

# STANDARD CONTRACT

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## REGARDING THE EMPLOYMENT OF PROFESSIONAL AND SEMI-PROFESSIONAL HANDBALL PLAYERS IN A CLUB

BETWEEN

EMPLOYER/THE CLUB:

ORG. NO:

ADDRESS:

AND

EMPLOYEE/PLAYER:

DATE OF BIRTH:

ADDRESS/PLACE:

FOR THE PERIOD FROM \_\_\_\_\_ UNTIL (AND INLCUDING)\_\_\_\_\_

This contract has been prepared by the Norwegian Handball Federation (NHF) and Norsk Toppåndball (NTH), and is entered into in accordance with the provisions of the Working Environment Act and the rules of NIF, NHF, and IHF (the Sports Regulations), and the Collective Agreement between Abelia and NISO (hereinafter referred to as the Collective Agreement). The contract is legally binding from the time it is signed by both parties, however so that the contract presupposes that the Player has passed the Club's medical test.

In the event of any conflict between the mandatory provisions of the Working Environment Act, the Sports Regulations, the Collective Agreement, and this contract, the Working Environment Act, the Sports Regulations, and the Collective Agreement shall prevail. Any changes to the contractual relationship shall be made in writing.

The contract distinguishes between two salary categories, cf. Section 39 of the NHF's Transfer Regulations:

- If the salary exceeds NOK 0.5 G per year, the player is entitled to benefits from NAV in the event of illness, in accordance with the provisions of the National Insurance Act.
- If the remuneration does not exceed NOK 0.5 G per year, the player is not entitled to benefits from NAV in the event of illness (and the club will not be reimbursed for its salary expenses). In addition, the player may terminate the contract with immediate effect if the player enters into a contract with a new club that pays a salary exceeding NOK 0.5 G per year.

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BINDING SIGNATURE FOR THE CLUB:

PLAYER'S SIGNATURE:

GUARDIAN'S SIGNATURE FOR PLAYERS UNDER 18 YEARS:

The following documents are included in the contract and have been issued in two (2) copies — one for the Club and one for the Player.

The **PLAYER** has, in connection with the employment agreement, used the following intermediary/agent:

(also indicate if no intermediary has been used)

Duration of intermediary/agent agreement:

The **CLUB** has, in connection with the employment agreement, used the following intermediary/agent:

(also indicate if no intermediary has been used)

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## **I. EMPLOYMENT RELATIONSHIP/GENERAL PROVISIONS**

### **1. TEMPORARY EMPLOYMENT**

The Player is employed by the Club pursuant to Section 14-9 (2)(e) of the Working Environment Act from \_\_\_\_ (date) to \_\_\_\_ (date). This contract may only be terminated in accordance with clauses 10.1–10.3 in PART III.

The Player may not conduct paid or unpaid business for others than the Club unless the Club has given prior written permission. Such permission may not be unreasonably withheld. Relevant elements in the assessment include i.a. salary and percentage of employment, whether the work may affect the Player's sporting performance, or otherwise negatively impact the Player's obligations under this contract.

The Player must in any case inform the Club about other employers/principals before this agreement is entered into.

### **2. WORK TASKS**

The Player is employed as a professional handball player, and shall participate in training sessions and matches, as well as in training camps and conduct individual training according to the Club's instructions. The Club is free to decide which team of the Club the Player shall train and play matches for. The Player is further obliged to contribute in carrying out the Club's marketing agreements, cf. clause 9 of this contract, as well as to a reasonable extent carry out other work, e.g. as instructor for the Club's grassroots teams/partner clubs, representation tasks, voluntary work ("dugnad"), income-generating work, promotional activities, etc.

The Club may make necessary changes to the Player's work tasks and areas of responsibility within the scope of the Club's governing right.

Any other specific work tasks are as follows:

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### **3. PLACE OF WORK**

The place of work is the Club's regular training arena or wherever the Player is to perform tasks according to clause 2.

When performing tasks outside the Club's residence, the Club is obliged to cover expenses related to the Player's travel and accommodation.

