



## FILMING AND TALENT PRIVACY POLICY

**Effective: January 1, 2020**

This Privacy Policy provides notice to individuals who are applying and/or being considered for any of our productions, films, programs, and other content (“Productions”) or who otherwise feature in our footage or submit footage to us. In order to consider your application, we need to collect certain information about you.

This Privacy Policy describes the way that Warner Bros Entertainment Group processes information about you. You can learn more about Warner Bros, and our WarnerMedia and AT&T affiliates by visiting [here](#) This Privacy Policy does not apply when you interact with us as a consumer. In that situation, our [Warner Bros. Privacy Policy](#) applies.

### INFORMATION WE COLLECT

When applying for one of our Productions, we will process information: (i) you provide us with as part of your application or as part of any other communication or form you may provide to us; (ii) where applicable, additional information from third parties or public sources (e.g. casting agencies, online news stories, social media profiles through which we may contact you and/or any references you provide us with) and/or (iii) inferred information (e.g. assessment of your application, notes taken during the interview/casting process etc.).

This information may include for example, contact details (e.g. your name, address, email address and/or phone number) or casting information (e.g. gender, personal performance (including an image or video of you)) and details about your experience (e.g. portfolio or showreel etc.).

**In certain circumstances, in particular, if you are applying for one of our Productions, this information may also include your interests, audition materials and casting notes as well as protected categories of personal information such as information about your sex life/sexual orientation, medical information, political opinions, religious or philosophical beliefs, trade union membership, genetic/biometric data and criminal history data. If we do not ask you to provide this personal information as part of our application process, please refrain from providing such information (e.g. in your portfolio or showreel etc).**

We may have access to certain information about your location, such as your country or address, when you provide it or via device information (such as an IP address). If you access our websites or apps on your mobile device, we may collect information about your device’s precise location.

We will tell you where information collection is mandatory – this will include information that is necessary to perform any contract we may enter into with you, or indicated as mandatory on an application form. Failure to provide information may be a breach of your agreement with us. Where information is optionally provided, for example details of an emergency contact, there may be some adverse consequences if you refuse to provide this.

When your application is successful, the information we collect about you will include your inclusion in our footage. If you do not apply, but otherwise feature in one of our Productions (for example, if you feature in the background of one of our films or participate in user-generated content submitted by another individual) then we will only process information that appears in our footage, or that you otherwise supply to us on any relevant release form or in any communication you send to us.

### HOW WE USE THE INFORMATION

We use information for the purposes described in this Privacy Policy and as further disclosed to you. In particular, we process information necessary to:

- Fulfill your requests for, and otherwise provide or analyse your use of our products, programs, services and content
- Communicating with you, such as by responding to your inquiries

- Establish and perform our contract with you and to maintain, manage or terminate our contractual relationship, where we have entered into a Contributor Agreement or other contractual arrangement with you
- Conduct occupational health and safety and/or medical assessments
- Administer accounts and provide information to tax and social security authorities as required by law
- Publish, distribute and promote our Productions, products, and services
- Make decisions as to whether you (or your child) are the right person for the position you have applied for or to take part in the Production, or whether to accept and make use of content that features you
- Contact you about your application, and/or casting process and/or your involvement in the Production as well as to respond to any of your communications, complaints or requests
- Investigate and resolve any concerns or other matters that may arise from your involvement with us and/or our Productions
- Consider you for any other Productions intended to be produced by us or our affiliate companies
- Protect our legitimate business interests and legal rights. This includes but is not limited to, use in connection with legal claims, compliance, regulatory, auditing, debugging and similar service improvements; developing or upgrading networks, products, services or devices; internal research and analytics; investigative and disciplinary purposes (including disclosure of such information in connection with any legal process or litigation or where requested by law enforcement or other relevant third parties); detecting, investigating, and preventing activities that may violate our terms of use, could be fraudulent, violate copyright, or other rules or that may be otherwise illegal; and to protect our rights and the rights and safety of our users and others
- Carrying out background checks (e.g. checking your references, credit references and/or criminal record): such background checks will be carried out only to the extent permitted by applicable law and at different stages of the application process depending on the type of application you've made (e.g. it may apply only to the successful or shortlisted applicants)
- Receive communications from us if you indicated when applying for a Production that you want to receive messages on behalf of the commissioning broadcaster, distributor or exhibitor; our specially chosen partners; and/or sponsors in the entertainment, media and leisure sectors
- Considering your involvement in the Production and future productions
- Given the nature of the Production, you may choose (or in some circumstances be asked) to disclose sensitive or protected categories of personal information all of which may be of direct relevance to the nature of the Production, and could therefore be included in the final film or program
- Improving the design, functionality and content of our websites and applications, including personalizing your experience and aggregating data about groups or categories of users for personalization and to market or advertise products, programs, or services

