**On signing:**

One original to the club and one to the player.
The club must submit a scanned copy of the original to DBU (The Danish Football Association) for approval via spillerkontrakt@dbu.dk

**On approval by DBU
(the Danish Football Association):**

The contract will be returned to the below email addresses to the club and the player, and DBU will keep one copy for its files.

Player contract

between

_____ (Full name in accordance with the Articles)

_____ (CVR-No.)
_____ (Address)
_____ (Postcode/town)
_____ (Email)

(hereinafter called the Club)

and

_____ (Full name)

_____ (CPR-No.)
_____ (Address)
_____ (Postcode/town)
_____ (E-mail; see page 12, if the player is under 18 years of age)

(hereinafter called the Player)

for the period

_____ to _____ (maximum of 3 years for minors and 5 years for other players)
(ending on 30 June or 31 December)

The Player is a citizen of

The Player was most recently licensed to play

for the club _____ as

☐ Amateur

☐ Contract player



EN DEL AF
NOGET STØRRE



Part 1

Hours of work – training, training camps and matches

Please tick the relevant box below to indicate the type of employment, and fill in the blanks, if relevant.

☐ Football is a sideline for the Player

This Contract does not impose any restrictions on the Player's right to take on other employment provided that the Player can fulfil the present Contract. Please also note the provision contained in Part 4, section 6.4. The Club and the Player will pay Danish Labour Market Supplementary Pension contributions (ATP) – and associated contributions – proportionate to employment in excess of 39 hours, but less than 78 hours a month. The Player must participate in training and matches to the extent required by the Club, always provided that training on weekdays must be scheduled after 4 pm. The Player is

entitled to 2 days off every week. The Club is not entitled to schedule any kind of activity on days off. Unless otherwise agreed, the Player will be entitled to compensation for loss of earnings for participation in matches preventing the Player from fully attending to the Player's main employment during normal working hours. The Player must take part in any training camp organised by the Club for one week (7 consecutive days) per calendar year without being entitled to compensation for loss of earnings, provided that the Player is notified by the Club at least 5 weeks in advance of the training camp.

☐ Football is the Player's part-time job

This Contract means that the Player will only be entitled to take on other employment on weekdays between the hours of _____ and _____ (at least 5 hours between 8 am and 7 pm). The Player is entitled to one day off every week. The Club is not entitled to schedule any kind of activity on days off. The Club and the Player will pay Danish Labour Market Supplementary Pension contributions (ATP) – and associated contributions – proportionate to the actual working hours which the Player is expected to have under this Contract. The parties agree that such contributions will be payable in proportion to the following monthly working hours:

- ☐ less than 117 hours, but at least 78 hours.
☐ at least 117 hours.

Unless otherwise agreed, the Player will be entitled to compensation for loss of earnings for participation in matches preventing the Player from fully attending to the Player's main employment during normal working hours. The Player must take part in any training camp organised by the Club for one week (7 consecutive days) per calendar year without being entitled to compensation for loss of earnings, provided that the Player is notified by the Club at least 5 weeks in advance of the training camp.

☐ Football is the Player's full-time job

This Contract means that the Player is not entitled to take on other employment without the prior approval of the Club. Any education being followed by the Player must be adjusted to suit the Player's job as a professional football player. The Club and the Player will pay Danish Labour Market Supplementary Pension contributions (ATP) – and associated contributions – in accordance with the rules for fulltime employees.

The Player must take part in training, training camps and matches in accordance with the Club's directions. Training will normally be scheduled at the times laid down by the Club for the squad and player category to which the Player belongs.



Part 2

Rights and obligations of the parties

Section 1 – Loyalty, etc

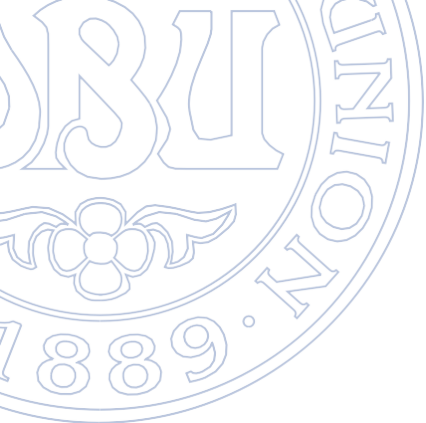
- 1.1 Throughout the term of the Contract the Player must be an active member of the following parent club:
-
- and show loyalty to both the parent club and the Club if they are two separate legal entities.
- 1.2 This Contract does not entitle the Player to make any claims against the parent club unless the Contract has been concluded with the parent club itself.
- 1.3 The Club must show loyalty to the Player.
- 1.4 The Club must not discriminate unreasonably between the Player and the Club's other players.

