



## On 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. 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 information:** your title, forename, middle name(s), surname, date of birth, national insurance number, personal contact details such as address, telephone numbers, email address.
- **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), 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.
- **Fees and payment information:** Fee, bank account details, details of unclaimed payment and details of other remuneration and benefits.
- **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. We may be supplied with a medical report by the doctor in order to assess or determine your state of health and fitness for engagement on the programme, or a particular role or task or to assess any risk to your health. Information disclosed on the Health Declaration form completed for production insurance purposes and the results of any medical examination will be confidential between you and the applicable doctor and we will not see this information.

- 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 for a Production. This decision will always be made in consideration of our need to safeguard the wellbeing 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, we may not be able to engage with you.

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
To contact you about your participation in the Production and to decide for the filming of the Production	<ul style="list-style-type: none"> <li>Contact and identity information</li> <li>Casting information</li> </ul>	<ul style="list-style-type: none"> <li><b>Contractual necessity:</b> taking pre-contractual steps to consider your application.</li> <li><b>Legitimate interests:</b> we have a legitimate interest identifying and contacting you regarding your participation in our Productions.</li> </ul>
To administer the royalty payments system and the administration of benefits such as pensions and leave entitlements	<ul style="list-style-type: none"> <li>Contact and identity information</li> </ul>	<ul style="list-style-type: none"> <li><b>Contractual necessity:</b> we process this information to administer our contract with you.</li> </ul>
To check and make a copy of your entitlement to live and work in the jurisdiction in which the Production is being developed and filmed.	<ul style="list-style-type: none"> <li>Contact and identity information</li> <li>Identification information</li> </ul>	<ul style="list-style-type: none"> <li><b>Legal obligation:</b> we have a legal obligation to ensure you have a right to work in the relevant jurisdiction.</li> </ul>
To safeguard your welfare and the welfare of other participants in the Production as well as our production personnel and to make sure you are able to provide the services under our contract with you.	<ul style="list-style-type: none"> <li>Information you provide on the Company's Health Declaration &amp; Consent Form.</li> <li>Health details you disclose during the production of the programme.</li> <li>Results from any tests conducted by us (e.g.,</li> </ul>	<ul style="list-style-type: none"> <li><b>Explicit consent:</b> we will only process this information with your explicit consent. You do not have to provide this information and you can withdraw your consent at any time however, if you decide to do so you may not be able to participate or continue to participate in the Production.</li> </ul>

	<p>temperature tests, antibody tests).</p> <ul style="list-style-type: none"> <li>• Information you submit on a confidential Health Declaration form for production insurance purposes.</li> <li>• Results of a medical examination, if required.</li> </ul>	
To deliver payments and to review fees and other remuneration and benefits.	<ul style="list-style-type: none"> <li>• Fees and payment information</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Contractual necessity:</b> we process this information to discharge our payment obligations under the contract we have with you.</li> </ul>
To review and assess whether to engage you in connection with the Production.	<ul style="list-style-type: none"> <li>• Casting information</li> <li>• Production information</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Legitimate interests:</b> we have a legitimate interest in assessing your suitability to participate in the Production.</li> <li>• <b>Contractual necessity:</b> we process this information to perform our contract with you.</li> </ul>
Sharing your contact details with the broadcaster or our commercial partners so that they can contact you in relation to press launches, photo calls, interviews and other activity relating to the exploitation of the production.	<ul style="list-style-type: none"> <li>• Contact details</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Contractual necessity:</b> to perform our contract with you.</li> </ul>
To broadcast, distribute, publicise and otherwise exploit the Production (or parts of it) anywhere in the world, for the duration of your lifetime (if not longer), any by any means including on television, DVD, video, books, magazines, social media and spin off Productions.	<ul style="list-style-type: none"> <li>• Casting information</li> <li>• Production information</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Legitimate interests:</b> we have a legitimate interest to publish your contribution as journalistic, artistic or literary material.</li> </ul>
To keep your information within our rights and talent database	<ul style="list-style-type: none"> <li>• Contact details</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Legitimate interests:</b> we have a legitimate interest to retain this information in order to potentially engage with you for any future Productions.</li> </ul>
To contact you about your application.	<ul style="list-style-type: none"> <li>• Application information</li> <li>• Casting information</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Contractual necessity:</b> taking pre-contractual steps to consider your application.</li> <li>• <b>Legitimate interests:</b> 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.</li> </ul>
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"> <li>• Identity documents</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Legal obligation:</b> 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.</li> </ul>

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"> <li>• Identity documents</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Legitimate interest:</b> 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.</li> </ul>
To contact your family, friends, referee, employer and information about you that we receive from them.	<ul style="list-style-type: none"> <li>• Casting information</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Legitimate interest:</b> we have a legitimate interest in contacting individuals identified by you in order to seek contributions to our Production.</li> </ul>
To contact your emergency contacts in the event of an emergency	<ul style="list-style-type: none"> <li>• ICE information</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Legitimate interest:</b> we have a legitimate interest in contacting your emergency contacts in the event of an emergency.</li> </ul>

### 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.

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., talent 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](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.

#### 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](mailto: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.

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