We use information that you provide about others to enable us to send them invitations, promotions, surveys, or other content. From time to time, we also may use this information to offer, market, or advertise products, programs, or services to them from us and our affiliates, and business partners.

## **YOUR CHOICES AND CONTROLS**

**Marketing communications and sharing with third parties.** We provide you with an opportunity to express your preferences with respect to receiving certain marketing communications from us, and our sharing of personal information with unaffiliated third parties for their direct marketing purposes. If you ever decide in the future that you would like to update these preferences, you may (i) log in to an account you have created with us at one of our websites, services or applications (each a "Sites" or collectively, the "Sites") to adjust your settings, or (ii) send us an email at [WMPPrivacy@warnermediagroup.com](mailto:WMPPrivacy@warnermediagroup.com). To opt out of receiving our email marketing communications, you can also follow the "unsubscribe" instructions provided in any marketing email you receive from us. If you previously chose to receive push notifications on your mobile device from us, but no longer wish to receive them, you can manage your preferences through your device or app settings, depending on the type of device. If you have signed up to receive text messages from us and no longer wish to receive such messages, you may follow the instructions to stop the delivery of such messages, which may include by replying "STOP" to the received text message.

**Ad Choices.** We may work with third parties to present advertisements and to engage in data collection, reporting, ad delivery and response measurement, and site analytics on our Sites and on third party websites across the Internet and applications over time. These third parties may use cookies, web beacons, pixels, or similar technologies to perform this activity. They may also obtain information about applications you use, websites you visit, and other information from across your devices and browsers in order to help serve advertising that may be more relevant to your interests on and off our Sites and across your devices and browsers. This type of advertising is known as interest-based advertising. They

may also use this information to associate various browsers and devices together for the purpose of interest-based advertising and other purposes like analytics.

For more information about interest-based advertising on your desktop or mobile browser, and your ability to opt out of this type of advertising by third parties that participate in self-regulatory programs, please visit the Network Advertising Initiative [<https://networkadvertising.org/understanding-online-advertising/what-are-my-options>] and/or the DAA Self-Regulatory Program for Online Behavioral Advertising [<http://optout.aboutads.info/choices?c=2&lang=EN>]. To learn more about interest-based advertising in mobile apps and to opt out of this type of advertising by third parties that participate in the DAA's AppChoices tool, please download the version of AppChoices for your device here [<http://optout.aboutads.info/choices?c=2&lang=EN>]. Please note that any opt-out choice you exercise through these programs will apply to interest-based advertising by the third parties you select, but will still allow the collection of data for other purposes, including research, analytics, and internal operations. You may continue to receive advertising, but that advertising may be less relevant to your interests.

You may have more options depending on your mobile device and operating system. For example, most device operating systems (e.g., iOS for Apple phones, Android for Android devices, and Windows for Microsoft devices) provide their own instructions on how to limit or prevent the delivery of tailored in-application advertisements. You may review the support materials and/or the privacy settings for the respective operating systems to learn more about these features and how they apply to tailored in-app advertisements.

**Precise location information.** To disable the collection of precise location information from your mobile device through our mobile apps, you can access your mobile device settings and choose to limit that collection.

See also Cookies and Other Technical Information for more choices about managing other technical and usage information.

## COOKIES AND OTHER TECHNICAL INFORMATION

**Cookies and other technologies.** We, and our affiliates, vendors, and business partners may send "cookies" to your computer or use similar technologies to understand and enhance your online experience at our Sites and through our advertising and media across the Internet and mobile apps.

