



Carmo AB: Host Terms and Conditions (Collaboration Agreement)

Last updated: 21/10/2025

These Host Terms and Conditions (the “Host Terms”) govern participation in the Carmo Club platform by professionals and organizations who deliver Sessions. By joining Carmo Club as a Host, you accept these Host Terms and the General Terms of Use (together, the “Contract”).

Company details. Carmo AB (“Carmo”, “we”, “us”)

Org. No: 559542-7864

VAT: SE559542786401

Address: Valhallavägen 71, 114 28 Stockholm, Sweden

Contact: hello@carmoclub.com

1. Definitions

- “Carmo Club” or just “Carmo” refers to the platform operated by Carmo AB at carmoclub.com.
- Host: a professional or organization that lists and delivers Sessions curated by Carmo.
- Session: any bookable educational activity offered through Carmo Club, including workshops, makerspace access, and events.
- Member: a natural person (18+) who holds a Carmo Club account; a booking may include the attending Member and/or friends invited by that Member (together, the “guests”).
- Host Credits / Payouts: internal accounting units and corresponding monetary transfers used to calculate and pay Host earnings for completed Sessions. Host Credits are independent from Member Credits and are paid at a fixed rate per Session as agreed between Carmo and the Host.

2. Relationship and scope

You provide instructor-led educational Sessions curated and organized by Carmo. You act as an independent subcontractor and are not an employee, agent, or partner of Carmo. Nothing in these Host Terms shall be interpreted as creating an employment relationship, joint venture, or partnership.

For VAT and contractual purposes, Carmo is the supplier of record for the educational service provided to Members. Members purchase and are invoiced by Carmo for their bookings. You deliver the Session as an independent provider on behalf of Carmo.

You will invoice Carmo (through the platform's payout process) for your earnings according to the agreed rate. You must not invoice Members directly.

These Host Terms apply to all Sessions offered through the Carmo platform, including any additional activities or private events organized in collaboration with Carmo.

3. Onboarding and eligibility

To list and deliver Sessions, you must complete onboarding by submitting accurate and current information about your business, tax registration, and bank or payout details. You are responsible for keeping this information up to date at all times.

You confirm that you have the legal authority to enter this Contract, to operate as a Host, and to comply with all applicable Swedish laws, local regulations, and venue rules related to your activities.

4. Session listing, delivery, and safety

Each listing you publish through Carmo must accurately describe the Session, including its title, content, duration, capacity, materials, tools, and location. You are responsible for ensuring that your listing remains current and that the Session is delivered as described.

Any material change to time, venue, or content must be promptly communicated to Carmo. If a change is material, affected Members may cancel for a full return of their credits.

You are responsible for providing a clear safety briefing before starting each Session and for communicating any required personal protective equipment (PPE) or other safety

measures. You must actively enforce all safety procedures during the Session, including stopping unsafe practices and removing participants who fail to comply.

Your workspace, tools, and materials must be suitable for the activities you deliver and comply with all applicable health and safety regulations. You must ensure that Sessions are conducted responsibly and that participants are supervised at all times during activities involving equipment, heat, or potentially hazardous materials.

Any incident, injury, or material breach of safety protocols occurring during a Session must be reported to Carmo within 24 hours by email to hello@carmoclub.com.

5. Bookings, attendance, and cancellations

All bookings are processed and managed through the Carmo platform. A booking is confirmed when Carmo issues a confirmation to the Member.

If the minimum number of guests required for a Session is not reached twenty-four hours before its start, Carmo may cancel the Session. Members will receive a full credit return, and no payout will be due to you for that Session.

If you cancel a Session more than three days before its scheduled start, no payout will be made, but no penalty applies. Cancellations within three days may affect your Host rating and visibility on the platform. Repeated short-notice cancellations may lead to removal or suspension from hosting. If you do not appear or are materially late such that the Session cannot reasonably proceed, Carmo may treat the Session as a late cancellation, and no payout will be made.

For privatized Sessions (private group bookings), Carmo may process cancellations and penalties differently. This will depend on the particular privatisation agreement in place with the host.

6. Payments and payouts

After a Session is completed, Carmo records the corresponding Member credits and converts them into your Host Credits according to the agreed payout rate. Host Credits are then paid out to your registered account in SEK through Stripe, Carmo's payment partner.

