



## **BAYER 04 LEVERKUSEN FUSSBALL GMBH SECURITY POLICY**

Bayer 04 Leverkusen Fußball GmbH believes in an open, tolerant football culture and condemns all language, behaviour and beliefs that glorify violence or that demonstrate xenophobia, racism, antisemitism, homophobia or far-left/far-right political views.

Bayer 04 Leverkusen Fußball GmbH is committed to promoting a responsible, long-term security culture which combines protection of children and young people with prevention of violence and harassment of any kind. This includes rigorous application of our sustainability strategy (environmental and climate protection, mobility and transport), creation of a safe and respectful environment in accordance with the child protection policy, and support for assistance programmes such as the “Luisa ist hier?” initiative. Our aim is to facilitate an environment at the stadium and around the club in which everyone, regardless of their age, background or gender, feels protected, valued and safe.

Working alongside the respective network partners, the aim of this security policy is to protect staff, teams, officials, visitors, guests and emergency services from physical harm or impairment. Preventive steps should also be taken to reduce the number of unforeseen events, and in the event that adverse incidents occur, required steps to respond appropriately should be identified in advance and adapted as necessary. This includes all steps required to prevent illegal activities such as theft, property damage, sabotage, arson, threatening situations etc.

In accordance with the safety management system, the club must identify and implement all steps and procedures that are suitable or necessary to ensure safety and security at events and in everyday operations.

In the course of these events and operations, Bayer 04 Leverkusen Fußball GmbH bears the responsibility for all people who work for the club.

Bayer 04 Leverkusen can only enjoy long-term success by thinking and acting in ways that prevent risks, promote awareness of safety and security, and comply with the law. This lays the foundation for safe events in the stadium.

Our long-term goal is to document the specific organisational procedures of Bayer Leverkusen Fußball GmbH in accordance with the **DFB rulebook 2.1. Certification of Safety Management in Professional Football** and to systematically develop these procedures as required by internal and external circumstances.

## PRINCIPLES OF OUR SECURITY POLICY

- To create, implement and enhance safety and security plans by rigorously following all security rules and regulations that apply to the club
- To maintain and develop security standards through structured planning, actions and leadership as part of a continuous improvement process
- To develop and implement a training programme to provide targeted and systematic education and training based on the DFB's training policy, in particular for the security staff, with the aim of improving understanding of safety and security and of making safety-focused actions a requirement
- To encourage and develop awareness of safety and security among club staff and among all external partners (e.g. security staff, caterers, promotion teams) by working in partnership on the basis of the security policy, so that these people can, through their own behaviour, contribute to ensuring a safe stadium environment and minimising safety and security risks
- To document all steps taken to ensure safety and security before, during and after a match
- To provide the necessary resources to establish and maintain a safety management system and to implement the resulting steps
- To systematically train all staff with positions of responsibility on a matchday, and to promote general awareness of responsibility and understanding for preventive and safety-focused actions to be taken by all staff and third parties (caterers, service providers, sponsors etc.)
- To consider the safety level of service providers and suppliers when choosing them and to continuously monitor this level in the course of their service provision and deliveries
- To engage in constant discussions with specialists and authorities in the form of organisational and safety meetings to plan and assess matchday safety and security
- To engage in regular discussions with representatives of fan groups, including taking the local fan project into consideration, to foster long-term fan engagement work

To implement these principles, obligations and goals, a safety management system was introduced and made obligatory for all staff of

**Bayer 04 Leverkusen Fußball GmbH.**

This security policy comes into force through the signatures below.

Leverkusen, 01/03/2026



Fernando Carro de Prada  
Chief Executive Officer



Simon Rolfes  
Sporting Managing Director