

General Privacy Policy for Nordic Banijay

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1. Privacy at Nordic Banijay

At Nordic Banijay we take your privacy seriously. We have routines, security measures and internal control in place to ensure that your personal data is processed in a secure and proper manner and according to the EU General Data Protection Regulation (hereafter “**GDPR**”).

This statement explains how we process personal data, why we process it, on which basis and what your rights are as the data subject under GDPR.

If you have questions about our processing or would like to exercise your rights as a data subject, please contact us via e-mail at privacy@nordiskbanijay.no.

2. About Nordisk Banijay

This general Privacy Policy is for Nordisk Banijay AS with business registration number 993 045 357 and NB Produksjon AS with business registration number 994 434 438 (hereafter collectively referred to as **Nordisk Banijay** or **we/us**). Nordisk Banijay is the controller for the processing of your personal data.

Nordisk Banijay is a part of Banijay Group with headquarters in France. Banijay Group is a corporation consisting of more than 120 production companies in 22 territories as listed [here](#).

The Privacy Policy concerns the processing of personal data of employees at Nordisk Banijay. Additionally, it is intended as a general privacy policy for cast, actors and other contributors that are recorded (collectively referred to as “**Participants**”) and applicants or others that express interest for these roles (“**Applicant**”) in our productions for TV programs and reality series (hereafter “**the Production**”).

For some productions we have developed additional privacy policy statements that further specify the content of this Privacy Policy, such as which company is the production company (i.e., controller for the personal data that is being processed in the production) and which processors we use.

Nordisk Banijay has special privacy policies for *BaCaPe – Persona Casting* and *Playalong App* («**the Apps**») that other production companies may purchase with Nordisk Banijay as supplier, and these special privacy policies precede this general Privacy Policy when these services are used.

3. Processing of personal data

3.1 Employees

Nordisk Banijay process personal data about employees and contractors. In these cases it is the contract between you and us that is the legal basis for our processing of your personal data. As an employer we are also subject to various legal obligations and must process your personal data on the basis of law, such as the Working Environment Act.

3.2 Applicants

When you submit an application to take part in one of our Productions, you as an Applicant select which personal data you share with us. Nordisk Banijay process the personal data in the application for the purpose of determining whether you are suitable for the Production. All personal data included in your application, and any supplementary details provided after submitting the application, may be used in the evaluation of your suitability for participating in a Production.

This personal data about you as an Applicant must be processed for the purpose of determining whether we are to enter an agreement with you, which is why contract is the legal basis for the processing. In the event that we ask for your consent to collect certain personal data or other processing that is not necessary for the purpose of considering you as an Applicant to the Production you have applied to, consent will be the legal basis for the processing. Your consent may be withdrawn at any time by contacting us.

3.3 Participants

If you are selected as a Participant, Nordisk Banijay will process additional personal data about you through video and photo/sound recording and throughout the production process. The purpose of processing the personal data about you as a Participant is for Nordisk Banijay to be able to produce, advertise and distribute the Production.

For Participants, Nordic Banijay's legal basis for processing will be the agreement between you and us. For processing activities outside of what follows from contract and legal obligations and where there is no other legal basis, consent may be collected.

Situations may occur in which Nordisk Banijay will process personal data because Nordisk Banijay has a legitimate interest to do so, such as in certain productions, or in connection with ongoing litigation where evidence must be provided despite containing personal data.

Some personal data processed by Nordisk Banijay will be for purely journalistic, academic, artistic or literary purposes, and will in this connection be exempt from large parts of the legislation, including the GDPR. Regardless, Nordisk Banijay will process this personal data with the same degree of confidentiality, integrity and security as other personal data that Nordisk Banijay processes.

4. What type of personal data we process

4.1 Employees

For employees and contractors (hired personnel) we may, in addition to processing contact details, process personal data of a financial character, for the purpose of fulfilling duties we have under a contract with you.

4.2 Applicant

The type of personal data Nordisk Banijay will be collecting about you in connection with the Production will be visible from the application you submit for the Production. In the application process you will normally be requested to provide the following personal data: Full name, date of birth, address, e-mail address, phone number, picture and age.

You may also be requested to provide additional personal data relevant for the specific Production, such as height, weight, experience, profession, choice of study, accommodation type, financial situation, profile name in social media, marital status, family relations, interests and any other information that you wish to share with us. In certain applications you will also be able to submit a video or photos of yourself if you wish to do so.

In certain Productions you will be asked to provide us with so-called special categories of personal data. This may be data regarding health, sexual preference, religion or other conviction. If you share such personal data with us, this is considered as your express consent for us to process this personal data for the purpose of the Production and to fulfil our legal and contractual obligations.

If you are selected to proceed to the next stage in a casting process, it may become relevant to request your consent for certain processing, such as for Nordisk Banijay performing a background check. In this case we may receive additional personal data from companies in the EU/EEA area that perform background checks. Nordisk Banijay process such personal data to evaluate whether a person may be a security risk for Applicants or other Participants if a person is taken on as a Participant in the Production.

4.3 Participants

When you are a Participant, we will process video, picture and/or sound recordings that Nordisk Banijay or one of our suppliers record of you, in addition to the personal data listed above.

