

Terms and Conditions - 21st January 2026

Please read these terms and conditions for KT yacht services, before entering into business with us. The following terms and conditions are subject to change without any given notice.

KT Yacht Services is a limited company specializing in the introduction of crew. We only introduce Crew to the Client and any employment contract or agreement entered into by either party remains the sole responsibility of the client.

1. Definitions

"Client" - Prospective employers, their representatives and/or agents, requesting KT Yacht Services to provide crew.

"Crew/crewmember" - Person employed, or intended to be employed by the client, as the result of an introduction by KT Yacht Services.

"Placement fee" – The fee charged by KT Yacht Services to the client for the placement of a crewmember.

"Full time placement" – means, a crewmember who is employed, or intended to be employed by the client for 180 days or more.

"Seasonal placement" – means, a crew member who is employed, or intended to be employed by the client for between 91 and 180 days

"Temporary placement" – means, a crewmember who is employed, or intended to be employed by the client for less than 91 days, on a daily, weekly or monthly basis.

2. Services to the client

The client will be sent curriculum vitae and other relevant documents of suitable crew to meet the requirements of the client. These documents are confidential and are for the sole use of the client and must not be disclosed to third parties.

3. Placement Fees

Full time placement: The fee will be 100% of one gross months salary.

Seasonal placement: The fee will be 65% of one gross months salary.

Temporary placement: The fee will be 20% of the accumulated salary earned for the period of employment with the client, subject to a £300 minimum fee (the Short Term Placement Fee).

Payment must be received within 30 days from the date of the invoice. Late payment will incur a fee of 15%.

Any temporary or seasonal placements introduced by KT Yacht Services and upgraded to seasonal or permanent placements, will incur the additional balance for the new placement fee.

All placement fees with KT Yacht Services Ltd. are VAT exempt.

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4. Replacement Policy

Provided the invoice has been paid by the due date.

Provided the client has notified KT Yacht Services in writing (by email) within 5 working days from termination of employment date.

Full time placement:

If within 91 days and after 30 days of employment the crew member voluntarily leaves employment without just cause or is dismissed with cause, KT Yacht Services will charge a seasonal placement fee and the balance will be held in credit for the future placement of a crewmember. The credit will be valid for 12 months.

Seasonal placement:

If within 91 days of employment the crewmember voluntarily leaves employment without just cause or is dismissed with cause, KT Yacht Services will charge a temporary placement fee and the balance will be held in credit for the future placement of a crewmember. The credit will be held for 12 months.

Temporary placement: - No replacement policy is in place.

The replacement policy will not apply in the event of the crewmember leaving or being dismissed as a result of the following:

- A change in ownership of the yacht
- A change in Captain
- A change in job responsibilities
- A decrease in salary
- A major change in the schedule
- The detention of the yacht.

5. Liability

KT Yacht Services is not responsible for any travel costs or other costs, to and from interviews. The client is responsible for the crewmember employed and KT Yacht Services cannot be held responsible for the actions of the crewmember in any circumstances.

All taxes and employment requirements are the client's responsibility.

The client agrees to comply with regulations applying to the MLC 2006.

6. Dispute

Any dispute arising out of or in connection with these terms and conditions shall be referred to the non-exclusive jurisdiction of the British Courts.

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7. General

We reserve the right to amend these terms and conditions at any time.

No third party shall have, in connection with these terms and conditions any right or benefit.

I have read and understand KT Yacht Services terms and conditions

Signed

Date

Print name

Vessel

