



**DANSK BOLDSPIL-UNION**  
EN DEL AF NOGET STØRRE

**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)

\_\_\_\_\_ (Date of birth)

\_\_\_\_\_ (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 \_\_\_\_\_  
(ending June 30th or Dec. 31st)

(maximum 3 years for minors, 2 years for part-time players and 5 years for other players)

**The Player is a citizen of**

\_\_\_\_\_

**The Player was most recently licensed to play**

for the Club: \_\_\_\_\_ som

Amateur     Contract player

**If this is the Player's 1st or 2nd professional contract, cross one of the two boxes below:**

The contract is the Player's first professional contract.

The contract is the Player's second professional contract.

## PART 1

### Working hours – training, training camps and matches

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

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**Football is a sideline occupation for the Player**

This contract can have a maximum duration of 24 months. This Contract does not impose any restrictions on the Player's right to take on other work or study, provided that the Player is otherwise able to fulfil this Contract.

The Player is employed with regular working hours of between 39 and 77 hours per month.

Working hours will vary depending on the match calendar, and there may be reasonable amounts of overtime. Payment for this is included in the basic salary.

The Player is obliged to register their daily working hours in accordance with the Club's applicable guidelines.

Actual regular working hours in the Club must be scheduled between 4pm and 8pm on weekdays.

In addition to the actual regular working hours on weekdays, the Player must also be available for training and matches on days other than weekdays to the extent determined by the Club.

The Player is entitled to 2 days off per week, during which the Club cannot organise any kind of activity.

Unless otherwise agreed, the Player is entitled to compensation for loss of earnings when participating in matches that result in the Player not being able to fully fulfil their main employment during regular working hours (8am-4pm on weekdays).

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 lost earnings, if the Club notifies the Player no later than 5 weeks prior to the training camp.

**Football is the Player's part-time job**

This Contract means that the Player can take other work or study on weekdays.

The Player is employed with regular working hours of between 78 and 117 hours per month.

Working hours will vary depending on the match calendar, and there may be reasonable amounts of overtime. Payment for this is included in the basic salary.

The Player is obliged to register their daily working hours in accordance with the Club's applicable guidelines.

The Player is employed with the following model for the organisation of actual regular working hours:

Club and player must choose between one of the following 2 models:

Model A (insert X):

Actual regular working hours at the Club are between 8am and 7pm. Specify for each weekday in which of these blocks the working hours should fall. Either:

- From 8am to 1pm, or
- From 2pm to 7pm

Different blocks can be chosen for different weekdays during the week, and this will constitute a 'normal week' that cannot be changed within a half-season.

Model B (insert X):

Actual regular working hours in the Club must be organised in such a way that for up to 2 weekdays per week, the period 08:00-15:00 within which the working hours must fall is specified, and on up to 2 other weekdays of the week, the period between 3pm and 8pm during which the working hours should fall is specified.

The allocation selected constitutes a 'normal week', which cannot be changed within a half-season.

Common to both models:

The description of a normal week must be available to players no later than 3 months before the first training day of a half season. For players employed less than 3 months before the first training day of a half-season, a description of the normal week must be provided to the Player as soon as possible. The normal week applies until the half season is over.

If the Club finds that the normal week for the coming half-season may depend on objective sporting criteria, such as promotion or relegation, the Club may choose to provide part-time players with two alternative descriptions of a normal week in the coming half-season, each of which specifies the objective sporting criteria under which they come into effect. When the objective sporting criteria are met, whichever of the two normal weeks is relevant shall automatically come into effect.

In addition to the actual regular working hours on weekdays as stated above, the Player must be available for training and matches on days other than weekdays to the extent specified by the Club.

The Player is entitled to 1 day off per week. The Club cannot organise any kind of activity on days off.

Unless otherwise agreed, the Player is entitled to compensation for loss of earnings when participating in matches on weekdays that result in the Player not being able to fully fulfil their main employment within actual regular working hours, as defined above.

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 lost earnings, if the Club notifies the Player no later than 5 weeks prior to the training camp.

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**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.

