

Review – Process Protocol

1 Introduction

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- 4.10 Where the Reviewer requires any other information and/or explanation from any other person and such information and/or explanation is relevant to the Terms of Reference, the Reviewer or Linklaters will send a request to the person concerned.

Meetings with individuals

- 4.11 Where the Reviewer wishes to meet with any individual currently or formerly employed by the BBC, or a current or former contractor with the BBC, and the individual has not already contacted the Reviewer, they will notify BBC Legal (through Linklaters) of the individuals they wish to meet.
- 4.12 The BBC will endeavour to secure the attendance at a meeting of any identified individuals who are its current or former employees or contractors save that for the avoidance of doubt, the BBC has no powers to instruct attendance of its former employees and must be mindful of its duty of care as an employer.
- 4.13 Meetings with individuals will be arranged by Linklaters. Where the Reviewer intends to talk to current and former employees and contractors of the BBC, and the individual has not already contacted the Reviewer, introductions will usually be made by BBC Legal or BBC HR and the Reviewer will provide BBC Legal with high-level details of the subject of the meeting to be conveyed to the relevant individual. BBC Legal and BBC HR will not share any information in relation to such meetings with any person other than the individual concerned.

- 7.4.1 contravene any agreement with any person providing that evidence (including agreements under paragraph 7.5 below);
- 7.4.2 breach any applicable data protection law;
- 7.4.3 potentially prejudice any police investigation; or
- 7.4.4 be otherwise unreasonable or unjust,

provided that the Reviewer shall not refuse provision to the BBC of any information if and to the extent such disclosure is required or compelled by law or other regulatory requirement, or the order of a competent court or tribunal.

- 7.5 People providing evidence to the Review may request that all, or part of, any evidence they provide to the Review is not to be shared, including with the BBC (or that it may only be shared on an anonymised basis). The Reviewer may agree to receive evidence on this basis if they consider it appropriate to do so.
- 7.6 In the event that any circumstances arise which cause the Reviewer to believe that evidence

course of the Review. The Reviewer and Linklaters are registered with the Information Commissioner's Office as a Data Controller.

- 7.12 Where the BBC provides documents in its possession, custody or control to Linklaters in accordance with Section 4 above, the BBC and Linklaters will each be a data controller in respect of the personal data that they contain. Both the BBC and Linklaters will comply with their obligations in this respect under the General Data Protection Regulation and the Data Protection Act 2018.

8 Representations Process

- 8.1 The Review may involve the Reviewer making criticisms of individuals. Where the Reviewer is minded to criticise or set out facts / allegations adverse to individuals (including, for the