Cookies are small text files placed in your browser. We may also use pixels or "web beacons" that monitor your use of our Sites. Web beacons are small strings of code that provide a method for delivering a graphic image on a webpage for the purpose of transferring data, such as the IP address of the computer that downloaded the page on which the web beacon appears, the URL of the page on which the web beacon appears, the time the page containing the web beacon was viewed, the type of browser that fetched the web beacon, and the identification number of any cookie on the computer previously placed by that server. We may also integrate "Software Development Kits" ("SDKs") into our applications to perform similar functions as cookies and web beacons. For example, SDKs may collect technical and usage information such as mobile device identifiers and your interactions with the Site and other mobile apps.

We may use cookies and other technologies to help recognize your browser or device, maintain your preferences, provide certain Site features, and collect information about interactions with our Sites, our content, and our communications. For example, when corresponding with you via HTML capable email, web beacons and other technologies let us know about your activity, including whether you received and opened our email, clicked through a link, or otherwise interacted with our content, and this information may be associated with information previously collected.

We may also use cookies and other technologies (i) to provide, develop, maintain, personalize, protect, and improve our Sites, products, programs, and services and to operate our business, (ii) to perform analytics, including to analyze and report on usage and performance of our Sites and marketing materials, (iii) to protect against, identify, and prevent fraud and other unlawful activity, (iv) to create aggregate data about groups or categories of our users, (v) to synchronize users across devices, affiliates, business partners, and select third parties, and (vi) for us and our affiliates, business partners, and select third parties to target, offer, market, or advertise products, programs, or services. Cookies and other technologies also facilitate, manage, and measure the performance of advertisements displayed on or delivered by or through us and/or other networks or sites. By visiting the Site, whether as a registered user or otherwise, you acknowledge, and agree that you are giving us your consent to track your activities and your use of the Site through the technologies described above, as well as similar technologies developed in the future, and that we may use such tracking technologies in the emails we send to you.

**Managing cookies and other technologies.** Cookies can either be persistent (i.e., they remain on your computer until you delete them) or temporary (i.e., they last only until you close your browser). Check your browser settings to learn how to delete cookies.

You may adjust your browser to reject cookies from us or from any other website. Controlling cookies via browser controls may not limit our use of other technologies. Please consult your browser's settings for more information. However, blocking cookies or similar technology might prevent you from accessing some of our content or Site features.

Some of our Sites may use locally stored objects ("LSOs") to provide certain content, such as video on demand, video clips, or animation, and a better user experience. Adobe's Flash player and similar applications use this technology to remember settings, preferences, and usage similar to browser cookies. Flash cookies are not managed through your web browser, but you can access your Flash management tools from Adobe's web site. Your browser may also offer other tools to delete or reject other LSOs; please check your browser's settings or help menu for more information.

Some of our sites may use Google Analytics to analyze traffic. You can find out more information about Google Analytics cookies here: <https://developers.google.com/analytics/devguides/collection/analyticsjs/cookie-usage>. To opt-out of Google Analytics relating to your use of our Sites, you can download and install the Browser Plugin available via this link: <https://tools.google.com/dlpage/gaoptout?hl=en>.

We do not currently take actions to respond to Do Not Track signals because a uniform technological standard has not yet been developed. We continue to review new technologies and may adopt a standard once one is created.

See the Your Choices section to learn how to control data collection for certain purposes.

### **INFORMATION SHARING AND DISCLOSURE**

We may disclose information when you provide us with your consent to do so. We also may share your information in the circumstances described below.

We are part of the WarnerMedia and AT&T group of companies. We may sometimes share your information with other companies within that group because the group companies may provide functions and services to help each other run our businesses and/or are involved in the casting/recruitment decision making process.

We may also share your information with other companies, organisations and/or individuals with whom we work with and/or who provide services to us. As a result of this, and where applicable, we may share your information with: (i) our service providers; (ii) the organisation that operates our website; (iii) casting agency, the production team, co-producers, the relevant broadcasters, distributors and/or exhibitors, investors, insurers, distributors, IT system suppliers and/or travel and medical service providers of Productions; (iv) where we have to, in order to comply with laws, as required by a court; (v) with parties to provide advertising to you based on your interests and/or (vi) in the event of an actual or potential merger, acquisition, or business transaction.