Section 2 – Participation in training and matches

- 2.1 The Player is entitled and obligated to:
- ☐ Train with the training group and play matches for the team/training group directed by the Club.
 - ☐ Make herself available for training sessions and matches for the first team and any matches for the reserve team/second team.
 - ☐ Make herself available for training sessions and matches for the first team and the reserve team/second team.
 - ☐ Make herself available for training sessions and matches for the first team, the reserve team/second team and the youth teams (in the case of the youth teams, only for as long as the Player is eligible to play for the youth team in question).
- This applies regardless of whether the match is part of an official tournament and whether the training session or match takes place in Denmark.
- 2.2 The Player is not entitled without prior written permission from the Club to participate in indoor or outdoor football matches in which the Club is not participating, unless the match has been organised by DBU, the League Association or the local Unions.
- 2.3 If the Player is prevented from participating in a training session or a match, the Player must notify the Club's management without delay.

Section 3 – Doping

- 3.1 The Player must comply with the anti-doping regulations issued by Danmarks Idrætsforbund (the Sports Confederation of Denmark) from time to time, including make herself available for doping control in accordance with such regulations.
- 3.2 The Club must contact the relevant anti-doping authorities as soon as possible and within 3 days after becoming aware of any doping violation by the Player. If the Club fails to do so, the Club will not be entitled to exercise any remedies available under employment law in this respect.
- 3.3 Any violation of the anti-doping regulations that results in punishment in the form of a final unconditional ban of more than 3 months or, if the sanction is measured in number of matches, more than 10 matches, will be regarded as a gross breach of this Contract unless the violation took place with the Club's knowledge or involvement, in which case the Club will not be entitled to exercise any remedies available under employment law in this respect.
- 3.4 If a gross breach occurs under section 3.3 and the Club wishes to exercise any remedies available under employment law in this respect, the Club may elect to either suspend this Contract for a certain amount of time, which may not exceed the Player's unconditional ban as a result of the doping violation or terminate this Contract with immediate effect due to the breach. Within 8 days of the doping sanction becoming final and the Club becoming aware of the doping sanction, the Club must inform the Player in writing of the exact employment law remedy it intends to exercise. If the Club fails to give the Player such notice before the 8 days expire, it will no longer be entitled to exercise any such remedies in respect of the doping violation.
- 3.5 If the Player wishes to exercise any remedies available under employment law for any involvement in or knowledge of the Player's doping violation on the part of the Club, cf. section 3.6, the Player must inform the Club in writing within 8 days of becoming aware of the matter. If the Player fails to give the Club such notice before the 8 days expire, the Player will no longer be entitled to exercise any such remedies in respect of the doping violation.



- 36 In relation to the provisions of this section 3 on doping, the Club is only responsible for any involvement by or knowledge on the part of the Club's manager, sporting director, healthcare staff and coaches as well as other support staff to the Player or a doctor designated by the Club.

Section 4 – Manipulation of football matches and similar unethical conduct

- 4.1 The Player must comply with and observe the regulations issued by Danmarks Idrætsforbund (the Sports Confederation of Denmark) from time to time banning manipulation of sports competitions ("match-fixing") and similar unethical conduct (e.g. betting on own matches) as well as any stricter regulations issued by the DBU.
- 4.2 The Club must contact the relevant authorities (DBU or Danmarks Idrætsforbund) as soon as possible and within 3 days after becoming aware of any violation by the Player of the provisions of section 4.1. If the Club fails to do so, the Club will not be entitled to exercise any remedies available under employment law in this respect.
- 4.3 Any violation by the Player of the provisions in Section 4.1 that results in punishment in the form of a final unconditional ban of more than 3 months or, if the sanction is measured in number of matches, more than 10 matches, will be regarded as a gross breach of this Contract unless the violation took place with the Club's knowledge or involvement, in which case the Club will not be entitled to exercise any remedies available under employment law in this respect.
- 4.4 If a gross breach occurs under section 4.3 and the Club wishes to exercise any remedies available under employment law in this respect, the Club may elect to either suspend this Contract for a certain amount of time, which may not exceed the Player's unconditional ban as a result of the violation, or terminate this Contract with immediate effect due to the breach. Within 8 days of the sanction becoming final and the Club becoming aware of the sanction, the Club must inform the Player in writing of the exact employment law remedy it intends to exercise. If the Club fails to give the

Player such notice before the 8 days expire, it will no longer be entitled to exercise any such remedies in respect of the violation.

