



Applicant, Participant and Contributor Privacy Notice

1. Introduction

This Privacy Notice explains how FremantleMedia Group Limited and its affiliated entities (collectively referred to as “**Fremantle Group**,” “**we**,” or “**us**”) collect, use, disclose, store, and otherwise process personal data in relation to applicants, participants, or contributors involved in the Programme or Project (the “**Production**”) created by any Fremantle Group entity or affiliate.

You may engage with the Fremantle Group through our global network of companies and labels. The specific Fremantle Group entity managing your personal data will be the company responsible for producing the Production you are involved with. This entity will be identified in any contract you enter with the Fremantle Group of companies. You can view a list of Fremantle Group controllers [here](#).

If you are a resident of California or Australia, you have additional rights under the California Consumer Privacy Act (“**CCPA**”), the California Privacy Rights Act (“**CPRA**”), and the Australian Privacy Act 1988 (Cth), which are detailed in Sections 7 and 8 of this Privacy Notice.

2. Personal data we collect about you

We process different kinds of personal data about you, which we have grouped together and explain as follows:

- **Application information:** name, age, date of birth, residential address, gender, information about preferences and interests, contact details, nationality, information specific to the Production you have applied for, management and recording agreements, social media profiles, audio and/or visual recordings (including transcripts) whether submitted by you as part of your information or made available by you on a public platform.
- **Casting information:** casting notes, footage of producer auditions, audition recordings, voice samples, photographs, headshots, previous experience, personality information, home and family life (which may include names and contact details of our family, your friends and your employer), information about your financial commitments and outgoings such as rent, bills and other contractual financial commitments, your bank details and information about you and your past experiences that we obtain from searches that we conduct across various publicly available platforms.
- **Production information:** Audio and or visual recording of you and your performances filmed/recorded during the Production process and used to make the Production, transcripts of audio recordings created during the Production process.
- **Identification information:** Passport details, governmental identification numbers such as national insurance number, copy of driver’s license number or other identification card number.
- **Volunteered information:** Information supplied by you to members of the Production team, other contestants, judges, presenters or others working on the Production during the development, Production and/or exploitation of the Production.
- **ICE Data:** next of kin information and emergency contact information.

We may collect and process the special categories of personal data. Special categories of personal data relate to any information about you which includes details about your race, ethnicity, religious or philosophical beliefs, sex life, sexual orientation, political opinions, trade union membership, information about your health and genetic and biometric data.

We may collect and process the following special categories of personal data you provide to carry out our obligations under applicable law:

- a. Physical or mental health condition or disability status to comply with health and safety obligations, to comply with equality and discrimination legislation, to make appropriate reasonable adjustments and assess whether you are able to participate in the casting/selection process and where applicable to partake in the Production.
- b. Race or ethnic origin, religious affiliation and sexual orientation to ensure meaningful equal opportunity monitoring and reporting. You do not have to volunteer any information about your race or ethnic origin, religious affiliation and sexual orientation.
- c. Criminal convictions and offences to assess whether we think you will be a suitable contributor/candidate and to decide whether to invite you to the next stage of the application, casting/selection process. This decision will always be made in consideration of our need to safeguard the well being and interests of our employees, freelancers, audience members, contributors, contestants, candidates and partners as well as protect our commercial and reputational interests and those of the broadcaster of the Production. You don't have to give us this information, but if you don't, your application might fail.

Where we have a legitimate need to process special categories of personal data for purposes not identified above, we will only do so only after providing you with notice and, if required by law, obtaining your prior, express consent.

The table below sets out the categories of personal data collected, the purposes for which we collect the personal data and the grounds for which we process your personal data.

Purpose for which personal data is processed	Categories of personal data	Grounds for processing
<i>Stage 1: applying to participate in a Production or project (including telephone casting and applicant selection)</i>		
To assess whether we think you will be a suitable contributor/candidate and decide whether to invite you to the next stage of the application/casting/selection process, which may include an audition.	<ul style="list-style-type: none"> • Application information • Casting information 	<ul style="list-style-type: none"> • Contractual necessity: taking pre-contractual steps to consider your application. • Legitimate interests: we have a legitimate interest in checking and ensuring that the information you provide to us is correct. Additionally, we have a legitimate interest in protecting our commercial and reputational interests and to safeguard the welfare of our employees, freelancers, audience members and other contributors/contestants/candidates.
To contact you about future series/Productions for which you may be interested in applying to.	<ul style="list-style-type: none"> • Application information 	<ul style="list-style-type: none"> • Consent: we will only contact you about future opportunities if you have given your consent to be contacted.
<i>Step 2: shortlisting, auditioning and selection process</i>		
To contact you about your application.	<ul style="list-style-type: none"> • Application information • Casting information 	<ul style="list-style-type: none"> • Contractual necessity: taking pre-contractual steps to consider your application. • Legitimate interests: where we process information provided by members of your family, your friend and your

