

REGULATIONS FOR THE REGISTRATION AND TRANSFER OF FOOTBALL PLAYERS AND THE NDRC PROCEDURAL REGULATIONS

These Regulations were approved by the Council of the Cyprus Football Association on the 7th June 2005 and entered into force on 15 June 2005.

These Regulations were amended with various decisions of the BoD of the Cyprus Football Association. **(July 2020)**

1. Interpretation

In these Regulations the words in singular import the plural and vice versa. References to the male gender shall also include the feminine and the following words or expressions shall bear the following meaning or interpretation unless a different definition is afforded or required or implied by the context.

“CFA” or “Association” means the Cyprus Football Association.

“Council” means the Council of the Association.

“Executive Committee” means the Executive Committee of the Association.

“Dispute Resolution Committee” or “Committee” (NDRC) means the Dispute Resolution Committee set up and operating under the provisions of these Regulations.

“Disciplinary Committee” means the Disciplinary Committee of the Association.

“CAS” means the Court of Arbitration for Sports

“Pancyprian Football Players’ Association or PFA” means the association of Cypriot football players recognized by the Cyprus Football Association.

“Football match” or “game” means an official or friendly football match organized by the Cyprus Football Association or under the auspices of the Association or with Association’s permission.

“Member of the Association” means a club or any other legal entity, which is a member of the Association and has a football team participating in the leagues organized by CFA.

“Member of the Association in special registry” means clubs that are not ordinary members as provided in the Association’s memorandum of association and are competing in Women and Futsal competitions.

“Football Sporting Season” means the period from the date of the commencement of the official CFA leagues up to the date of their conclusion.

“System” means the electronic system which the Association will use including the registrations and transfers of players.

“Third party” means the party except from the two clubs or Football Company or other legal entity in which the member club of CFA has assigned or granted or in any other way assigned the responsibility of the management and/or operation of its football teams and other related to football sport activities, which are involved in the transfer of one player from one club to another or any previous club in which the player was registered.

Note: this definition will be read and/or interpreted based on the interpretation provision 14 of the Regulations of FIFA for the Status and Transfer of Players. In case of contradiction between these paragraphs with the articles which are adopted by FIFA, the definition by FIFA prevails.

Terms that apply in physical persons are valid for both genders and the singular number shall include the plural and vice versa.

“STOK” means the Confederations of Regional Associations Cyprus.

“Regional Associations” mean the Association members of STOK and/or CFA.

1.1 PLAYER

1. “Player” means an amateur and/or professional football player, whether Cypriot and/or EU citizen and/or foreign player as the case may be.

For the purposes of these regulations, player above the age of 15 will be a player that on the 1st of June or earlier each year has turned 15.

For the purposes of these regulations, player above the age of 18 will be a player that on the 1st of June or earlier each year has turned 18.

2. “Cypriot football player” is the football player who holds the Cypriot nationality and/or the Cypriot nationality under the applicable legislation.
3. “EU football player” is a football player holding the nationality of a member-state of the European Union. For the purposes of these Regulations, this definition does not include a Cypriot football player.
4. Native football player is the football player that was registered in the Register of Players of CFA before the age of 18.
5. “Foreign player” is the non- Cypriot football player who possesses the nationality of a state, which is not a member of the European Union.
6. The following provisions shall apply to football players who possess more than one nationality: (i) if one of these nationalities is Cypriot, he shall be considered a Cypriot player; (ii) if he does not possess the Cypriot nationality and one of his nationalities is

from a member state of the European Union, he shall be considered as an EU player; otherwise (iii) he shall be considered a foreign player.

“Player’s Identity Card” (PIC) means the identity card of a football player issued by the Cyprus Football Association.

“Register of Players of the Association” means the players’ register maintained by the Association and which is grouped into clubs affiliated to the Association.

“Free player” is the football player, who may either personally or through a player’s agent, negotiate or conclude his transfer freely without the consent of the club with which he is registered.

“Unemployed player” means a professional player, who upon the conclusion of the first transfer period is a free player and is not bound by any player’s contract. The meaning of unemployed player does not comprise a professional player, whose registration or transfer has already been in effect during the first transfer period.

1.2 Player’s Contract or Contract

1. A player’s contract is a financial agreement with a prescribed and fixed duration made in writing between a club affiliated to the Association and a player.
2. The minimum duration of a professional player’s contract shall be one playing season unless a transfer or registration takes effect after the commencement of the football sporting season. In this case, the minimum contract duration may comprise the length of time remaining up to the end of the playing season. The maximum permitted duration of a contract shall be for five (5) years.
3. Contracts that expire after the end of the second transfer period shall be considered as automatically extended, with the same financial terms applicable as at the date of expiry, up to 31/05 following the end of the current playing season (it is clarified that for the extension, no extra amount will be paid beyond what is stipulated in the contract).
4. Provisions concerning the unilateral exercise of the option to extend or renew a contract cannot be contained in contracts, except they are mutually agreed (club and player). In case where in the standard employment contract there is a provision of renewal with increased earnings of the player, then the club can apply the right of renewal of the standard employment contract without the consent of the player.
5. The Cyprus Football Association may from time to time issue directives concerning provisions to be included in contracts. Such directives will be compulsorily. Directives or provisions or conditions/terms, which must be included in such contracts as a requirement, are also comprised in these Regulations. Such directives, provisions or conditions are deemed to form an integral part of the player’s standard contract

notwithstanding whether special reference is made or not to them in the standard contract.

A relevant provision must necessary be included in every contract.

6. Any player under the age of 18 is permitted to sign a contract with a club provided that such a player is not younger than 15 and provided that:-
 - a) The contract shall only be for a maximum period of 3 years.
 - b) The contract must be signed (a) by the Club (b) by the player himself and (c) by those persons having the parental custody of the player in accordance with the applicable legislation. The signatures of any persons entrusted with the player's parental custody must be certified by the mukhtar of the community where they reside or by a certifying officer.
7. All new contracts signed from 01/01/2004 onwards must be deposited with the Inland Revenue Department by the football club. Where a club fails or omits to deposit such contract, the latter shall be deposited by the CFA. Under these Regulations, clubs irrevocably authorize CFA to proceed with the deposition of such contracts as aforementioned.
8. The standard employment contract, as Annexe 1, will be deposited electronically in the system with all the necessary documents that are provided in the present Regulations and/or Proclamation of the Championships and/or any other directive of the Association.

For any falsification and/or forgery of the above documents that are required for the registration and/or transfer of the player, the club will be referred to the Dispute Resolution Committee and will impose a minimum sentence deduction of 3 points and €10.000 fine to the team or teams that the player has participated (A', U21, etc). In case that the Championship has finished, the sanction will be apply in the next football season.

Furthermore, automatically the player will not be able to play until all the relevant documents to be completed properly. If it is outside a transfer period, then he will have to wait until the start of the next transfer period.

1.3 TRAINING AGREEMENT

1. Every football player under the age of 18 who is registered in a member club of CFA and/or STOK and/or Regional Association must enter into a Training and development Agreement with the club with which he is registered.
2. The Training and development Agreement must be signed (a) by the club applying for the player's registration with or transfer to its team and (b) by the player himself and

(c) by those persons entrusted with the player's parental custody in accordance with the applicable legislation. The signatures of the persons entrusted with the parental custody must be certified by the Mukhtar of the community they reside or by a certifying officer.

3. The expiry date of such training and development agreement shall be the date at which the player attains the age of 18. In case where the date of the player's birthday falls during the playing season, the training agreement shall be automatically extended the next day after the end of the current football season.
4. The Executive Committee shall from time to time issue directives concerning the terms contained in the Training and development Agreement or the procedure of registration of a player who is younger than 18. Such directives must be applied and carried into effect. A respective term must necessarily be contained in the Training and development Agreement.
5. The Association may also include relevant conditions in the player's document of registration with CFA. Such conditions shall thereafter form an integral part of the player's contract.

1.4 TRANSFER PERIOD

1. The transfer period shall comprise the period within which transfers may take effect.
2. In case where any transfer period, as stipulated below, ends at a date when the Association's offices are closed, the expiry of the transfer period is deferred to the first working day following such holiday.

FIRST TRANSFER PERIOD

3. The first transfer period shall be the period commencing from June 9th up to August 31st of each year, both dates included.
4. During the first transfer period transfers may be effected in the following cases:
 - A. Transfers of professional Cypriot players
 - B. Transfers of professional EU players
 - C. Transfers of professional Foreign players
 - D. Transfers of players under the age of 18
 - E. Transfers of amateur players acquiring professional players status concurrently with their registration, subject always to the provisions of the paragraph of these regulations
 - F. Registrations of non- Cypriot amateur players registered in a foreign football federation

SECOND TRANSFER PERIOD

5. Second transfer period means the period beginning on January 1st and ending on January 31st of each year, both dates included.

6. During the second transfer period, a club may register or transfer the following players to its team, as provided in the Proclamation of the Championships:
- A. Professional free players, before the start of the football season, registered with the Register of Players of the Association and who have not participated in any official league or cup match organized by the CFA, from the date of the commencement of the playing period up to the date of their transfer.
 - B. The Clubs of A' Division up to four (4) professional players either foreigner or EU or Cypriot or upon a transfer from a foreign football federation professional players, based on international transfers or upon a transfer from any other CFA affiliate, notwithstanding whether such players have played or not in a league organized by the Cyprus Football Association or by a foreign association. Except if it is an international transfer which in this case applies what is mentioned in the FIFA TMS. If the transfer is regarding a football player that has to be in the List A of the Club, then it applies what is provided in the Proclamation of the A' Division Championship.
 - C. (i) The Clubs of B Division up to two (2) professional either foreigner or Cypriot or EU professional football players either from a foreign football federation based on international transfer or upon a transfer from any other member of CFA, notwithstanding whether such players have played or not in a league organized by the Cyprus Football Association or by a foreign federation. If the transfer is regarding a football player that will be in the List of the Club, then it applies what is provided in the Proclamation of the Championship of the Club that it's participating.
(ii) The Clubs of C Division up to two (2) professional either Cypriot or EU professional football players either from a foreign football federation based on international transfer or upon a transfer from any other member of CFA, notwithstanding whether such players have played or not in a league organized by the Cyprus Football Association or by a foreign federation. If the transfer is regarding a football player that will be in the List of the Club, then it applies what is provided in the Proclamation of the Championship of the Club that it's participating.
(iii) The Women's clubs up to two (2) professional either Cypriot or EU professional football players either from a foreign football federation based on international transfer or upon a transfer from any other member of CFA, notwithstanding whether such players have played or not in a league organized by the Cyprus Football Association or by a foreign federation. If the transfer is regarding a football player that will be in the List of the Club, then it applies what is provided in the Proclamation of the Championship of the Club that it's participating.

- D. Any number of amateur players who are registered in the Registry of Players of CFA, provided that they have not played in an official league or cup match that is organized by the Association from the date of commencement of the playing season up to their transfer date according to the Proclamation of the Championship that they will participate.
 - E. Any number of players under the age of 18 provided that such players have not played in an official league or cup match in any country from the date of commencement of the playing season up to their transfer date.
 - F. The clubs up to two (2) amateur players regardless if they have played in an official match of championship or in cup in any country from the start date of the football season until the transfer date that they will have with the approval of the club that they were participating.
 - G. Up to two amateur players under the age of 18 with the approval of the club that they were participating.
- 7. No limit shall apply to the number of players released by a club as a result of a transfer of its players to other clubs.
 - 8. A club, which has not reached the maximum number of foreign player in its team as provided by these Regulations during the first transfer period, is entitled to reach such number of players in the second transfer period between the transfers that is allowed in compliance with the above and with the Proclamation of the Championship that is taking part.

TRANSFER PERIOD OF AMATEUR PLAYERS

- 9. Amateur players can be transferred within the First Registration Period but also within the Second Registration Period.

Concerning players of STOK, the transfer period is as stipulated in the Proclamation of members Associations of STOK.

