



PROFESSIONAL TRIATHLETES ORGANISATION

2026 T100 Tour - Athlete Race Agreement

Private & Confidential

Athlete Name: _____

1. Agreement

By signing this agreement on Page 6., you, the Athlete, agree to the terms set out in this 2026 Athlete Race Agreement (the Agreement).

2. Contractor

The relationship between the PTO and the Athlete will be that of an independent contractor.

3. Term

January 1st to December 31st, 2026.

4. Rules

T100 Events are run under World Triathlon Rules, which includes the T100 Appendix.

5. Travel

- A. The athlete agrees to arrive no later than 4-days prior to their first T100 Event race day of the season.
- B. The athlete agrees to arrive no later 3-days prior to any further T100 Event race days in the season.
- C. The Athlete agrees to arrive no later than 4-days prior to their T100 Final race day.
- D. The Athlete agrees to submit their travel plans via the travel plans form no later than 2-weeks pre-event.
 - Any travel plans received post this may mean that we are not able to accommodate all your requests.



6. Athlete Support

- A. The Athlete will be provided with up to five (5) nights accommodation. The Athlete may choose to extend this stay at their own cost. If requested to stay longer by the PTO, any additional nights that are required shall be provided.
- B. Airport transfers will be provided to and from the race hotel at the event location.
- C. Bike Mechanic Services will be provided from 3-days prior to the race and 1-day post-race.
- D. Massage/Physio Services will be provided 3-days prior to the race and 1-day post-race.
- E. Event imagery and Videography
 - i. Athletes personal use - Event Imagery and videography for Athletes self promotional use on their channels will be provided free of charge upon request.
 - ii. Commercial use - Event imagery and videography for commercial use must be requested via correct PTO channels. E.g. Sponsors & Partners.

7. Maternity & Paternity

The Athlete will be eligible for Maternity and Paternity Leave as defined in the PTOs Maternity & Paternity Leave Policy.

8. Media

- A. The Athlete grants permission for PTO to use image and video footage in all marketing content relating to the T100 Tour.
- B. The Athlete grants permission for PTO to use individual image and video footage in commercial, media, partner, or other marketing content unless this directly conflicts with the Athlete's existing written sponsor requirements/agreements. Where there is a conflict then the PTO will ensure a minimum of 4 athletes are used in any material to ensure no direct association with the athlete and the content/brand/media outlet.
- C. The Athlete will tag and collaborate with T100 in all relevant social media content.
- D. If requested, the Athlete agrees to attend the following T100 Event media requirements:
 - i. Pre-race master interview.
 - ii. Photoshoot.
 - iii. Post-race interviews.
 - iv. Post-race master interviews.
 - v. All access filming, to, during, and from T100 Events, including GRIT filming requirements.



9. Engagements

- A. Engagements are separate to Media Obligations.

- B. The Athlete agrees to attend up to 2 hours of engagements per T100 Event.
 - i. 2 hours includes travel to and from the engagement.
 - ii. Anything over 2 hours needs to be agreed by the Athlete in advance.
 - iii. Examples of Event Engagements: Age Group, School, Community, Sports club, Partners, Government, VIP functions, PR opportunities, Media interviews, Influencer content creation, and other Partner visits.

- C. The Athlete agrees to support mutually beneficial initiatives and engagements outside of T100 Events.
 - i. The requirements of these initiatives and engagements will be agreed with the Athlete in advance of any external promotion.
 - ii. Examples of Engagements outside of events: Event promotion, Age Group, School, Community, Sports club, Partners, Government, VIP functions, PR opportunities, Media interviews, Influencer content creation, and other Partner visits.

10. Technology & Data

Athlete data is essential to T100 Tour Broadcasts and is critically important to the Organisation, its business and commercial relationships, and its growth and long-term success.

A. Provision of Baseline Metrics

- a. The Athlete will provide evidence of maximal heart rates for swimming, cycling and running to the Pro Athlete Manager prior to their first T100 Tour Event for the purposes of developing and calculating heart rate metrics.