- 4.5 If the Player wishes to exercise any remedies under employment law for the Club, cf. section 4.6, being found guilty of violating the provisions of section 4.1 by a final decision, the Player must inform the Club in writing within 8 days of becoming aware of the matter. If the Player fails to give the Club such notice before the 8 days expire, the Player will no longer be entitled to exercise any such remedies in respect of the violation.
- 4.6 In relation to the provisions of this section 4 on manipulation of matches and similar unethical conduct, the Club is only responsible for any involvement by or knowledge on the part of the Club's manager, sporting director and coaches as well as other support staff to the Player.

Section 5 – Equipment and clothing

- 5.1 The Club will provide the Player with the necessary training and match equipment, i.e. clothing, protection gear, training shoes and football shoes/boots (and goalkeeping gloves in the case of goalkeepers), and the Player must wear it to the extent not otherwise provided in sections 5.1-5.3 below.
- 5.2 Instead of the football boots provided by the Club, the Player is entitled at the Club's expense to choose other football boots from a supplier designated by the Club if the Player submits a medical certificate in this regard. The Player is entitled at the Player's own expense to wear other football boots (and goalkeeping gloves in the case of goalkeepers) than those provided by the Club.
- 5.3 The Player is entitled to conclude personal endorsement contracts concerning or receive a fee for wearing football boots (and goalkeeping gloves in the case of goalkeepers). Unless otherwise agreed, however, the Player is not entitled to conclude such contract with or receive such fee from firms competing with any principal or exclusive sponsors of the Club. If the Club has one or more principal and/or exclusive sponsors for football boots and goalkeeping gloves, the Club must inform the Player before the start of each half of the season.



- 5.4 Unless otherwise agreed, however, the Player must – notwithstanding section 5.3 – comply with any contract(s) of the Club in force concerning the Players' use of football boots (and goalkeeping gloves in the case of goalkeepers) for the term of such contract(s). If the Club has one or more such contracts, please specify the parties to such contract(s) and the expiry date(s): Party:

_____ Expiry date: _____
Party: _____ Expiry date: _____

- 5.5 If the Club also provides the Player with other clothing than that mentioned in section 5.1, the Player must wear it during transport to and from matches, at press conferences, during television interviews, etc.

Section 6 – Transport and accommodation in connection with away matches

- 6.1 If necessary, the Club will provide transport and accommodation for the Player in connection with away matches at no cost to the Player.

Section 7 – Time off to play for national teams and other officially selected teams

- 7.1 The Club will release the Player for participation in any training gatherings, international matches, etc. for which the Player is selected by DBU and/or the local Union.
- 7.2 If the Player is not a Danish citizen, the rules issued by FIFA from time to time in respect of releasing players for international matches will apply.

Section 8 – Treatment of injuries

- 8.1 The Club will provide the Player with free medical attention or other necessary or appropriate treatment for injuries incurred in the course of participation in matches and training, less the sums paid by public health insurance.
- 8.2 The Player must allow herself to be treated by a doctor/physiotherapist/chiropractor designated by the Club subject to the condition that the Club pays the full cost of treatment less public subsidies.

- 8.3 The Player is always entitled to refuse a proposed treatment.
- 8.4 With regard to treatment of injuries, the Club is not entitled to discriminate unreasonably between players in the same training group.

Section 9 – Illness

- 9.1 During illness, including injuries, the Club will pay the Player the basic salary and other non-match-related fees.
- 9.2 If the sick pay can no longer be recovered from the municipality and this is exclusively due to the Player's neglect of the obligations imposed by the Danish Sickness Benefits Act (sygedagpengeloven), the Club will be entitled to deduct from the Player's basic salary an amount corresponding to the unrecoverable sick pay.
- 9.3 Illness, including injuries, will not affect the employment relationship.

Section 10 – Insurance

- 10.1 The Club will take out and pay for statutory occupational injuries insurance for the Player.
- 10.2 The Club will take out and pay for full-time accident insurance for the Player, with the sum insured being DKK _____ on 100% invalidity or death.
- 10.3 The Club will take out and pay for retirement insurance for the Player, with the sum insured being DKK _____.
- 10.4 The Player must be named as the beneficiary in the above insurance policies.



