

GENERAL GLOBAL M CODE OF CONDUCT FOR PLAYERS AND AFFILIATES

Code of Conduct for Football

Football is the national game. All those involved with the game at every level and whether as a player, match official, coach, owner or administrator, have a responsibility, above and beyond compliance with the law, to act according to the highest standards of integrity, and to ensure that the reputation of the game is, and remains, high. This code applies to all those involved in football under the auspices of The Football Association.

Community: Football, at all levels, is a vital part of a community. Football will take into account community feeling when making decisions.

Equality: Football is opposed to discrimination of any form and will promote measures to prevent it, in whatever form, from being expressed.

Football acknowledges the extent of its influence over young people and pledges to set a positive example.

Football will uphold a relationship of trust and respect between all involved in the game, whether they are individuals, clubs or other organizations.

Football rejects the use of violence of any nature by anyone involved in the game.

Football is committed to fairness in its dealings with all involved in the game.

Football is committed to the principle of playing to win consistent with Fair Play.

In conjunction with providing superior football training, the GLOBAL M Academy aspires to the highest level of personal conduct from all of GlobalM's participants. This is an important component in providing optimal player development conditions.

In general, GlobalM expects ALL participants (players, coaches, game officials and spectators) to:

- abstain from using abusive behavior, both physical and verbal
- abstain from the use of profanity
- abstain from the use of tobacco, alcohol or illegal drugs in the playing and spectator areas
- treat ALL participants with respect and to maintain self-control

Code of Conduct for GlobalM Players

Players are the most important people in the sport. Playing for the team, and for the team to win, is the most fundamental part of the game. But not winning at any cost and Fair Play and respect for all others in the game is fundamentally important.

This Code focuses on players involved in top-class football. Nevertheless, the key concepts in the Code are valid for players at all levels. Obligations towards the game and GlobalM academy with all his employees and affiliates.

GlobalM player agree that GlobalM expects me to experience personal growth, academic achievement, and athletic success. I appreciate that membership on GlobalM is a unique privilege, not a right.

Player agree that, as a GlobalM student athlete, FCE Player also have significant responsibilities. Player understand that he is expected to behave as a respectful member of the program and in a manner that is consistent with the values of GlobalM like described in this code of conduct document.

A GlobalM player should:

1. Make every effort to develop their own sporting abilities, in terms of skill, technique, tactics and stamina.
2. Give maximum effort and strive for the best possible performance during a game, even if their team is in a position where the desired result has already been achieved.
3. Set a positive example for others, particularly young players and supporters.
4. Avoid all forms of gamesmanship and time-wasting.
5. Always have regard for the best interests of the game, including where publicly expressing an opinion on the game and any particular aspect of it, including others involved in the game.
6. Not use inappropriate language.
7. Show respect for their coaches and teammates by always being prepared to play and practice at the best of their abilities
8. Protect the physical health of opponents by avoiding violence and rough play. Player should stay in good physical shape, eat and drink healthy and follow any instructions recommended by the GlobalM to rehab any injuries that may occur. Notify the GlobalM staff immediately
9. Always respect the decisions of game officials
10. Will allow the Academy staff to inspect the Student Athlete apartment for food service management, apartment cleanliness and organization
11. know and abide by the Laws and rules of the game
12. Not participate with any other organized sports team or competition (including soccer) during my time as a GlobalM student athlete without the written permission by GlobalM.
13. Will not take any employment without written permission from the GlobalM staff
14. Will get his or her own primary health insurance that can be used in Spain.
15. Will pay, register and take classes on a full-time basis at the high school or University or other online educational institutional

16. Will not withdraw from any classes or online classes from any educational institution without communicating with the Academy Director and parents before making a final decision.

17. Stay in good academic standing at the educational institution, will maximize efforts to do so.

18. Must maintain at least a minimum Grade Point Average at the University or online educational institution.

19. All provided uniforms are expected to be used at all games, practices and events

Cancellation:

a) In the event the student athlete gets injured prior to participating in the GM Academy beginning, full, partial, or no refunds will be determined on a case by case scenario. Official Medical documentation by our medical staff of the injury is required.

b) In the event the student athlete has a major injury longer than 12 weeks that prevents him from completing the term, a partial refund may be given. To request a partial refund, the student athlete must have a letter signed by our doctor and physiotherapist that specializes in the injury and must be licensed in Malaga Spain. The letter must describe the injury, the treatment(s) required and the expected recovery period.

c) In the event GM fails to deliver the Player Services due to a breakdown of club infrastructure during the season only partial refund is available by giving them credits weeks or months the next new season.

