

	<p style="text-align: center;">Safety policy of Bayer 04 Leverkusen Fußball GmbH</p>		 DEUTSCHER FUSSBALL-BUND   BUNDESLIGA
	<p>Date: 01.08.2023</p>	<p>Page 1 of 2</p>	

We, Bayer 04 Leverkusen, stand for an open-minded environment that is free from any kind of discrimination, racism, homophobia, political attitudes, antisemitism and glorification of violence.

Our aim and endeavour is to make all football fans feel welcome and to provide them with the best possible service and security (in compliance with the relevant law and the football association).




To achieve this goal of **a safe stadium experience**, all directorates and departments work hand in hand.

A safe stadium experience as well as preventive, safety-orientated and legally compliant actions are important prerequisites for the successful future of our club.

It is our long-term goal to optimise the specific and organisational processes of  
Bayer 04 Leverkusen Fußball GmbH  
according to DFB regulation 2.0  
certification of safety management in professional football  
date: 29.06.2018  
and systematically developed in line with internal and external requirements.

**Principles of our safety policy:**

- The consistent implementation of all safety provisions and regulations relevant to the club
- Maintaining and further developing safety standards through structured planning, action and management in the interest of a continuous improvement process
- The development of a training concept based on the DFB's training guidelines (QuaSOD), in particular for employees working in crowd management areas
- The obligation of all employees to contribute through their behaviour to ensuring a safe stadium experience and avoiding safety risks
- Promoting and developing safety awareness among the club's employees and all external partners (e.g. stewards, caterers, promotion teams)
- Ensuring the training and continuous professional development of all security personnel
- The personal responsibility of all employees to achieve the prevention and safety goals and to actively implement safety-related measures
- Providing the necessary resources to establish and maintain a safety management system and to implement the resulting measures
- Promoting an understanding of safety and the obligation to act in a safety-orientated manner through targeted and systematic training measures
- Repeated familiarisation of safety procedures

	Safety policy of Bayer 04 Leverkusen Fußball GmbH		  
	Date: 01.08.2023	Page 2 of 2	

- Working in partnership with service providers, suppliers and subcontractors on the basis of the defined safety policy
- Consideration of the safety level of service providers and suppliers when selecting them and continuous monitoring of their use
- Constant exchange with specialist departments and authorities in the form of organisational and security meetings to plan and assess the respective matchdays
- Regular dialogue with representatives of fan groups, also involving the local fan project, for sustainable work with fans

**Commitment to preventive and safety-orientated action:**

- Targeted and systematic training measures are intended to promote an understanding of and responsibility for safety and safety-oriented behaviour
- Every employee is responsible for achieving the prevention and safety targets and actively implementing safety-related measures

**Prevention and safety goals:**

- Continuous improvement of safety management
- Promotion of safety awareness among employees
- Structured planning, action and management ensure that agreed safety standards are maintained and further developed
- The necessary resources for establishing and maintaining a safety management system and for implementing the resulting measures are made available
- All safety provisions and regulations relevant to the club are consistently implemented
- The safety level of service providers and suppliers plays an important role in their selection

To implement these principles, obligations and objectives, a safety management system has been introduced and made binding for all employees by the management of Bayer 04 Leverkusen Fußball GmbH.

With the signature below, this safety policy becomes binding.

Fernando Carro de Prada  
CEO  
Bayer 04 Leverkusen Fußball GmbH

Simon Rolfes  
Managing director for sport  
Bayer 04 Leverkusen Fußball GmbH