

Creator & Team Poaching Policy

Issued by: SocialFlame Creator Network
Effective Immediately

Introduction

At SocialFlame, we operate with the highest standards of ethics, respect, and integrity especially when recruiting creators, teams, and agencies.

1. What Is Poaching?

Poaching is defined as actively pursuing a creator, team, or agency who is already confirmed to be under contract or officially affiliated with another creator network, agency, or management team.

- This is a **zero-tolerance policy**.
 - **Consequences for violations** may include:
 - A formal warning
 - Suspension of recruiting privileges
 - Removal from leadership roles
 - Termination from the network (for repeated or serious infractions)
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2. Acceptable Practice

You may ask a creator, team, or agency:

“Are you currently part of a team, agency, or creator network?”

If they confirm affiliation, **you must stop the conversation immediately**.

- Do **not** continue to pitch, persuade, or recruit them.
 - Any continued effort will be considered **poaching**.
 - Maintain professionalism, respect, and trust in all interactions.
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3. Final Notes

- Poaching undermines our reputation and damages trust within the creator community.
- If you're uncertain about whether a conversation is appropriate, **consult leadership** before proceeding.
- Our goal: **grow fast, grow right**.
- Thank you for upholding the values of SocialFlame and House of Madness through professionalism and integrity.