

**PRIVACY NOTICE
FOR PROGRAMME APPLICANTS**

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1. Introduction

FremantleMedia Limited is committed to protecting your personal information. If you're thinking of applying to participate in one of our programmes, this privacy notice explains what we do with your personal information.

We may make changes to this privacy notice from time to time, so please check back periodically.

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 apply to participate in one of our programmes (and if we go on to select you as a participant, candidate or contributor). We use that information in a number of different ways. The table below sets out what we do with your information.

We might not always ask you for all of the information listed in the table, as some types of information may not be relevant to the particular programme you've applied for.

Some important don'ts at any stage

Please don't give us:

- Any information about yourself if you're under the age of 18, unless you've first checked with your parent or guardian, and they've given you permission. We'll ask your parent or guardian to confirm that you're allowed to apply to participate as a contributor, so please make sure you've got their permission.
- Any information about anyone other than yourself (for example, to nominate them as an applicant) unless you've asked for, and obtained, their permission to do so.

Stage 1: Applying to participate (including telephone casting/applicant selection)

Information we use	How and why we use it	What's our lawful basis
<p>Name, contact details, email address.</p>	<p>To contact you about your application. If we can't contact you, we won't be able to invite you to an audition or to participate in the selection process.</p>	<p>To take pre-contractual steps at your request (i.e. when you ask us to consider your application).</p>
<p>Information about you which we consider is likely to be relevant in assessing whether you'll be a suitable contributor/candidate. It includes your name, date of birth, and information about your work; your home and family life; your interests and personality; any previous TV appearances; content or material you have made publicly available, including via social media platforms, as well as other information relevant to the programme you've applied for.</p>	<p>We review this information to assess whether you meet our age eligibility requirements, to conduct or procure third parties to conduct background checks to assess whether we think you'll be a suitable contributor/candidate, and to decide whether to invite you to the next stage of the application/casting/selection process, which may include an audition.</p>	<p>To take pre-contractual steps at your request (i.e., when you ask us to consider your application).</p> <p>Where we process your special category data contained in your application, we do so on the basis of your explicit consent.</p> <p>Where we conduct or procure background checks on you we do so on the basis of our legitimate interests. We 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.</p> <p>If you're selected to participate in the programme, we may also use this information to perform our contract with you.</p>

<p>Information about you and your past experiences that is publicly available, which we obtain from third parties and/or obtain from searches and background checks we conduct ourselves and/or procure from third party suppliers or authorities. Sources of such information might include your current and former employers (including your employment records), associates, friends, family members, educational institutions, government agencies (including government records and any motor vehicle records relating to you), any branch of the military (including military records relating to you), any references provided by you, any civil records, and any credit reporting agencies (including credit and consumer reports relating to you).</p>	<p>We review this information to assess whether we think you'll be a suitable contributor/candidate, to verify any information that you have supplied to us, and to decide whether to invite you to the next stage of the application/casting/selection process, which may include an audition.</p>	<p>Legitimate interests. 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.</p>
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<p>Health or medical information you disclose or supply to us or our medical advisers and the results of any tests we conduct e.g. temperature tests/antibody tests.</p>	<p>To safeguard your welfare and the welfare of other applicants to the programme as well as our production team and to make sure you are able to participate in the casting/selection process and to enable us to make any reasonable adjustments.</p>	<p>We only use this information if you've given us your explicit consent.</p>
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<p>Religious or philosophical beliefs</p>	<p>If you disclose information about your religious or philosophical beliefs on your application form or during the casting/selection process, we will use this in order to make any reasonable adjustments during the casting/selection process.</p> <p>You don't have to volunteer any information about your religious or philosophical beliefs.</p>	<p>We will only use this information about your religious or philosophical beliefs if you've given us your explicit consent.</p>
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Information we use	How and why we use it	What's our lawful basis
<p>Criminal offence data</p>	<p>If you disclose criminal offence data on your application form or during the casting/selection process, we will record and review that information as part of our assessment of your application mindful of our need to safeguard the well-being of our employees, freelancers, audience members, and contributors/contestants/candidates, and to protect our commercial and reputational interests and those of the broadcaster of the programme.</p> <p>You don't have to give us this information, but if you don't, your application might fail.</p>	<p>We will only use this information if you have given us your explicit consent.</p>