If it is agreed that the Player can either study or have other paid work alongside their contract, the Club must ensure that the Player always knows their regular training week at least two months in advance. However, the Club may announce new training times with immediate effect in the event of a change of head coach, as long as these are announced no later than during the first training week of a half season.

The Player is employed with regular working hours of between 117 and 150 hours per month.

Working hours may vary depending on the match calendar, and overtime may occur to a reasonable extent. Payment for this is included in the basic salary.

The Player is obliged to register their daily working hours in accordance with the Club's applicable guidelines.

Actual regular working hours in the Club must fall between 8am and 8pm on weekdays. In addition to the actual regular working hours on weekdays, the Player must also be available for training, training camps and matches on days other than weekdays to the extent determined by the Club.

The Player is entitled to 1 day off per week. The Club cannot organise any kind of activity on days off.

**Youth contract**

This contract can have a maximum duration of 36 months and can only be entered into with players who are enrolled in mandatory education or a youth/higher education programme approved by the Ministry of Children and Education. In addition, the education programme must as a minimum meet the requirements of The Danish State Educational Grant and Loan Scheme, which gives access to SU.

This form of employment means that the Player may not take other work without the Club's approval, although the Player may take other work or start higher education if the Player has completed their youth education programme.

The following educational plan has been agreed (if more than one youth education programme is applied for, all must be named):

Name of the programme	Place of education	Expected start	Expected completion

The youth contract can enter into force 2 months before the start of the programme at the earliest.

exceed the expected completion date of the youth education programme.

The Club shall respect the Player's education and motivate the Player to complete the education started.

This Contract does not restrict the Player's ability to complete the youth education programme. There is no limit to how much the Player can train and participate in matches, as long as the Club respects the Player's youth education programme. The Player cannot take other work without the Club's approval.

If a youth contract enters into force at least 10 months before the expected end of the final youth education programme, the length of the contract cannot exceed the expected completion date of the youth education programme by more than 12 months.

However, if the Player has completed their education, the Player may, without the Club's approval, take other work or start higher education.

If a youth contract comes into effect more than 6 months before and less than 10 months before the expected end of the youth education programme, the length of the contract cannot exceed the expected completion date of the youth education programme by more than 6 months.

The Player is employed with regular working hours of between 39 and 77 hours per month.

If a youth contract enters into force 6 months or less before the expected end of the final youth education programme, the length of the contract cannot

Working hours may vary depending on the match calendar and overtime may occur. Payment for this is included in the basic salary.

The Player is obliged to register their daily working hours in accordance with the Club's applicable guidelines.

Actual regular working hours in the Club must fall between 8am and 8pm. In addition to the actual regular working hours on weekdays, the Player must also be available for training, training camps and matches on days other than weekdays to the extent determined by the Club.

The Player is entitled to 1 day off per week. The Club cannot organise any kind of activity on days off.

If, over an extended period of time, training results in the Player being unable to attend some lessons, the Club must endeavour to offer additional lessons.

The Club shall provide facilities/rooms for a 'home-work café', including internet access, which the Player can use before and after training.

The Player is obliged to attend any training camp organised by the Club for 10 consecutive days per calendar year, if notified by the Club at least 5 weeks prior to the event. The Club is obliged to ensure that the Player is not disproportionately absent from lessons as a result.

If the Player is called up to play for a national team, the Club shall coordinate its training camp with DBU, and the Club is obliged to coordinate remote learning with the relevant educational institution.

If a player with first-team matches drops out of the youth education programme before the normal end of the programme, a new contract following one of the other contract types must be entered into with effect no later than 6 months after the Player has left the programme. If no agreement can be reached on a new contract, the terms of employment until the expiry of the contract will correspond to the terms of either a part-time or full-time contract, depending on which contract type the Club has more first team squad members signed under at the time of the transition to a new contract. If the Club has no part-time or full-time contracts, the terms of employment until the end of the contract must correspond to the terms of a sideline occupation contract

If a player without first-team matches drops out of the youth programme before the normal end of the programme, a new contract under one of the other contract types must be entered into with effect no later than 6 months after the Player has left the programme. If no agreement can be reached on a new contract, the terms of employment until the contract expires will correspond to the terms of a sideline occupation contract.

