

BLÍ PLAYER CONTRACT

Professional Contract Amateur Contract Youth Training Contract

(check the applicable box)

The club _____ Id. No. _____ - _____, hereinafter referred to as the Club,

and the player _____ Id. No. _____ - _____,

hereinafter referred to as the Player, enter into the following Player Contract.

This Contract is valid from _____ to _____.

Nationality of player: _____.

1. The Player's obligations:

- a) The Player undertakes to practice and play volleyball with his/her Club during the term of the Contract in accordance with the decisions of the Club's board or representative (coach) and participate in the joint projects of the Club's players in consultation with the board. The Player undertakes to utilize all his/her sporting ability at any time for the benefit of the team, thus helping the team achieve its goals, and maintain and improve his/her own abilities. The Player must notify the Club's board or representative (coach) of all absences. The reasons for long term illness/absence must be certified by a physician or another entitled person. The player is not allowed to take a leave of absence without the consent of the Club's board.
- b) The Player must adhere to the rules laid down for game preparation and use the equipment requested by the Club. The Player must ensure that his/her appearance and language is consistent with the standards of the Club and conveys a positive image for the Club and the sport as a whole. The Player must familiarize himself/herself with the Club's Code of Conduct and BLÍ's Code of Conduct and adhere to them in all his/her conduct both inside and outside the court.
- c) The Player may not sign an independent advertising agreement without the approval of the Club's board. The Club and BLÍ may, without offering payment to the Player, use photographs, videos, sound recordings etc. of the Player to advertise events held by the Club and/or BLÍ.
- d) The Player may not practice, compete in, practice or exhibit volleyball for any other party than the Club during the term of the Contract without authorization from the Club's board, unless required by the Player's school (i.e. physical education). However, the Player is always permitted to participate in BLÍ events. Players who are 18 years or older with a Professional Contract may not practice or take part in sports other than volleyball without special permission from the Club's board.
- e) The Player can make no claims for further payments than those stipulated in this Contract. Players under an Amateur Contract or a Youth Training Contract may be paid performance-based bonuses, provided that all players have equal opportunity to receive such bonuses. Exercise equipment and practice facilities, whether in a gym or weight-lifting facilities and access to such facilities as well as travel expenses for competition are not considered payments or performance-based bonuses in the sense of this provision. In case of termination or dissolution of this Contract, the Club cannot claim reimbursement from the Player for exercise equipment, practice facilities or access to such facilities, performance-based bonuses, or travel expenses for competition.
- f) During the term of the Contract, the Player or his/her agent may not enter negotiations, or contact or have a representative contact, other Icelandic clubs, or their agents without the Club's approval. However, negotiations with Icelandic clubs may take place in the last three months of the Contract's duration provided that the Player otherwise upholds the Contract. If the Player or a Club's agent enters discussions with a foreign club, the parties shall notify the Club's board of such discussions in advance.

- g) A Player who participates in BLÍ games may not participate, directly or indirectly, in any betting activities, gambling, lotteries etc. concerning games or events in games held by BLÍ. Furthermore, the Player may not provide non-public information to others for the purpose of influencing betting.
- h) The Player may not accept any gifts or benefits from a third party that may impair the Player's credibility, independence, or neutrality.
- i) The Player must abide by all applicable rules on doping and prohibited methods, including calls for drug testing, the WADA list of prohibited substances and exemptions from the list. The Player must familiarize himself/herself with the applicable rules within the sports community on illegal substance use by athletes. The Player must be cautious in his/her use of dietary supplements.

2. The Club's obligations

- a) The Club shall endeavor to provide players with the best possible facilities for practice and competition.
- b) The Club shall ensure that its coaches perform their duties so that the players and Club achieve the best results possible.
- c) The Club shall refer players who are injured in training or competition held by BLÍ to a qualified physician or physiotherapist. The Club shall pay the costs that the Player would have to bear for the treatment **in the contract period** and are not paid by social security or insurance companies, if the player follows the Club's instructions regarding a physician or physiotherapist, provided that such treatment is the direct result of injuries sustained at a practice session or competition held by BLÍ. **Club's liability is always limited to the patient's own share in treatment within the Icelandic health system and does not include protection against disability or loss of wages.** The Player may seek treatment from other professionals than those suggested by the Club, in which case the Player will pay for their services. The Club must ensure that a physician, nurse, or physiotherapist is present at top league games.
- d) With this Contract, the Player relieves the Club's physicians and physiotherapists from their duty of confidentiality regarding the above matters with respect to the Club, its board, and its coaching staff.
- e) The club guarantees that the player does not have any duties towards another club when this contract is signed.