B. Equipment and Hardware

- a. The Athlete agrees to wear or equip any device provided by the PTO relevant to recording and broadcasting live data.
 - i. **Sponsor Conflicts:** For the avoidance of doubt, these devices may be in conflict with the Athlete's existing sponsors. In such cases, the PTO shall provide the means to cover the brand/likeness of said device.
 - ii. **Technical Modifications:** The Athlete agrees to the modification of their race suit (e.g., the provision of an additional pocket) to accommodate any such provided devices and for devices to be attached to their equipment.
 - iii. **Tampering:** The Athlete agrees not to tamper with, disable, or modify any device used for live or recorded data.



C. Data Access and Processing

- a. The Athlete agrees to provide access to their own T100 Event data, whether live or recorded (e.g., power meter data), and consents to the collection, processing, and storage of data by the PTO and relevant third-party processors (including broadcast graphics contractors) in accordance with the PTO’s Artificial Intelligence and Data Privacy Policy.

D. Purposes of Use

- a. Data is collected for the following primary purposes:
 - i. **Broadcast & Public Display:** Development and display of data for broadcast purposes, including second-screen dashboards, graphics, AI-generated performance insights, and other public-facing uses.
 - ii. **Promotion & Marketing:** Use in promotional materials, including social media, artwork, website content, video production, and other marketing or analytical outputs.

E. Data Categorisation and Retention

- a. All data processing will be carried out in compliance with the UK General Data Protection Regulation (UK GDPR). Data types and their respective retention periods are defined as follows:

Data Category	Definition	Retention Period
Results Data	Timing splits, rankings, and derived metrics (e.g., speed/pace).	Maintained in perpetuity for statistical and historical archives, for purposes in Sec. 10 D.
Special Category Data	Raw physiological metrics measuring internal state (e.g., Heart Rate, Core Temp, Glucose).	Maintained for the duration of the Athlete’s participation in PTO events plus an additional 2 years (thereafter deleted or anonymised), for historical comparison and longitudinal analysis, for broadcast and athlete safety initiatives, for purposes in Sec. 10 D.



Data Category	Definition	Retention Period
Performance & Tech Data	Raw mechanical/biomechanical outputs (e.g., Power, Cadence, Ground Contact Time, Distance per Stroke).	Maintained for the duration of the Athlete's participation in PTO events plus an additional 2 years (thereafter deleted or anonymised), for historical comparison and longitudinal analysis, for purposes in Sec. 10 D.
Location Data	Raw GPS coordinates captured strictly during PTO events.	Maintained for the duration of the Athlete's participation in PTO events plus an additional 2 years (thereafter deleted or anonymised), for historical comparison and longitudinal analysis, for purposes in Sec. 10 D.
Aggregate Performance Insights	Summarised metrics and AI-generated insights derived from Special Category Data, Performance and Tech Data, Location Data outputs (e.g., Max HR, Avg Power, Pace per km) and derived media (e.g., broadcast graphics and visualisations of original capture)	Maintained for the duration of the Athlete's participation in PTO events plus an additional 5 years following capture to allow for multi-season historical comparison and athlete progression analysis, for purposes in Sec. 10 D.

F. Athlete Rights

- a. The PTO will not sell or distribute any collected Athlete data to commercial partners without the Athlete's prior approval.
- b. **Withdrawal of Consent:** The Athlete has the right to request the deletion of their data by contacting the Pro Athlete Manager.
- c. **Impact of Withdrawal:** As the provision of data is a core commercial requirement of the T100 Tour, withdrawing consent for data processing may affect the Athlete's eligibility to race, earn prize money, or maintain PTO membership. Requests for erasure do not apply to **Results Data**, which is retained for the legitimate interest of maintaining the sport's historical record.



11. Payments

- A. The Athlete's Race Prize Money will be paid after Anti-doping results are cleared for each Event.
- B. The Athlete's T100 Rankings Money will be paid after Anti-doping results are cleared after the T100 Final.
- C. If at any time the Athlete is notified of an Anti-doping Rule Violation (ADRV), the Athlete must let the Pro Athlete Manager know immediately and all payments will be withheld until the following outcomes:
 - i. If the Athlete is cleared of any wrongdoing, all earned amounts will be retroactively paid.
 - ii. If the ADRV is upheld in any respect, no payments will be made to the Athlete, and the Athlete must repay any amounts that fall within the ADRV suspension period.

12. Athlete Agreement Breaches

Any breach of this agreement may result in a fine to the athlete.

- i. Fine amounts will be determined by the PTO after consultation with the Athlete.
- ii. Fines will be deducted from the Athletes Race Payment.