The stipulated workplace forms the basis for calculation of travel and mileage reimbursement. Costs related to travel are reimbursed according to actual expenses

documented with submitted receipts/documents. Mileage reimbursement is covered in accordance with the Club's current travel regulations unless otherwise is agreed in writing by the parties before the trip takes place.

#### **4. WORKING HOURS**

The working hours are on average \_\_\_\_ (excluding lunch) hours per week.

The parties agree that the tasks defined in this contract shall constitute an employment percentage of \_\_\_\_%.

Working hours for the Player are defined as time spent on training, participation in matches, marketing activities, and any other tasks specified in the job description, cf. clause 2 of this contract. Travel time does not form the basis for salary and overtime payment.

Players on the same team shall be employed on the same employment percentage, unless special circumstances<sup>1</sup> apply. Players with the same employment percentage may have different salaries.

The Club shall notify the Player of changes to training times as soon as possible.

1) "Special circumstances" mean e.g. other work, schooling, studies, requirements from UDI, etc. The parties shall clarify if such special circumstances affect the employment percentage. If such circumstances cease during the contract period, the contract may be renegotiated if both parties agree.

#### **5. National Team Participation**

The Club is obliged to release the Player for participation in the national team in accordance with IHF's Player Eligibility Code Article 7. If the Player is selected for other national team camps than those covered by IHF's Player Eligibility Code Article 7, this must be pre-approved by the Club, and the Club may set conditions for release of the Player for such participation.

For participation in Norwegian national teams, also the applicable seasonal plan (GTP) negotiated between Norsk Toppåhåndball and the Norwegian Handball Federation applies.

## **PART II – RIGHTS AND OBLIGATIONS OF THE PARTIES**

### **6. PLAYER'S RIGHTS**

#### **6.1 Salary, Benefits and Expense Reimbursement**

The Player shall receive the following financial benefits:

A fixed gross salary of NOK ..... per year (NOK ... per month), payable on the ... of each month (except for the month when holiday pay is paid).

Holiday pay is paid in accordance with the Holiday Act §§ 10 and 11.

If the Club is to deduct from the Player's salary/bonus and/or holiday pay any amounts owed by the Player to the Club in connection with the employment relationship, this must be separately agreed upon in advance between the Player and the Club. The Player is obliged to inform the Club of any erroneous payments the Player is aware of.

Other benefits:

.....

Non-taxable benefits:

.....

All taxable benefits must be stated as gross amounts.

Receipts must be submitted by the ... of each month. Expense reimbursement not reported within 3 months after this date will not be paid.

The parties further agree that if the Club's A-team is relegated from the division it is qualified for at the time of the contract, the Player's salary and bonus will be reduced by ..... percent as of 1 July for the following season.

If salary and bonus have been reduced due to relegation and the Club's A-team is promoted again, the salary and bonus shall be adjusted back to the original level as of 1 July for the following season.

#### **6.2 Holiday and Leave**

Holiday is taken and paid in accordance with the Holiday Act. Notification regarding scheduling of holidays is given in accordance with § 6(2) of the Act.

Section 7(1) of the Holiday Act on placement of the main holiday does not apply. The placement of holidays shall be discussed between employer and employee. The employer's governing right will prevail if no agreement is reached.

The parties are otherwise free to agree that the Player may take additional holiday, either with or without pay.

### **6.3 Illness, Injury and Other Long-term Absence**

In case of illness (or injury), the Club undertakes to pay salary to the Player in accordance with the applicable provisions of the National Insurance Act. This means that the Club shall cover the Player's salary during the statutory employer period. After this period, the Player is entitled to sickness benefits from NAV under the conditions of the Act if the Player's salary is NOK 0,5 G per year or higher. If the Player, as a result of work performed for the Club, sustains an injury that results in full or partial incapacity for work, and the Player at the time of the injury has an annual pensionable income below 0.5 times the National Insurance basic amount (0.5 G), the Club shall continue to pay the Player's agreed salary in full also after the expiry of the employer's statutory sick pay period, provided that the Player is not entitled to sickness benefits from the National Insurance Scheme.