Section 11 – Time off to take part in the work of Players Association bodies

- 11.1 If the Player is one of the Club's two participants in the annual representatives' meeting of the Players Association or the meeting of the Players Association after the end of the autumn season, the Club must give the Player time off to attend such meetings.
- 11.2 If the Player has been elected to the board of the Players Association or appointed as a non-voting board commissioner, the Club will – to the extent possible – give the Player time off to discharge her duties on the board of the Players Association.

Section 12 – Advertising and sponsorship contracts, etc.

- 12.1 The Club is entitled – without a separate fee to the Player – to give its sponsor(s) permission to use the Player's image for advertising purposes with or without mentioning the Player's name, and the Player must make herself available to an agreed extent to the Club's sponsor(s) solely in return for being compensated for documented loss of earnings. However, the Club is not entitled to permit the Player's image to be used in a manner that conflicts with any duty of loyalty owed by the Player to a principal employer.
- 12.2 Unless otherwise agreed, the Player is entitled to sign personal endorsement contracts provided that they respect the Club's rights under section 12.1. The Club must be informed before such contracts are concluded. Unless otherwise agreed, the Player is not entitled to endorse firms, companies or products etc. that are in competition with the Club's principal sponsor(s).
- 12.3 A sponsor whose financial account with the Club is at least DKK 100,000 per annum will be regarded as a principal sponsor. This amount is subject to adjustment by DBU's administration to reflect general price changes.
- 12.4 The Club must inform the Player in writing who its principal sponsor(s) is/are before the start of each season. The Club must also inform the Player in writing of any changes in principal sponsor(s).



Section 13 – Pay

Please state the Player's basic salary, any bonus opportunities and other benefits here. All pay components must be stated as amounts before holiday pay (section 14).

The Player's gross salary and holiday pay.

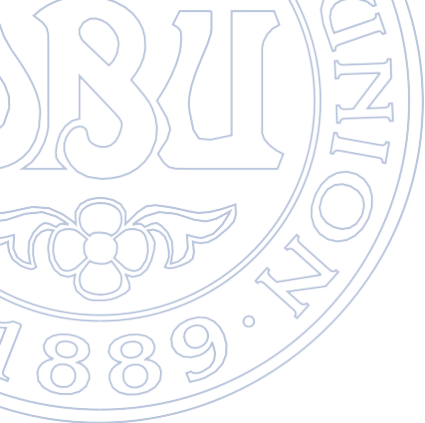
As an exception to the above, however, collective bonus agreements that are based on a share of the Club's earnings may be agreed as a flexible benefits scheme, from which 11,11% will be deducted from the gross amount before pay-out and subsequently paid out as holiday pay, see section 14.6. The Player's elected representatives must be provided with documentation of the Club's earnings in the form of an auditor's statement.

13.1 Basic salary:

13.2 Bonus:

13.3 Fringe benefits (e.g. free car, free telephone, free accommodation, etc.):

13.4 Other



Section 14 – Holiday Leave

- 14.1 The Player is covered by the Danish Holiday Act (ferieloven) and will accrue and take holiday according to its provisions.
- 14.2 For part-time and full-time players, the main holiday leave amounts to at least 2 consecutive weeks between 1 May and 30 September and for other players at least 3 consecutive weeks in the same period. Where possible, the Club must notify the Player of the date of his/her main holiday leave at least 3 months before it is to be taken. If the Player was ill during his main holiday leave, the Player may not demand and the Club may not require the Player to take replacement holiday leave later the same holiday year during a period in which the Women's National Championship Tournament (Kvinde-DM) is being played, unless otherwise agreed by both the Club and the Player.
- 14.3 The Player's remaining holiday leave (normally 3 weeks for trainees, part-time and full-time players and 2 weeks for other players), which does not need to be consecutive weeks, must in consultation with the Club and taking account of any reasonable wishes on the part of the Club be taken outside the period in which the Women's National Championship Tournament is being played.
- 14.4 While on holiday leave, the Player will receive the basic salary agreed in section 13.1 and any benefits agreed in section 13.3, if earned by the Player. The Player will also receive a holiday supplement of 1 % of these pay components.
- 14.5 While on holiday leave, the Player will also receive a holiday allowance. The holiday allowance amounts to 12,5 % of all other cash components of the Player's pay which are taxable in Denmark (e.g., any sign-on or sign-off fee, bonuses). The Player will not receive a holiday supplement of 1 % on such pay components.
- 14.6 Any collective bonus amounts agreed which are based on a share of the Club's earnings will (after 11,11 % has been duly deducted in accordance with section 13) attract a holiday allowance as described in section 14.5, but not a holiday supplement of 1 %.