- 10. During the transfer period of amateur players, transfers can take place of amateur players who have retained their amateur status with their new football club.
- 11. The transfers of amateur players, who play as professional players with their new club, are considered as professional player transfers.
- 12. Transfers of professional players, who play as amateur players with their new club, are considered as amateur player transfers.
- 13. Transfers of amateur players cannot take place, if they have already played with their team at the current football season that the transfer will be requested or they already had a transfer in the same transfer period except in the cases of 1.4.6. G and F above.

PERIOD OF TRANSFERS ON LOAN

14. i. The period of transfers on loan shall comprise the period commencing from June 9th and ending on September 30th of each year, both dates included.
- ii. The period from the 1st of January each year until the 31st of January and both dates included.

UNEMPLOYED PLAYERS

15. Unemployed professional players may be registered or transferred to a club of their choice in accordance with these Regulations and of the Proclamation.

Unemployed professional players can be registered or transferred after the end of the first transfer period and after the end of the second transfer period.

Transfers of unemployed players can only take place where it is provided from the Proclamation of the Championships.

2. PLAYER CATEGORIES

Players are distinguished in amateur and professional players only.

3. DEFINITION OF AMATEUR PLAYER

An amateur player is a player receiving:

- A. The actual costs of his football gear (equipment) and/or
- B. The actual expenses of his insurance in regards with any risks associated with his participation in a match and/or training and/or education and/or
- C. The actual costs of transportation related to any match or training or education and/or
- D. The actual medical, pharmaceutical and hospital care expenses in case of an accident occurring during a match or during training or development and/or
- E. The actual accommodation costs incurred as a result of his participation in a football match and/or
- F. Any actual costs, other than the above, which the CFA may accept from time to time as being incidental to the player's occupation with football.

4. DEFINITION OF PROFESSIONAL PLAYER

Any player who has received or receives remuneration related to his participation in or his activity with football, beyond that stipulated in the definition of the term of an amateur player, shall be regarded and designated as professional unless he has re-acquired an amateur status under the provisions of these Regulations.

Note: Paragraphs (2), (3) and (4) of these Regulations shall be read and/or construed under the provisions of Cap. 1, Article 2 of the FIFA Regulations for the Status and Transfer of Players. Where there is a contradiction between the aforesaid paragraphs and the article adopted by FIFA from time to time, the interpretation given on 12.08.2002 by FIFA shall prevail.

5. DETERMINATION OF PLAYER'S STATUS

1. The status or eligibility of a player is determined solely by the relevant committee of CFA. Players, who have not been designated as professionals, shall be regarded as amateur players.
2. A club is obliged to file an application with the Association for the determination of a player's status. This application must be accompanied by all the relevant supporting documents furnished either by the club with which the player is registered, or by the player himself.
3. The determination of a player's status or eligibility by the CFA shall be notified both to the player and to his club within 30 days from the date of receipt by the Association of the relevant application duly completed.
4. In order to determine the status or eligibility of a player, the Association may (and is not obligated) ask from the club and/or the player to provide the Association with any relevant and/or ancillary particulars it deems fit and the club and/or the player are obligated to submit the above to the Association within the period stipulated.
5. Where there is any ambiguity or difference as regards to a player's status or eligibility as determined by the Association, the club and/or the player directly concerned may lodge an appeal and refer the matter to the Dispute Resolution Committee within 30 days from the date of receipt of the pertinent notice.
6. If the appeal is not lodged with the Association within 30 days from the notification of the decision on the player's status or eligibility as defined above, it shall be regarded that no ambiguity exists, excluding the case where the decision of the Association in respect of the player's status or eligibility is disputed in any manner.

6. REGISTER OF PROFESSIONAL PLAYERS

1. CFA shall keep a special Register of professional players.
2. The Register shall be open for inspection by the members of the Association.
3. Players may inspect any of the data, which concerns them, and is contained in the said Register.
4. The Executive Committee of CFA may set any fees or expenses incurred by the inspection of the said Register.

7. DETERMINATION OF A PLAYER AS A PROFESSIONAL

1. Any club, which remunerates any player with any amounts or emoluments other than those stipulated in the definition of amateur player as set out in paragraph 3 above, is obliged to enter into a contract with the player.
2. Any club, which enters into a contract with a player, shall be obliged to inform the Association in writing within 30 days from the date of signing of the contract and to enclose all the relevant particulars pertaining to the determination of this player's status in the said notice.
3. Any player, who receives remuneration from a football club with any amounts and/or emoluments other than the amounts stipulated in the definition of amateur player, is obliged to sign a contract with the club, with which he is registered.
4. CFA is obliged to determine the player's status as aforesaid within 30 days from the date of receipt of the information as stipulated above.
5. Any club failing to act as aforementioned shall be referred to and be sanctioned by the Disciplinary Committee.

8. OBLIGATION TO SIGN A CONTRACT WITH THE CLUB

1. Any player designated as a professional is obliged to enter into and sign a contract, if he has not yet done so, with the club, which is affiliated to the Association and in which he plays and/or with which he is registered.
2. A club, whose player has been designated as professional, is obliged to enter into a contract with such player, where such contract has not been concluded.
3. A player is obliged, if requested, to sign a contract with a football company or with any other legal entity, to which a club, affiliated to the CFA, has assigned or in any manner vested the responsibility of its management and/or operation of its football teams and or of other activities related to the sport of football.
4. The said contract must be deposited in the electronic system of CFA within 21 days from the date of notification of the designation of the player's status unless where paragraph (13) applies. In this case, the contract must be deposited in the electronic system of the Association within 21 days from the date of rendering the decision by the Dispute Resolution Committee except in a case where the Dispute Resolution Committee decides that the player is an amateur.

5. Any additional agreements or documents or references to agreements or documents mentioned or referred to in the contractual terms of the contract must be deposited in the electronic system of CFA and shall form an integral part of the contract as long as they affect or refer, whether directly or indirectly, either to the duration or to the financial terms of the contract or to additional financial conditions or obligations of the club or of the player. Any such additional documents must also bear the signatures of the contracting parties.
6. The contract deposited with the CFA shall constitute irrefutable evidence for the purposes of any proceedings instituted before the Dispute Resolution Committee.
7. Where the said contract is not deposited with the CFA as stipulated in paragraph 8 (4) above or where a dispute arises between the club and a player in relation to the contract which will be signed, the player shall not be permitted to play in official matches organized by the CFA from the forthcoming match date after the last date in which the contract should have been deposited with the CFA.
8. The player shall recover the right to play as long as a contract is deposit in the electronic system of the Association in regards with the player concerned, during ordinary opening hours of the CFA and confirmed.
9. The NDRC shall not be competent to consider any disputes arising from a contract where the contract between a player and a club has not been deposited with the Association.
10. Contracts duly signed shall be deposited in the electronic system of Association by the member club and/or by the player by hand in case the club will not deposit the contract, together with the certain prescribed fee. The Association shall keep in the registry one contract (from those which are deposit by hand) and shall return the rest to the sender.
11. The deposition of any contracts with the CFA does not constitute evidence as to the validity of such contracts.
12. If during the validity of a contract and upon an agreement reached between the contracting parties, the provisions of a contract have been amended, the club affiliated to the CFA is obliged to deposit a new contract with the Association and/or any covenants and/or only the articles amended, in their original form. The Association shall accept those documents, only if these have been duly signed by all contracting parties.
13. Any dispute arising between a player and his club which relates to the terms of the contract to be signed shall be definitely settled by the NDRC in the following manner:
 - A. Where the dispute concerns the duration of the player's first professional contract, the duration of such contract, which is determined in the offer made by the club, shall not exceed 5 (five) years.
 - B. Where the dispute concerns the financial terms of the contract the latter shall be determined by the NDRC. In order to settle the dispute, the Committee shall take the following criteria into account by order of priority: (i) the salary of players of like age and skills incorporated in the club, which employs the player, (ii) the

general consideration received by other players of like age and skills and (iii) the former consideration received by the player.

- C. Where any other dispute has arisen concerning the contract to be signed, such dispute shall be settled by the NDRC as the Committee shall determine.

9. REACQUISITION OF AMATEUR STATUS

1. A player, who has been designated as professional and whose name has been entered in the Register of professional players of the CFA, may not be de-registered from the Register of professional players of the CFA, unless upon an application filed for acquiring an amateur status.
2. The application shall be filed by the player, in writing, to the CFA and must be accompanied by the consent of the player's club.
3. Where the application is approved by the Association, the player shall not be de-registered from the Register of professional players only after a period of six months has elapsed from the date of approval of the player's application by the Association. Except in case where the Association may, upon a reasoned decision, accept the de-registration of the player sooner but in any case not sooner than 30 days counting from the date of receipt of player's application by the Association.
4. In order to approve or reject the application for the deregistration of a player from the Register of professional players, the Association may request to be furnished with any documents and/or agreements and/or evidence it shall deem fit and the parties concerned are obliged to provide the same within a period to be fixed thereafter.
5. If a professional player, who is de-registered as aforementioned, reacquires the professional status in a period, for which the player's contract would not have applied had he not retained his amateur status, the club, with which he was playing as professional immediately before regaining amateur status, shall be entitled to compensation for training and development unless on January 1st of the year during which the professional status is regained, the player is older than 23 years on his last birthday.
6. If a professional player who is deregistered as aforementioned, regains professional status within the period in which his contract would still be valid if he had maintained his professional status, the club, with which he was playing as professional player immediately before reacquiring his amateur status, is entitled to compensation for training and development, if the provisions of the regulations are satisfied and compensation for illegal termination of contract, as will be decided by the Dispute Resolution Committee.
7. If a professional player is deregistered from the Register of professional player and transfers in a number of Clubs as an amateur and later on regains his professional status, the interim clubs that he played as an amateur shall not be entitled to compensation for the players training and development.

8. In case where a professional player is deregistered from the Registry of professional players he shall be subject to the provisions of these Regulations concerning amateur players from the date of such deregistration.

10. PLAYER'S REGISTRATION

1. Registration of a player means that the player is registered with the Register of the CFA as an athlete for the sport of football, either for the first time or he is re-registered with the Association, if for reasons that are set out in these Regulations he had been de-registered. The registration is made for a specific club, which expressed its consent to include the player in its force.
2. A Football player can be registered in the force of only one Club at a time.

10.1 GENERAL PROVISIONS

1. Every application for the registration of a player must be submitted in the electronic system of the CFA on a prescribed form determined from time to time by the Executive Committee of the CFA. It must also be accompanied by any other information or documents prescribed from time to time by the Executive Committee of the CFA.

In case where the documents are related for a player that will register in a club of STOK or member Association of STOK and/or CFA, the documents shall be submitted electronically in the system as well.

The application for registration of the player will be deemed to be deposited within the transfer period, as long as it has been entered, submitted by the club electronically in the system of CFA correct and without any missing documents and/or signatures and/or stamps.

2. Applications for the registration of players, which have not been filled on the prescribed document or have not been duly completed and signed and/or are not accompanied by such information or documents as required above and/or are not submitted to the system of the CFA and/or are not submitted as prescribed above, shall be considered invalid and be returned electronically to the sender.
3. The club, with which the player is registered, shall pay a fee electronically to the CFA. Such fee is prescribed from time to time by the Council of the Association. In case the player concerned will register in a club of STOK, the fee shall be paid to STOK as is prescribed by STOK.
4. If the application for the registration of a player contains false information or declaration, the club with which the player is to be registered and the player himself shall be referred to and brought before the Dispute Resolution

Committee. The player is not entitled to participate in any matches before the Dispute Resolution Committee has rendered its judgment.

5. The application for the registration of a player must necessarily state whether the player is registered or not with any other foreign federation affiliated to FIFA.
6. The application for the registration must also refer as to whether the player was registered before with the Register of players of the Association and the reasons of his deregistration from the Register.
7. If the application for registration concerns a player who was previously registered with the Register of players of the Association and in the meantime was for any reason de-registered, the application for his registration shall not be approved or carried into effect by the Association in case the player owes any amounts or material towards any club or the CFA. The player's registration may be carried into effect so long as all amounts due have been repaid and/or any material has been returned and/or its value paid to any club or the CFA. Where a dispute arises between the player and any club or the CFA concerning such obligation, the dispute shall be finally resolved by the Dispute Resolution Committee.
8. Members of CFA in the special registry (Women and Futsal) can register players in their team, which will participate in Championships under 15 that are organized by CFA.

