

# Fremantle

## Off-Screen Talent 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. What is the purpose of this notice and who does it apply to?

This privacy notice provides you with information about how FremantleMedia Group collect and process your personal data when:

- We engage with you a producer or co-producer of a production;
- We engage with you as a writer or a production;
- You direct a Fremantle Group production;

### 3. Personal data we collect about you

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

- **Contact and identity data:** this includes name, age, date of birth, number, country and area of residence, your agents name, phone number and email address.
- **Previous experience data:** this includes details of the work you have previously undertaken, references, information contained on your CV, and background check information.
- **Communication data:** this includes the channel and method by which we communicate with you and the content of the communication.
- **Remuneration and benefits data:** this includes payment for services provided (including one off payments), allowances, benefits, bank account details, job level, hours worked, national insurance number, tax information and expenses.
- **Verification data:** this includes copies of passports, passport information and other identification documents such as driving license.

We may from time to time collect and process the following categories of personal data, which are considered sensitive under data protection laws:

- Race or ethnic origin;
- Religious or philosophical beliefs;
- Trade union membership;
- Health data; and
- Criminal conviction data.

In general, we will not process particularly sensitive personal information about you unless it is necessary for performing or exercising obligations or rights in connection with engagement with us. On rare occasions, there may be other reasons for processing, such as it is in the public interest to do so. The situations in which we will process your particularly sensitive personal information are listed in section 5 of this notice.

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## 4. How is your information collected?

We use different methods to collect information from and about you including through:

- **Throughout your engagement with us:** where you are engaged with us, we will collect personal data directly from you.
- **Third parties:** we may receive information about you from various third parties, such as local tax authorities such as HMRC and the IRS and background screening providers.

## 5. How and why do you use my personal data?

We have set out in the table below a description of all the ways we use your personal data, and which legal bases we rely on to do so. Where appropriate we have also identified what our legitimate interests are in processing your personal data. We may process your personal data for more than one legal basis depending on the specific purpose for which we are using your personal data.

Purpose for which personal data is processed	Categories of personal data	Legal basis for processing
To decide whether to engage with you for the provision of your services	<ul style="list-style-type: none"><li>• Contact and identity data</li><li>• Previous experience data</li></ul>	<b>Contractual necessity</b> – to take precontractual steps to decide whether to engage with you
To verify that the information you have supplied us is correct	<ul style="list-style-type: none"><li>• Contact and identity data</li><li>• Previous experience data</li><li>• Verification data</li></ul>	<b>Legitimate interests</b> - we have a legitimate interest in checking that what you tell us about yourself is correct. We also have a legitimate interest in protecting our commercial and reputational interests (as well as those of the broadcaster and our partners), and to safeguard the welfare of our employees, freelancers, audience members, and contributors/contestants/candidates
Entering into an agreement with you and administering the agreement, including (where applicable), business travel and payment	<ul style="list-style-type: none"><li>• Contact and Identity data</li><li>• Remuneration data</li></ul>	<b>Contractual necessity</b> – we process this personal data to enter into an agreement with you
To safeguard your welfare and make reasonable adjustments during your engagement with us, including managing sick leave	<ul style="list-style-type: none"><li>• Race or ethnic origin</li><li>• Religious or philosophical beliefs</li><li>• Health data</li></ul>	<b>Consent</b> – we will process this personal data where you have voluntarily disclosed it to us. You are not required to provide this information if you do not wish to do so.  <b>Legal obligation</b> – where you have disclosed special category data to us, we process it under a legal obligation to manage health and safety risks and mitigate risks to your health, safety and welfare
Business management and planning, including accounting and auditing	<ul style="list-style-type: none"><li>• Contact and identity data</li><li>• Remuneration data</li></ul>	<b>Legitimate interests</b> – it is in our legitimate interests to process this personal data in order to manage our business

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Making decisions as to whether to engage with you on future projects	<ul style="list-style-type: none"> <li>• Contact and identity data</li> <li>• Previous experience data</li> </ul>	<b>Legitimate interests</b> – it is in our legitimate interests to process this personal data to determine whether we will engage with you for future projects
Equal opportunities monitoring	<ul style="list-style-type: none"> <li>• Contact and identity data</li> <li>• Race or ethnic origin</li> <li>• Religious or philosophical beliefs</li> <li>• Trade union membership</li> <li>• Health data; and</li> <li>• Criminal conviction data</li> </ul>	<b>Consent</b> – to be obtained at the start of employment for processing equal opportunities information and which may be used for gender pay reporting and to track diversity/equal opportunities
Complying with applicable laws and regulation, including laws relating to tax, working time and health and safety regulations	<ul style="list-style-type: none"> <li>• Contact and identity data</li> <li>• Remuneration data</li> </ul>	<b>Legal obligation</b> – we have a legal obligation to collect and report this information to relevant legal and regulatory bodies
To enforce our legal rights or defend or undertake legal proceeding	<ul style="list-style-type: none"> <li>• Contact and identity data</li> <li>• Communication data</li> <li>• Remuneration data</li> </ul>	<b>Legitimate interests</b> – we have a legitimate interest to protect our business interests and rights

## 6. Sharing your personal information outside of the Fremantle group

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;
- 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.



## 7. Sending your personal information outside of the UK and EU

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.

## 8. Data security

We have put in place appropriate security measures to prevent your personal data from being accidentally lost, used or accessed in an unauthorised manner, altered or disclosed. In addition, we limit access to your personal data to those employees, agents, contractors and other third parties who have a business need to know. They will only process your personal data on our instructions, and they are subject to a duty of confidentiality.

## 9. 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.

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 **Your legal rights**

## 1. 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](mailto: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.

## 2. 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](mailto:privacy.officer@fremantle.com)

## 3. 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.

To exercise your Australian privacy rights, email [privacy.officer@fremantle.com](mailto:privacy.officer@fremantle.com).



#### **4. 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](mailto:privacy.officer@fremantle.com)