Section 15 – Pregnancy and maternity leave

- 15.1 The Player is entitled to maternity leave defined as a minimum period of 14 weeks' paid absence with at least eight weeks after the birth during the term of the Contract.
- 15.2 In the absence of more beneficial conditions provided by national legislation or a collective bargaining agreement, the Player is entitled to be paid at the equivalent of two thirds of her contracted salary.
- 15.3 In order to ensure that pregnant players are not put at risk, should they choose to continue to provide services, the Player has the right to receive regular and independent medical advice.
- 15.4 The pregnant player should also have the right to provide services to the Club in an alternate manner. In such cases, the Club has an obligation to respect this decision and work with the Player to formalize a plan for her alternate employment.
- 15.5 The Player shall have the right to return to football activity after the completion of her maternity leave. The Club will be under an obligation to reintegrate her into football activity and provide adequate ongoing medical support.
- 15.6 The Player shall be given the opportunity to breast-feed her child and/or express milk. The Club shall provide suitable facilities in accordance with applicable national legislation or a collective bargaining agreement.
- 15.7 The Player should never suffer a disadvantage of any sort on the basis of her pregnancy. As a consequence, the unilateral termination of the Contract on the grounds of her becoming pregnant will be considered a termination without just cause. Such a termination will be considered an aggravating circumstance and will, in addition to the obligation to pay compensation, lead to the imposition of sporting sanctions, which may be combined with a fine.

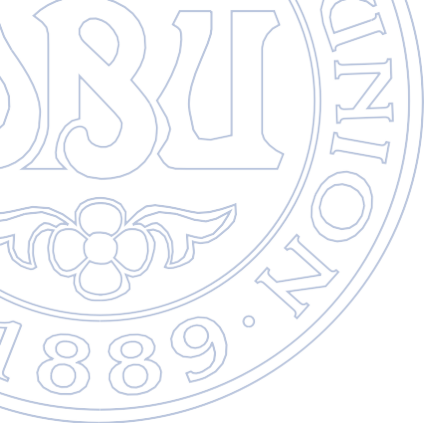


Part 3

Transfers

Please tick the relevant box below and fill in the blank space, if necessary

- ☐ The parties have agreed no special provisions concerning transfers
- ☐ The parties have agreed the following special provisions concerning transfers.



Part 4

Closing provisions

Section 1 – Termination on relegation of the Club from the Women's National Championship

- 1.1 This Contract will terminate without liability for either party if the Club's senior women's first team is relegated from the Women's National Championship Tournament (Kvinde-DM) for ordinary sporting reasons (in the case of female players).
- 1.2 On such relegation, this Contract will terminate with effect from the end of the month in which the Club's senior women's first team played its last match in the Women's National Championship Tournament.
- 1.3 After such termination, the parties will be free in every respect.

Section 2 – Money owed to the club or parent club

- 2.1 The Club is entitled to withhold the Player's licence only if subscription fees are owed by the Player. In such case, the sum claimed by the Club may not exceed an amount equivalent to 6 months' subscription fees.

Section 3 – Disciplinary matters and breach of contract, etc.

- 3.1 If the Player is guilty of misconduct or is in breach of any of the Club's training rules or disciplinary regulations or any of the provisions of this Contract, the Club will be entitled to either make a salary deduction of up to a maximum of 2 weeks' basic salary or suspend the Player from the Club for a maximum of 14 days. The Club must give the Player written notice of its decision, stating its reasons. The Player will be entitled to submit the decision to football's own arbitration tribunal (Fodboldens Voldgiftsret) within 2 weeks of receiving the written notice from the Club. Punishment will be suspended pending a decision by the arbitration tribunal if the decision is submitted in time.
- 3.2 If either party is in gross or repeated breach of this Contract, the other party will be entitled to terminate the Contract with immediate effect and claim compensation, if relevant.
- 3.3 If the Club terminate the Contract on the grounds of her pregnancy it will be considered a termination without just cause. Such a termination will be considered an aggravating circumstance according to section 15.7.

Section 4 – Disputes

- 4.1 Any dispute arising out of the construction or effect of this Contract must be decided by the ordinary courts, unless the parties agree to submit such dispute to arbitration. The parties are free to either use football's own arbitration tribunal or another arbitration tribunal to resolve the dispute. If the parties opt for football's own arbitration tribunal, proceedings must be commenced in accordance with the relevant rules contained in the laws and regulations issued by DBU from time to time.
- 4.2 All disputes between the parties arising out of the construction or effect of this Contract that come under the jurisdiction of FIFA in accordance with the laws and regulations issued by FIFA from time to time may be brought before FIFA's competent dispute resolution bodies as the first instance, with a right of appeal to the Court of Arbitration for Sport (CAS) as the second instance in accordance with the relevant rules contained in the laws and regulations issued by FIFA and the CAS from time to time.