Those players shall be bound with the club that were registered until the age of 15, provided that the club is still a member of CFA in the special registry, otherwise they are de-registered.

9. Clubs that participate in the Selective Category of STOK can participate in the Championships of Youth organized by the CFA.
10. Private academies can register players, who will participate in the Championships of the age of 15 and below and will be organized by CFA.

These players will be bound with the Private academy that has registered them until the age of 16, provided that the Private academy will continue to have 4 teams at least registered in the Grassroots competitions of CFA, and in different case they are de-registered.

10.2 PLAYER'S IDENTITY CARD

1. When the application for registration has been approved, the Association shall issue a Player's Identity Card (PIC) the latest within 15 days from approval of the application in the electronic system. The Association shall send by registered post the Card to the club with which the player is registered.
2. The PIC shall bear the signature of the Chairman and of the General Secretary of the Association as well as the player's photo, name and surname, register number, identity card or passport number, date and place of birth, nationality as well as the name of the club with which the player is registered.

10.3 DATE OF REGISTRATION OF PLAYER

1. The date of registration of the player shall be the date of the confirmation of the documents that have been deposit for the player in the electronic system of CFA.

10.4 PLAYER'S ENTITLEMENT TO PARTICIPATE IN MATCHES

1. A player is entitled to participate in friendly matches immediately after the date at which his application for registration shall be submitted electronically in the system with all the documents that are related to the registration. He is entitled to participate in the CFA official league matches from the date that the club can produce the certificate that has been printed from the system Comet and state that the registration or transfer has been confirmed and that the Player's Identity Card has been issued (according to the Regulations of Registration and Transfer of Players CFA) and it should state the name of the player, the number of the id card or passport and the number of the player's identity card. In such case the player shall present to the referee the certificate and the id card or passport and the number of the player's identity card for verification of his identity.
2. Where, for any reason, a player has been de-registered from the Register of Players and is then re-registered in the said Register, he shall be entitled to participate in matches as stipulated above only if, in the meantime, he has not played with any other club affiliated to the Association during the same sporting period.
3. If before the player's de- registration, there was any remainder of sanction banning the player from playing, the player shall complete the remainder of the sanction with his new club if the punishment can be transferred according to the Disciplinary Regulations of the Disciplinary Committee and the Proclamations of the Championships.
4. A Football player is obliged to be registered in the Association so as to be able to play for a club either as a professional or amateur player. Only those who are registered football players can participate in an organized football match. As a result of being registered, the football player agrees to accept the Statute and the Regulations of FIFA, Confederations and Federations.

10.5 REGISTRATION OF PLAYERS UNDER THE AGE OF 18

1. Where an application concerns the registration of a player, who has not yet attained the age of 18, it must be accompanied by a Training and Development Agreement.

Where an application concerns the registration of a female player, who has not yet attained the age of 18, it must be accompanied by a Declaration of Consent.

2. The Association shall not register a player with a club, who is under the age of 18, if the application of registration is not accompanied by the Training and Development Agreement or female player who is under the age of 18 without the Declaration of Consent.
3. The Association shall not register a player if at the time of submission of the application of registration, the player has not yet attained the age of 10.

10.6 REGISTRATION OF NON-CYPRriot PLAYERS UNDER THE AGE OF 18

1. Registrations of players under the age of 18 can be carried out any time.
2. The approval of registration of a player under the age of 18 from a foreigner association is subject to FIFA regulations for the protection of minors.
3. Subject to the above, all clubs affiliated to the Association are entitled to register players under the age of 18 from a foreigner Association.

10.7 REGISTRATION OF PLAYERS REGISTERED WITH A FOREIGN ASSOCIATION

The registration of a player registered with a foreign association notwithstanding his status or eligibility and of his age shall be regarded and construed as International Transfer and shall be subject to the provisions of the paragraph of these Regulations or of any other paragraph of these Regulations, which makes special reference to such registrations.

11. WHO MAY NOT BE REGISTERED AS PLAYERS

1. The following persons may not be registered as players and the Association shall not register as players those persons who are:
 - A. Acting Referees
 - B. Acting Observers
 - C. Intermediaries
 - D. Any person having a direct or indirect lawful interest in an agency or business or company or partnership in football betting. The meaning of lawful interest shall include any interest which the spouse or kin up to second degree may have
 - E. Any persons, who have been sentenced for serious breaches of the basic and fundamental principles of the Association by a competent body of the Association, or persons sentenced by the Highest Judicial Authority for Sports Disputes for the same reason as well as persons deprived of their sporting status or persons sentenced by a Court of the Republic for committing a dishonorable offence or an offence involving immoral behavior.
 - F. All persons employed with the Association or persons offering their services against remuneration to the Association.
2. A player who is already registered with the Association's Register of Players and who has, thereafter, acquired any status or sentenced as set out in the foregoing paragraphs (A) to (F), shall not be entitled to play in any of the Association's leagues.

12. TRANSFER OF PLAYER

1. Transfer of player means the transfer of a football player from the CFA registry or from a foreign federation of one club to another member club of CFA and/or STOK or to a foreign federation.
2. Transfers shall take place within the transfer periods as prescribed by the relevant paragraph of these Regulations.
3. Professional and amateur players can be registered with maximum three Clubs during the period that starts from June 1st and ends on May 31st of the next year. During this period, a football player has the right to take part in the Official Matches for two Clubs.
4. No club or football company or any other legal entity which the member club of the CFA has assigned or in any way delegated the responsibility of management and/or operation of its football teams and any other related football activities, shall enter into a contract which enables the counter club/clubs, and vice versa, or any third party, to acquire the ability to influence in employment and transfer related matters its independence, its policies or the performance of its teams.
5. No club or football company or any other legal entity which the member club of the CFA has assigned or in any way delegated the responsibility of management and/or operation of its football teams and any other related football activities, shall enter into an agreement with a third party whereby a third party is being entitled to participate, either in full or in part, in compensation payable in relation to the future transfer of a player from one club to another, or is being assigned any rights in relation to a future transfer or transfer compensation.
6. The prohibition according to paragraphs 4 and 5 comes into force from 01st of May 2015.
7. Agreements which are referred in paragraphs 4 and 5, and are dated before 01st of May 2015, may continue to be in place until their contractual expiration. However, their duration may not be extended.
8. The validity of any agreement covered by paragraphs 4 and 5, signed between 01st of January 2015 and 30 April 2015 may not have a contractual duration of more than one year beyond the effective date.
9. By the end of April 2015 all existing agreements covered by paragraphs 4 and 5 need to be recorded within the transfer system of the Association (COMET). All clubs that have signed such agreements are required to upload them in the system of the Association (COMET) including any annexes or amendments, identifying the details of the interested third party, full name of the player as well as the duration of the agreement.
10. The Disciplinary Committee may impose disciplinary measures in clubs or players that do not observe the obligations set out in paragraphs 4 to 9 of the present article.

12.1 GENERAL PROVISIONS

1. Any application for the transfer of players shall be submitted in the electronic system of the CFA as it is prescribed from time to time by the Executive Committee of the Association. An application must be accompanied by any other data or documents prescribed in these Regulations and/or as specified from time to time by the Executive Committee of the Association. In case where documents are related to a player who is going to be registered in a club of STOK or Association member of STOK, then the same will be applied as those which apply for the players of CFA.

The application for registration of the player will be deemed to be deposited within the transfer period, as long as it has been entered, submitted by the club electronically in the system of CFA correct and without any missing documents and/or signatures and/or stamps.

2. Applications for the transfer of a player, which are not filed on the prescribed form or which have not been duly completed and signed and/or accompanied by the data or documents as required and/or not submitted by registered post and/or not uploaded electronically in the system, shall be considered as void and shall be returned to the sender.
3. The club, to which the player is transferred, shall pay a fee to the Association or STOK as prescribed from time to time by the Executive Committee of the Association. If it concerns club or player of STOK the fee will be specified from time to time from the Board of Directors of CFA or STOK.

The fee for players of CFA will be deposit electronically but for the players of STOK will be decided by the Board of Directors of STOK and approved by CFA.

4. If the application for the registration of a player contains false data or statements, the club to which the player is transferred as well as the player himself shall be referred to the Disciplinary Authority. The player shall not be entitled to participate in any match until the Disciplinary Authority has rendered its judgment.
5. If it concerns a player of CFA or a player of STOK, the documents shall be submitted electronically in the system.

12.2 PLAYER'S IDENTITY CARD

1. If the application for the transfer of a player is approved, the Player's Identity Card (PIC) shall be endorsed by the Association and/or STOK, the latest within 15 days from receipt of such application. The Association and/or STOK shall send the Card by registered post to the club with which the player is registered.

2. The date of transfer of the player shall be the date of the confirmation of the documents that have been deposit for the player in the electronic system of CFA.

12.3 PLAYER'S ENTITLEMENT TO PLAY

1. A player shall be entitled to play in friendly matches immediately after the date that the application has been submitted electronically in the system with all documents relevant to his transfer. He shall be entitled to play in official matches organized by the Association or STOK from the date that he provides the certificate printed from the COMET system which states that the registration or transfer has been confirmed and the players' identity card has been issued (according to the Regulations of Registration and Transfers of CFA) in which the full name of the player, his identity number or passport number, and the number of the player's identity card of CFA is stated. In such a case the player is obliged to present to the referee the certification and his identity card or passport to verify his identity.
2. When the player has been sanctioned with exclusion from participating in matches, the remainder of the sanction banning the player from playing shall be completed with his new club if the punishment can be transferred according to the disciplinary regulation of the Disciplinary Committee and the Proclamations of the Championships.

12.4 PLAYERS OWING SPORTS MATERIAL OR AMOUNTS TO CLUBS OR TO THE CFA

No player's transfer may be concluded by the Association when it is proven that the player owes any amount of money or sports material to any club or to the Association. The player's transfer may be effected provided that any amounts due have been paid and/or the sports material has been returned and/or its value paid. In the event of a dispute between a player and a club or the Association concerning such dept, the dispute shall be settled by the Dispute Resolution Committee.

12.5 TRANSFER OF AMATEUR PLAYERS OVER THE AGE OF 15

1. It is not required to obtain the consent of the club with which an amateur player is registered for the transfer of such player. The club though to which such player is transferred, must, nevertheless consent to such transfer.
2. The club, to which the player shall be transferred and the player himself, are not required to pay any compensation to the club, with which the player was previously registered nor to any other club or person etc. if the player retains his amateur status with the new club.
3. Where an amateur player has signed an agreement with the club, with which he is registered, in order to stay with the club for a specific period of time, and provided that such agreement has been deposited in the CFA or STOK and has been submitted into the system electronically, his transfer may be effected only after the expiry of such agreement unless:

- A. The written consent of the club, with which the player has signed the contract has been obtained.
- B. The amateur player is transferred as professional player.
- C. The amateur player is transferred to a club of a foreign federation affiliated to FIFA.

The said agreement between an amateur player and a club shall not include financial terms nor shall it be in contract form as prescribed for professional players.

12.6 TRANSFER OF AMATEUR PLAYERS UNDER THE AGE OF 15

- 1. Any player under the age of 15 may be transferred to any club provided that the club with which the player is registered, and the club to which he shall be registered as well as those persons exercising the parental care of the player, in accordance with the relevant laws in force, are in agreement.
- 2. In order for the transfer to be completed and approved the Association and/or STOK both the application of registration and the training agreement with the club, to which the player shall be transferred, shall be deposited at the same time in the electronic system, otherwise the transfer will not be concluded by CFA and/or STOK.