		employer, we do so on the basis of our legitimate interests.
To verify your identity and check that you have a legal entitlement to live and work in the jurisdiction you have applied to participate in a Production.	<ul style="list-style-type: none"> • Identity documents 	<ul style="list-style-type: none"> • Legal obligation: we are legally required to verify that you have the right to live and work in the jurisdiction where you have applied to participate in a Production.
To verify that you are entitled to travel to a foreign country if required as part of the Production.	<ul style="list-style-type: none"> • Identity documents 	<ul style="list-style-type: none"> • Legitimate interest: we have a legitimate interest in verifying that you have the ability and are entitled to travel to a foreign country where this is required for the performance of our agreement with you.
To contact your family, friends, referee, employer and information about you that we receive from them.	<ul style="list-style-type: none"> • Casting information 	<ul style="list-style-type: none"> • Legitimate interest: we have a legitimate interest in contacting individuals identified by you in order to seek contributions to our Production.
<i>Stage 3: Production and post production</i>		
To develop the Production.	<ul style="list-style-type: none"> • Production information • Casting information • Volunteered information 	<ul style="list-style-type: none"> • Legitimate interest: we have a legitimate interest in reviewing and using this information to develop the Production.
To make an exploit the Production.	<ul style="list-style-type: none"> • Production information • Casting information • Volunteered information 	<ul style="list-style-type: none"> • Contractual necessity: to perform our contract with you. • Legitimate interests: we have a legitimate interest in efficiently reviewing Production information in order to inform editorial decisions.
To review and edit the content during the editorial process.	<ul style="list-style-type: none"> • Production information • Casting information • Volunteered information 	<ul style="list-style-type: none"> • Legitimate interests: we have a legitimate interest in efficiently reviewing information in order to inform editorial decisions.
To assess whether you need financial support to meet regular fixed outgoings such as rent, electricity/gas and council tax for which you are contractually committed to pay.	<ul style="list-style-type: none"> • Casting information 	<ul style="list-style-type: none"> • Contractual necessity: to perform our contract with you and to ensure that you are able to commit to the payments which you otherwise would not be able to pay as a result of being a contributor/candidate of the Production.
We may share this information with external legal or professional advisors, if necessary. They may contact you to provide guidance on prize agreements (if applicable),	<ul style="list-style-type: none"> • Application information • Production information • Casting information • Identification information • Volunteered information 	<ul style="list-style-type: none"> • Legitimate interest: we have a legitimate interest in ensuring the welfare of our participants.

discuss potential work opportunities arising from your participation in the program, or offer advice on press, publicity, and media relations.		
If you win the Production and a cash prize is awarded, we will use this information to process your prize payment.	<ul style="list-style-type: none"> • Casting information 	<ul style="list-style-type: none"> • Contractual necessity: where there is a cash prize, there is a contractual necessity to pay this.
To contact your emergency contacts in the event of an emergency	<ul style="list-style-type: none"> • ICE information 	<ul style="list-style-type: none"> • Legitimate interest: we have a legitimate interest in contacting your emergency contacts in the event of an emergency.
<i>Stage 4: exploitation and licensing of the Production</i>		
To broadcast, distribute, publicise and otherwise exploit the Production, or parts of it, anywhere in the world in an array of formats.	<ul style="list-style-type: none"> • Application information • Production information • Casting information • Identification information • Volunteered information 	<ul style="list-style-type: none"> • Contractual necessity: we process this information in order to perform the contract we have with you. • Legitimate interests: we have a legitimate interest in processing this information in order to exploit, publicise, distribute and broadcast the Production or parts of it.
We may share your contact details with the broadcaster, our commercial partners, or licensees to enable them to reach out to you regarding press launches, photo calls, interviews, and other activities related to the promotion and exploitation of the program.	<ul style="list-style-type: none"> • Application information • Production information • Casting information • Identification information • Volunteered information 	<ul style="list-style-type: none"> • Contractual necessity: we process this information in order to perform the contract we have with you. • Legitimate interests: we have a legitimate interest in processing this information in order to exploit, publicise, distribute and broadcast the Production or parts of it.

3. Sharing your personal data

We may share personal information about participants with specific companies and organisations in connection with our Productions. These include:

- Companies within the Fremantle Group;
- Co-producers of the Production;
- The Production's broadcaster; and
- Our legal advisors and other professional consultants.