Section 5 – Approval of the Contract

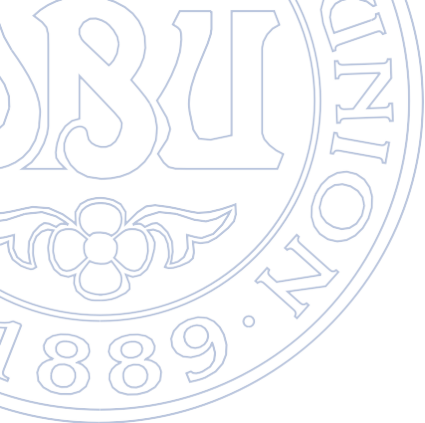
- 5.1 The validity and commencement of this Contract is subject to approval by DBU's administration. The administration must make sure in this connection:
 - that the Club has a valid contract football licence and has not lost its right to enter into player contracts; and
 - that the printed provisions are only varied where expressly provided that they may be varied by agreement. The rates in Part 2, section 14, may be varied upwards.
- 5.2 The Club is responsible for submitting this Contract for approval. The Contract must be submitted before the expiry of any transfer registration period in progress at the time of its signing and no later than 7 days after the signing date. If the Club fails to do so, the Player may opt to either cancel the Contract by written notice to the Club or submit the Contract for approval herself.
- 5.3 From the date when the Contract is signed and until its approval or rejection by DBU's administration, subject to a maximum of 4 weeks from the signing date, the parties will be bound by their signatures unless the Player has already cancelled the Contract pursuant to section 5.2 and was entitled to do so.



- 5.4 Once a final decision on approval or rejection of the Contract has been reached, DBU's administration will notify the Club and the Player of its decision in writing. If the Contract is rejected, the reasons for doing so must be stated in the notification. A rejection may be appealed to football's own disciplinary committee in accordance with the relevant rules contained in the laws and regulations issued by DBU from time to time.
- 5.5 Any amendments of or addendums to the Contract will be binding only when put in writing, submitted to and approved by DBU's administration in accordance with the above provisions. The same applies to any agreement by the parties to terminate the Contract

Section 6 – Conditions for approval of the Contract

- 6.1 The Contract will be rejected if the printed provisions are varied otherwise than where expressly provided that they may be varied by agreement.
- 6.2 If the Player is under 15 years of age when the Contract is signed, the Contract will be rejected. If the Player is under 18 years of age when the Contract is signed, the Contract will be rejected unless it is also signed by the Player's parent or guardian.
- 6.3 If the Player is under 18 years of age when the Contract is signed or if the Player is playing football as a sideline, the term of the Contract must not exceed 3 years. If the Player is 18 years or more when the Contract is signed, the term of the Contract must not exceed 5 years but see section 6.4.
- 6.4 The Contract is non-terminable. The Contract must state a fixed commencement date and a fixed expiry date. The expiry date must be either 30 June or 31 December.
- 6.5 If the Contract contains one or more options to extend or reduce its term or similar provisions which may be exercised unilaterally by the Club, it will be rejected. However, the Contract will not be rejected for containing one or more options to extend or reduce its term or similar provisions which may be exercised unilaterally by the Player.



Section 7 – Football agents (formerly known as "players' agents")

Please tick the relevant box below and fill in the blanks, if relevant. The parties and any football agents involved must also each confirm by their signature that they are familiar with the FIFA and DBU Regulations Governing Football Agents and that the information given below is correct.

- ☐ No registered or non-registered football agent was involved in the establishment or conclusion of this Contract.
- ☐ The following registered football agents were involved in the establishment or conclusion of this Contract:

As football agent for the Club:

Name _____

Address _____

Postcode/Town _____

Country _____

Signature _____

As football agent for the Player:

Name _____

Address _____

Postcode/Town _____

Country _____

Signature _____

Section 8 – Signatures

Date _____

Club _____

Date _____

Player _____

Parent/guardian (If the Player is under 18 years of age)

Email for returning of approved contract

Approval endorsement

Approved by DBU's administration

Date _____

Dansk Boldspil-Union (Stamp and signature)