12.7 INTERNATIONAL TRANSFERS

- 1. The provisions contained in the FIFA Regulations in respect of international transfers and the procedure of international transfer certificates shall form an integral part of these Regulations mutatis mutandi and shall apply in the case of international transfers of players.
- 2. Any player registered with the Association by virtue of any international transfer shall be entitled to play for his club immediately after the issue of his Identity Card by the Association and upon receipt by the foreign federation of the International Transfer Certificate. Any penalties or sanctions imposed by the foreign federation to the player shall be served with the new club only if these are referred and recorded in the International Transfer Certificate or are officially communicated to the Cyprus Football Association by the foreign Association.
- 3. The Association shall request that a Player's International Transfer Certificate be issued by the foreign federation, only if a contract is deposited electronically and the documents in CFA stating the player's wish to be transferred to a club affiliated to the Association. Prior to such deposit electronically of the contract and the documents, the Association shall not proceed in order to obtain the international transfer certificate.

12.8 TRANSFERS OF PROFESSIONAL PLAYERS

- 1. A professional player may during his contract period with a club, be transferred to any club provided that there is an agreement between the

player and the club, with which the player is currently registered, and the club to which he will be transferred.

2. The Association shall not carry out any transfer and where such transfer is carried out shall be considered void, unless the application of transfer and the contract of the player with the club to which the player shall be transferred as well as the transfer agreement between the two clubs, if any, are deposited at the same time with the Association and uploaded to the system electronically.
3. The Dispute Resolution Committee shall not accept any agreement in writing, between the two parties concerned, for the resolution of any dispute in respect of a transfer agreement where such agreement has not been deposited electronically in the system of CFA prior to the effect of such transfer.
4. The transfer agreement between the two clubs shall constitute irrefutable evidence before the Dispute Resolution Committee in case of any breach of such agreement occurs by any of the parties.
5. The transfer agreement between the two clubs must not contain any restrictive terms imposed by the club, which transfers the player to the club in which such player is transferred and concerns the player's participation or his ability to play. Where such terms exist, they shall be considered void and without any effect.
6. The agreement between the player and the club, in which the player shall be registered by way of free register, shall be for a period of five (5) years unless otherwise agreed between the player and the club.

13. WORKING HOURS FOR TRANSACTING TRANSFERS

Registrations and/or transfers of football players can only take place within the working hours of the Association.

13.1 TRANSFER ON LOAN

1. A transfer on loan is the temporary transfer of a player by the club, with which such player is registered and with which he retains a contract or a training agreement, to another club affiliated to the Association and/or STOK and/or member Associations of STOK.
2. A transfer on loan shall, for the purposes of these Regulations, be considered a transfer and the provisions of the paragraphs of the transfers' regulations or any reference made to transfers in these Regulations shall apply mutatis mutandi, both as regards the procedure as well as the terms of such transfer. Any special provisions contained in this paragraph or any special provisions concerning transfers on loan stipulated in any other paragraph shall prevail over any provisions to the contrary.

3. Transfers on loan may take place only if an agreement in writing exists between the two clubs, namely between the club transferring the player by way of a transfer on loan and the club with which shall temporarily register the player in its team and upon the player's consent. No transfer on loan may be carried into effect by the Association where the aforesaid agreement in writing has not been deposited electronically in the system of the Association and/or STOK.
4. An agreement for the transfer of a player on loan between two clubs may not contain terms or conditions, which in any matter affect the proper observance of the terms of the existing contract of the player or affect in any manner the player's ability to play. If such terms exist then they will be considered void and without effect.
5. No club shall be allowed to transfer more than two players to the same club by way of a transfer on loan.
6. Any club, which has acquired a player by a transfer on loan, may not transfer such player to any other club without the consent of the player and the club that initially granted him.
7. The cancellation of the transfer on loan during the second transfer period with the consent of the club that grants the player with transfer on loan and the club that has temporarily registered the player in this squad including the consent of the player is allowed.

13.2 TRANSFER ON LOAN of AN AMATEUR PLAYER

1. The duration of a transfer on loan will not be less than of the present football period that the transfer occurred unless the transfer on loan has been cancelled with the written consent of the club that grants the player with transfer on loan and of the club that has temporarily registered the player in his squad including the consent of the player.
2. At the expiration of a transfer on loan, the player shall be de- registered from the register of players of the club to which he had been transferred on loan, and shall automatically be re- registered in the register of players of the club which transferred him.
3. No transfer on loan shall expire during any sporting period. Where a transfer on loan has an expiry date falling within the sporting period the transfer shall be deemed to expire on June 1st following the expiration of the sporting period. In this case, the player's contract with the club, in which the player had been transferred, shall be automatically extended up to May 31st following the expiration of the sporting period, under the same terms applied at its expiry date.

13.3 TRANSFER ON LOAN OF PROFESSIONAL PLAYERS

1. During the duration of a player's contract, the player may be transferred by way of transfer on loan to another club. The duration of such transfer shall be agreed

between the two clubs but shall nevertheless exceed the remaining term of the player's contract.

2. The period of the player's transfer to another club by way of a transfer on loan shall count as part of the period of the existing player's contract with his club.
3. During the player's period of transfer by way of a transfer on loan, the provisions of his existing contract, excluding matters concerning the actual duration of the contract and of renewal rights, are suspended.
4. The player shall be obliged to return to his previous club at the expiration of the duration of the transfer on loan and the provisions of the existing contract shall be automatically effected.
5. The club acquiring a professional player by way of a transfer on loan is obliged to enter into a contract with this player. This contract must, as a minimum requirement, specify the financial terms and the duration of the player's engagement with the club.
6. The club, which has transferred a player by way of a transfer on loan, must also be furnished with a copy of the above contract.
7. The duration of player's new contract must be the same as the one agreed between the two clubs as being the duration of the transfer on loan.
8. The agreement between the two clubs for the transfer of the player by way of a transfer on loan and the player's contract with the new club during the period of the transfer on loan must be deposited electronically in the system of the Association duly signed prior to the player's registration with the new club.
9. A player transferred by way of a transfer on loan may not be transferred to a new club under any status before the expiration of the sporting period, with exception of the second transfer period where he can be transferred with the written consent of the club that transfers the player on loan and the club that will temporarily register the player in his squad, including the consent of the player.

13.4 TRANSFER ON LOAN OF PLAYERS UNDER THE AGE OF 15

1. During the validity of the player's training agreement, the player may be transferred by way of a transfer on loan to another club, for a duration to be agreed between the two clubs. This duration must not exceed the remainder of the duration of the player's training agreement.
2. Every player under the age of 15 may be transferred by way of a transfer on loan provided that the club, with which the player is registered and the club to which he shall be registered, as well as the persons in charge of the parental care of the player, under the applicable laws, are in agreement.
3. The club acquiring a player under 15 by way of a transfer on loan is obliged to sign a training agreement with such player.
4. The duration of the player's new training agreement must be the same as the one agreed between the two clubs as being the duration of the transfer on loan.

5. The agreement entered into between the two clubs for the transfer of a player by way of a transfer on loan and the player's agreement with the new club during the transfer on loan period, must be deposited electronically in the system of the Association and be duly signed prior to the player's registration with the new club.

14. TERMINATION OF ACTIVITY

1. Any player terminating his activity as football player is obliged to notify his club and the Association in writing, stating his decision to terminate his activity as a football player.
2. A player terminating his activity as a football player shall remain registered with the club, with which he was registered at the date of termination of his activity, for a period comprising up to 30 months.
3. A professional player terminating his activity as a football player shall not be entitled to receive any benefits derived from his contract or any other benefits related to the sport of football from the date of termination of his activity as player.
4. Any player who terminated his activity as a player and does not notify the Association in this respect shall be de- registered from the Register of Players of the Association upon the lapse of 30 months of continuous sporting inactivity if such player is over 29. Sporting inactivity means the player's non- participation in official matches.
5. An Amateur and or a professional player who have terminated their activity as football players and de-register from the Registry of players of the CFA cannot be registered again in this Registry, except only after the reasoned decision of the Executive Committee.

15. DE- REGISTRATION OF PLAYER FROM THE REGISTER OF PLAYERS

1. The Association may de- register a player from the Register of Players of the Association on the following grounds:-
 - A. Where a player terminates his activity as a player under the provisions of the above paragraph.
 - B. Where a player is transferred from the Register of Players of the Association to a foreign federation affiliated to FIFA under the provisions of the FIFA Regulations for International Transfers.
 - C. Where the club with which the player is registered, is de- registered from the Cyprus Football Association and/or STOK for reasons set out in the Statutes of the Association and in the General Regulations as well as in any other regulations of the Association.
 - D. Where the club, with which the player is registered, is dissolved.
2. No players shall be de- registered from the Register of Players of the Association where:
 - A. A club is dissolved to merge with another club affiliated to the Association and/or STOK. In this event, the players shall remain on the Register of the Association. After the completion of the merge and as stated above, the players shall be

considered as players registered with the new club, which has emerged from such merge, and the contracts of professional players shall be valid under the new club created.

- B. Every club, which transfers its football section to another club, or to a company or to any other legal entity recognized by the Association and maintains a football section and participates in the leagues of the Association. In this case, the players shall be considered as remaining registered in the Association's Register. After the completion of the transfer procedure, as previously stated, the players shall be considered as registered in the new formation and the contracts of the professional players shall be considered as valid with the newly- formed entity.
3. A special provision must be contained in the players' contract regarding cases 2(A) and 2(B) above. Where such provision is not contained in the contracts, it shall be deemed that the parties to such contracts agree and adopt the contents of paragraphs 2(A) and 2(B).

16. PLAYER'S ELIGIBILITY TO PLAY

1. Only players duly registered with the Association as players of a club member of CFA and/or STOK and/or Association member of STOK, will be eligible to play in the various leagues organized by CFA, STOK and/or member Association of STOK.
2. A player is eligible to play with a club member of CFA and/or STOK and/or member Associations of STOK if he meets the following requirements: -
 - A. The player is not registered to more than one club member of CFA and/or STOK and/or member Association of STOK at the same time or to a member club of a foreign Federation.
 - B. The player is transferred from a member club of CFA and/or STOK and/or member Association of STOK to another member club of CFA and/or STOK and/or member Association of STOK under the Transfer Regulations of the Association.
 - C. The player is transferred from a club, which is affiliated to a foreign Federation, to a member club of CFA and/or STOK and/or member Association of STOK by way of International Transfer Certificate issued by the foreign federation pursuant to the FIFA Regulations applicable at the time being.
 - D. The player is transferred to a member club of CFA and/or STOK and/or member Association of STOK upon the issue of a temporary player's identity card by the Association pursuant to FIFA's International Regulations.

17. AMATEUR PLAYER

1. Any player, who has not been designated as professional, shall be considered an amateur player.
2. Any amateur player may be designated as professional at any time if the provisions of the paragraph of these Regulations are fulfilled.

3. Any amateur player has the discretion to negotiate his transfer to any club of his choice for a period other than the current sporting period.
4. Any amateur player may negotiate during the sporting period only after having received permission from his club in writing.
5. Where a club is held to be in breach of this paragraph, both the club and/or the player shall be fined with €17.000 and be sanctioned with a deduction of points. In addition thereto, the club shall be prohibited from registering the said player with its team, for a period of 3 (three) years from the date of that breach.
6. Amateur players can be registered at a maximum number of three clubs during the season period that begins on June 9th until May 31st of the next year. During this period, the player has the right to participate in the official leagues for two Clubs.

18. PLAYERS UNDER THE AGE OF 18

1. Players, who have not attained the age of 18, are under an obligation to sign a training and development agreement with the club with which they are registered.
2. Players, who have not attained the age of 18 and do not sign a training and development agreement, with the club with which they are registered, shall not be eligible to play in the Championships of CFA and/or STOK and the member Associations of STOK nor are they entitled to be transferred to any other club.
3. Players, who have not attained the age of 18, are, nevertheless, eligible of a transfer. These transfers are governed by the provisions and clauses of the paragraph 12.6 of these Regulations.
4. It is possible to effect transfers on loan of players who have not attained the age of 18. These transfers are governed by the provisions and clauses of paragraph 13.4 of these Regulations.

19. PROFESSIONAL PLAYERS

1. A professional player may sign a contract with a club other than the club which he retains a contract only if : -
 - A. His contract with the existing club has expired or expires within six months. Where the existing player's contract entitles the club to unilaterally extend and/or renew the contract under agreed specific terms, the player may sign a new contract with any other club only and the player's club has notified the player in writing, at least one month before the existing contract's expiry or in the period stipulated in the player's contract with the club, that it shall not exercise the said option.
 - B. The player's contract with the club has been terminated for any other lawful reason and the Cyprus Football Association received a notice of such termination with all the justified reasons.