For a contract period that extends beyond and thus after the normal end of a youth education programme, the minimum salary shall be DKK 1,000 higher than the minimum salary for a youth contract.

## 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 At the start of the Contract, the membership fee to the parent club is DKK \_\_\_\_\_ per half year.

1.3 This Contract does not entitle the Player to make any claims against the parent club unless the Contract is entered into with the parent club itself.

1.4 The Club must show loyalty to the Player.

1.5 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 assigned by the Club.

Be available for training sessions and matches for the first team and any matches for the reserve team/second team.

Be available for training sessions and matches for the first team and the reserve team/second team.

Be available for training sessions and matches for the first team, reserve team/second team and youth teams (in the case of 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 Women's Division Association ("Kvindedivisionsforeningen") or 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) and Anti-Doping Denmark, as well as FIFA's Anti-Doping Regulation, 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.
- 3.6 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 other unethical conduct**

- 4.1 The Player must comply with and observe the regulations issued by Danmarks Idrætsforbund (the Sports Confederation of Denmark) in force at any time banning manipulation of sports competitions ('matchfixing') and similar unethical behaviour (e.g. "betting" on own matches) as well as DBU's stricter rules in this regard. In addition, the Player is obliged to observe and comply with the DBU Code of Conduct.
- 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 match fixing etc. and other rules of conduct, the Club shall only be liable for the participation of, or knowledge possessed by, 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 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 agreements, with whom such agreement(s) have been concluded and when the agreement(s) expires shall be stated here:

Party	Expiry date

5.5 If the Club also provides the Player with clothing other than that mentioned in section 5.1, the Player is obliged to wear that clothing when travelling to and from matches, when participating in press conferences, during TV 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.

7.2 If the Player is not a Danish citizen, FIFA's current rules on the release of players in connection with international matches 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 for the club, 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 and health-related non-attendance**

9.1 During illness, including injuries, the Club will pay the Player 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.

9.4 Clubs must respect the needs of female players in relation to their menstrual cycle and menstrual health at all times. Subject to presentation of a valid medical certificate, a female player is entitled to be absent from training or matches when her menstrual health requires it. The Player is entitled to receive her full remuneration when exercising these rights related to menstrual health.

#### **Section 10 – Insurance**

10.1 The Club will take out and pay for statutory occupational injury insurance for the Player.

10.2 The Club will pay the premium for a full-time accident insurance policy with the Player as beneficiary when due. The minimum annual premium for

- Youth: DKK 2,200
- Secondary employment: DKK 2,400
- Part-time employees: DKK 2,600
- Full-time employees: DKK 3,300

10.3. The Club is responsible for reporting injuries to the chosen insurance provider.



- 10.4. The Club is responsible for ensuring that all claims, reports, etc. to the insurance company are made in a timely manner in accordance with the insurance agreement and applicable legislation.
- 10.5. The Club cannot be held liable for incorrect information provided by the Player.
- 10.6. Insurance premiums are adjusted annually on 1 July according to movement of the salary index for the private sector ("ILON12 – business total – not seasonally adjusted") as of Q4 of the previous year, compared to Q4 of the year before that.
- 10.7  Mark with an 'X' if the Club takes out and pays for career end insurance for the Player.

If so, the insurance taken out shall have a sum insured of:

\_\_\_\_\_ DKK

The Player must be added as a beneficiary of said insurance.

### **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 fulfil their 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 these 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 commitment to the Club is at least DKK 200,000 annually, is considered a principal sponsor. This amount may be adjusted by the Women's Division Association, taking into account the general movement in prices.
- 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<sup>1</sup>

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

Do not state gross salaries 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 per month:

#### 13.2 Bonus:

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1. The current minimum salary per month can be found on **the DBU website (link)**, at **Spillerforeningen (link)** and **Kvindedivisionsforeningen (link)**. The monthly minimum salary is adjusted annually on 1 July in accordance with movements in the salary index for the private sector ("ILON12 TOT erhverv i alt – ikke sæsonkorrigeret" against Q4 of the year before) and graduated adjustment. Clubs must therefore remember to **adjust salary payment every 1 July** if the monthly salary agreed at the time of signing the contract no longer corresponds to at least the applicable minimum monthly salary after indexation and stepwise adjustment. The calculation of the minimum monthly salary includes basic salary and the tax value of free housing.