The Player is obliged to organize his/her absence in such a way that it supports and promotes a rapid and effective return to elite performance.

The Club shall, in consultation with the Player, prepare a follow-up plan/training program and ensure necessary facilitation. The purpose of the follow-up plan is to establish clear guidelines and goals for the Player's rehabilitation process.

The Player is obliged to comply with the follow-up plan/training program.

### **6.4 Pregnancy**

In case of pregnancy, the Club shall pay salary to the Player in accordance with the applicable provisions of the National Insurance Act. This implies that the Club shall cover the Player's salary during the statutory employer period. After this period, the Player is entitled to maternity benefits from NAV under the conditions of the Act if the Player's salary is NOK 0,5 G per year or higher.

The Player and the Club shall facilitate absence in accordance with clause 6.3 above.

## **7. PLAYER'S OBLIGATIONS**

### **7.1 Compliance with Sports Regulations, including the Anti-Doping Regulations**

The Player shall act in accordance with the Club's objectives, activities, and core values, as well as the Club's organizational norms.

During the term of this Agreement, the Player shall be a member of the Club, and the Club shall cover the Player's membership fee. The Player accepts to be bound by the sports club's regulations, including the Norwegian Olympic and Paralympic Committee and Confederation of Sports (NIF)'s guidelines against sexual harassment, discrimination and



racism, the rules prohibiting the manipulation of sporting competitions, and the anti-doping regulations. A violation of the sports regulations may result in sanctions.

As stated above, the Player shall refrain from the use of substances and methods prohibited under the current anti-doping regulations of NIF, the IOC, and the IHF.

The Player shall complete the online course **“Clean Athlete”** (“Ren utøver”), organized by Anti-Doping Norway, every second year.

Any case concerning a possible breach of NIF’s anti-doping regulations will be handled by NIF’s judicial bodies and, if applicable, finally resolved by the Court of Arbitration for Sport (CAS).

The Player shall neither directly nor indirectly participate in betting or gambling related to matches involving the Club’s own teams, nor in any way contribute to, or attempt to contribute to, bribery, or the manipulation of match results or specific events during a match through unsporting conduct.

If the Player is in contact with individuals attempting to make the Player influence on match results or specific events through unsporting conduct, the Player must immediately inform the Club and the NHF. Should the Player become aware that any players associated with the Club may be involved in illegal gambling activities, the Player shall immediately report this to the Club’s General Manager.

## **7.2 Other Activities**

The Player may not participate as a professional or active athlete in other sports or engage in high-risk activities unless such participation has been granted prior written approval by the Club. This shall not prevent the Player from engaging in normal leisure or hobby activities.

## **7.3 Duty to Report Absence**

The Player shall, as early as possible, notify the Club in writing of any absence from training, matches, or other duties pursuant to this contract.

In the event of illness or incapacity for work, the Player shall, without undue delay, submit a self-declaration (or, where applicable, a medical certificate) to the Club.

## **7.4 Equipment**

The Club shall provide the Player, free of charge, with the necessary training and match equipment. The Player is obligated to use the equipment supplied by the Club for training, matches, and representation.

The Player shall act in good faith and in accordance with the Club’s equipment agreements. If the Player can document health-related disadvantages associated with the use of standard

equipment, the Player is entitled to have the equipment adapted within a reasonable time, cf. the Working Environment Act (AML) § 4-4.

The Player may not wear equipment produced by a sportswear supplier other than the supplier with whom the Club has an agreement.

This does not apply when representing the NHF/national team, where such representation requires the use of NHF's/national team's official equipment/supplier. If NHF/the national team does not require such use, the Club's equipment supplier or the supplier with whom the Club has an agreement shall be used.

## **7.5 Discipline**

The Player shall conduct in a manner consistent with what is expected of a professional athlete. This includes maintaining a professional attitude in all aspects of life, including—but not limited to—reliability, respect for coaches, referees, opponents, fans/spectators, and the public, as well as upholding a good reputation and image also outside competition.

The Player shall act as a role model, particularly for younger athletes, sponsors, and fans. This includes responsible handling of media attention and communication on social media in a manner that is respectful toward teammates and the Club.

Furthermore, the Player is expected to maintain a healthy lifestyle and prioritize both physical and mental well-being, where sufficient rest and sleep, proper nutrition, regular medical follow-up, and good stress management are essential components in meeting the demands placed upon an elite athlete.

## **7.6 License Insurance**

The Player is required to obtain an NHF player license with the highest level of coverage.

# **8. CLUB'S OBLIGATIONS**

## **8.1 Medical Assistance and Treatment**

The Club shall provide free medical assistance or other necessary and appropriate treatment for injuries sustained while participating in activities arising from this contract. The Player is obligated to receive treatment from a physician/physiotherapist/chiropractor designated by the Club, provided that the Club covers all expenses related to the treatment. When the Club has paid for such treatment, the Club is entitled to any reimbursement provided through public social security schemes and to any recourse paid under the insurance arrangements agreed for the Player.

The provision above does not prevent the Player from having the injury assessed by a physician/physiotherapist/chiropractor at the Player's own expense. The Club shall be informed of such consultations.

## 8.2 Insurance and Pension

The Club is obligated to provide the following insurances/pension for the Player:

- Occupational Injury Insurance
  - Travel Insurance
  - Mandatory Occupational Pension (OTP)
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## 9. MARKETING AGREEMENTS

### 9.1 Player's Duty to contribute to the Club's Marketing Agreements

The Player is obligated — to a reasonable extent — to contribute to the Club's marketing agreements, cf. NIF's Statutes § 14-5 and NHF's Marketing Regulations § 2.4. For this purpose, the Player shall make his/her name, image (photo and film) and signature etc. (hereinafter referred to as "image rights") available to the Club for use in connection with the conclusion and fulfilment of the Club's marketing agreements and other marketing-related activities, such as the promotion of matches etc.

The Player also accepts that the Club's interest organization, Norsk Topp håndball, may use the Player's image rights to a reasonable extent.

The Player agrees to promote up to **two (2)** of the Club's partners on the social media platform where the Player has the most followers, with up to **four (4)** posts per year.

The Club shall notify the Player of upcoming marketing activities within reasonable time (and no later than three weeks prior to the start of such activities) so that the Player can plan and adjust accordingly.

For all marketing assignments, the Player shall be provided with the following information:

- Location and time
- Which partner is making the request
- The Player's tasks

When assigning marketing obligations, the Club shall take reasonable account of the Player's private life and any other employment and/or school/studies.

A Player may reserve the right not to participate in marketing activities if such participation would conflict with the Player's ethical or moral convictions, cf. NIF's Statutes § 14-5 (3). Such a request for reservation must be submitted in writing, and justified.

Upon termination of this Player Contract, the rights set out in the sections above shall cease. Promotional material or products that have already been produced, or are in production to fulfil existing agreements, may nevertheless continue to be used and/or sold until the marketing campaign is ended.

## **9.2 Ownership of Image Rights and the Right to Enter into Marketing Agreements**

Pursuant to NIF's Statutes § 14-4 (4) and the Copyright Act § 104, the Player holds the ownership rights to his/her own name, image, and signature ("image rights"). However, the right to enter into marketing agreements belongs to the sports organization, cf. NIF's Statutes § 14-4 (1). The Norwegian Handball Federation (NHF) has nevertheless decided that Players who are members of a Club may enter into — and be a party to — their own marketing agreements, provided that:

- The Club has given written consent allowing the Player to commence negotiations with the relevant cooperation partner.
- The Player informs the relevant cooperation partner that any potential marketing agreement is not binding until the Club has granted prior written approval of the agreement.
- The Club shall approve and co-sign the agreement and ensure that it receives a reasonable share of the revenues generated by the Player's own marketing agreements, cf. NHF Marketing Regulations Section 2.5 and the NIF Articles of Association Section 14-4 (2).

The Club may refuse to approve a private marketing agreement if there is an objective justification for doing so. Objective justification shall include, inter alia, circumstances where the agreement conflicts with the Club's values or interests, conflicts with the Club's existing sponsorship agreements, or where the Club is conducting negotiations with potential sponsors within the same industry or product category — or where the relevant industry is of such a nature and scope (for example energy, telecommunications, banking, insurance, or similar) that the Player should not be permitted to block the industry for the Club's commercial partnerships.

The Club may also impose conditions for approval, including that the Player shall have the right to terminate the private marketing agreement if circumstances arise that constitute an objective basis for the agreement no longer being maintained, for example if it comes into conflict with the Club's commercial partnerships or core values.

The Player may not use the Club's trademarks, logo, kit, club name, or other identifying marks in connection with the Player's own marketing agreements or marketing activities.

The Player is entitled to receive a response to the request within a reasonable time. If the Club rejects the request, the Player may require a written justification for the rejection.

## **PART III – TERMINATION OF THE AGREEMENT**

### **10. TERMINATION/DISMISSAL**

#### **10.1 Club's Right to terminate with notice**

The Club may terminate the employment with 1 month's notice, calculated from the 1st of the following month, if the Club's financial situation deteriorates significantly compared to what the Club could reasonably have expected.

Termination shall take place in accordance with the provisions of the Working Environment Act, cf. Chapter 15.

#### **10.2 Club's Right to Dismiss the Player**

In case of gross breach of duty or other material breach of the employment relationship by the Player, the Club may dismiss the Player with immediate effect in accordance with § 15-14 of the Working Environment Act.

If the Club considers termination or dismissal, the rules on 'consultation before decision' in the Working Environment Act §§ 15-1 (and, if applicable, § 15-2) must be followed. If the Club decides to terminate or dismiss, the formal requirements of § 15-4 the Working Environment Act must be met.

If there is reason to believe that the Player has committed acts that may lead to dismissal under the Working Environment Act § 15-14 and the Club's needs so require, the Club may require the Player to step aside while the matter is investigated cf. the Working Environment Act § 15-13).

The parties understand that breaches of this contract may also lead to sanctions or penalties according to NHF's sanctioning provisions.

If one or more of the Club's commercial partners terminate their agreement with the Club or demand a discount due to the Player's breach of doping rules or other criminal acts under civil or sports law, the Player may be held financially liable if the Club can prove financial loss and the Player is convicted by a sports tribunal or a civil court.

#### **10.3 Player's Right to Terminate**

The Player may terminate this contract in writing with immediate effect if the Club materially breaches this contract.

If the Player's salary is lower than 0,5 G per year, the Player may terminate this contract with immediate effect if the Player signs a professional contract with another club with a salary higher than 0,5 G per year.

## **11. TRANSFER/LOAN**

For transfer and loan to another club, reference is made to NHF's transfer rules as set out in Appendix 1 of this contract.

## **12. PLAYER'S RIGHT TO NEGOTIATE WITH OTHER CLUBS**

The Player has the right to negotiate with other clubs when there are 6 months or less remaining of this contract, cf. the Collective Agreement. Before that time, the Player may not negotiate (alone or with assistance) with other clubs without prior written permission from the Club.

The Player is obliged to inform the Club in writing before any such negotiations begin.

## **13. DISPUTE RESOLUTION**

Any dispute regarding this agreement not covered by IHF's, NHF's, or NIF's sanctioning rules shall be sought resolved amicably. The parties shall loyally and to the best of their ability seek to reach a solution through negotiation.

If no solution is achieved amicably, the dispute shall be resolved in accordance with the provisions of the Working Environment Act.

Sports arbitration bodies may only be used to the extent that this is consistent with the provisions of the Working Environment Act.

## **14. MISCELLANEOUS**

### **14.1 Relationship between Player and Player's Agent**

If the Player has a representative or agent, the Player shall inform the Club of the agent's name, contact information, and main terms of the cooperation agreement with the agent, including but not limited to its duration and scope.

It is the Player's responsibility to ensure that the agent acts in accordance with all agreements entered into between the Player and the Club and complies with all relevant provisions and rules related to the agent's business.

Any fees arising from the representation of the Player shall be settled directly between the Player and the agent, in accordance with the guidelines and tariffs of the European Handball Federation (EHF) or the International Handball Federation (IHF).

### **14.2 Confidentiality**

The Player is obliged to maintain absolute confidentiality towards third parties about this contract, the Club's activities, business matters, or personal data the Player gets knowledge or possession of in connection with the employment, insofar as the information is not public or commonly known. The duty of confidentiality also covers information concerning employees, board members, players, sponsors/partners, or other contacts.

This obligation applies both during and after the employment relationship.

#### **14.3 Preconditions for the Employment Agreement**

This employment is conditional on the Player having provided accurate information during the recruitment process and not having withheld material information that the Club should have been made aware of.

#### **14.4 Consent to Processing of Personal Data**

The Club may process personal data about the Player to the extent necessary for the administration of the employment relationship.

Personal data may also be transferred to third parties to the extent necessary for the Club's operations or as required by law or regulations.

### **APPENDIX 1 – NHF'S REGULATIONS ON TRANSFER AND LOAN § 38 and 39**

#### **§ 38 – General Provisions**

1. A club may not enter into a contract with a player before the season (the period between the end of the previous season and the end of the current season) in which the player turns 16 years of age.
2. If the player is a minor, an information meeting shall be held between the club and the player's legal guardians regarding the consequences of entering into the relevant player contract. Minutes of the meeting shall be taken, signed by both parties, and attached to the contract. The contract shall be signed by both the player and the legal guardians.
3. A player may only have a contract with the club to which the player is registered. In the case of a loan, the player may continue to have a contract with the lending club. This also applies in the case of partner club cooperation.
4. For a contract to be valid, it must be in writing and signed by both parties.
5. The Norwegian Handball Federation, in cooperation with Norsk Topphåndball, prepare standard contracts that the clubs may use when entering into contracts.

#### **§ 39 – Contract Categories**

##### **(1) Amateur Contract**

- An amateur player is a player with a contract (Amateur Contract) providing remuneration of less than NOK 18,000 per year (NOK 1,500 per month).

- A player who has entered into an amateur contract may terminate the contract with immediate effect if the player is to enter into a professional contract with a new club.
- If a player terminates the amateur contract in order to enter into a professional contract with a new club, the releasing club may claim financial compensation from the new club. If the clubs do not reach agreement, the amount of compensation shall be determined by the NHF and shall be based on the player's contribution to the releasing club, the timing of the transfer, and the remaining contract period.
- The player is in any event obliged to settle any outstanding financial obligations towards the releasing club pursuant to § 9 and 10 of the Regulations on Transfers and Loans.

## **(2) Professional Contract**

- A professional player is a player with an employment contract (Professional Contract) with a salary of NOK 18,000 per year or more (NOK 1,500 or more per month).
- A player who has entered into a professional contract with a salary between NOK 18,000 and 0.5 G per year may terminate the contract with immediate effect if the player is to enter into a professional contract with a new club with a salary exceeding 0.5 G per year.
- If a player terminates the professional contract in order to enter into a professional contract with a new club with a salary exceeding 0.5 G per year, the releasing club may claim financial compensation from the new club. If the clubs do not reach agreement, the amount of compensation shall be determined by the NHF and shall be based on the player's contribution to the releasing club, the timing of the transfer, and the remaining contract period.
- A player with a professional contract with a salary exceeding 0.5 G per year may only terminate the contract in accordance with the terms set out in the professional contract.

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## **Implementation**

The new contract categories shall apply to all contracts entered into on or after 1 January 2026. Contracts entered into prior to this date shall be adapted to the new contract categories, including any adjustments to amounts, by 30 June 2026.