Where the player's contract is terminated by any of the contracting parties, the other party may lodge an appeal before the Dispute Resolution Committee within 10 days from the date of receipt of the notice of termination. In case the player

terminates the contract, he shall not be entitled to be registered to any other club before 10 days have lapsed and in case of a claim to the NDRC from the club, before the NDRC's decision.

- C. Where the contract has been terminated by the parties by mutual consent and such termination has been notified to the Association referring to the reasons justifying such termination.
2. The following provisions shall apply in case of the termination of a player's contract:
 - A. If the club is in default for the termination of the contract, it shall not be entitled to compensation for training and development unless otherwise is provided in the contract signed between the club and the player.
 - B. In case it is judged by the NDRC, that the termination of the contract is default by the player, the club shall be entitled to compensation as a result of the unlawful termination of the contract. The payment of the compensation due to the unlawful termination will not affect in any way, any right of the club in additional compensation for training and development.
 - C. If the contract has expired at its prescribed time or is terminated by the parties by mutual consent, the club shall be entitled to compensation for training and development unless such right is waived in writing.
3. No terms, which may in any way affect the player's compliance with the conditions of the existing contract or otherwise affect the player's sporting activities, may be included in the new contract of a player.
4. A player who will sign a new contract under paragraph 19.1 (A) herein above, before the expiration of his existing contract, shall retain only one contract at the time stipulated in the said regulation.
5. A player who for any reason retains more than one contract with more than one clubs and the contract period or part of the contract period coincides, shall be excluded from participating in any football activity until the Dispute Resolution Committee or the competent body of FIFA (where one of the contracting parties is a foreign club) considers and/or resolves the matter.
6. A professional player shall not receive, whether directly or indirectly, any offers from any other club for the purpose of signing a contract nor shall he negotiate with a club with the purpose of signing a contract during the course of his existing contract unless he has previously obtained the consent of the club with which he is employed.

Where paragraph 19.1(A) above applies, it is not necessary to obtain the club's prior consent. The player is, however, obliged to notify his club in writing, before making any other contact with the offering club, on the contacts he is about to initiate and the offers received by the other or other clubs.

7. Any club wishing to register a professional player with its team, who retains a contract with any other club, may not enter into negotiations with the player concerned nor may send, whether directly or indirectly, any offers to the player concerned, without the consent of the club, which employs the player.

8. Where a breach of the terms contained in 19(A) and/or 19.1(B) above is established, the club in default and/or the player shall be referred to the Dispute Resolution Committee and shall be liable to a fine amounting up to €17.000 each (i.e. the club and/or the player). In addition to the above, the club in default shall be subject to a deduction of points and be barred from registering the said player in its team for a period of three years from the date of issue of a decision by the Dispute Resolution Committee.
9. Any club entering into a contract with a professional player, who retains a contract with any other club, in a way and time not stipulated in these Regulations shall be liable to a fine amounting up to €17.000 and to a deduction of points from the Dispute Resolution Committee. In addition to the above, the said club shall be barred from registering the said player in its team for a period of three years from the date of issue of the decision by the Dispute Resolution Committee.
10. Where the contract of a player has expired or lapsed, the player is not obliged to obtain the previous consent in writing of the club, with which he was registered, to enter into a new contract or into negotiations with any club of his choice.

20. CHAMPIONSHIPS

The Club may use all the players registered with its team in the matches of the championship organized by the Association subject to these Regulations and subject to the terms and provisions concerning the announcement of each championship.

It is expressly prohibited to use foreign players over 18 in Championships other than First Division Championship.

20.1 First Division

1. All clubs participating in the First Division Championship may include in their teams amateur or professionals Cypriot players, amateur or professional EU players and up to 7 foreign professional players.
2. All clubs participating in the First Division Championship may include in their teams up to 25 professional players, who are over 22 at 1st of January immediately before the commencement of each championship. From those players, a club should necessarily include 10 players who were registered in a club in Cyprus before or at the age of 18 years old, to be registered at the registry of footballers in CFA, otherwise the maximum number of 25 professional players shall be reduced to the number that is missing to complete the number of 10 players. Those players should have played in an official league of the Championship of CFA or to a foreign Federation, over the last 30 months before the end of May of each sporting period.

In the case that 10 players, that at the age of 18 were registered in the Register of the CFA, as stated above, are not included in the clubs team, the maximum

number of 25 professional players shall be reduced to the remaining number for 10 players to be completed.

3. Foreign players who have got a Cypriot passport and have played in an official match of the Men's National Team, can be included in the 10 contracts of players who at the age 18 or before have been registered as players in the registry of players of CFA.

These players for competitive reasons will not be considered as players who before the age of 18 or before, where registered as players at the registry of players of CFA.

RELEGATION TO THE SECOND DIVISION

4. (a) Where a club is relegated from the First to the Second Division, the club has the right within 30 days from the end of the Championship, to terminate the contracts of the foreign professional players without the payment of any compensation, minus two (2) foreigners that they are allowed if wish to have in their team in B' Division. In case where this right is not applied within the mentioned deadline, then the contracts of all foreign players will be terminated automatically without the payment of any compensation and the players will be free from the next day of the expiration or when the present Championship will be ceased. A relevant term must necessarily be included in all contracts of foreign professional players of the First Division.

(b) Where a club is relegated from the First to the Second Division, the club has the right within 30 days from the end of the Championship, to terminate the contracts of the Cypriots and EU professional players without the payment of any compensation, minus sixteen (16) professionals that they are allowed if wish to have in their team in B' Division. The 16 contracts that they will keep have to be in accordance with the provisions of the Proclamation of B' Division. In case where this right is not applied within the mentioned deadline, then the contracts of all Cypriots and EU players will be terminated automatically without the payment of any compensation and the players will be free from the next day of the expiration or when the present Championship will be ceased. A relevant term must necessarily be included in all contracts of Cypriots and EU professional players of the First Division.

20.2 SECOND DIVISION

1. Clubs playing in the Second Division Championship may include in their teams Cypriot and EU players, whether amateur or professional and 2 foreigner players.

2. Clubs participating in the Second Division Championship may include in their team up to 16 professional players, who are over the age of 22 on 1st of January which immediately precedes the beginning of each championship. From those players, a club shall include 10 players, who had already been registered with a club in Cyprus at the age of 18 or prior thereto. Those players should have played in an official league of the Championship of CFA or to a foreign Federation, over the last 30 months before the end of May of each sporting period.

In the case that 10 players, that at the age of 18 where registered in the Register of the CFA and/or STOK, as stated above, are not included in the club's team, the maximum number of 16 professional players shall be reduced to the remaining number for 10 players to be completed.

3. Foreign players who have got a Cypriot passport and have played in an official match of the Men's National Team, can be included in the 10 contracts of players who at the age 18 or before have been registered as players in the registry of players of CFA.

These players for competitive reasons will not be considered as players who before the age of 18 or before, where registered as players at the registry of players of CFA.

RELEGATION OF A CLUB TO THE THIRD DIVISION

4. (a) In case of relegation of a club from B' Division to C' Division, the contracts of all foreign professional players will be terminated automatically and the players will remain free from the next day of expiration or if the Championship will be ceased. Relevant term will have to be in all contracts of foreign professional players of B' Division.

(b) Where a club is relegated from the B' to C' Division, the club has the right within 30 days from the end of the Championship, to terminate the contracts of the Cypriots and EU professional players without the payment of any compensation, minus eight (8) professionals that they are allowed if wish to have in their team in C' Division. The 16 contracts that they will keep have to be in accordance with the provisions of the Proclamation of C' Division. In case where this right is not applied within the mentioned deadline, then the contracts of all Cypriots and EU players will be terminated automatically without the payment of any compensation and the players will be free from the next day of the expiration or when the present Championship will be ceased. A relevant term must necessarily be included in all contracts of Cypriots and EU professional players of the B' Division.

20.3 THIRD DIVISION

1. Clubs participating in the Third Division league may include in their teams both Cypriot and EU players, whether amateur or professional.
2. Clubs participating in the Third Division league may include in their teams up to 8 professional players aged over 22 on January 1st immediately preceding the commencement of each league. From those players, a club shall include 6 players who have already been registered with a club in Cyprus at the age of 18 or prior thereto.

In the case that 6 players, that at the age of 18 where registered in the Register of the CFA, as stated above, are not included in the club's team, the maximum number of 8 professional players shall be reduced to the remaining number for 6 players to be completed. Those six players should have played in an official league of the Championship of CFA or to a foreign Federation, over the last 30 months before the end of May of each sporting period.

3. Foreign players who have got a Cypriot passport and have played in an official match of the Men's National Team, can be included in the 6 contracts of players who at the age 18 or before have been registered as players in the registry of players of CFA.

These players for competitive reasons will not be considered as players who before the age of 18 or before, where registered as players at the registry of players of CFA.

4. In case of relegation of a club from C' Division, all professional contracts will be terminated automatically.

21. GENERAL PROVISIONS

1. The validity of any transfer agreement between clubs or the validity of any new contract or training agreement between a player and a club is not subject to any term or terms which provide that a player must pass a medical examination or that a work permit be granted for such player by the competent authorities. The club undertakes to fully comply with the contract signed with the player or pay the compensation for training and development with the player's previous club or pay the amount of compensation for training and development as determined by the Dispute Resolution Committee.

The player's new club may carry out any queries in respect of the player's health condition or the player's eligibility to obtain a work permit before registering the player in its team, or before the expiration of the training agreement with the

player. Any terms contained in the contract, which are in conflict with this paragraph, are considered void ab initio.

2. The Association shall not recognize any person acting as an intermediary or representative, if such person has not previously obtained the relevant license as an intermediary or representative of FIFA players, save where such person exercises the profession of a lawyer or is an active member of the bar association. Any player's contract or agreement concluded with the involvement of an unauthorized person is void ab initio.
3. Services rendered by an intermediary or representative for the conclusion and/or signing of a contract between a player and a club or of any other agreement must be recorded in the said contract/contracts or agreements mentioning the name and address of the intermediary who rendered such services.
4. Any matter arising and not envisaged herein shall be settled upon a decision taken by the Executive Committee of the Association.
5. It is expressly prohibited to use a player at training or in a match by a club other than the one with which such player is registered.
6. The use of a player whether at training or in a match by a club, which does not maintain a contract with such player or by a club other than the one with which the player is registered, shall result to the referral of such club and the player to the Disciplinary Committee.

In this case the player shall be sanctioned with exclusion from any matches for a period of up to 12 months from the date of the Disciplinary Committee's decision, whereas the club which did not first obtain permission in writing from the club, with which the player maintains a contract, shall be sanctioned with a fine of €17.000 (Seventeen thousand Euro), with a deduction of points from the Disciplinary Committee and a three- year ban of registering the player in its team.

7. The use of a player as mentioned above shall deprive the club, which has been in breach of paragraph (5) and (6), from the right to register the said player in its team for a period of up to three years from the date of such use.
8. Any club found to be paying a player, who is not registered in its team, whether directly or indirectly and in any manner or by any means, shall be referred to the Disciplinary Committee for sanctions. In addition, thereto, the club in default, shall be deprived of the right to register the player in its team for a period of up to five years from the date of the last payment done to the player.
9. Any club found to be paying or remunerating an amateur player, in any manner and by any means, shall be referred to the Dispute Resolution Committee and shall be subject to grave sanctions including point deduction from all matches that the player participated, either there has been an objection or not from the opposite team/club. The player, who receives such payments, shall also be

referred to the Dispute Resolution Committee and be subject to serious sanctions not excluding his permanent expulsion from the Register of Players.

10. As regards to clubs of STOK and/or member Associations of STOK shall be referred to the authoritative Dispute Resolution Committee of Association of STOK where the team plays.

