General

This agreement is governed by the laws of the place where the Studio is registered. Electronic signatures are binding.

Signatures

CONTRACTOR

Name:

Date:

FOR THE STUDIO

Name:

Date: