

ORIGINS OF CJM

Terms & Conditions for Booking Models

Issued by Origins of CJM (the “Agency”) in accordance with the Department of Employment Regulations 1973, the Agency’s booking confirmation form, containing the specific terms of the booking, must be signed and returned by the client. The failure to sign and/or return the booking confirmation form whilst proceeding with the booking will be deemed to be an acceptance by the client of these terms and conditions and they shall apply to and govern the booking between the Agency and the client.

1. Agreement

- 1.1. Unless and until the booking confirmation form, containing the specific details of the booking, is signed by the client, and returned to the Agency, all negotiations relating to the booking of the talent are strictly subject to contract.
- 1.2. The signed booking confirmation form together with these terms and conditions, the data processing agreement contained in Schedule 1 of this agreement (“Data Processing Agreement”) and the Agency’s privacy policy <https://originsofcjm.co.uk/wp-content/uploads/2022/08/Privacy-Notice-Origins-of-CJM.pdf> (“Privacy Policy”) shall form the entire agreement between you the client and Origins of CJM (the “Agency”) relating to each booking (together, the “Agreement”).
- 1.3. The Agreement shall become binding once the Agency has received back a signed copy of the Agency’s booking confirmation form, containing the specific terms of the booking (the “Form”). **The failure to sign and/or return the booking confirmation form whilst proceeding with the booking will be deemed to be an acceptance by the client of the terms of the Agreement which shall apply to, bind the parties, and govern the booking between the Agency and the client.**
- 1.4. Where there is a conflict between the terms herein and the terms as set out in the Form, the terms in the Form shall take precedence.
- 1.5. Any amendment and/or variations made to the booking confirmation form by the client shall not be valid and binding unless the Agency has agreed to such amendment and/or variation in advance and confirmed such agreement by an authorised representative of the agency.

2. Booking Fees

2.1. Permitted Use

Unless agreed otherwise and included on the booking confirmation form, booking fees provide an entitlement and right for the client to use one image via a single published medium (unless otherwise agreed in the booking confirmation form) from the date of the booking, in the United Kingdom only, for the duration and purposes specified in the booking confirmation form (“Permitted Use”).

Please note the rights granted in this section 2.1 are strictly subject to prompt payment in full of all fees owed to the Agency prior to the image's first use.

2.2. Working Hours and Overtime Rates :

Fees are charged by the day or by the hour. A 'day' is an 8-hour period (including one hour for lunch) between 9am and 6pm (e.g. 9am -5pm or 10am-6pm) The appropriate overtime rate is charged before 9am and after 6pm. Overtime is charged at one-and-a half times the hourly rate. Saturdays are charged at one-and-a half times the hourly rate and Sundays or Bank Holidays are charged at double the hourly rate. Any booking which is over 5 hours will be charged at the day rate as set out in the booking confirmation form.

2.3. Travel

Any time spent by the talent travelling to or from the client's venue will be charged at half the hourly rate. Any expenses incurred by the Agency on the talent's behalf will be charged to the client and will include an uplift of 10% of the total amount of the expenses.

2.4 Fitting fees

Any time spent by the talent for fittings is charged at half the applicable talent's hourly rate with a minimum charge to the client of £45 per hour.

2.5 Additional expenses

All expenses incurred by the Agency on the clients' behalf will be charged to the client and will include an uplift of 10% of the total amount of the expenses.

2.6. Location Bookings

2.6.1. When a location booking is made, a client must provide safe and appropriate transport for the talent both to the booking location and back again unless agreed otherwise. If the client fails to provide such transport, then the Agency shall be entitled to re-charge the cost of the transport procured for the talent in accordance with this section.

2.6.2. When a location booking is made, the client will undertake an appropriate and prudent health and safety assessment of the location and shall notify the Agency of any potential risks and how these have been mitigated in accordance with good industry practice and applicable law. The client acknowledges and agrees that at all times the talent's health and safety is of paramount importance and shall ensure that the highest standards of health and safety are complied with whilst on any location bookings.

3. Additional Fees

All additional fees are to be agreed at the time of the booking or before any additional usage in accordance with section 3.1.

3.1. Additional Usage

Additional fees are payable for the right to use the model's image or reproductions, or adaptations of, or drawings derived from that image, or any other representation of it, either complete or in part whether alone or in conjunction with any wording or other images, photographs, drawings or anticipated purposes which are in addition to and outside the scope of the initial permitted use, details of which are set out in the booking confirmation form, e.g. packs, posters, showcards, tickets etc. For the avoidance of doubt, additional fees are payable for the right to use the model's image or reproductions, or adaptations of, or drawings derived from that image, or any other representation of it, either complete or in part whether alone or in conjunction with any wording or other images, photographs, drawings online or in any digital media including but not limited to on all social media platforms such as Twitter, Facebook, TikTok, YouTube, Instagram, Blogs or other social networking websites or media etc.

Unless otherwise agreed and set out in the booking confirmation form, the additional fees cover the right to use one image for the Permitted Use. Under no circumstances will each additional usage fee be less than the talent's advertised day rate as determined by the Agency unless determined otherwise by the Agency in its absolute discretion.

3.2. Territory

Additional fees are also payable, and subject always to the Agency's prior consent, for the right to use the talent's image or reproductions etc, as set out in section 3.1 above for all known or anticipated territories other than the United Kingdom. Unless otherwise agreed the additional fees cover the right to use one image for the Permitted Use in the territory or territories agreed and stipulated on the booking form.

3.3. Other Services

Additional fees are also payable for other services to be supplied by the talent, either as part of a booking or as requested by a client on a shoot, for example, personal appearances for PR purposes and posting images on the talent's own social accounts and media feeds. Fees for such services will be negotiated on a case-by-case basis between the client and the Agency. The client shall only be permitted to shoot behind the scenes footage on the basis of an agreement in writing in advance and a payment of an additional fee agreed pursuant to this section 3.3 and subject to compliance with section 11.1.

3.4 The Agency is solely responsible in perpetuity, for all modifications, extensions, and renewal of bookings.

4. Agency Fees

4.1. Non-Equity contract TV commercials in the United Kingdom

The fee negotiated by the Agency is the artist's fee from which an agency commission will be deducted of 25% of the invoice total. The artist's fees including without limitation hourly, daily and overtime fees and all fees for the right to use and all fees negotiated for any other service to be supplied by the model.

4.2. Equity contract TV commercials in the United Kingdom

The fee negotiated by the Agency is the artist's fee from which an agency commission will be deducted of 25% of the invoice total. The artist's fees including without limitation hourly, daily and overtime fees and all fees for the right to use and all fees negotiated for any other service to be supplied by the model.

4.3. Non equity contract TV commercials worldwide

The model disbursement and agency fees will be charged in accordance with 4.1 and applies to all commercials shot outside the UK irrespective of where the fee is paid.

4.4. Value added tax (VAT)

All sums payable under these terms and conditions are exclusive of VAT and any other similar or equivalent taxes or duties which shall be payable in full without the right of set off by the client.

5. Invoicing

- 5.1. On all invoices payment is required to be made by the client within **30 days** of the date of the invoice. In all cases, the person booking the talent is the client, who will be invoiced and solely responsible for payment, unless otherwise agreed in writing at the time of booking. The Agency reserves the right in its discretion to invoice the 'ultimate client', (e.g., designer/ manufacturer/owner of the product in question). For example, this may be done if the client is booking on behalf of the ultimate client, in which case the client and the ultimate client are jointly and severally liable to pay all of the fees and settle the invoice accordingly. All fees for usage are for the right to use the talent's image and, once agreed, are payable whether or not the right is exercised. Unless the Agency specifically agrees otherwise, in writing, no usage for the talent's image is permitted until the Agency has received payment in full. The Agency reserves the right to alter payment terms if it deems appropriate, prior to booking.
- 5.2. If the client fails to pay in full on the due date any amount which is payable to the Agency, without prejudice to any other right or remedy of the Agency will charge a late payment fee in accordance with the Late Payment of Commercial Debts Act 1988. As such the amount outstanding shall bear interest both before and after any judgment at **8%** per annum above the Bank of England base rate from the due date until up to and including the date that payment is made in full and such interest shall be compounded and accrued on a daily basis. In addition, a compensation charge of between £40 and £100 will be levied for each invoice that is paid late as per table below.

Amount Of Debt	Compensation Fee
Less than £1,000	£40
£1,000 to less than £10,000	£70
Above £10,000	£100

In addition to the statutory late payment compensation and interest fees we charge a **10% per day late payment fee**, we believe that charging an additional fee is necessary to help deter any late payments and deemed fair and reasonable e.g., on an outstanding invoice of £200 we will charge £20 if the debt remains outstanding after 30 days of the invoice date.

- 5.3. In the event the client is providing the services on behalf of or to a third-party end user, in entering into the Agreement the client is acting in its capacity as the agent of the third-party end user and the client shall ensure that the third-party end user:
 - 5.3.1. enters into an agreement with the client on the same terms as the Agreement;
 - 5.3.2. acknowledges its obligations to the Agency including but not limited to the obligation to pay the Agency within **30 days** of the date of any invoice received from the Agency; and
 - 5.3.3. acknowledges that the third party end user may not use the images until payment is received by the Agency and that at all times the third party end user is subject to any restrictions as to use of the images including but not limited to territorial restrictions and restrictions as to media in which the images may be used.
- 5.4. All fees for usage are for the right to use the model's image and, once agreed, are payable whether or not the right is exercised. Unless the Agency specifically agrees otherwise, in writing, no usage for the model's image is permitted until the Agency has received payment in full. The agency reserves the right to alter payment terms if it deems appropriate, prior to booking.
- 5.5. Any fees received by you from a third-party end user relating to any of the rights or benefits conferred on you by these terms and conditions shall be deposited in a designated Agency account by you (the Third-Party End User Fees). The Third-Party End User Fees shall be held on trust for the Agency as beneficiary until such time as all outstanding fees owed by you are paid in accordance with the terms of this Agreement.

6. Exclusivity fees

Unless otherwise agreed in the booking confirmation form the talent is supplied to the client by the Agency on a non-exclusive basis and the talent shall be free to provide similar and/or competing services to any third party and/or competing product or brand of the client. An additional fee will need to be agreed when the use of the talent's image or the service to be supplied by the talent in relation to a product is required on an exclusive or semi-exclusive (for example sector specific or territorial exclusivity) basis which precludes supplying services or allowing the use of the talent's image for competing and/or particular sector of products or within a particular territory. The talent can supply services to and allow use of the talent's image by any competitor unless such an exclusivity fee is negotiated and paid by the client. It is the client's responsibility to carry out any research, check and determine for itself whether the talent supplied has undertaken or is booked to undertake any conflicting work.

7 . Provisional Bookings

Provisional bookings will be automatically cancelled if they are not confirmed by the client (by signing and returning the booking confirmation form) within 48 hours of the proposed booking.

8. Cancellations

8.1 Cancellation of a booking by the Client:

- 8.1.1 Within 24 hours of the booking call time, the full booking fee will be charged and payable by you unless the same model is booked within 24 hours of the cancellation in which case half the booking fee will be charged and payable;
- 8.1.2 Outside 24 hours of the booking call time but within 48 hours of the booking call time of the booking date then half the booking fee will be charged and payable.
- 8.1.3 The full booking fee will be charged and payable by you for bookings of more than three days duration: within a period, equal to or less than the length of the booking, then Saturdays, Sundays and bank and public holidays are excluded for the purpose of determining the cancellation notice period.

8.2 Cancellation of booking by the Agency:

- 8.2.1 Should the Agency want to cancel a booking then it shall use reasonable endeavours to provide the client with reasonable notice, take steps to offer to the client a suitable replacement and/or substitute and take such other reasonable steps as are reasonably practicable to mitigate against such cancellation.
 - 8.2.2 In any event the Agency shall be entitled to cancel a booking at any time and for any reason prior to the booking date without liability to the client and the client will procure the necessary insurance cover with a reputable insurance provider to protect against such cancellation and any associated liability and the Agency shall not be liable to the client for any costs incurred as a result of such cancellation.
- 8.3 The client acknowledges, accepts, and agrees the talent is independent and self-employed and is not a worker. The talent has a right to control entirely the manner in which they perform each booking which may involve the talent requiring a substitute who attends and/or performs the booking. The client acknowledges the need to procure appropriate insurance, including as set out at section 18, in this regard.

9. Weather Related Cancellations

There may be certain circumstances where talent assignments are dependent on weather conditions. In the event of cancellation due to the inclemency of the weather the first cancellation will be charged at half fee (unless the talent arrives at the assignment) the second and subsequent cancellations will be charged at full fee.

10. Meals

Clients are responsible for the provision of all nutritious meals and beverage requirements of all talent (taking into account dietary requirements) whilst the talent is providing services to the client on all bookings.

11. Talent Care and Safety

- 11.1 Nude, semi-nude, see-through, bathing suit or lingerie photography require the express prior written approval of the Agency. The use of the model's image must not be pornographic, derogatory, or a cause of ridicule or embarrassment to the model. The image must not be altered or distorted.
- 11.2 Subject to the restrictions in sections 3.3 and 11.1, behind-the-scenes filming is permitted on condition that the talent is hair-and-make-up ready.
- 11.3 The client shall be solely responsible for ensuring the talent is treated with respect and professionalism, and that all necessary steps are taken to ensure the safety, health and wellbeing of the talent is protected, at all times by the client and/or any third parties engaged by the client in relation to the delivery of the services. Such steps shall include without limitation:
 - 11.3.1 ensuring that the venue for the provision of the services and the working conditions are entirely safe and secure and maintained at a suitable temperature and allow the talent to provide the services in compliance with all health and safety best practice, standards, regulations, codes, and laws;
 - 11.3.2 allowing the talent to take suitable and regular rest periods, to ensure the talent is able to maintain suitable amounts of rest and refreshment whilst delivering the services;
 - 11.3.3 ensuring that all of the third parties engaged by the client in relation to the delivery of the services are suitably qualified, experienced, and professional and treat the talent in a professional and respectful manner;
 - 11.3.4 ensuring that no one imposes upon the talent any action, activity or environment which is either dangerous, degrading, unprofessional, unsafe and/or demeaning to the talent;
 - 11.3.5 ensuring that the services are delivered, and the talent is treated in accordance with The British Fashion Model Agents Association Code of Conduct and/or any other codes of practice or guidance issued by the Agency and/or the British Fashion Council from time to time;
 - 11.3.6 providing the talent with an appropriate changing and dressing area to ensure that the talent can prepare for the provision of the services and also maintains his/her/their privacy; and
 - 11.3.7 always include a credit in the form of "talent's name" @ "Origins of CJM", wherever a credit is applied.

12. Warranties

12.1 The client warrants and represents to the Agency that:

- 12.1.1 it has full capacity to enter into the Agreement and perform its obligations under the Agreement;
- 12.1.2 the booking form is executed by a duly authorised representative of the client;
- 12.1.3 it will take all steps necessary to ensure that the talent is protected and treated in accordance with all applicable laws, good industry practice and section 11 above;
- 12.1.4 it has all necessary permits, licences and consents to enter into and to perform its obligations under the Agreement and such obligations shall be performed in compliance with all applicable laws, enactments, orders, regulations, and other similar instruments (including but not limited to any employment law or health and safety requirements in effect from time to time); and
- 12.1.5 it will promptly disclose to the Agency in writing all necessary information (including without limitation the location and length of the shoot and requirements for any foreign travel) and details relating to the provision of the services to enable the Agency to ensure that the talent is suitably prepared and able to perform the services.

13. Indemnity

13.1 The client shall indemnify the Agency and keep the Agency indemnified against all costs, expenses, damages and losses suffered or incurred by the Agency and/or the talent (including but not limited to all legal costs and expenses on a full indemnity basis) arising out of or in connection with:

- 13.1.1 any breach by the client of the Agreement, including but not limited to, any breach by the client of section 6, 8 and 11 of these terms and conditions;
- 13.1.2 any breaches of section 11.3 by any third parties engaged by the client;
- 13.1.3 any claim brought by a third party against the Agency in circumstances where, as a result of the client's acts or omissions, the distribution of images, in whatever form, outside of the agreed territory and in breach of the Agreement has caused the Agency to be in breach of the terms of an exclusive agreement with such third party; and
- 13.1.4 any breach by the client of any applicable laws and regulations including but not limited to any breach of applicable health and safety or employment laws and regulations as amended from time to time.

14. Fashion shows

Catwalk bookings provide the client with the right to make use of the talent's services on the catwalk for the specified show in accordance the Agreement, and the right to allow photographers to be present to take photographs and videos of the show on the basis that all such material (or reproductions etc. as set out in section 3.2 above) is exploited for reporting purposes only. The client is responsible for ensuring that all photographers present are aware of and comply with this condition and the client will procure that they abide by these conditions. If any other usage is required (included, but not limited to, look books, e-commerce, and broadcasting and/or live streaming of the specified show) it must be negotiated and agreed with the Agency at the time of the booking.

15. Music videos, Promotional films

All Fees will be negotiated, structured and paid as agreed on a case-by-case basis. In normal circumstances there will be a fee for the shoot plus an additional buyout fee payable by you. If not booking direct, the client (usually the music company) will be invoiced by the Agency as the ultimate client.

16. Test and experimental photography

A photographer may not use test and/or experimental photographs taken of the Model for commercial purposes unless it has been agreed in advance with the Agency.

17. Intellectual property rights

- 17.1 The photographer and/or the client and anyone obtaining rights from or through the photographer/client is not entitled to use any images for any usage beyond the Permitted Use, or any another usage agreed or permitted in accordance with under sections 2.1, 3, 14, 15 and 16 . The client will procure that the photographer/client agrees to restrict the use and exploitation of the copyright content of the photograph or any other intellectual property rights. If the client is not the photographer, the client shall draw the terms of the Agreement to the attention of the photographer and procure his agreement to such terms before the shoot commences.
- 17.2 All rights not expressly granted to the client under the Agreement are hereby fully reserved to the Agency and/or the talent as appropriate. In particular, the client acknowledges and agrees that the Agency is the owner or licence holder of all commercial rights and intellectual property rights relating to the talent and the Agency and the client shall not be entitled to exploit or enter into any commercial or other agreement to exploit any rights relating to the talent or the Agency other than the rights specifically granted to the client under the Agreement.
- 17.3 For the avoidance of doubt, notwithstanding anything in the Agreement, including but not limited to any grant of exclusivity over the use of the images, the client acknowledges and agrees that the Agency and the talent may use the images (or reproductions etc. as set out in section 3.2 above) resulting from any booking in any form whatsoever for the following purposes:

17.3.1 in order for the talent and the Agency to promote the talent and in the search of future booking opportunities for the talent; and

17.3.2 for internal and promotional purposes.

Subject to the remainder of section 17, the talent and the Agency acknowledge and agree not to exploit the images for commercial purposes, other than as set out in the Agreement.

18. Liability and insurance

18.1 Neither party excludes or limits its liability under these terms and conditions for:

18.1.1 death or personal injury caused by its negligence:

18.1.2 fraudulent misrepresentation; or

18.1.3 any other type of liability which cannot by law be excluded or limited.

18.2 Subject to clause 18.1, the Agency limits its liability under these terms and conditions, whether such liability arises in contract, tort (including without limitation negligence) or otherwise, so that the maximum liability of the Agency for all claims under these terms and conditions shall be limited to and shall not in aggregate exceed the total amount of the fees paid or payable to the Agency;

18.2.1 The Agency shall not be liable for:

a) loss of business, use, profit, anticipated profit, contracts, revenues, goodwill or anticipated savings;

b) product recall costs;

c) failure by the model to attend a booking for whatever reason;

d) damage to the client's reputation; or

e) any consequential, special or indirect loss or damage,

even if the Agency has been advised of the possibility of such loss or damage.

18.3 The client shall effect and maintain (and shall require its ultimate client, if any, to maintain), throughout the continuance of the Agreement, insurance policies which provide appropriate coverage adequate enough to cover all liabilities and risks of the client that may arise under the Agreement and any insurance cover it is required to place in accordance with applicable law. Such insurance policies shall include without limitation:

18.3.1 cancellation insurance to protect against the potential liabilities which the Agency and the client may incur as a consequence of the provisions of sections 8 and 9;

18.3.2 employee liability insurance, as required by the Employer's Liability (Compensation Insurance) Act 1969 and otherwise, which covers all talent delivering the services to the client under the client's direction and control as if the talent was an employee of

the client, in an amount sufficient to cover the health and safety and future earnings of such talent;

18.3.3 public liability insurance to a level of not less than £1,000,000 and

18.3.4 travel insurance to cover the activities of the talent whilst travelling to and from the location of the services.

19. Contract and Authority

All matters relating to the use of the talent's image and commercial modelling rights, any other services supplied by the talent and all fees must be negotiated and agreed only with the Agency. **The client shall not attempt to negotiate, nor allow others to negotiate, with the talent directly.** If the client or the photographer or any other person on their behalf or connected with them obtains the talent's signature on any document or the talent's purported verbal agreement to anything outside of the scope of the Agreement, such signature or verbal agreement shall not constitute a variation of the Agreement and is not binding on the talent or the Agency unless and until it is agreed in writing by the Agency (such agreement to be determined in the Agency's absolute discretion).

20. Complaints and Disclaimer

Any cause for complaint must be reported to the Agency by the client as soon as it arises. Complaints cannot be considered and/or dealt with effectively after the services have been delivered. Whilst the Agency will use reasonable endeavours to ensure that the talent provides a satisfactory and efficient services to clients, as the agent, the talent is self-employed and the Agency cannot be held responsible for a talent's conduct or behaviour whilst delivering the services and in this regard the Agency shall not be held liable for any costs, expenses or losses suffered as a consequence of the behaviour or conduct of the talent.

21. Force Majeure

The Agency shall not be liable to the client for any delay in performing or failure to perform any of its obligations under the Agreement which is due to any cause beyond its control and which is unknown to, and cannot reasonably be anticipated by the Agency including without limitation fire, flood or catastrophe, acts of God, insurrection, workforce action, war or riots, (an "**Event of Force Majeure**") and the Agency's obligations under the Agreement shall be suspended for so long as the Event of Force Majeure continues and to the extent that it is so delayed.

22. Data Protection

22.1 The Data Protection Act 2018 controls how personal information is used by businesses. The Data Protection Act is the UK's implementation of the General Data Protection Regulation (GDPR). In this section the following definitions apply:

22.1.2 data includes personal data;

- 22.1.3 **“Consent”** means a freely given, specific, informed and unambiguous indication of an individual’s consent recorded in writing;
- 22.1.4 **“Data Subject Access Request”** means a request from a data subject relating to their personal data pursuant to the rights granted under the applicable Data Protection Legislation;
- 22.1.5 **“Good Industry Practice”** means the exercise of that degree of skill, diligence, professionalism, prudence, foresight and management which would be expected from a market leading skilled and experienced operator engaged in the same type of undertaking under the same or similar circumstances; and
- 22.1.6 **“Sensitive Personal Data”** has the meaning given in the Act; and
- 22.1.7 **“Talent Personal Data”** means any personal data (including Sensitive Personal Data) relating to the talent.
- 22.2 **Data Protection Legislation** -Both parties will comply with all applicable requirements of the Data Protection Legislation.
- 22.3 **Roles** -For the purposes of the Agreement, the parties acknowledge, accept and agree the Agency is the data controller and the client is the data processor.
- 22.4 **Shared Personal Data and Data Security**- Where the Agency transfers Talent Personal Data and/or other personal data to the client, the client warrants and represents it shall:
- 22.4.1 ensure it has implemented appropriate and effective technical and organisational measures to protect such data against unauthorised or unlawful processing and accidental loss or damage;
- 22.4.2 ensure that access to the Talent Personal Data is limited to those employees or authorised third parties who reasonably require access to the Talent Personal Data pursuant to the Agreement and that all employees and authorised third parties are informed of the confidential nature of the Talent Personal Data.
- 22.4.3 not transfer the Talent Personal Data and/or other personal data to countries outside the European Economic Area;
- 22.4.4 in the event of any breach of the applicable Data Protection Legislation, the client shall:
- a) immediately and fully notify the Agency in writing of any notices in connection with the processing of any of the Talent Personal Data and/or other personal data;
 - b) take all necessary precautions to preserve the integrity of any Talent Personal Data and/or other personal data which it processes and to prevent any corruption or loss of such data; and

22.4.5 Data Retention and Deletion - The parties shall not retain or process Shared Personal Data for longer than is necessary to carry out the agreed purposes detailed above. Notwithstanding this clause, the Parties shall continue to retain Shared Personal Data in accordance with any statutory, regulatory or professional retention periods applicable in their respective industry.

22.5 The client shall indemnify the Agency against all liabilities, costs, expenses, damages and losses (including any direct, indirect or consequential losses, loss of profit, loss of reputation and all interest, penalties and legal and other reasonable professional costs and expenses) suffered or incurred by the Agency arising out of or in connection with any breach by the client of any of its obligations under this clause 22.

22.6 The parties agree that the responsibility for complying with a subject access request falls to the party receiving the subject access request in respect of the Shared Personal Data held by that party.

23. Interpretation of Agreement

23.1 For the purpose of the relationship between the client and the Agency the client acknowledges, accepts and agrees that the Agency is the supplier of services which shall be strictly and exclusively governed by the Agreement. The terms of the Agreement apply to every offer, quotation, acceptance, purchase order, confirmation order, specification and/or contract for the sale and supply of services or goods (including services ancillary thereto) by the Agency and supersede any other terms of the client and take precedence over and override and exclude any other terms stipulated or incorporated or referred to by the client whether in the booking confirmation form or in any negotiations and any course of dealing established between the Agency and the client. The client acknowledges that there are no representations, statements or promises made or given by or on behalf of the Agency outside the Agreement which have induced the client to enter into these terms and conditions (which expression shall include any contract of which the Agreement forms part).

23.2 If there is any conflict or inconsistency between any of the terms of the Agreement, this shall be resolved according to the following numbered order of priority:

23.2.1 where such conflict relates to data protection provisions, priority shall be as follows:

- 1) the Data Processing Agreement;
- 2) the Privacy Policy; and
- 3) the clauses these terms and conditions as they apply to data protection (including but not limited to clause 22 (Data Protection)); and

23.2.2 subject to clause 23.2.1, priority shall be as follows:

- 1) the clauses of these terms and conditions;
- 2) the Privacy Policy;

3) the Data Processing Agreement; and

4) the booking confirmation.

23.3 The booking confirmation, the Privacy Policy and the Data Processing Agreement form part of these terms and conditions and shall have effect as if set out in full in the body of these terms and conditions. Any reference to these terms and conditions includes the booking confirmation form, the Privacy Policy and the Data Processing Agreement.

23.4 For the purpose of the Agreement the words “agreed,” subject to section 1, means agreed in writing in the booking confirmation form and signed by duly authorised representatives of both the Agency and the client.

24. General

24.1 If any of the terms, conditions or provisions of the Agreement are determined by any competent authority to be invalid, unlawful or unenforceable to any extent, such term, condition or provision will to that extent, be severed from the remaining terms, conditions and provisions which will continue to be valid to the fullest extent permitted by law.

24.2 Except as otherwise expressly provided in the Agreement, all representations, warranties, undertakings, agreements, covenants, indemnities and obligations made or given or entered into by the client and the ultimate client under the Agreement are assumed by them jointly and severally.

24.3 Nothing in the Agreement shall render any party a partner or agent of the other. Except as expressly permitted by the Agreement, nothing shall allow a party to purport to undertake any obligation on behalf of the other nor expose the other party to any liability nor pledge or purport to pledge the other’s credit.

24.4 The parties agree to keep, and to instruct its agents, employees, advisers and sub-contractors with knowledge hereof to keep the Agreement strictly private and confidential and not to disclose any details relating to the same, subject to disclosure in the following circumstances:

(a) to enable enforcement of the party’s rights under the Agreement;

(b) with the prior written consent of the other party; and

(c) as required by any applicable law.

24.5 The terms of the Agreement constitutes the entire agreement between the parties and supersedes any previous agreement or arrangement between the parties relating to the subject matter of the Agreement.

24.6 No variation or amendment to the terms of the Agreement shall be valid and binding unless in writing and signed by an authorised representative of each party.

- 24.7 Except where the Agreement expressly provides otherwise, a person who is not a party to the Agreement has no right under the Contracts (Rights of Third Parties) Act 1999 to enforce any term of the Agreement but this does not affect any right or remedy of a third party which exists or is available apart from under that Act. The client acknowledges, accepts and agrees that the Agency has entered into the Agreement for the benefit of itself and the talent and accordingly the talent shall be entitled to enforce the Agreement conditions as if he/she/they were a party to the Agreement.
- 24.8 Subject to section 23.1, the parties agree that the Agreement and its provisions will be governed by and construed in accordance with English law and the parties hereby submit to the exclusive jurisdiction of the English Courts.

Schedule 1 - Data Processing Agreement

For the purposes of the Data Protection Legislation, the parties hereby acknowledge and agree the client is the data processor (“**Processor**”) and **Origins of CJM** is the data controller (“**Controller**”).