22. NATIONAL DISPUTE RESOLUTION COMMITTEE

22.1 JURISDICTION OF THE NATIONAL DISPUTE RESOLUTION COMMITTEE (NDRC)

1. The National Dispute Resolution Committee (NDRC) as First Instance Body shall have the competence to adjudicate and/ or resolve any financial and/or other disputes which may arise:
 - A. Between member Clubs of CFA and Professional players regarding the employment and stability in their contractual relations.
 - B. Between member Clubs of Cyprus Football Association and members of STOK and Association members of STOK
 - C. Between any member Club of CFA and the Cyprus Football Association
 - D. Between a Professional player and the Cyprus Football Association
 - E. Between trainers, assistant trainers, physiotherapists, masseurs, physicians and other technical staff and member clubs of CFA
 - F. In respect of registrations or transfers or transfers on loan of players
 - G. The application and enforcement of these Regulations
2. Furthermore and additionally, the NDRC shall have the duty and the power to:
 - H. Interpret the provisions and/or clauses of the contracts of the players with their clubs.
 - I. Pronounce on matters and/or questions submitted by the General Assembly or the Council or the Executive Committee of the Association which are related to the provisions of these regulations.
 - J. Impose sanctions as specified in these regulations on players and clubs or other parties who are found to be in breach of its provisions.
 - K. Finally determine the amount of compensation for the training and development of a player.

- L. Take all necessary measures and impose sanctions to all those appearing before the Committee in order to ensure the procedure initiated before it such as:
 - i. To direct that the proceeding be carried out in closed chambers where this is required for reasons of order, security and decency.
 - ii. To prohibit any person party to the proceedings, witness or attorney from appearing before the Committee when such person exhibits a behavior that amounts to contempt of the Committee until such person restores the Committee's image to the Committee's satisfaction.

- M. To determine the modes of payment of any amounts payable in accordance with its decision. The NDRC will decide for the mode of payment of any amounts payable as well as sanctioning any club and/or any party liable if the mode of payment is not abided. In case of no payment, a fine shall be imposed as well as transfer ban and deduction of points. If after the sanction is imposed there is no compliance by the club, the club is imposed to a higher sanction.

In case that the entity in breach is a physical entity before the NDRC, the club in which the physical entity renders services will be referred as well before the NDRC for sanctioning.

- 3. The NDRC shall have all power necessary for the strict adherence of the provisions of the paragraphs of these Regulations and of any other regulations or articles that would be applicable to the registrations and/or transfers and/or transfers on loan of players.
- 4. The NDRC shall consider on appeals lodged against the decisions of CFA regarding the status of the players.
- 5. The NDRC shall consider on appeals of any disputes and/or the interpretation regarding Regulations on Working with Intermediaries of the CFA. The present provision will apply from the 1st of April 2015.
- 6. The NDRC shall have no power and shall not consider cases, which are not filed within two years from the time that a dispute is raised. Cases, which have not been filed within the above mentioned period, are time- barred.
- 7. The NDRC shall examine on its own initiative jurisdiction.
- 8. In the case where the NDRC considers that has no jurisdiction on the matter, it will refer with its own initiative the case without any delay to the appropriate Authority having the appropriate jurisdiction and will inform immediately the interested parties.

22.2 RIGHT TO APPEAL

1. The decisions of the NDRC can only be appealed before CAS (Court of Arbitration for Sports).

Appeals Committee of Dispute Resolution Committee

1. Appeals can be filed before CAS according to the relevant Statutes of CAS.

22.3 APPLICABLE LAW

When exercising its judicial jurisdiction, the NDRC shall apply the Laws and the Regulations of the Association, especially those adopted on the basis of the Laws and Regulations of FIFA and will receive guideline from the case law of FIFA and CAS. In case where the Association has not yet fully complied with the Laws and Regulations of FIFA, the Laws and Regulations of FIFA will be applied mutatis mutandis.

22.4 COMPOSITION AND OPERATION OF NDRC

The National Dispute Resolution Committee (NDRC) will be formed in a body from the following members at least fifteen days before the expiration date of the term of the previous NDRC:

a) two members of the the NDRC, will be elected by the Board of Directors of CFA and two members of the NDRC will be elected by PFA with a procedure that will be decided in common.

b) if The Board of Directors of CFA and/or PFA deny or neglect to appoint any member of the NDRC, within the specified time limit, then the respective president of the Pancyprian Bar Association will appoint a member or members based on the case.

c) the four elected or appointed members of the NDRC, must then within fifteen days to elect the President and Vice- President of the NDRC. Provided that, the President and the Vice-President of the NDRC will not come from the four already elected or appointed members. The decision must be unanimously for the appointment of the President or Vice-President of the NDRC.

d) in case that the four members of the NDRC, are not able to elect President or Vice- President of the NDRC, respectively, with the specified time limit that is specified in the present Regulation, then the respective president of the Pancyprian Bar Association will appoint within fifteen days the President and/or Vice-President of the NDRC.

e) the NDRC will meet with the presence of at least three (3) members including the President or the Vice- President. In all cases, a quorum will be formed only when in a meeting of the NDRC, an equal number of members will be present from the Board of Directors of CFA and PFA and the President or Vice-President of NDRC.

2. Until the new members are elected, all duties of the NDRC shall be performed by the previous members and all matters which are already under discussion or all cases which are already on hearing, shall be discussed and decided by the previous NDRC.

3. Prior to their appointment or election, the candidate members of the National Dispute Resolution Committee must notify the Board of Directors of CFA of any interest they may have, whether direct or indirect in relation to any club, player or attorney presenting himself before the NDRC and must also state in writing that they possess the qualifications specified in the paragraph 22.5 herein below.

22.5 QUALIFICATIONS OF THE MEMBERS OF THE NATIONAL DISPUTE RESOLUTION COMMITTEE

1. The members of the NDRC must have high moral standards, an impeccable character and possess experience and skills in respect of sports and football in particular. The members of the NDRC must have at least five years as lawyers. Persons that have a law degree but are not registered as lawyers in the bar association, can, provided that there is a prior mutual written consent from CFA and PASP, be appointed in NDRC as lawyers.
2. The following persons may not be elected to the NDRC:
 - A) Members of the Board of Directors of a club or of the Board of Directors of a company whose activity is football in general.
 - B) Active players, coaches, observers, referee observers, player agents, club agents, employees or former employees of a club affiliated to the Cyprus Football Association.
 - C) Employees or partners in any mass media who deals with the coverage of sports activities.
 - D) Persons who are interested, whether directly or indirectly, in an office or business or partnership engaged in football betting. Direct interest may also be an interest entertained by a spouse or the relatives up to a second degree of kinship.
 - E) Persons sentenced for a serious breach of the Laws and Regulations of the Association by a competent body of the Cyprus Football Association or persons, on whom sanctions have been imposed by the Highest Judicial Authority for Sports Disputes for the same reasons or have been deprived of their sport status or persons sentenced by a court of the Republic or by any other committee or disciplinary body for a punishable offence or an offence involving moral indecency or persons sentenced for violence on sporting grounds and premises.
 - F) Members of the Board of Directors of the Association.

3. Members of the NDRC acquiring any status or sentenced as described above, are automatically disqualified from office.

22.6 TERM OF NDRC

1. The members of the NDRC shall be appointed for a two year term which can be renewed.
2. The appointment of a member of the NDRC may not be revoked before the ordinary expiration of his term unless otherwise provided in these Regulations.
3. In a case where a member of the NDRC, who at the discretion of the Chairman of the NDRC, is absent for no justified reason from three consecutive meetings of the committee is disqualified from office. In this case a new member has to be appointed in the way that is described in paragraph 22.4.

22.7 RESIGNATION, DEATH, OR SUSPENSION OF A MEMBER OF THE NDRC

1. Where the Chairman or any member resigns, dies or is suspended, the Executive Committee of the Association shall meet within 30 days from the date of the resignation, death or suspension as aforesaid to elect a new member or Chairman for the remaining of the term.
2. For an appointment of a new member, the provisions of the above paragraph 22.3 have to be fulfilled.

22.8 HEADQUARTERS

In all circumstances, all the meetings and discussions of the NDRC shall take place in the Association's headquarters except when the Chairman of the NDRC decides otherwise.

The meetings can be held and via teleconferencing with a decision of the NDRC.

22.9 LANGUAGE OF THE PROCEEDINGS

The procedure will be conducted in one of the official languages of the Association.

22.10 OBLIGATION OF SECRECY

The members of the NDRC are obliged to secrecy in respect with the events that come to their attention in the exercise of their duties. Specifically they should abstain from revealing the content of the meetings.

22.11 OBJECTIONS

1. When under the circumstances, there is justifiable doubt regarding the impartiality of a member of the NDRC, the above mentioned member will be withdrawn immediately. This obligation arises particularly when:
 - a) He is directly or indirectly part to the dispute in question, either personally or as a representative entity.
 - b) His affiliated club or a member of his family is connected in some way with the issue in question (i.e. husband or wife, blood relative or relative by marriage of a party or of his representative) or there is a close relationship, or friendship, or personal rivalry, with any of the parties or with his representative.
2. Any member that shall withdraw should inform the Chairman of the NDRC immediately.
3. Objection may arise for a member of the NDRC by the parties when there is reasonable doubt regarding the impartiality of a member of the NDRC. Any of the parties who wishes to raise an objection in regards with any member, shall file a written statement to the NDRC within five days from the day he raised the reasons of his objection. If a written statement will not be filed within the five days, the right of objection is lost. The application should contain an accurate statement of the grounds and set forth the evidences.

22.12 DECISION ON OBJECTIONS

1. If the member concerned of the NDRC disagrees with an objection, the NDRC shall decide on the matter in his absence.
2. If the objection is accepted during the procedure, then any stage of the procedure in which the member, for whom there is an objection took part, is considered as void.
3. Decisions on objections can be appealed and the Statutes of CAS will be applied.

22.13 FUNDAMENTAL RIGHTS DURING PROCEDURE

During procedure all fundamental rights of the parties shall be respected and especially the right to equal treatment and the right of hearing.

22.14 REPRESENTATION

The parties may appoint a licensed lawyer of their choice as their representative. The NDRC may require from the representatives of the parties to ratify their appointment with a power of attorney.

22.15 TYPE OF THE PROCEDURE

As a general rule the procedure will be conducted in writing.

22.16 BEGINNING OF THE PROCEDURE

Any proceedings instituted before the NDRC commences with the filing of a claim which may be lodged by a club affiliated to the Association or by a football player or by any other interested party. The claim will be notified by the Association to the party against whom the claim has been lodged and such respondent party shall have twenty- one days to file a defense and any counterclaim. Once the defence is filed and any counterclaim, the Association will service the defense to the applicant and the applicant may file a reply within ten days of service of the defense and in case of filing a counterclaim will have a deadline of 21 days to deposit the answer to the defence and defence in counterclaim. No other documents will be exchanged between the parties, but the NDRC has the power if it considers necessary to ask any party or both parties further information, documents or evidences.

22.17 SERVICE OF DOCUMENTS

Documents shall be served to the address given by the parties or to the representatives of the parties or via email of the parties or their representatives. They will be served in such a way so as to have a receipt of service.

22.18 DEADLINE

1. The parties shall submit their statements within the time deadlines set by these Regulations or by the NDRC. The time deadline extends until midnight of the last day set by these regulations and confirmed with a receipt of filing of statement from the secretary of the Association or the Post Office.
2. Providing evidence that the time deadlines are met lies with the sender.
3. As a general rule, the time deadlines set by the NDRC are not less than ten days and not more than twenty days. In urgent situations, the deadlines can be reduced up to twenty four hours.
4. In case these Regulations do not mention the consequences of failure to comply with the time deadlines, then they will be determined by the NDRC.

22.19 DEADLINE COUNT

1. Time deadlines begin to count from the day after the parties have received a relevant notice. Non- working days and public holidays in the domicile of the receiver are included in the deadline.

2. The time deadline will expire at midnight of the last day. If the last day of the deadline is not a working day or public holiday in the domicile of the receiver, then the deadline will expire on midnight of the next working day.

22.20 EXTENSION AND RESTART OF THE DEADLINE

1. The time deadline set by these regulations cannot be extended.
2. According to these regulations, the time deadline can, at the discretion of the NDRC, be extended for any good reason, if before the expiration of the deadline, a legitimate application is filed for that reason thereof. An application for time extension can be allowed just once.
3. If a party to the procedure or its representative is prevented from complying with the time deadlines for reasons beyond its control, the time deadline can restart after receipt of an application within three days from the day of the impediment.

22.21 PLEADINGS

1. The parties shall file their pleadings in one of the official languages of the Association which shall include the following details:
 - A) surname, name, status and addresses of the parties or their representative.
 - B) Brief description of the events.
 - C) The party's position.
 - D) Legal grounds
 - E) Any other evidence held in their possession (original documents regarding the dispute, witness statements, names and addresses of any other physical or legal entity who is involved in the dispute in different ways) and the whole relevant testimony.
 - F) The amount of the dispute if it concerns monetary dispute.
2. The pleadings should state a date, signed and registered in duplicate.
3. The NDRC will inform each party through the Secretary of the NDRC that pleadings have been received and filed.
4. Any pleadings that do not fulfill the requested details or they are not written in an official language of the Association or are not signed or are signed from an unauthorized representative, then the pleadings will be returned to the sender. The NDRC will set a short deadline for the completion of the pleadings, and if there is non-compliance then it will result to the pleadings not taken into account.

5. If there are no reasons that would hold a claim unacceptable, then the claim will be forwarded to the other party or interested parties, that they will be called to state their opinion or to answer within the deadline that is set. In the absence of an answer or statement within the deadline, decision will be granted based on the available documents. Furthermore, mail correspondence will be available in certain situations where the NDRC will decide.

22.22 HEARING, DECISION AND MINUTES BEFORE THE NDRC

1. The NDRC shall in exceptional cases, if it is deemed necessary under the circumstances, to invite the parties to appear before the NDRC during the hearing, for inquiries and decision.
2. When the NDRC invites the parties to appear before the NDRC during the hearing, the CFA's Secretary appoints a person for keeping the minutes that are later signed from the Chairman. An external secretary can be called to keep the minutes, who will have the same responsibilities such as the members of the body decision, especially in regards with the level of confidentiality;

22.23 TESTIMONY

1. The NDRC shall take into account and consider the following testimony:
 - A) Questioning the parties, if it is deemed necessary under the circumstances to invite the parties.
 - B) Listening to witnesses.
 - C) Evaluating expert's opinions.
 - D) Examine the evidence and the testimonies that have been filed with the case file.
 - E) Any other method that is considered proper.
2. The NDRC will evaluate the testimony in any way considers right and will reach a decision based on the merits of the case.
3. The burden of proof is on the party who raised a claim as a positive act or as a fact.
4. The NDRC can take into account any testimony other than the one adduced by the parties, if it is deemed necessary.
5. When the testimony leads to expenses incurred by testimonies or expert's reports or in case of any other expense that are incurred during the procedure, the NDRC will determine by which party the expenses will be paid.
6. The NDRC may at its own discretion or after an application of one of the parties, to deny examining a testimony that considers it to be irrelevant or is not related with the facts of the case or unduly delays the procedure.

22.24 OBLIGATION OF COOPERATION BETWEEN THE PARTIES

1. The parties are under an obligation to communicate each other in order to agree on the disputed merits.

2. If the parties show lack of interest, the Chairman of the NDRC shall, after giving notice, impose a fine which must not exceed the amount of €200.
3. If the parties do not communicate each other, the NDRC shall reach a decision based on the documents which has in its possession.

22.25 OBLIGATION TO ATTEND

1. Everyone who is subject to the Law and Regulations of the Association is under an obligation to comply with a summons to attend issued by the NDRC, irrespective of the reason issuing the summons.
2. Only the following persons have the right to object to such summons:
 - A) Husband or Wife of the party and any blood relative or relative by marriage.
 - B) A person having an interest to the case due to a professional or official confidentiality
3. Summon to attend should be dispatched to the person concerned at least three days before the NDRC calls for a meeting.
4. Summon to attend which are addressed to Clubs will be dispatched either by letter or by fax to the address given to the Cyprus Football Association.
5. Summons served upon a player will be dispatched either by letter or by fax to the Club with which the player is registered.
6. The refusal or default of a person, club or player, who has been dully summoned to appear before the NDRC constitutes an offence within the jurisdiction of the Disciplinary Committee of the Association.

22.26 Witnesses' Hearing

In the occasion the NDRC calls the parties for a hearing:

1. The NDRC must, firstly, confirm the witnesses' identity. In addition, the NDRC must warn in advance the witnesses for any false statements and for any possible consequences that they may be faced with for doing so.
2. The NDRC shall conduct the witnesses' hearing. The NDRC, after the proposed questions have been agreed, shall give the parties the option to seek from the witnesses either to clarify or supplement their statement.

22.27 Expert's reports

1. When there is a need for expertise knowledge for the confirmation or assessment of specific facts, the NDRC shall call an expert. The expert witness will prepare a

written report within the deadline imposed by the NDRC. In addition, the expert can give a witness statement at hearing.

2. The NDRC may or after an application from either of the parties:
 - A) ask for further information from the expert
 - B) ask for a new opinion from another expert if the first report is incomplete, indefinite or contradictory
3. The provisions for any objections are applied proportionately and in regards with the experts as well.

22.28 SUBMISSION OF WITNESS STATEMENTS

1. Any party or third person who is subject to the Law and Regulations of the Association may be obliged to submit any witness statement which has in his possession, and which may be important to the dispute.
2. The parties have the right to examine the witness statements, except when necessary to apply secrecy. Any witness statement for which no authorization was given to the party to examine it, cannot be used against him, except if the NDRC informs the party for the essential facts of the content of the witness statement and offered him the opportunity to be positioned on the content of the witness statement.

22.29 END OF INQUIRIES

When examination of testimony comes to an end, the NDRC will announce the end of the inquiry. From that moment, the parties will not be able to bring new testimony evidence or to invoke new facts.

22.30 CLOSING STATEMENT

A party to an oral procedure has the right of a closing statement of his case. After the closing statements, the Chairman shall announce the procedure closed.

22.31 DECISIONS

The NDRC will decide by a majority decision. The Chairman and each member present will have one vote each. Those present are obliged to vote. If the votes are equal, the Chairman has a casting vote. The decision may communicated by mail.

22.32 TYPE AND CONTENT OF THE DECISIONS

The NDRC will issue its decision in writing and shall include the following:

- A) The date which the decision was issued

- B) The names of the NDRC members present
- C) The names of the parties and their representatives
- D) The positions of the parties
- E) The findings on the facts and the legal ground
- F) The decision, including orders regarding the expenses
- G) The signature of the Chairman of NDRC
- H) Indications for further available legal proceedings (indicating the type of the appeal, the body that the appeal will be judged and the time deadline)

22.33 NOTIFICATION FOR THE DECISION

1. After having reached a decision, the NDRC will notify the decision in writing to the secretary of the Association and the secretary will immediately notify in writing the parties or their representatives.
2. In case of urgency, the NDRC may notify the parties regarding the outcome of the decision and accordingly within twenty days from such notification dispatch them with the reasoning of the decision through the secretary of the Committee.
3. It will be considered that the parties have received the decision through the secretary of the Committee from the moment that they have received it either by post or by fax. Notification of the decision will be given to the representatives of the parties and it will be considered as valid.

22.34 EXPENSES OF THE PROCEDURE

There will be no other expenses except where is specifically provided in these regulations, other than the expenses of the filing of the claim which are provided in the Regulation of the payable fees of a claim before the NDRC and in the Regulation of attorney's fees, regarding the hearing of the cases before the NDRC.

22.35 PUBLICATION

Any decisions of general interest will be published from the Association in a form decided by the NDRC due to the fact that the identity of the parties involves shall be concealed.

22.36 COMPENSATION FOR TRAINING AND DEVELOPMENT

1. The training and development of a player takes place between the ages of 12 and 18. The clubs that assist in the training and development of professional players are allowed in relevant compensation.
2. Compensation for training and development will be payable only until the end of the period within a player turns 18.
3. The obligation to pay compensation for training and development is not affected by any obligation for payment of any other compensation and/or transfer fee.
4. For the purposes of calculating the amount of compensation for training and development, all clubs which participate in the Championships of CFA, will be divided

annually in two categories of training and development expenses as Annexe A in paragraph 23 below and this categorization for each club will be recorded electronically in the system of the Association (COMET) before the 1st of June of each year. Each category corresponds to the annual expenses borne by the member clubs of CFA for training and development of a team of players so as to achieve and/or be reasonably expected the development of at least one professional player.

PAYMENT OF COMPENSATION

5. Compensation for training and development is payable as follows, when a player, before turning 23 years old:
 - I. While he was registered in a club or clubs members of CFA as amateur, signed his first professional contract with a member club of CFA or
 - II. Registered and/or transferred from one member club of CFA that he will be registered as professional in another member club of CFA, also as professional.
6. There is no obligation to pay compensation when:
 - I. The employment contract of a player is terminated illegally by the club or if a player terminates legally the employment contract with his club, without affecting any rights of previous clubs with which the player was registered. The decision as to whether the termination was legal or illegal is taken by the NDRC.
 - II. The professional player is registered in a new club as amateur.
 - III. An amateur has been transferred to another club as amateur.
 - IV. A club waives its right to compensation for training and development.

CALCULATION OF COMPENSATION

7. In the cases falling within article 5(i) above, signing his first professional contract:
 - I. The club that the player has been registered is obliged, within 30 days from the registration, to deposit compensation for development and training in all the clubs that, according to the registry of CFA, the player was registered from the age of 12 until the age of 18.
 - II. The amount of compensation is calculated by multiplying the annual expenses of training of the category of training expenses of the new club on the number of years of training of the player from the age of 12 until the day of signing his first professional contract, with a maximum limit the age of 18 of the player.
 - III. The amount corresponding to the compensation of training and development is divided among all the previous clubs of the player in proportion to the time period that, according to the registry of CFA, was registered to them.
8. In the cases falling within article 5(ii) above, signing a new professional contract:

- I. The club with which the player is registered is obliged, within 30 days from his registration, to deposit compensation for training and development only to the previous club to which the player was registered.
 - II. The amount of compensation is calculated by multiplying the annual expenses of training of the category of expenses of training to the number of years that the player was registered in the previous club.
 - III. The obligation of payment compensation exists regardless if the transfer is happening before or after the expiration of the contract of the player.
9. In order to avoid excessive high and disproportionate compensation for training and development of youth players, the expenses of the training until the age of 15 of a player will be calculated based on the expenses of Category 2.
 10. Compensation for training and development will be deposited only one time in each club.
 11. In case where a player signs his first professional contract before turning 18 with the club that he is already registered as an amateur, all previous clubs that he was registered from the age of 12, they will be allowed to compensation for training and development, based on article 7 above.
 12. In case where a professional player signs his first professional contract with the club that he is already registered as an amateur and provided that, he will be registered to the new club as a professional before the end of the period of his 23rd birthday, the previous club will be allowed to compensation for all periods in which the player was registered to as an amateur but also as a professional until the age of 18.
 13. Any financial dispute between the clubs of CFA in relation to the compensation for training and development of the player will not affect the possibility of a player to participate with his new club.
 14. The compensation for training and development will not be paid by the players but only from the new clubs. Any written agreement between the player and the club for payment of this amount from the player will be void and without effect.

INTERNATIONAL TRANSFERS

15. In cases of international transfers from member clubs of CFA to foreign clubs and vice versa, the obligation for payment of training and development is subject to the provisions of the Regulations of FIFA.
16. In cases where a player is registered as an amateur in a Cypriot club transfers in a foreign club as an amateur and then returns later in Cyprus signing his first professional contract with another Cypriot club, the Cypriot club with whom the player was firstly registered will be allowed compensation for training and development based on Article 7 above.