13. Signed

Athlete Signature: _____ Date: _____

Athlete Name: _____

14. Explicit Consent for Special Category Data

I explicitly consent to the collection and processing of my Special Category (Physiological) Data as defined in Section 10.

Athlete Signature: _____ Date: _____

Athlete Name: _____

Professional Athlete Privacy Policy

1. Introduction

This privacy notice explains how the **Professional Triathletes Organisation (PTO)** collects, uses, and protects your personal information. As a professional athlete and PTO member, your data is essential to the T100 Tour broadcasts and the organisation's long-term commercial growth.

2. What Information We Collect and Why

We collect various types of data depending on your professional interactions with the PTO:

A. Membership & Administrative Data

To manage your professional status, facilitate race entries, and process payments, we collect:

- **Identity & Contact:** Names, dates of birth, addresses, and contact details (email and phone number).
- **Physical Profiles:** Height and weight used for equipment sizing and broadcast profiles (weight used for calculated metrics e.g. w/kg, not shown as raw value publicly).
- **Representation:** Contact details for your manager or representatives (names, emails, and phone numbers).
- **Financial:** Payment and bank details to facilitate the transfer of prize money.

B. Media & Marketing Data

To promote you and the T100 Tour, we collect:

- **Imagery & Video:** Recorded images and video footage from T100 Events for marketing, social media, and partner content.
- **Sponsorship Information:** Data relating to your existing sponsors to manage potential broadcast or branding conflicts.

C. Racing & Performance Data (T100 Events)

Per your **Athlete Race Agreement**, we collect live and recorded technical data during events:

- **Technical Data:** Mechanical and biomechanical outputs including power, cadence, ground contact time, and distance per stroke.
- **Location Data:** Raw GPS coordinates and elevation captured strictly during sanctioned PTO events.
- **Special Category (Physiological) Data:** Metrics measuring your internal state, such as Heart Rate, Core Temperature, and Glucose.
- **Baseline Metrics:** Evidence of maximal heart rates for swimming, cycling, and running provided prior to your first event each season.

3. How We Use AI and Automation

We utilize AI and automation tools to manage the high volume of data required for a global sports tour:

- **Data Integrity:** Identifying inaccuracies, removing duplicates, and standardizing data formats to ensure the accuracy of athlete records.
- **Broadcast Insights:** Generating AI-driven performance insights and visualizations for live television and second-screen dashboards.
- **Administrative Documentation:** Transcribing and summarizing recorded interviews and meetings for efficient internal record-keeping.

4. Data Retention Schedule

We adhere to the following retention periods to ensure data is not kept longer than necessary:

Data Category	Retention Period
Results Data (Splits/Rankings)	In perpetuity for statistical and historical archives.
Membership & Financial Data	6 years post-membership (standard UK statutory period for tax and legal compliance).
Location Data (GPS during racing)	Duration of participation in PTO events plus 2 years (thereafter deleted or anonymised).
Raw Biometric & Tech Data	Duration of participation in PTO events plus 2 years (thereafter deleted or anonymised).
Aggregate Performance Insights	5 years following capture to allow for multi-season athlete progression analysis.

5. Sharing Your Information

We share your data with trusted processors to operate the T100 Tour:

- **World Triathlon:** Processes identity and contact information to facilitate race entry applications.
- **Timing Partners:** Processes limited identity information to facilitate race timing.
- **Dataworks Technology:** Processes live performance metrics (Heart Rate, GPS, Power) to power live race dashboards and broadcast graphics.
- **Broadcast Partners:** Visualisations and insights are shared with global media outlets as part of live race coverage.
- **Anti-Doping Authorities:** Relevant data is shared to facilitate the clearing of drug testing results prior to payment.

6. Your Rights and Consent

Under the **UK GDPR**, you have rights including access to your data, rectification of inaccuracies, and the right to erasure.

- **Explicit Consent:** For sensitive physiological data (Heart Rate, Core Temp), we rely on your **Explicit Consent**, which is obtained separately via your signature on the Race Agreement.
- **Withdrawal:** You have the right to withdraw consent at any time. However, as data provision is a core commercial requirement of the T100 Tour, withdrawal may affect your eligibility to race, earn prize money, or maintain PTO membership.