<p>Ethnic or racial origin, information about your sexual orientation or sex life, or information about your trade union membership</p>	<p>If you disclose information about your ethnic or racial origin, information about your sexual orientation or sex life, or information about your trade union membership on your application form or during the casting/selection process, we will record and review that information as part of our assessment of your application.</p> <p>You don't have to volunteer any information about your ethnic origin, information about your sexual orientation or sex life, or information about your trade union membership.</p>	<p>We will only use information about your ethnic or racial origin, information about your sexual orientation or sex life or information about your trade union membership if you've given us your explicit consent.</p>
<p>Audio visual recordings, whether submitted by you as part of your application, or made available by you publicly on YouTube or other platforms.</p>	<p>We review this information to assess whether you meet our eligibility requirements, whether we think you'll be a suitable contributor/candidate, and to decide whether to invite you to the next stage of the application/casting/selection process, which may include an audition.</p>	<p>Where you have submitted audio visual recordings as part of your application, we process this information to take pre-contractual steps at your request (i.e., when you ask us to consider your application).</p> <p>Where we process information publicly available on YouTube or other platforms we do so on the basis of our legitimate interests. We have a legitimate interest in assessing your suitability to participate in our production.</p>
<p>Proof of your right to live and work in the UK</p>	<p>We check and make a copy of this information to verify you have a legal entitlement to live and work in the UK without restriction.</p>	<p>We have a legitimate interest in verifying that you have a legal entitlement to live and work in the UK without restriction.</p>

Information we use	How and why we use it	What's our lawful basis
Proof that you hold a valid passport	We check and make a copy of this information to verify you are entitled to travel to a foreign country if required as part of the programme	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.
Proof of identity, such as a passport or driving licence	We check and make a copy of this information to verify you are who you say you are, and to verify your age.	We have a legitimate interest in verifying your identity.
Audio visual recordings we film or you provide to us during the audition or selection process of you and/or your family. This includes recordings of your performance, activities you undertake, meetings in which you participate and answers to questions we ask to or about you.	We review this information to assess whether we think you'll be a suitable contributor/candidate. We don't broadcast these recordings as part of the programme.	We have a legitimate interest in assessing your suitability to contribute to our production.

Direct marketing

Information we use	How and why we use it	What's our lawful basis
Name and email address and other information provided by you in your application form such as information about your work, your home and family life, your interests and personality, any previous TV appearances.	To contact you by email about a new series of a programme you've previously applied for, or about other programmes we think you might be interested in applying for. To send you and keep you updated with information by email about the programme you have applied for, including any programme-related events, tours, products including record releases and casting and audience tickets. If we can't contact you, we won't be able to let you know about new series or programmes you might want to apply to participate in, or programme-	We'll only contact you if you've provided your consent for us to do so.

	related events, tours or products.	
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4. Who we share your information with

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

Companies we'll share your information with include those within the Fremantle Group, any co-producer(s) of the programme, our legal and other advisers and the broadcaster of the programme. Your information (including your special category data) may also be shared with our insurers, the programme's insurers, our health and safety advisers, regulatory authorities including OFCOM, and as required by law. To help us verify information you have provided, we may also share your information with global news database services, law enforcement and government agencies, and medical professionals.

We also have a number of trusted suppliers who work on our behalf. They have to process your information in line with our instructions. Examples of such suppliers are eTribez Casting Ltd and Short Audition both of whom provide us with casting and contributor/candidate database management services. Another supplier is Facebook, Inc which provides us with a separate casting service, and who may use your information in line with their Data Policy and Terms of Service.

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 will put in place appropriate contracts to ensure that any transfer of your personal data is lawful and that your information is appropriately protected and 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.

In most cases, if your application is unsuccessful, we'll delete your personal information (including your special category data) within 6 months of your application being discontinued. If your application is unsuccessful but you have asked us to keep you informed about new programmes, we'll keep your application form (including any special category data disclosed in the application form) on file for a further 3 years – although you can let us know you've changed your mind at any time.

If your application is successful, we'll delete your personal information (including any special category data) within 7 years of 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 and (ii) any contractual documentation with you (such as your release form) 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 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 only legal basis on which we were processing your personal information). If you are entitled to erasure and 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 our processing of your personal information. If you are entitled to such restriction, and 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 or similarly significant effect for 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.

- **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. Special Purposes

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.