TALENT PRIVACY NOTICE

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1. Introduction

FremantleMedia Limited is committed to protecting your personal information. This privacy notice explains what we do with your personal information when you participate in a programme developed and produced by us.

We may make changes to this privacy notice from time to time, so please check our website periodically at http://fremantle.co.uk/privacy-notice-talent.pdf. You can also email us to ask for a copy.

2. Who we are and how to contact us

FremantleMedia Limited is the data controller responsible for your information. We're an English company (with company number 00276928) and our registered office address is 1 Stephen Street, London W1T 1AL.

If you have any questions about this notice or want to exercise your rights, please email us at privacy.officer@fremantle.com. You can also write to us at our registered office address, marked for the attention of our privacy officer.

3. What information we use, what we do with it, and the legal bases we rely on

We ask you for, and use, your personal information when you participate in one of our programmes. We use that information in a number of different ways, and the table below sets out what we do with your information.

Pre-production, production and post-production of the programme

Information we use	How and why we use it	What's our lawful basis
Name, address, phone numbers, email address and other contact details.	To contact you about your participation in the programme and to make arrangements for the filming of the programme.	We have a legitimate interest in identifying and contacting talent about participating in our programmes. I If you're selected to participate in a programme, to perform that contract with you.
Next of Kin Records.	To be able to contact your next of kin in the event of an emergency.	It's in our legitimate interests to safeguard your welfare.
Date of Birth and NI number.	For the administration of the artists royalty payments system and the administration of benefits, such as pensions and leave entitlements.	To perform our contract with you.
Copy of passport and other documents showing immigration status.	We check and make a copy of this information to verify that you have a legal entitlement to live and work in the UK.	Compliance with a legal obligation.
Health or medical information as follows: (i) supplied by you on the Company's Health Declaration & Consent Form; (ii) disclosed by you during production of the programme; (iii) the results of any tests we conduct (e.g. temperature tests/antibody tests); (iv) supplied by you on a confidential Health Declaration form for production insurance purposes; and (v) the results of a medical examination if required for production insurance purposes.	To safeguard your welfare and the welfare of other participants in the programme as well as our production personnel and to make sure you're able to perform the services under our contract with you. If any recommendations are made by the company doctor, it also enables us to make any reasonable adjustments. To effect insurance on you for our own benefit against losses arising from your inability to perform the contract.	We only use this information if you've given your permission (i.e. explicit consent). Please also see the note on the Special Purposes exemption below in relation to personal data processed on the basis of your explicit consent.

	You don't have to give your permission, and you can withdraw that permission at any time. But without your permission, you might not be able to participate, or continue to participate, in the programme. 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. 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.	
Your vaccination status.	We may ask for details of your vaccination status and use this information: (i) where applicable, to assess any testing and isolation/quarantine requirements in the event you are required to travel for the purposes of filming; (ii) to apply for any work or travel visas on your behalf where individuals are required to be fully vaccinated against illnesses or diseases in order to be able to secure such visas; (iii) to comply with health and safety obligations (including in relation to any self-isolation or quarantine requirements); and (iv) to comply with any duties to make reasonable adjustments.	We only use this information if you've given us your explicit consent. Please also see the note on the Special Purposes exemption below in relation to personal data processed on the basis of your explicit consent.
Name and email address (or Diamond Linking Code).	We share your name and email address (or your Diamond Linking Code) with an IT system used by the Creative Diversity Network ("CDN"). CDN monitors diversity on UK television through a programme called Diamond. CDN will invite you to provide – entirely at your discretion – your diversity characteristics (such as gender, ethnicity, disability, age, gender identity and sexual orientation) directly into that system.	We share your name and email address (or Diamond Linking Code) with CDN because we consider that it is in our legitimate interests, CDN's and society's interest as a whole to strive for diversity in the television industry.
Your bank account details, details of any unclaimed payments.	For the payment and review of fees and other remuneration and benefits.	To perform our contract with you.
Casting notes, footage from run throughs and auditions.	We review this information to assess whether to engage you in connection with the programme.	We have a legitimate interest in assessing your suitability to participate in our production.
Audio recordings of you recorded during the production process and used to make the programme.	We use these recordings in order to make and exploit the programme.	To perform our contract with you. Where we process your Special Category Data for this purpose, one of the following grounds will also apply: (1) You have manifestly made the information public (including where you do so when participating in our productions), or (2) Your explicit consent. Please also see the note on the Special Purposes exemption