Due to high demand of players, families and players commit to reserve their academy spot in advance and respect the payments schedules

This is also applicable to the new corona COVID 19 situation or any related matters whatsoever. Only credit of time will be given

d) If a student athlete voluntarily leaves the program when they arrive in Spain and or more than 2 months was participating in the program, no refunds will ever be given

e) In the events of using alcohol, smoking, stealing or any other bad behavior, GM can immediately discharge players from the GM program without any refund or explanation.

f) In the event of refund given by GM, GM can exclusively agree with player to a refund payment schedule concerning the amounts and payments dates as long as these are within 6-9 months period after the agreed terms.

2. Governing Law and Jurisdiction: The laws of Spain shall govern the parties' rights and obligations under this Agreement. The parties agree that this Agreement was negotiated in the State of Andalusia and agree that any litigation arising out of this Agreement shall be brought in the State of Andalusia (Malaga).

3. Attorneys' Fees and Costs: If any suit or other proceeding is instituted by either party pertaining to this written and or verbal Agreement or the obligations hereunder, the prevailing party, in addition to any other relief the court may award, shall be entitled to its costs, expenses and reasonable attorneys' fees

Obligations towards one's own team A GlobalM player should:

1. Make every effort consistent with Fair Play and the Laws of the Game to help their own team win.
2. Resist any influence which might, or might be seen to, bring into question their commitment to the team winning.

Respect for the Laws of the Game and competition rules

A GlobalM player should:

1. Know and abide by the Laws, rules and spirit of the game, and the competition rules.
2. Accept success and failure, victory and defeat, equally.
3. Resist any temptation to take banned substances or use banned techniques.

Respect towards Opponents

A GlobalM player should:

1. Treat opponents with due respect at all times, irrespective of the result of the game.
2. Safeguard the physical fitness of opponents, avoid violence and rough play, and help injured opponents.

Respect towards the Match Officials

A GlobalM player should:

1. Accept the decision of the Match Official without protest.
2. Avoid words or actions which may mislead a Match Official.
3. Show due respect towards Match Officials.

Respect towards Team Officials

A GlobalM player should:

1. Abide by the instructions of their Coach and Team Officials, provided they do not contradict the spirit of this Code.
2. Show due respect towards the Team Officials of the opposition.

Obligations towards the Supporters

A GlobalM player should:

Show due respect to the interests of supporters.

Code of Conduct for Coaches, employees and all GlobalM affiliates

They are key to the establishment of ethics in football. Their concepts of ethics are their attitude that directly affects the behavior of players under their supervision. Coaches are, therefore, expected to pay particular care to the moral aspect of their conduct.

They have to be aware that almost all of their everyday decisions and choices of actions, as well as strategic targets, have ethical implications.

It is natural that winning constitutes a basic concern for coaches. This code is not intended to conflict with that. However, the code calls for coaches to disassociate themselves from a "win-at-all-costs" attitude.

Increased responsibility is requested from coaches involved in coaching young people. The health, safety, welfare and moral education of young people are a first priority, before the achievement or the reputation of the club, school, coach or parent.

Set out below is The Coaches Association Code of Conduct (which reflects the standards expressed by the National Coaching Foundation and the National Association of Sports Coaches) which forms the benchmark for all involved in coaching:

1. Coaches must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.
2. Coaches must place the well-being and safety of each player above all other considerations, including the development of performance.
3. Coaches must adhere to all guidelines laid down by governing bodies.
4. Coaches must develop an appropriate working relationship with each player based on mutual trust and respect.
5. Coaches must not exert undue influence to obtain personal benefit or reward.
6. Coaches must encourage and guide players to accept responsibility for their own behavior and performance.
7. Coaches must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience and ability of players.
8. Coaches should, at the outset, clarify with the players (and, where appropriate, parent) exactly what is expected of them and also what they are entitled to expect from their coach.
9. Coaches must co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the player.
10. Coaches must always promote the positive aspects of the sport (e.g. fair play) and never condone violations of the Laws of the Game, behavior contrary to the spirit of the Laws of the Game or relevant rules and regulations or the use of prohibited substances or techniques.
11. Coaches must consistently display high standards of behavior and appearance.
12. Coaches must not use or tolerate inappropriate language.

As GlobalM Player, coach, employee OR ANY OTHER AFFILIATE, I understand that failure to conduct myself responsibly, as stated and implied by the conditions in this GlobalM Player Code of Conduct may result in sanctions, up to and including suspension or dismissal from the team, and suspension or expulsion from GlobalM academy.

By signing the GlobalM application AS A PLAYER, I agree to be informed and abide by, and enforce this Code as indicated.

Kindest Regards

CEO of GlobalM Malaga

Name: Christiaan Franciscus Vermeeren