3. General Provisions

- a) Players who receive regular payments for practicing and playing volleyball shall enter a Professional Contract. Players who do not receive imbursement from the Club (other than specified in section 1.e) for practicing and playing volleyball and do not play with the Club's junior team's shall enter an Amateur Contract. Players who do not receive imbursement from the Club (other than specified in section 1.e) for practicing and playing volleyball and play with the Club's junior team's shall enter a Youth Training Contract.
- b) The duration of a Professional Contract cannot be longer than three seasons. The duration of an Amateur Contract cannot be longer than two seasons. The duration of a Youth Training Contract cannot be longer than one season.
- c) Both parties undertake to fully honor and comply with the laws, codes of conduct and rules of BLÍ. If any dispute arises as to the interpretation or validity of the Contract, efforts shall be made to resolve the dispute within the Club. In such cases, the players of the team appoint two persons and the Club's board appoints two persons to a committee to resolve the dispute. If the committee does not resolve the dispute, it may be referred to BLÍ, which will suggest a solution, except in disputes involving payments and such and the settlement of such matters, which will be brought before national courts. If an agreement is not reached, BLÍ will rule on disputes involving club transfers and other such contractual matters. Such conclusions may be referred to the jurisdictional court of ÍSí.
- d) The Club and the Player will make a joint effort to combat all forms of discrimination based on gender, race, nationality, religion, philosophy of life, disability, social status, age, sexuality, gender identity, sexual characteristics or sexual expression in all spheres of society. The Club and the Player will also work together to prevent any sexual or gender-based harassment, bullying, violence, or other disrespectful behavior.
- e) If either party is found to be in serious breach of the provisions of this Contract, the counterparty may terminate the Contract with due notice. Such notice of breach shall be verifiably delivered after a minimum of 30 days from the beginning of the breach and at least 15 days shall be given for fulfillment of the Contract prior to its termination. If the Contract is terminated, the Player may enter a new Contract with another club and play for it as long as the Player fulfills BLÍ rules on club transfers. A Player who does not fulfill his/her Contract in part or full cannot claim payment for the part of the

Contract that is not fulfilled. The Club is not relieved from its Contract's obligations by not fulfilling, in part or full, the Contract even though the Player has terminated the Contract due to breach of provisions. In such cases, the player must subtract from his/her claim any payment he/she receives from the new Club for the duration of the breached Contract.

- f) Neither party can solely terminate this Contract. The parties can, however, at any time agree to dissolve this Contract. Information on such agreements must be sent immediately to the BLÍ office. If the Contract is dissolved, the Player may enter a new contract with another club and play for it as long as the Player fulfills BLÍ rules on club transfers.
- g) Regarding other matters, reference is made to the BLÍ rules on club transfers. The provisions of these rules are binding for the parties to this Contract, as confirmed by the signatures of the parties. If the parties make any amendments to this Contract, such amendments shall be notified in the same manner as regarding the Contract itself and within the same time limits.
- h) Youth Training and Amateur Contracts do not prevent the Club from collecting training fees for the relevant Player's participation in the Club's junior teams.
- i) Player Contracts must be sent for registration at BLÍ's office and do not become valid until they have been received there. It is the Club's responsibility to send the Contract.

4. Miscellaneous (wages, benefits, and other provisions)

A. Wage terms

B. Benefits (i.e. exercise equipment, travel expenses)

C. Other Provisions

This Agreement is made in three identical and equally valid copies. Each party shall keep one copy and one is sent to BLÍ's office.

Place: Date:

Place: Date:

Signature of Player

Signature of Club

Confirmation of the Player's guardian

ID No.

Received by the BLÍ office:

Place: Date: Signature of BLÍ employee