This Data Processing Agreement (the “**Agreement**”) sets out the basis on which the Processor shall process the Controller Personal Data pursuant to the Principal Agreement .

1. Acceptance

This Agreement shall be accepted when the Processor signs the Booking Confirmation and shall be incorporated into and form part of the Principal Agreement subject to the terms herein. The failure to sign and/or return the Booking Confirmation form whilst proceeding with the booking will be deemed to be an acceptance by the client of the terms of this Agreement.

2. Authority to process Controller Personal Data

- 2.1 The Controller hereby instructs the Processor (and authorises the Processor to instruct each Subprocessor) to process the Controller Personal Data strictly in accordance with the terms of this Agreement.
- 2.2 The Processor may process the Controller Personal Data from time to time in the course of performing its obligations under the Principal Agreement, as set out in the Principal Agreement, and the necessary purposes of the processing (“**Agreed Purposes**”) as set out therein (as may be amended from time to time) shall set out the Processor’s instructions for processing.
- 2.3 The Processor shall not process the Controller Personal Data other than for the Agreed Purposes, and in accordance with the Principal Agreement.
- 2.4 The Processor shall process the Controller Personal Data strictly in accordance with the applicable Data Protection Legislation and using an approach which at all times accords with Good Industry Practice and Applicable Law.

3. Termination and suspension

- 3.1 This Agreement shall automatically and immediately terminate on expiry or earlier termination of the Principal Agreement.
- 3.2 In addition to the Controller’s rights of termination under the Principal Agreement, the Controller may terminate the Principal Agreement if the Controller reasonably determines that:
 - the Processor has committed a material breach of this Agreement, or, if requested by the Controller, has failed to remedy such material breach within the reasonable time specified by the Controller; or
 - the Controller needs to do so to comply with Data Protection Legislation or Applicable Law.

- 3.3 The Controller may immediately suspend access to the Controller Personal Data by the Processor if the Processor is not complying fully with the terms of this Agreement.
- 3.4 The Processor's obligations under this Agreement will survive expiration or termination of the Principal Agreement for so long as the Processor continues to process the Controller Personal Data.

4. Security and Confidentiality

- 4.1 Taking into account the state of the art, the costs of implementation and the nature, scope, context and purposes of processing as well as the risk of varying likelihood and severity for the rights and freedoms of natural persons, the Processor shall in relation to the Controller Personal Data implement appropriate technical and organisational measures to ensure a level of security appropriate to that risk, including, as appropriate, the measures referred to in Article 32(1) of the GDPR.
- 4.2 The Processor shall ensure access to the Controller Personal Data is limited to those employees or authorised subcontractors who need access to the Controller Personal Data to meet the Processor's obligations under the Principal Agreement and that all employees and authorised subcontractors are informed of the confidential nature of the Controller Personal Data and the terms of this Agreement.

5. Personal Data Breaches

- 5.1 The Processor shall notify the Controller without undue delay upon becoming aware of a personal data breach affecting the Controller Personal Data, providing the Controller with sufficient information to allow the Controller to meet any obligations to report or inform data subjects and/or the relevant supervisory authority of the personal data breach under the Data Protection Legislation.
- 5.2 The Processor shall co-operate with the Controller and take such steps as are directed by the Controller to assist in the investigation, mitigation and remediation of each such personal data breach.

6. Data Protection Impact Assessment and Prior Consultation

The Processor shall provide active and proactive assistance to the Controller with any data protection impact assessments, and prior consultations with supervisory authorities or other competent data privacy authorities, which the Controller reasonably considers to be required under the applicable Data Protection Legislation.

7. Data Subject Rights

- 7.1 Taking into account the nature of the processing, the Processor shall assist the Controller by implementing appropriate technical and organisational measures for the fulfilment of the Controllers' obligations to respond to requests for exercising the data subject's rights under the Data Protection Legislation.

- 7.2 The Processor must promptly notify the Controller if the Processor receives a request from a data subject under any Data Protection Legislation in respect of the Controller Personal Data; and
- 7.3 The Processor must ensure it does not respond to a request except on the documented instructions of the Controller or as required by any Applicable Law to which the Processor is subject, in which case the Processor shall to the extent permitted by the Applicable Law inform the Controller of that legal requirement before the Processor responds to the request.

8. Deletion of Controller Personal Data

- 8.1 The Processor may retain the Controller Personal Data to the extent required by any Applicable Law, and only to the extent and for such period as required by such Applicable Law, provided always the Processor shall ensure the confidentiality of all such Controller Personal Data and shall ensure that such Controller Personal Data is only processed as necessary for the purpose(s) specified in the Applicable Laws requiring its storage and for no other purpose.
- 8.2 The Processor should delete the Control Personal Data when no longer required.

9. Audit Rights

The Processor shall make available to the Controller on request all information necessary to demonstrate compliance with this Agreement, and shall allow for and contribute to audits, including inspections, by the Controller or an auditor mandated by the Controller in relation to the processing of the Controller Personal Data by the Processor.

