

STAGE ENTERTAINMENT B.V.

Casting Privacy Statement

1 INTRODUCTION

This is Stage Entertainment's Privacy Statement for casting data. This Casting Privacy Statement provides information on the processing of personal data of the casting and production departments of Stage Entertainment B.V. Stage Entertainment B.V. is based at De Boelelaan 30 (2312 HT) Amsterdam, the Netherlands and its group companies (which will, for the purposes of this Casting Privacy Statement, together be referred to as "**Stage Entertainment**").

This Casting Privacy Statement (the "**Casting Privacy Statement**") may be amended over time. You are advised to regularly review the Privacy Statement for possible changes. We use personal information for various purposes, as described in detail below.

2 WHEN DOES THIS PRIVACY STATEMENT APPLY?

This Casting Privacy Statement applies to Stage Entertainment's processing of all personal data of any person auditioning for one of its musical productions (each a "**Production**") or requesting to be included in its casting database. The casting database is used to store data of potential candidates (a "**Candidate**") for the casting of new Productions (the "**Casting System**"). Once you are offered an employment contract or a contract to provide services for one of our Productions, the personal data necessary to be processed under that contract will be governed by Stage Entertainment's Employee Privacy Statement.

2.1 What is personal data?

Within Stage Entertainment, we consider all information that relates to you and identifies you personally, either alone or in combination with other information available to us as personal data.

2.2 When was this privacy statement lastly amended?

This Casting Privacy Statement was lastly amended on 6 May 2022.

3 WHO IS RESPONSIBLE FOR YOUR PERSONAL DATA?

Stage Entertainment and/or its group companies (a full list of which can be found [here](#)) are the controllers of the processing of all personal data that fall within the scope of this Casting

Privacy Statement. Stage Entertainment may share your personal data with third parties (see section 6 for more information), but it will remain the sole controller of your personal data.

4 FOR WHICH PURPOSES DO WE PROCESS YOUR PERSONAL DATA

Except as otherwise explicitly stated in this Privacy Statement, Stage Entertainment shall only store and use Personal Information in the Casting System with your consent and for the following purposes:

- Provide you with information you've requested, or we believe may be relevant for you in connection with castings, show applications, employment or other contracts with Stage Entertainment in relation to a production;
- Inform you of any change in our Casting System or this Casting Privacy Statement;
- Evaluate your suitability to work with Stage Entertainment on a Production and contact you in relation to castings and employment;
- Contact you in response to any requests, complaints, or other comments you may have about the audition process, a casting or Stage Entertainment in general; and
- Following a successful casting, we may offer you an employment agreement or an agreement to provide services. In that event we are legally required to provide certain personal data of you to the (tax) authorities.

5 WHAT PERSONAL DATA DOES STAGE ENTERTAINMENT PROCESS?

If you apply for a position / audition or request to be registered within our Casting System, we may process the following personal data:

For artists (actors, singers, musicians, et cetera):

- First- and last name
- Gender
- Date of birth
- Address
- Phone number
- E-mail address
- Height
- Clothing size
- Vocal range
- Complexion
- Hair colour
- Chest size
- Waist size
- Hip size

- Shoe size
- Weight
- Eye colour
- Category:
 - Actor
 - Singer
 - Dancer
 - Acrobat
 - Tap dancer
 - Musician (including instrument)
 - Puppeteer
 - Other skills
- Dance, singing and acting level
- Your working history with Stage Entertainment (past Productions that you may have appeared in)
- Agency (if applicable)
- Education
- Citizenship
- Other specialisms
- For non-EU citizens: Work permit and residents permit
- If applicable, any (promotional) photo's, (casting) video's or sound recordings either provided by you or made by Stage Entertainment
- Notes from auditions
- Resumes: education, information on parents (in case of minors)

In addition, we may process the following sensitive personal data:

- Any ethnic characteristics (such as, but not limited to, the colour of your skin) necessary in the casting process

For creative team members:

- Name
- Address
- Phone
- E-mail
- Agent
- Specialism (choreographer, lighting designer, director etc.)
- Previous Productions worked on

- Financial conditions (applicable fee, royalties, per diem, et cetera, based on your individual agreement)

If you are not included in our casting system but ask us any questions relating to the casting process we process the following personal data:

- Your first- and last name
- Your e-mail address
- Your phone number(s)

If you are not yet 18 years old when registering with Stage Entertainment, we will require your parents or legal guardian's written consent to process your personal data. Please note that we process the same personal data as illustrated above but will handle the entire set with the special care required for handling data of minors.