13.3 Fringe benefits (e.g. free car, free housing, etc.), which are usually taxable:

13.2 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 The main holiday period for part-time and full-time players is at least 2 and for other players at least 3 consecutive weeks between 1 May and 30 September. As far as possible, the Club must notify the Player of the main holiday no later than 3 months before it takes place. If the Player was ill during the main holiday leave, replacement holidays cannot be demanded or imposed later in the holiday year at a time when the Women's National Championship Tournament (Kvinde-DM) is being played, unless otherwise agreed by both the Club and the Player.
- 14.3 The remaining holiday leave (normally 3 weeks for part-time and full-time players and 2 weeks for other players, respectively), which does not need to be consecutive weeks, shall, in consultation with the Club and taking into account the Club's reasonable wishes, be taken outside the period when the Women's National Championship Tournament is held.
- 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 holiday allowance in accordance with the Holidays Act. Holiday pay amounts to 12.5% of all other cash salary components taxable in Denmark (e.g. sign-on fee, sign-off fee, bonus payments). The Player will not receive a holiday supplement of 1% of 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 parental leave etc.**

- 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. During the parental leave period, the Club cannot require the Player to perform work for the club.

The Player is entitled to 8 weeks paid leave in case of adoption of a child younger than two years old. The period of paid leave is reduced to four weeks for a child between two and four years old and to two weeks for a child older than four years old. Adoption leave must be taken within six months from the date of the formal adoption and cannot be accumulated with family leave for the same child. During adoption leave, the Club cannot require the Player to perform work for the Club.

As a partner of the biological mother, including but not limited to co-mother etc., the Player is entitled to 8 weeks of paid family leave after the birth of the child (family leave). Family leave must be taken within six months of the child's birth date and cannot be accumulated with adoption leave for the same child. During family leave, the Club cannot require the Player to perform work for the Club.

- 15.2 The Player is entitled to full pay during maternity leave, adoption leave and family leave to the extent that the Club is entitled to maternity/family leave pay reimbursement from the municipality. If the maternity/family leave pay reimbursement from the municipality ceases and this is solely due to the Player's failure to fulfil the obligations under the Danish Act on Entitlement to Leave and Benefits in the Event of Childbirth, the Club may deduct an amount corresponding to the lost pay reimbursement from the Player's basic salary. Regardless of the above, the Player can never receive less than 2/3rds of their salary during the maternity leave period. If maternity pay reimbursement or any allowance reimbursement as a result of adoption and family leave from the municipality ceases and this is solely due to the Club's negligence, players will receive full basic salary during the leave.
- 15.3 During pregnancy, the Player has the right to continue to perform football activities if an independent doctor deems it safe to do so. 'Football activities' means the right to train, play matches, etc. The Club has an obligation to respect the decision and formulate a plan for her continued participation in sports activities in a safe manner, prioritising the health of the Player and the unborn child.

The Player is entitled to receive their full pay during this period. The Player is entitled to regular medical care if she chooses to continue her contractual obligations.

15.4 If the Player believes that it is not safe for her to continue to provide sports services at all (football activities) or if she chooses not to exercise her right to continue to provide sports services (football activities), the Club must offer the Player the opportunity to provide work services in an alternative way. If the Player fulfils her obligations to the Club in an alternative way during her pregnancy and maternity leave, the Club is obliged to draw up a plan for the Player's alternative employment. If the Player provides work services in an alternative manner or if the Club is unable to offer the Player alternative work services that can reasonably be expected in connection with the current contract, the Player shall nevertheless be entitled to receive their full remuneration during the period.

If the Player chooses to fulfil her obligations during pregnancy by performing alternative tasks for the Club, it is assumed that these tasks have football relevance. Football-related relevance means tasks of a technical nature such as coaching and analysis, but also other activities if they are of a nature, frequency and scope that are customary and expected for the Club's players (e.g. autograph signing and sponsor care).

15.5 If, for medical reasons related to pregnancy, a player is unable to provide sporting or work services in an alternative manner, the Player is entitled to sick leave provided that a valid medical certificate is presented. The Player is entitled to full pay during such a period.