		below in relation to personal data processed on the basis of your explicit consent.
Visual recordings of you recorded during the production process and used to make the programme.*	We use these recordings in order to make and exploit the programme.	To perform our contract with you. Where we process your Special Category Data for this purpose, one of the following grounds will also apply: (1) You have manifestly made the information public (including where you do so when participating in our productions), or (2) Your explicit consent. Please also see the note on the Special Purposes exemption below in relation to personal data processed on the basis of your explicit consent.
Transcripts of audio recordings of you recorded during the production process and used to make editorial decisions about the programme.*	We use these transcripts to assist in the review of recorded content during the editorial process.	We have a legitimate interest in efficiently reviewing recorded audio content in order to inform editorial decisions. Where we process your Special Category Data for this purpose, one of the following grounds will also apply: (1) You have manifestly made the information public (including where you do so when participating in our productions), or (2) Your explicit consent. Please also see the note on the Special Purposes exemption below in relation to personal data processed on the basis of your explicit consent.

***Note on audio recordings and transcripts:** Please note that audio is recorded (and later transcribed to assist the editorial process) at all times, including during any breaks in filming, when you are fitted with a microphone on one of our productions. Should you wish to have a private conversation, during breaks in filming, that you do not wish to be recorded, you can turn your microphone off. The production crew will provide you with instruction on how to do this at the start of production and upon request.*

Exploitation & licensing of the programme

Information we use	How and why we use it	What's our lawful basis
Name, contact details and email address.	We may share your contact details with the broadcaster or our commercial partners or licensees so that they can contact you in relation to press launches, photo calls, interviews and other activity relating to the exploitation of the programme.	To perform our contract with you.
Audio (including transcribed content) and visual Information about you as embodied in the programme and publicity trails and other content related to the programme including material for exploitation on YouTube, Facebook, Instagram or other social media sites.	To broadcast, distribute, publicise and otherwise exploit the programme (or parts of it) anywhere in the world, for the duration of your lifetime (if not longer), and by any means, including on television, online, in DVDs, video, books and magazines. We'll share this information with the broadcaster and other licensees of the programme including social media platforms and on websites and social media channels operated by our commercial partners.	To perform our contract with you. Necessary for our legitimate interests or those of a third party to publish your contribution as journalistic, artistic, or literary material which we believe is in the public interest.
Name and contact details.	To keep for reference purposes on our rights database. We'll share this information with the broadcaster for inclusion on its own rights databases.	To perform our contract with you.

4. Who we share your information with

We share your personal information with certain other companies in relation to our programmes.

Companies we'll share your information with include those within the Fremantle Group, our co-producer(s) on the programme (if any) and the programme's broadcaster. Your information may also be shared with our insurers, the programme's insurers, our health and safety advisers, our accountants, auditors, lawyers and other outside professional advisers, and to companies who provide products and services to us (such as IT systems suppliers, payroll and pension scheme providers, and intermediaries/brokers), as well as legal and regulatory authorities including OFCOM, HM Revenue and Customs or the Border & Immigration Agency, and as required by law.

We also share your name and email address (or Diamond Linking Code) with the Creative Diversity Network ("CDN"), which acts as an independent data controller for the purpose of monitoring diversity in the television industry through Diamond (currently operated via The Everyone Project, "TEP"). CDN is the data controller for this diversity data, and is responsible for deciding how it is used and how long it is kept. Please check CDN's own privacy notice before providing any such information, as we are not responsible for how CDN uses it. If you would prefer not to be involved in Diamond, please tell your production contact within 7 days of the date of your engagement agreement.

Either way, whenever we share your information, we'll make sure that the company we share it with keeps your information as securely as we do.

5. International transfers

Sometimes the companies and suppliers we need to share personal information with are located outside the United Kingdom.

Where we do this, we'll make sure your personal information receives the same protection as if it were being processed inside the United Kingdom. If you'd like more information about this, please let us know by contacting our privacy officer.

Please also note that any programme in which you might appear is likely to be distributed internationally.

6. How long we keep your information

We don't keep your personal information for longer than is necessary, bearing in mind the purpose for which we collected that information, and any applicable legal or regulatory requirements.

We'll delete your personal information within 7 years from the end of production of the programme, except for (i) copies of your passport which we will delete 2 years from the end of production of the programme (ii) your bank account details and unclaimed payment records which we will keep permanently, and (iii) any contractual documentation with you (such as the contributor agreement) and information in our rights database which we'll keep for the duration of copyright in the programme in order to distribute and exploit it.