Additionally, your information (including special category data, if applicable) may be shared with:

- Insurers (both our own and the Production's insurers);
- Health and safety advisers;
- Regulatory authorities;
- Local authorities, if a child performance licence is required;

- Law enforcement, government agencies, and global news database services, to verify the information you have provided; and
- Medical professionals, including our company doctor and/or your own doctor, when necessary.

We also work with trusted third-party suppliers who process information on our behalf in accordance with our instructions.

Your personal data will be made publicly available to the extent that it is included in the Production.

If you are represented by a third party, we may also share your personal data with your agent or representative to fulfil the purposes outlined in this Privacy Notice.

4. International transfers

We may transfer your personal data outside the UK or EU, both within the Fremantle Group of companies and to service providers performing specific functions on our behalf. These transfers could involve sending personal data to countries whose laws may not offer the same level of data protection as those in the UK or EU. Whenever such transfers occur, we ensure that appropriate safeguards are in place to protect your personal data in accordance with applicable laws.

5. Data Retention

The personal data collected about you when you apply to, contribute to, participate in, or perform on the Production will be retained by us for as long as necessary to fulfil the contract, support our legitimate business interests (such as broadcasting, distribution, publicisation and exploitation of the Production), or comply with legal or regulatory obligations applicable to us.

In most cases, if your application is unsuccessful, we will delete your personal information within six months of your application being discontinued. However, if you have requested to be informed about future Productions, we will retain your application form for an additional three years. You can withdraw your consent and request its deletion at any time.

Where you participate and/contribute to a Production we will retain footage of you, personal information included in the Contract, details required to fulfill ongoing payment obligations, records of your participation in the Production, and information in any publicity material for as long as necessary for the exploitation of the Production. This may include indefinite retention to facilitate airing, re-airing, exhibiting, or publishing the Production (in whole or in part), except in the following cases:

- **Bank details, and information collected for a child performance license** will be deleted six months after the end of Production.
- **Copies of your passport** will be deleted two years after the end of Production.
- **Contractual documentation (e.g., contributor/candidate agreements)** will be retained for the duration of the Production's copyright period to support its distribution and exploitation.

6. Your legal rights

Privacy laws applicable in your country may give you the following rights:

- The right to be informed;
- The right of access;
- The right of rectification;

- The right to erasure;
- The right to restrict processing;
- The right to data portability;
- The right to object to processing; and
- Rights related to automated decision making.

The particular rights which are applicable to you (which might include other rights not listed above) may vary depending on your country. You should make yourself aware of the rights you have under applicable privacy laws in your country.

If you would like to exercise any of the rights listed above, please email privacy.officer@fremantle.com.

If you feel we have not resolved your concern, you have the right to make a complaint at any time to the Information Commissioner's Office (**ICO**), the UK supervisory authority for data protection issues. If you live in a country or territory located in the European Union (**EU**) or European Economic Area (**EEA**), you may also get in touch with your local Data Protection Regulator. If you live in a country outside the EU, you may have the right to lodge a complaint with your local privacy or data protection regulator.

7. California Residents – your CCPA privacy rights

California residents have additional rights regarding their personal information:

- **Right to Know:** You have the right to request disclosure of the categories and specific pieces of personal information we collect, use, and share.
- **Right to Delete:** You have the right to request the deletion of personal information collected from you, subject to certain exceptions.
- **Right to Opt-Out of Sale or Sharing:** We do not sell your personal information. However, we may share it with third parties for specific purposes, as permitted by law.
- **Right to Correct:** You may request the correction of inaccurate personal information.
- **Right to Limit Use of Sensitive Information:** You may restrict the processing of sensitive personal information under certain circumstances.
- **Right Against Discrimination:** We will not discriminate against you for exercising any of your rights under the CCPA/CPRA.

To exercise your CCPA rights, please submit a verifiable request by emailing privacy.officer@fremantle.com

8. Australia Residents – your privacy rights under the Australian Privacy Act 1988 and the Australian Privacy Principles (“APPs”).

Australian residents have the following rights:

- **Right to Access:** Request access to personal information held about you.
- **Right to Correction:** Request correction of inaccurate, incomplete, or outdated personal information.
- **Right to Anonymity and Pseudonymity:** Request to interact with us anonymously where possible.

- **Right to Lodge Complaints:** Lodge a complaint with the **Office of the Australian Information Commissioner (OAIC)** if you believe we have mishandled your personal data.
- **Right to Opt-Out of Direct Marketing:** Opt out of receiving marketing communications from us.

To exercise your Australian privacy rights, email privacy.officer@fremantle.com.

9. **Updates to this Privacy Notice**

We may update this Privacy Notice periodically. Any significant changes will be communicated via email (if applicable) or through a notice on our website.

Contact Us

If you have any questions about this Privacy Notice, please contact:

Email: privacy.officer@fremantle.com