In respect of Marketing Communications (offers, promotions, publicity, and/or other marketing communications):

- if you have indicated that you wish to receive Marketing Communications from us, then we will share certain information, such as your name, email address and/or any other chosen method of communication with the organisations that help us send you Marketing Communications; and
- if you have indicated that you wish to receive Marketing Communications from someone else, then we will share certain parts of your information, such as your name and contact details with that other organisation who will use it to send you the Marketing Communications that you have requested.

We may share certain information such as your name, email address and/or such other chosen method of communication with development and/or production teams, commissioning broadcasters and/or distributors to contact you about potential opportunities with other productions, unless you have told us that you don't want us to.

In respect of legal and law enforcement purposes: We or our service providers may disclose information in response to legal process, for example in response to a US or other court order or a subpoena, or in response to a law enforcement agency's request. We also may disclose such information to third parties: (i) in connection with fraud prevention activities, (ii) where we believe it is necessary to investigate, prevent, or take action regarding illegal activities, (iii) in situations that may involve violations of our terms of use or other rules, (iv) to protect our rights and the rights and safety of others, and (v) as otherwise required by law.

## **INTERNATIONAL TRANSFER**

We operate internationally, and many of our computer systems and service providers are currently based in the United States, this means information we collect will be processed by us in the U.S. where data protection and privacy regulations may not offer the same level of protection as in other parts of the world, such as the European Union. If you use or visit our Sites from outside the United States, you consent to the collection and/or processing in the United States of information we collect from you.

## **YOUR RIGHTS**

Subject to exceptions under applicable laws and to the extent legal requirements are met, you may have the right to access, correct and update your personal information or withdraw your consent to our processing of your personal information. If you would like to exercise any of the rights listed above, please contact us as set out below.

## **CHANGES TO THIS PRIVACY POLICY**

We may need to make changes to this Privacy Policy from time to time and if the changes are material, we will let you know about it. We encourage you to come back and review this policy every now and again so that you don't miss out on any updates.

## **INFORMATION SECURITY**

We have put in place reasonable controls designed to help safeguard the personal information we collect. However, no security measures are perfect, and we cannot assure you that personal information that we collect will never be accessed or used in an unauthorized way.

## **HOW TO CONTACT US**

If you have any questions about this Privacy Policy you may contact us at: [WMPPrivacy@warnermediagroup.com](mailto:WMPPrivacy@warnermediagroup.com) or at WarnerMedia Privacy Office, 4000 Warner Blvd., Bldg. 160, Burbank, CA 91522.

## **CALIFORNIA AND CCPA PRIVACY RIGHTS AND DISCLOSURES**

This California Privacy Rights and Disclosure section addresses legal obligations and rights laid out in the California Consumer Privacy Act, or CCPA. These obligations and rights apply to businesses doing business in California and to California residents and information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with California consumers or households ("California Information").

## **CALIFORNIA INFORMATION WE COLLECTED AND SHARED**

This section provides the information California residents need to exercise their rights over their California Information. Here is information about the California Information we have collected from and shared about consumers over the twelve months prior to the Effective Date of this Privacy Policy.

### **California Information We Collected**

In the year before the date this policy was issued, on some Sites we may have collected the following categories of California Information:

- Address and other identifiers – such as name, postal address, zip code, email address, account name, Social Security number, driver's license number, payment card numbers, passport number, or other similar identifiers
- Unique and online identifiers – such as IP address, device IDs, or other similar identifiers
- Characteristics of protected classifications – such as race, ethnicity, sexual orientation, gender, age, religion, or disability

- Commercial information – such as products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies
- Internet, gaming or other electronic network activity information – such as browsing history, search history and information regarding an individual’s interaction with an internet website, application, or advertisement
- Professional or educational Information
- Biometric information
- Video footage (e.g., CCTV); Audio recordings; Photographs; Calendar information
- Location information – (e.g. if you access our Sites on your mobile device we may collect Information about your device’s precise location)
- In game or online viewing activities (e.g., videos viewed, pages viewed)
- Inferences drawn from California Information, such as individual profiles, preferences, characteristics, behaviors

We may have collected these categories of California Information for any of the purposes identified above in our description of our uses of information.

#### **DO NOT TRACK NOTICE**

We do not currently take actions to respond to Do Not Track signals and similar signals because a uniform technological standard has not yet been developed. We continue to review new technologies and may adopt a standard once one is created.

See the Your Choices section to learn how to control data collection for certain purposes.