6 WHO HAS ACCESS TO YOUR PERSONAL DATA?

6.1 Access to your personal data within Stage Entertainment

Access to the Personal Data in the Casting System is provided only on a need to know basis. This means that access is limited to employees and contractors of Stage Entertainment that are preparing and deciding on the casting process and people who work on a Production.

6.2 Access to your personal data by third parties

The following third parties have access to your personal data, where relevant, for the provisioning of their products or services to Stage Entertainment:

- Third Party (Co-)Producers;
- Third Party Casting Agency's;
- Tax authorities and any and all social security and insurance institutions relevant to you, if you enter into an employment agreement with us, we will have to provide certain personal data to the authorities as described in the Employee Privacy Statement;
- Other Authorities: subject to a court order or other binding request that Stage Entertainment must legally comply with; and
- IT suppliers (such as the developer of our Casting System, hosting partner, et cetera).

If such third parties are given access to your personal data, we will take the required contractual, technical and organisational measures to ensure that your personal data are only processed to the extent that such processing is necessary. The third parties will only process your personal data in accordance with applicable (local) law.

6.3 International Data Transfer

Unless we inform you otherwise, we store and process your personal information in the European Union only. There may, however, be occasions when we need to transfer your personal information outside of the European Economic Area ("EEA") to a country that is not regarded under European Law as providing the same level of data protection as the country in which the Stage Entertainment group company to which you have provided your personal data is based. This could for example be the case in the event of a performance of a production outside the EEA.

In these circumstances we will take appropriate steps to ensure that your personal information is adequately protected. Typically, such steps include carrying out data security reviews of any recipients and putting in place contracts with such recipients to ensure they employ the same or similar appropriate technical and organisational measures as Stage Entertainment, so your data is adequately protected. For more information on the appropriate safeguards in place, please contact us at the contact details below.

6.4 The use of your personal data by data processors

When a third party processes your personal data solely following Stage Entertainment's instructions, it will act as a data processor. We enter into an agreement with such a data processor that determines the conditions on which the processing of personal data is allowed. In this agreement we include obligations to ensure that your personal data are processed by the data processor only to provide services to us.

7 HOW LONG DO WE KEEP YOUR PERSONAL DATA?

We will not retain your personal data any longer than necessary. We will keep your personal data for the following duration:

- 5 Years, if you have provided us with your data to be included in our casting database for future productions;
- The casting process, if you have provided your data solely for the casting of one production and were not selected; and
- During the running time of a production you are involved in.

After a casting or a Production you were involved in we will request your permission to keep your data for a period of maximum 5 years after finalization of that production or casting. Thereafter, we will either delete your data or ask your permission to keep them on file longer.

If you have been included in the Children Casting System, once you turn 18, we will ask your permission to update and transfer your personal data to the (adult) Casting System. The data in the Children Casting System will be deleted.

8 HOW IS YOUR PERSONAL DATA SECURED?

Stage Entertainment has taken adequate safeguards to ensure the confidentiality and security of your personal data. We have implemented appropriate technical, physical and organisational measures to protect personal data against accidental or unlawful destruction or accidental loss, damage, alteration, unauthorised disclosure or access as well as all other forms of unlawful processing (including, but not limited to, unnecessary collection) or further processing. Examples are IT security policies, staff training and secure servers.

9 IS THERE A LEGAL OBLIGATION TO PROVIDE PERSONAL DATA?

We will not be able to include you in the Casting System if you do not provide us with your personal information. However, there is no obligation to provide personal data unless and until you enter into an employment agreement or agreement for the provision of services with us, at which time we are legally required to gather certain data about you. The data processing subject to such agreement will be governed by the Stage Entertainment Employee Privacy Statement, which we will make available to you at that time.

10 CONTACT US REGARDING YOUR PERSONAL DATA AND YOUR RIGHTS

If you have any questions regarding the processing of your personal data, please contact us via the e-mail address below.

You have a right to request access to your personal data and in addition request correction, restriction, portability or removal of your personal data from the Stage Entertainment databases. Also, you may withdraw any consent you have given to process your personal data. This withdrawal will only relate to the future.

Please send your request to:

DATA PROTECTION TEAM

By E-mail at: privacy@stage-entertainment.com

if you prefer to contact us by regular mail, please send your request to the following address:

STAGE ENTERTAINMENT B.V.
Data Protection Team
De Boelelaan 30
1083 HJ AMSTERDAM
The Netherlands

We are very committed to working with you to always obtain a fair resolution of any complaint or concern you might have in relation to our processing of your personal data. If, however, you feel that we have not been able to assist you adequately and do not comply with applicable privacy rules you have the right to lodge a complaint with the data protection authority using their website <https://www.autoriteitpersoonsgegevens.nl/>.