Personal data that you choose to share with Nordisk Banijay before and during the recording of a Production may be used in the Production and the marketing of this – both for general and special categories of personal data.

5. Sharing of personal data

5.1 General

Your personal data will only be shared with third parties to the extent that it is necessary for Nordisk Banijay to complete the application process and for the recording, production, marketing and distribution of the Production.

Which third parties this may be varies from each production. Normally, your personal data is shared with other companies in the Banijay Group, such as Screen Media AS, buying channel, cloud service provider, travel company/airline, insurance company, advertising company for the production, third parties contributing to postproduction and similar. Third parties that are often used are listed in the overview of sub-processors below. For productions where other third parties are engaged, this information can be found in a special privacy policy, contract or similar, where there is a list of third parties that may be given access to personal data.

In some instances, it may become necessary to get assistance from other companies within the EU/EEA that perform background checks as a business. These will then be provided with full name and date of birth. Such companies are used on a limited basis only and collected data from such background checks is deleted after Nordisk Banijay has processed the received data collected for this purpose.

Any supplier that Nordisk Banijay use to process personal data on our behalf has entered a Data Processor Agreement valid under the GDPR to ensure that your personal data is processed and stored in a secure and confidential manner.

5.2 BaCaPe – Persona Casting

Nordisk Banijay has developed the casting platform BaCaPe – Persona Casting together with the Finnish company Chocicely Ltd. BaCaPe simplifies the casting process for Applicants that wish to become participants in different film- and TV productions.

Other production companies in Norway or other companies in the Banijay Group may enter an agreement with Nordisk Banijay regarding the use of BaCaPe. In these instances, Nordisk Banijay is a processor of the personal data that is processed via BaCaPe. Read more about BaCaPe at nordiskbanijay.no/bacape.

5.3 Playalong App

Nordisk Banijay has intellectual property rights to the platform called Playalong App that production companies may use during live shows, such as “Alle mot 1”, «Dancing with the stars» and «1 % Club».

Other production companies or other companies in the Banijay Group may enter into agreement with Nordisk Banijay regarding the use of Playalong App. In such instances, Nordisk Banijay is the processor for the personal data processed via Playalong App. Read more about the Playalong App at <http://www.nordiskbanijay.no/playalongapp>.

5.4 List of sub-processors

We use Ernst & Young AS as our auditor, see https://www.ey.com/no_no (auditors are independent controllers for their execution of auditing tasks).

We generally use the following sub-processors, and processing of personal data is limited to countries within the EU/EEA:

Name	Description	Website
Screen Media AS	Our main supplier, that supports us with IT operations, administration of our website and our productions.	https://screenmedia.no/
BDO AS	Manages accounts and salary.	https://www.bdo.no/
Microsoft Ireland Operations Ltd	Cloud services of Microsoft 365 that we use, such as Outlook as e-mail solution and Teams as video meeting solution and document sharing.	https://www.microsoft.com/en-ie/aboutireland
Lyd i sentrum AS	Sound recording of voice in some productions.	https://lydisentrum.no/
OPC Megaphon AS	Postproduction of sound in our productions.	https://www.opcm.no/
Filmreaktor AS	May support with postproduction in some productions.	https://filmreaktor.no/
Verified AS	E-signatures of contracts.	https://www.verified.eu/no/#trust-cente
NEP Norway AS	Physical storage of video recordings and certain recording equipment.	https://www.nepnorway.com/
Ragamuffin AS	May assist with casting (interviewing potential participants for some productions).	https://www.raggamuffin.no/

When we deliver the Playalong App to end users or in another manner to a live show on a Production, these are our sub-processors:

Name	Description	Website
Adappt Ltd. in England	Support, development and maintenance	https://adappt.co.uk/
Amazon Europe Core Sarl. in Luxembourg	AWS as cloud storage provider	https://aws.amazon.com/

When we deliver BaCaPe - Persona Casting, this is our sub-processor:

Name	Description	Website
Chicely Ltd. in Finland	Support, development and maintenance	http://www.chicely.com/

6. Storage and deletion

Nordisk Banijay has internal routines to ensure secure deletion of personal data. These routines ensure that your personal data is only stored as long as Nordisk Banijay can justify such storage in accordance with relevant legislation. Unless there is a different requirement under the legal basis or legal obligations that Nordisk Banijay must fulfil, your personal data is deleted once it is no longer necessary to store for the purpose it was collected for.

As an Applicant you may consent to your personal data being stored in Nordisk Banijay's database for possible consideration in connection with future productions for up to three years. If you have consented to this, Nordisk Banijay will either request a new consent within three years to extend storage period or delete your personal data when the three years have passed.

7. Your rights

You have several rights under the GDPR that are important to us. You have the right of access to your personal data under GDPR Article 15, right to have incorrect personal data that Nordisk Banijay has collected about you rectified under GDPR Article 16, a right to request deletion under GDPR Article 17 and a right to request that the processing is limited under GDPR Article 18. If the requirements of GDPR Article 20 are met, you also have the right to data portability.

If you have questions or objections to the way that Nordisk Banijay process your personal data, please contact us.

It is also possible to submit a complaint to the [Norwegian Data Protection Authority](#) if you believe that Nordisk Banijay's processing of your personal data is in violation of the GDPR.

8. Cookies

Nordisk Banijay do not use cookies on our website.