15.6 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 on-going medical support.

15.7 A player must be able to breastfeed an infant and/or pump breast milk while providing sporting services to her club. Clubs must provide appropriate facilities for this. The Player's reduced working hours for these reasons will be considered justified, without any reduction in salaries.

15.8 The contract may not contain conditions or clauses regarding pregnancy and maternity leave that affect the legal position and/or change the terms of employment between the parties to the detriment of the Player. If the Club cancels the Player's contract due to her pregnancy, it will be considered aggravating circumstances and an unjustified termination. The Player is entitled to make a claim for compensation. For the Club, this can also result in sporting sanctions and fines.

15.9 In addition to section 15.1-8, the provisions of the Act on Entitlement to Leave and Benefits in the Event of Childbirth apply.

#### **Section 16 – Pension scheme**

16.1 The Club must ensure administrative access to the employer-managed pension scheme.

#### **Section 17 – Sports savings scheme**

17.1 The Club must ensure administrative access to the employer-managed savings scheme (sports savings).

**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 The rules of the Danish Salaried Employees Act regarding disciplinary offences, unfair dismissal, breach and material breach shall apply to this contract.
- 3.2 If either party is guilty of material or repeated breach of this Contract, the other party shall be entitled to terminate the contract immediately and claim any damages.

#### 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 in force at the 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 in force at any 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 at the time.

#### Section 5 – Approval of the Contract

- 5.1 The validity and commencement of this Contract is subject to approval by DBU's administration. In this connection, DBU's administration must ensure that:
  - the Club has a valid contract football licence and has not lost its right to enter into player contracts; and
  - the printed provisions have not been deviated from on other points than those where it is expressly stated that otherwise may be agreed. The rates in Part 2, section 14 can be deviated from in an upward direction.
- 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 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 in force at the time.
- 5.5 Any amendments 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 deviated from in other respects than those where it is expressly stated that otherwise may be agreed.

6.2 If the Player is under 15 years of age at the time of signing, the Contract will be rejected. If the Player is not 18 years old at the time of signing, the Contract will be rejected, if it is not co-signed by the Player's parent or guardian.

6.3 The Contract will be rejected if:  
- the Player is under 18 years old and the term of the Contract is more than a maximum of 3 years  
- the term of a secondary employment Contract is more than a maximum of 2 years  
- the Player is 18 years or older and the term of the Contract is more than a maximum of 5 years.

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 30 June or 31 December.

6.5 If the Contract contains extension or shortening options or similar that the Club can unilaterally exercise, it will be rejected. However, the Contract may contain extension or shortening options or similar that the Player can unilaterally exercise.

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**Section 7 – Football agents**

The parties and any participating football agents shall cross the boxes below and complete the form, each confirming by signing the Contract 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 a football agent for the Club:

NAME:  
\_\_\_\_\_

ADDRESS:  
\_\_\_\_\_

POSTCODE/TOWN:  
\_\_\_\_\_

COUNTRY:  
\_\_\_\_\_

FIFA LICENSE:  
\_\_\_\_\_

DATE :  
\_\_\_\_\_

\_\_\_\_\_  
SIGNATURE

As a football agent for the Player:

NAME:  
\_\_\_\_\_

ADDRESS:  
\_\_\_\_\_

POSTCODE/TOWN:  
\_\_\_\_\_

COUNTRY:  
\_\_\_\_\_

FIFA LICENSE:  
\_\_\_\_\_

DATE :  
\_\_\_\_\_

\_\_\_\_\_  
SIGNATURE



**Section 8 – Signatures**

For the club:

Player:

NAME:

NAME:

DATE:

DATE:

\_\_\_\_\_  
SIGNATURE

\_\_\_\_\_  
SIGNATURE

.....

Guardian (if the player is a minor):

NAME:

NAME:

E-MAIL:

E-MAIL:

DATE:

DATE:

\_\_\_\_\_  
SIGNATURE

\_\_\_\_\_  
SIGNATURE

.....

**Signature of approval**

Approved by DBU's administration

DATE:

\_\_\_\_\_  
DANSK BOLDSPIL-UNION (STAMP AND SIGNATURE)