Payouts are processed twice monthly, provided onboarding has been completed and your payout details remain valid. Carmo reserves the right to make reasonable adjustments or offsets in case of errors, fraud, or refunds issued to Members under the General Terms.

You are solely responsible for your own taxes, insurance, and statutory obligations. Carmo provides payout statements and records accessible through the platform or on request.

7. Non-solicitation and platform integrity

You agree not to actively solicit or redirect Carmo Members to book equivalent Sessions or services off-platform. Maintaining platform integrity is essential to ensure fair access and transparent operations for all Hosts. Breaches of this clause may result in immediate removal from the platform and forfeiture of unpaid or future payouts related to affected Sessions.

7A. Code of Conduct

As a representative of the Carmo community, you agree to uphold high standards of professionalism, respect, and safety in every interaction with Members and guests. You must maintain an inclusive, harassment-free, and welcoming environment at all times.

Discrimination, harassment, intoxication, unsafe conduct, or any behaviour that could endanger participants, damage property, or harm Carmo's reputation is strictly prohibited.

You are responsible for ensuring that Sessions run in a respectful and safe manner. If you observe any behaviour among guests that breaches this Code of Conduct or jeopardizes the safety or integrity of the Session, you are empowered and expected to take immediate action, including asking the participant to leave if necessary. You must also report any such incident to Carmo within 24 hours by email to hello@carmoclub.com, providing a factual description of the situation. Carmo may follow up for further clarification and reserves the right to take additional action if required.

8. Content and promotion

By joining Carmo, you grant us a limited, non-exclusive, royalty-free licence to use your name, Session descriptions, photos, and related materials for the operation and promotion of your Sessions on carmoclub.com and Carmo's official social media channels. You retain

all intellectual property ownership of your content. Any broader or external use of your trademarks or brand identity beyond promoting your Sessions will require your prior written approval.

9. Member data and privacy

You may only use Member information obtained through Carmo to manage attendance, safety, and logistics for booked Sessions. You must not use this information for independent marketing, personal contact, or any purpose unrelated to the Session without express consent.

You are required to handle Member information securely and in compliance with applicable data protection laws. If you receive a data subject request related to platform data, forward it to hello@carmoclub.com without delay.

10. Service changes and updates

Carmo may modify, suspend, or improve platform features for maintenance, upgrades, or security reasons. For significant changes affecting payout mechanisms or operational obligations, we will provide at least thirty days' notice by email. If you do not agree to a change, you may pause or end your collaboration before the effective date.

11. Removal, suspension, and termination

Carmo reserves the right to remove or suspend a Host account at any time at its discretion. If removed, all verified and completed Session payouts will still be processed, and the collaboration will end.

Either party may terminate this Contract with thirty days' notice. Immediate termination is allowed in cases of material breach, safety risks, or conduct inconsistent with Carmo's community values or safety policies. Termination does not affect any accrued payment obligations.

12. Liability

Each party is responsible for its own acts and omissions. You are solely responsible for the safe preparation, delivery, and supervision of your Sessions, including compliance with all applicable safety, tax, and workplace regulations. Carmo provides and organizes the educational service commercially but does not assume responsibility for your physical premises, tools, materials, or the conduct of participants during a Session.

To the extent permitted by law, Carmo is not liable for injuries, damages, or losses arising from your negligence, omissions, or failure to follow safety requirements. Carmo's total liability under these Host Terms is limited to the total payout owed for the Session in question. Nothing limits either party's liability for death, personal injury, or losses caused by gross negligence or wilful misconduct, where required by law. Carmo does not currently require Hosts to carry liability insurance, but you are strongly encouraged to maintain appropriate coverage for your operations. If an insurance requirement is introduced later, it will be communicated in advance.

13. Governing law and venue

These Host Terms are governed by Swedish law. Any disputes shall be handled by Stockholms tingsrätt (Stockholm District Court).

14. Miscellaneous

These Host Terms, together with the General Terms of Use, form the entire agreement between you and Carmo regarding your participation as a Host. If any provision is found invalid, the remaining terms remain in effect. Carmo's failure to enforce a provision does not constitute a waiver. Carmo may assign or transfer its rights and obligations under these Terms in connection with a reorganization or transfer of the service. You may not assign your rights without Carmo's written consent.

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