7. How to access your information and other rights

You have a number of rights in relation to the information we hold about you.

- **Your right of access**

  If you ask us, we'll confirm whether we're processing your personal information and, subject to any applicable exemptions, provide you with a copy of that personal information (along with certain other details) within the timescales or extended timescales provided for by the law for complex requests, or where applicable, provide you with an explanation as to why we will not be complying with your request. If you require additional copies, we may need to charge a reasonable fee.

- **Your right to rectification**

  If the personal information we hold about you is inaccurate or incomplete, you're entitled to have it rectified. If you are entitled to rectification and if we've shared your personal information with others, we'll let them know about the rectification where possible and where this would not involve disproportionate effort. If you ask us, where possible and lawful to do so, we'll also tell you who we've shared your personal information with so that you can contact them directly.

- **Your right to erasure**

  You can ask us to delete or remove your personal information in some circumstances such as where we no longer need it or if you withdraw your consent (where applicable because that was the legal basis on which we were processing your personal information). If you are entitled to erasure and if we've shared your personal information with others, we'll take reasonable steps to inform those others where possible and where this would not involve disproportionate effort. If you ask us, where it is possible and lawful for us to do so, we'll also tell you who we've shared your personal information with so that you can contact them directly.

- **Your right to restrict processing**

  You can ask us to 'block' or suppress the processing of your personal information in certain circumstances such as where you contest the accuracy of that personal information or you object to us. If you are entitled to restriction and if we've shared your personal information with others, we'll let them know about the restriction where it is possible for us to do so. If you ask us, where it is possible and lawful for us to do so, we'll also tell you who we've shared your personal information with so that you can contact them directly.

- **Your right to data portability**

  You have the right, in certain circumstances, to obtain personal information you've provided us with (in a structured, commonly used and machine readable format) and to reuse it elsewhere or to ask us to transfer this to a third party of your choice.

- **Your right to object**

  You can ask us to stop processing your personal information, and we will do so, if we are:

  - relying on our own or someone else's legitimate interests to process your personal information, except if we can demonstrate compelling legal grounds for the processing; or
  - processing your personal information for direct marketing.

- **Your rights in relation to automated decision-making and profiling**

  You have the right not to be subject to a decision when it's based on automatic processing, including profiling, if it produces a legal effect or similarly significantly affects you, unless such profiling is necessary for entering into, or the performance of, a contract between you and us.

- **Your right to withdraw consent**

  If we rely on your consent (or explicit consent) as our legal basis for processing your personal information, you have the right to withdraw that consent at any time. Once we have received notification that you have withdrawn your consent, we will no longer process your information for the purpose or purposes you originally agreed to, unless we have another legitimate legal basis for doing so or we rely on the Special Purposes exemption to continue to process your information (see below).

- **Your right to lodge a complaint with the supervisory authority**

  If you have a concern about any aspect of our information management practices, including the way we've handled your personal information, you can report it to the Information Commissioner's Office (ICO) in the UK. You can find details about how to do this on the ICO website at https://ico.org.uk/concerns/ or by calling their office on 0303 123 1113.

If you want to exercise any of these rights, please contact us (our contact details are at the top of this notice). Please note that if your request is about your contribution to a production, we (or relevant third parties) may rely on the Special Purposes exemption to data protection rules in relation to journalistic freedom, the right to artistic expression or, more generally, the right to freedom of expression as set out below.

8. <u>Special Purposes</u>

We are required under applicable data protection legislation (in particular the UK General Data Protection Regulation ("GDPR") and the Data Protection Act 2018 ("DPA")) to use your personal data as set out in this Notice and in accordance with your rights under applicable data protection laws (as set out above).

However, Article 85 of the GDPR and Schedule 2 Part 5 of the DPA contains an exemption which allows us and relevant third-party partners (such as the commissioning party for a production you have contributed to) not to apply aspects of this policy and your rights where they are incompatible with the artistic purposes of the production and there is a public interest in its broadcast. This exemption is known as the "Special Purposes" exemption. As such, you should be aware that aspects of this policy and your rights under data protection law may not apply where they are incompatible with the Special Purposes exemption.

For example, where we process your personal data on the basis of your consent or explicit consent (e.g., health or criminal convictions information provided during the application, casting or filming process) and you subsequently seek to exercise your right to withdraw that consent, we may rely on the Special Purposes exemption to continue to process this information where stopping the processing and deleting your data is incompatible with the artistic or journalistic purpose of the programme, and there is a public interest in its broadcast.