

**PRIVACY NOTICE  
FOR PROGRAMME APPLICANTS**

- 1. Introduction**
- 2. Who we are and how to contact us**
- 3. What information we use and what we do with it**
- 4. The legal bases we rely on**
- 5. Who we share your information with**
- 6. International transfers**
- 7. How long we keep your information**
- 8. How to access your information and other rights**

**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](mailto: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 and what we do with it**

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 we use it	Why we use it
<p>Name, contact details, email address.</p>	<p>To contact you about your application.</p>	<p>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>Information about you which we consider is likely to be relevant in assessing whether you'll be a suitable contributor/candidate. It includes your date of birth, and information about your work; your home and family life; your interests and personality; any previous TV appearances; as well as other information relevant to the programme you've applied for.</p>	<p>We review this information to assess whether we think you'll be a suitable contributor/candidate and that you meet our age eligibility requirements.</p>	<p>To decide whether to invite you to the next stage of the application/casting/selection process, which may include an audition.</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 we obtain from searches that we conduct with various authorities such as 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</p>	<p>We review this information to assess whether we think you'll be a suitable contributor/candidate and to verify any information that you have supplied to us.</p>	<p>To decide whether to enter into a contract with you, mindful that we have a business need to check that what you tell us about yourself is correct. We also need to protect 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>

Information we use	How we use it	Why we use it
<p>references provided by you, any civil records, and any credit reporting agencies (including credit and consumer reports relating to you).</p>		
<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>To take pre-contractual steps at your request (i.e. when you ask us to consider your application) and to enable us to make any reasonable adjustments.</p> <p>We only use this information if you've given us your permission.</p>
<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>To take pre-contractual steps at your request (i.e. when you ask us to consider your application), and, if you progress through the casting/selection process to enable us to make any reasonable adjustments.</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 permission.</p>

Information we use	How we use it	Why we use it
Criminal offence data	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.	<p>To take pre-contractual steps at your request (i.e. when you ask us to consider your application), and to decide whether to enter into a contract with you, mindful of our need to safeguard the well-being of our employees, freelancers, audience members, and contributors/contestants/candidates.</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 permission.</p>
Ethnic or racial origin, information about your sexual orientation or sex life, or information about your trade union membership	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>To take pre-contractual steps at your request (i.e. when you ask us to consider 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 permission.</p>
Audio visual recordings, whether submitted by you as part of your application, or made available by you publicly on YouTube or other platforms.	We review this information to assess whether we think you'll be a suitable contributor/candidate and you meet our eligibility requirements.	To decide whether to invite you to the next stage of the application/casting/selection process, which may include an audition.
Proof of your right to live and work in the UK	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.	To decide whether to enter into a contract with you, mindful that we have a legitimate business need to check that you're able legally to participate in the programme and potentially take up any work opportunities that come about from that participation.

Information we use	How we use it	Why we use it
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	To decide whether to enter into a contract with you, mindful that we have a legitimate business need to check that you're able to travel overseas legally if required for the programme.
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.	To decide whether to enter into a contract with you, mindful of our need to safeguard the well-being of our employees, freelancers, audience members, and contributors/contestants.
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.	To decide whether to enter into a contract with you; and, if you're ultimately selected to participate in the programme, to perform that contract with you.

#### **Direct marketing**

Information we use	How we use it	Why we use it
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-related events, tours or products or audience tickets.  We'll only contact you if you've asked us to.

#### **4. The legal bases we rely on**

- **Contractual necessity**

We need to collect and use your personal information because you've asked us to consider your application to participate in the programme. If your application is successful and we select you to progress to the next stage of the casting/selection process, we'll enter into a contractual agreement with you for your participation in the programme. That contract is called a 'contributor agreement' or 'candidate agreement'. Once we've entered in to the contributor/candidate agreement with you, we'll also need to use information about you to perform that contract.

So, we need to use your information to take pre-contractual steps at your request (i.e. when you ask us to consider your application), and then – if we enter into a contributor/candidate agreement with you – to perform that contract.

- **Consent**

Where we use your (non-special category) data to let you know about new programmes and programme-related events and products, we only do this because you've asked us to (i.e. with your consent). You can change your mind at any time by contacting us.

- **Explicit Consent**

We may collect information about you during the application or casting/selection processes that is special category data or criminal offence data. Special category data is any information about your racial or ethnic origin, political opinions, trade union membership, sex life or sexual orientation, religious or philosophical beliefs, health, genetic or biometric data. Criminal offence data is information about criminal proceedings, offences or convictions (excluding spent convictions). Before using your special category data or criminal offence data, we will ask you for your permission (i.e. your explicit consent). You decide whether you want to give us permission to use that special category data or criminal offence data. You can also withdraw that permission at any time by contacting us. Please note that if you don't give us permission to use your special category data or criminal offence data, your application might fail.

## **5. 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. One such supplier is eTribez Casting Ltd which provides us with a casting and contestant/contributor/candidate database management service. 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.

## **6. International transfers**

Sometimes the companies and suppliers we need to share personal information with are located outside the European Economic Area (EEA). The EEA includes all EU Member countries as well as Iceland, Liechtenstein and Norway.

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. 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.

## **7. 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.

## **8. 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).