10. Restricted Transfers

- 10.1 The Processor shall not transfer the Controller Personal Data to countries outside the European Economic Area (EEA) unless the Processor obtains the prior written consent of the Controller and in seeking such consent, complies with the following obligations:
 - 10.1.1 provides the Controller with details of the following in writing:
 - (i) the Controller Personal Data which will be processed and/or transferred outside the EEA;
 - (ii) the country or countries in which the Controller Personal Data will be processed and/or to which the Controller Personal Data will be transferred outside the EEA; and
 - (iii) any Subprocessor who will be processing and/or transferring Controller Personal Data outside the EEA;
 - 10.1.2 ensures it has regard to and shall comply with Applicable Laws and the current government and Information Commissioner Office's policies, procedures, guidance, and codes of practice on, and any approval processes in connection with, the

processing and/or transfers of the Controller Personal Data outside the EEA and/or overseas generally; and

10.1.3 complies with such other instructions and shall carry out such actions as the Controller may notify in writing including entering into Standard Contractual Clauses.

11. Sub processing

11.1 The Controller authorises the Processor to appoint (and permits each Subprocessor appointed in accordance with this clause 11 to appoint) Sub processors strictly in accordance with this clause 11 and any restrictions in the Principal Agreement.

11.2 The Processor may continue to use those Sub processors already engaged by the Processor as at the date of this Agreement, subject to the Processor as soon as practicable meeting the obligations set out in clause 11.4.

11.3 The Processor shall give the Controller prior written notice of the appointment of any new Subprocessor, including full details of the Processing to be undertaken by the Subprocessor. If, within seven (7) days of receipt of that notice, the Controller notifies the Processor in writing of any objections to the proposed appointment, the Processor shall not appoint (nor disclose any Controller Personal Data to) the proposed Subprocessor except with the prior written consent of the Controller.

11.4 With respect to each Subprocessor, the Processor shall:

11.4.1 before the Subprocessor first processes Controller Personal Data, carry out adequate due diligence in accordance with Good Industry Practice to ensure the Subprocessor is capable of providing the level of protection for the Controller Personal Data required by the Principal Agreement;

11.4.2 ensure the arrangement between the Processor and Subprocessor is governed by a written contract including terms which offer at least the same level of protection for the Controller Personal Data as those set out in this Agreement and meet the requirements of article 28(3) of the GDPR; and

11.4.3 provide to the Controller for review such copies of the Processors' agreements with Sub processors (which may be redacted to remove confidential commercial information not relevant to the requirements of this Agreement) as the Controller may request from time to time.

11.5 The Processor shall ensure that each Subprocessor performs the applicable obligations under this Agreement, as they apply to processing of Controller Personal Data carried out by that Subprocessor, as if it were party to this Agreement in place of the Processor.

11.6 The Processor shall be liable for any failure of the Subprocessor to comply with its obligations pursuant to clause 11.5, and shall fully indemnify and keep fully indemnified the Controller against any and all actions, costs, claims, demands, damages, expenses (including legal fees), liabilities, losses and proceedings in connection with any failure of the Subprocessor to comply with its obligations pursuant to clause 11.5.

11. General Terms

- 12.1 Nothing in this Agreement reduces the Processor's obligations under the Principal Agreement in relation to the protection of personal data or permits the Processor to process (or permit the processing of) personal data in a manner which is prohibited by the Principal Agreement.
- 12.2 The Controller may propose any amendments to this Agreement which the Controller reasonably considers to be necessary to address the requirements of any Data Protection Legislation. The Processor shall promptly co-operate (and ensure that any affected Sub processors promptly co-operate) with any such variations.
- 12.3 No person who is not a party to this Agreement shall have any right to enforce this Agreement (or any agreement or document entered into pursuant to this Agreement) pursuant to the Contracts (Rights of Third Parties) Act 1999.
- 12.4 The Processor shall fully indemnify and keep fully indemnified the Controller against any and all actions, costs, claims, demands, damages, expenses (including legal fees), liabilities, losses and proceedings arising in connection with any breach by the Processor of any of its obligations under this Agreement.
- 12.5 **Severability** - Should any provision of this Agreement be invalid or unenforceable, then the remainder of this Agreement shall remain valid and in force. The invalid or unenforceable provision shall be either (i) amended as necessary to ensure its validity and enforceability, while preserving the parties' intentions as closely as possible or, if this is not possible, (ii) construed in a manner as if the invalid or unenforceable part had never been contained therein.
- 12.6 **Waiver** - No failure or delay by a party to exercise any right or remedy provided under this Agreement or by law shall constitute a waiver of that or any other right or remedy, nor shall it prevent or restrict the further exercise of that or any other right or remedy. No single or partial exercise of such right or remedy shall prevent or restrict the further exercise of that or any other right or remedy.
- 12.7 **Law**- This Agreement and any dispute or claim (including non-contractual disputes or claims) arising out of or in connection with it or its subject matter or formation shall be governed by and construed in accordance with the law of England & Wales and are subject to the exclusive jurisdiction of the Courts of England & Wales.