

Privacy Policy
(also applies to employees and coworkers)

1. Introduction

Twentieth Century Fox Home Entertainment Germany GmbH ("Company") may collect and process personal data about you ("**Legal Entity**") if you are self-employed, and in all cases about your employees and coworkers (defined in the following as the "**Data Subjects**," in conjunction with the Legal Entity, where relevant) during your performance of an agreement with the Company and/or its related organizations ("**Agreement**"). This Privacy Policy describes the processing of all personal data belonging to Data Subjects where such is performed in conjunction with the fulfillment of the Agreement (hereinafter referred to as "**Data**").

2. Who is the Data Controller responsible for the processing?

The Company, having its registered office at **Darmstädter Landstraße 114, 60598 Frankfurt am Main, Germany**, is the Data Controller responsible for processing the Data.

3. What types of Data does the Company process?

In fulfilling the Agreement, the Company collects and processes Data provided via the Legal Entity in respect of the Data Subjects, such as forename, surname, e-mail address, telephone number, and comparable Data relating to the Data Subject.

4. For what purpose is the Data processed?

The Company processes the Data manually and electronically:

- a) for the performance of negotiations and the fulfillment of the Agreement between the Company and the Legal Entity;
- b) to protect and defend the Company's rights, in particular in cases where the Company discloses the Data due to a duty of disclosure, (i) to protect, enforce, or defend the statutory rights, the private sphere, the security, or the property of the Company, its employees, representatives, contractors, (ii) to protect the Company from fraud, or (iii) for risk management purposes;
- c) to comply with applicable laws or legal procedures and to respond to requests from the competent state authorities;
- d) to conclude transactions at Company level, such as intended or completed restructurings, mergers, sales, joint ventures, assignments, transfers, or other disposals of all or individual business units, assets, or shares of the Company (also in connection with insolvency or comparable proceedings). If the Company is involved, for instance, in a merger or transfer of all or a substantial part of its business, the Company can transfer information about the Legal Entity and the Data Subjects involved to the party/parties involved in the course of the transaction;
- e) with the prior consent of the Legal Entity, to send in its name, if applicable, and in the name of its relevant Data Subjects advertising material to Data Subjects by e-mail, SMS, regular mail, and via other channels that relates to initiatives, products, services, and events of the Company and/or its group companies or of third parties that operate in the following sectors: **media and entertainment**.

5. On what statutory basis is the processing of the Data performed?

The processing of the Data for the purposes:

- of clauses 4(a) and 4(b) is necessary for the fulfillment of the Agreement, such that the refusal to provide such Data would prevent a conclusion of the Agreement by the Company or, if this has already been signed, would render its further fulfillment impossible.
- of clause 4(c) is necessary for compliance with applicable law, such that the refusal to provide such Data would similarly prevent a conclusion of the Agreement by the Company or, if this has already been signed, would render its further fulfillment impossible.
- of clause 4(d) is performed based on the legitimate interest of the Company and its counterparties in the fulfillment of the Agreement/Agreements or, in some countries, also on the basis of applicable law. The Data Subjects may object to the processing based on a legitimate interest as described in clause 9 of this Privacy Policy at any time.
- of clause 4(e) will only be performed with the prior consent of the Legal Entity in its own name, if applicable, and/or in the name of the relevant Data Subjects. The Data Subjects may revoke their consent at any time.

6. Who has access to the Data?

The Data may only be accessed by employees who have been granted corresponding Data-access authorization by the Company and tasked accordingly, whereby the scope of any such access must be limited to business needs.

The Company may pass the Data to (a) third-party providers who have been commissioned with processing activities and properly nominated as Data Controllers if this is required by applicable laws (e.g., cloud service providers, other institutions of the group of companies, providers of services that are material to the Company's services, such as companies that offer IT services, experts, advisers, and lawyers, or companies resulting from potential mergers, spin-offs, or other restructuring measures) and (b) to competent public authorities, provided this is necessary under applicable law.

7. Is the Data transferred overseas?

The Data may be transferred to countries within and outside the European Economic Area, especially to the **USA**. The Company will implement appropriate and suitable safeguards under applicable data protection law to protect the Data or the Data transfer.

Data Subjects can request from the Company a copy of the Data transferred overseas by the Company from the address provided in clause 9 of this Privacy Policy.

8. Do the Data Subjects have any rights pertaining to their Data?

In terms of their Data, the Data Subject has the right, at any time:

- a) to obtain confirmation about whether the Data exists, to be notified about its content and source, to review its accuracy, or to request that the Data is rectified, updated, or amended;

- b) to request the deletion, anonymization, or limitation of the processing of any Data if it is being processed in an unlawful manner;
- c) to object to the processing of Data in any event on lawful grounds; and
- d) to revoke the consent to the processing of the Data at any time, without prejudice to the lawfulness of the processing of the Data that took place prior to the revocation of the consent.

You will be further granted the additional rights as set down in clause 10, which shall take effect from May 25, 2018. The rights set out above may be exercised via a request addressed to the Company, to be sent to the address set out in clause 9.

9. How can you contact the Data Controller?

If the Data Subject or the Legal Entity has any questions relating to this Privacy Policy or wishes to exercise the rights granted in this Privacy Policy, please contact the Company on the following e-mail address: DSB@Fox-Datenschutz.de.

10. What will change on May 25, 2018?

On May 25, 2018, the Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (General Data Protection Regulation, "GDPR") will take effect, and as a consequence the following stipulations apply:

A. Data retention

The Company will retain the Data belonging to Data Subjects for such time as is necessary for the fulfillment of the purposes for which the Data was collected in accordance with this Privacy Policy. In particular:

- Data that was collected for the purposes set out in clauses 4 a) to d) is retained for the duration of the term of the Agreement plus the statutory limitation periods after termination of the Agreement, while
- Data that was collected for the purposes set out in clause 4 e) is retained for the duration of the term of the Agreement plus a period of two more years after its termination.

B. Additional rights

In addition to the rights in the foregoing clause 8, on the entry into force of GDPR, the Data Subject has the right at any time:

- a) to request the Company to limit the processing of the Data of the Data Subject, if:
 - he or she has doubts as to the accuracy of the Data until such time as the Company takes adequate measures to rectify the Data or confirm its accuracy;
 - the processing is performed in an unlawful manner, but the Data Subject does not want the Company to delete the Data;
 - the Company no longer requires the Data for the stated processing purposes, but the Data Subject requires the Data to assert, exercise, or defend legal claims; or
 - the Data Subject has objected to the processing on the grounds of legitimate interests and no verification has been provided as to whether the Company has cogent grounds for further processing.

- b) to object to the processing of Data if this is based on legitimate interests, including advertising purposes;
- c) to apply for the immediate deletion of Data;
- d) to obtain an electronic copy of the Data ("data portability") if the Data is being processed automatically and the processing is either (i) based on the Data Subject's consent or (ii) is necessary for the fulfillment of the Agreement; and
- e) to submit a complaint to the competent supervisory authorities.