22.38 SOLIDARITY CONTRIBUTION

1. In case where a professional player, regardless of age, transfers from one club of CFA to another before the expiration of his contract, all clubs of CFA to which the player was registered from the age of 12 until 18, they are allowed to solidarity contribution.
2. The amount of solidarity contribution is equal to 5% of the total transfer compensation and will be distributed to the rightful clubs in proportion according to the length of time that the player was registered to them.
3. Payable compensation for training and development will not be considered for the calculation of the amount of solidarity contribution.
4. It is the obligation of the new club to calculate the amount of the solidarity contribution.
5. The solidarity contribution will be deposit within 30 days from the registration of the player at his new club. In case where the payment of the transfer compensation will be made in instalments, the obligation for payment of the solidarity contribution will be within 30 days from each agreed payment.
6. Beneficiaries to the payment of solidarity contribution are all clubs to which the player was registered from the age of 12 until 18, except for the club that receives compensation for transfer.

GENERAL

7. In case where any of the beneficiaries clubs in compensation for training and development have suspended their work and/or are not participating anymore at the Championships of CFA, the compensation corresponding to the club will be deposit in CFA in order to invest in Football.
8. If a professional player terminates his contract for sport reason based in Article 19.11 and signs a new contract with another club, then the previous club shall not be entitled to compensation for training and development.
9. In case of dispute between clubs and/or players and/or CFA regarding the above articles, they will be resolved by the Dispute Resolution Committee of CFA.

22.39 GENERAL PROVISIONS

1. In the situation that a case involves a sporting offense, such offense can only be trialed by the relevant Association's disciplinary authorities irrespective of whether a party has already brought a claim to one of the Courts of the Republic of Cyprus as it was mentioned above.
2. The NDRC can ex officio examine and trial, or after by a reference from the Executive Committee of the Association all cases or issues in relation with the application of these Regulations and in general all issues in relation to the players status and transfers.

3. In relation to financial disputes the decisions of the NDRC must be enforced within thirty days in line with the following provisions of paragraph 5.
4. When a decision has been reached against a club which entails the payment of compensation for terminating an employment contract, the Club has the right to apply for a review of the decision, in the situation where the person, for whom the decision has been issued in his favor, has been employed after the issue of the decision and for the time period for which a compensation has been awarded.
5. When the NDRC issues its decision by which awards compensation or worked and ought to be paid, the party who must comply with the decision has the right to submit a written application to the NDRC in order to pay the amount of claim by periodic payments, and the NDRC shall decide on the issue after listening the interested parties. Moreover, such application cannot be submitted after the expiry of thirty days from the date of issuing the NDRC's decision.

Any amounts due for wages can be paid off in 24 installments and the awarded amounts for compensation can be paid in a longer period according to the judgment of the Committee.

6. If any matter is not covered by the existing Regulations, it will be decided by the NDRC in such manner as to achieve compliance with the Regulations, and in line with the previous decisions of the NDRC and with the FIFA Regulations in relation to the status and transfers of player's.
7. The NDRC has the power to determine the procedure of its meetings and to issue any respective Regulations.

22.40 RESPONSIBILITY OF THE NDRC MEMBERS

With the exception of indecent behavior, the members of the NDRC and their secretary are not personally liable for their actions and omissions in relation to the procedure.

22.41 APPLICATION AND ENFORCEABILITY

1. These Regulations have been adopted and approved by the Board of Directors of the Association.
2. These Regulations shall take effect from the date the NDRC will be established as a body, as provided in the present regulations.
3. According to the decision of the Board of Directors dated 15.06.2021, the Appeals Committee of NDRC is abolished. The Appeals Committee of NDRC will only operate for appeals that claims have been lodged before 15.06.2021. All claims that have been lodged before 15.06.2021 will be adjudicated by the present NDRC.

23. ANNEX A

ANNUAL EXPENSES FOR TRAINING AND DEVELOPMENT OF PLAYERS

A' Division €30.000=

B' Division €10.000=

24. ANNEX B

24.1 INTRODUCTION

1. The Clubs are obliged to release their registered players to the representative teams, either of Cyprus or of Foreign Federation, for which the player is eligible to play on the basis of his nationality if they are called up by the association concerned.
2. Any agreement between the Club and the player that will in any way restrict the player from participating either in training or either in an official match or a friendly match with his National Team is expressly prohibited.
3. The release of the player is mandatory for the National Teams matches on dates listed in the Coordinated International Match Calendar, as those are determined by FIFA.
4. It is not compulsory to release players for matches scheduled on dates that not listed in the Coordinated International Match Calendar.
5. Players will be released for training camp before the match as follow:
 - a) 3 days for friendly matches
 - b) 5 days for official matches
6. Players complying with a call up from their association for the National Team shall resume duty with their clubs no later than 24 hours after the end of the match for which they were called up. This period shall be extended to 48 hours if the match concerned took place in a different confederation to the one in which the player's club is registered. Clubs shall be informed in writing of a player's outbound and return schedule from Cyprus. The Association shall assume that the player returns in Cyprus as provided above, otherwise the club has the right to ask for the postponement of the following next official match in which the player will participate.

24.2 FINANCIAL PROVISIONS

1. Clubs releasing a player for participating in National Teams are not entitled to financial compensation.
2. The association calling up a player shall bear the costs of travel incurred by the player as a result of the call-up.

3. The club with which the player concerned is registered shall be responsible for his insurance cover against illness, accident, disability, permanent or temporary, partial or total during the entire period of his release. This cover must also extend to any injuries sustained by the player during the international matches or training for which he was released.
4. The clubs are obliged to cover all the medical expenses of the player during the time of his employment or those which arise from their employment or of their participating obligations.

24.3 CALLING UP PLAYERS

1. Every player registered with a club is obliged to respond affirmatively when called up by national team.

24.4 INJURED PLAYERS

1. A player who due to injury is unable to comply with a call-up from the National Team, shall, if the association so requires, agree to undergo a medical examination by a doctor of CFA's choice. If the player so wishes, such medical examination shall take place on the territory of the association at which he is registered. If the player does not wish to be examined from a doctor of the choice of the Association, he will be banned from participating in a match of his club, from the date of the call up from his National team up to five days after the end of the match of his national team, either official or friendly.
2. A player who has been called up by his national team, is not entitled to play for the club with which he is registered during that period.
3. A player who has been called up by the Cyprus Football Association for one of its representative teams is not entitled to play for the club with which he is registered during the period for which he has been released or should have been released pursuant to the provisions of this annexe. This restriction on playing for the club shall, moreover, be prolonged by five days after the day of the match of the national team, either friendly or official, regardless from the reason that the player expressed the desire not to comply or could not comply with his call up.
4. In case where the player takes part in a match of his club within the above period, then his participation will be irregular and the provisions of the Proclamation for irregular participation of the player will apply and/or a charge will be brought against him before the competent bodies of FIFA/UEFA.
5. Regardless the above mentioned, the Executive Committee of the CFA, has the right to exempt the player from its obligation to appear in a call up for the needs of any national team and in that case, the above prohibition will not count in a match of his Club in the periods stated.
6. Club that denies to release his player or neglects to do it or claims ignorance for any reason, will be charged before the Disciplinary Authority for deduction of points

from the championship or championships that the player participates and/or will be reported in the relevant bodies FIFA/UEFA if it concerns a player that participates in a team abroad.

REGULATION FOR CLAIM FILING FEES BEFORE THE DISPUTE RESOLUTION COMMITTEE

1. The present regulation will be called the Regulation for claim filing fees filed before the Dispute Resolution Committee of 2002.
2. For filing any claim against the Dispute Resolution Committee, it is necessary to pay a filing fee in cash to the Association, which it will be determined below and in no case is to be returned.

CLAIM FOR NON MONETARY REMEDIES

For filing a claim for no monetary remedies, a fee of €340.00 plus VAT will be paid.

CLAIM FOR MONETARY REMEDIES

For filing a claim for monetary remedies, the fee to be paid is calculated to the amount of the claim according to the table below:

CLAIMING AMOUNT	FEE
€1- €2.000	€170 + VAT
€2.000- €8.000	€260 + VAT
€8.000- €40.000	€340 + VAT
€40.000- €85.000	€515 + VAT
€85.000- €170.000	€686 + VAT
€170.000 and above	€1.025 + VAT

CLAIM PARTLY FOR NON MONETARY REMEDIES AND PARTLY FOR MONETARY REMEDIES

For filing a claim partly for monetary and partly for no monetary remedies, the fee to be paid is shown in the table above for the filing of a claim in which the claim is subject related to money, depending on the amount claimed, with a low fee of €340.00 + VAT .

3. For filing an application for periodic payments or any other application after the decision is ruled out , is required at the same time of filing the application to pay the fee in cash to the Association of €170.00 + VAT.
4. The present Regulation shall be implemented by 01st of July 2004.

Decision of Board of Directors CFA, dated 23.06.2005.

REGULATION REGARDING LEGAL FEES FOR CASES BEFORE THE DISPUTE RESOLUTION COMMITTEE

1. The present regulation is called the Regulation regarding legal fees for cases before the Dispute Resolution Committee of 2002.
2. A party who represents himself or is represented by a person, who is not a registered lawyer, is not allowed of any payment.
3. A lawyer who represents a party in any procedure before the Dispute Resolution Committee is allowed in the discretion of the Committee of legal expenses, as shown below or as the Committee decides.
4. Lawyer means the person who performs exclusively professional law and is registered in the registry of any local Bar Association of Cyprus.
5. The adjudication of legal expenses, such as the amount, is up to the discretion of the Committee, which takes into consideration the level and type of the dispute, the result and the attitude of the parties and/or their lawyers, concerning the promotion of the procedure.
6. Provided that the Committee can apply its discretion, differently the expenses will be adjudicate as follow:
 - (a) Where the claim is for monetary remedies, based on the table below

AMOUNT	ADJUDICATED EXPENSES	INITIAL EXPENSES OF HEARING
€1- €2.000	€215	UP TO 1/3 MAXIMUM OF INITIAL
€2.000- €8.000	€300	EXPENSES PER €1.285, DATE OF
€8.000-€40.000	€430	HEARING
€40.000-€85.000	€600	
€85.000-€170.000	€855	
Over €170.000		

Provided that if the case is completed and a decision is passed by, without hearing any witness, the initial expenses are adjudicated.

(b) CLAIM FOR NON-MONETARY REMEDIES

The expenses are adjudicated which apply to the climate of €8.000-€40.000.

(c) WHERE THE CLAIMS IS PARTLY SUBJECT RELATED TO MONETARY REMEDIES AND PARTLY SUBJECT RELATED TO NON MONETARY REMEDIES

Expenses are adjudicated which apply in the climate of the amount which is adjudicated based on the above table with minimum the expenses that are the climate of €8.000-€40.000.

7. The present Regulation shall be implemented by 01st of September 2002

ANNEXE 1

EMPLOYMENT AGREEMENT

The present Contract is signed today, ■■ (date), in ■■ (city),
■■ (country) between:

■■ (club / company with reg. no. ■■), hereinafter referred to as "the Club"

AND

■■ (player's name), ■■ (I.D. / passport no.), ■■ (CFA I.D.)
from ■■ (country) and ■■ (date of birth), hereinafter referred to as "*the Player*"

1. APPOINTMENT AND DURATION

- 1.1. The duration of this Contract shall be from ■■ (date) until ■■ (date).
- 1.2. The Club engages the Player as a professional footballer for, as a minimum, the Club's ■■ Team, unless the Player shall agree to play for some other team of the Club, on the terms and conditions of this Contract and subject to the Rules of the CFA.
- 1.3. The Player's gross remuneration shall be as follows:
 - 1.3.1. From ■■ until ■■, a monthly gross salary of € ■■ (€ ■■ net).
 - 1.3.2. From ■■ until ■■, a monthly gross salary of € ■■ (€ ■■ net).
 - 1.3.3. From ■■ until ■■, a monthly gross salary of € ■■ (€ ■■ net).
 - 1.3.4. From ■■ until ■■, a monthly gross salary of € ■■ (€ ■■ net).
 - 1.3.5. From ■■ until ■■, a monthly gross salary of € ■■ (€ ■■ net).

All taxes payable to the Tax Department, as per the applicable legislation, shall be paid by the Club.

- 1.4. Any other gross payments and bonuses shall be payable as follows
■■
- 1.5. Any other benefits and/or allowances:
■■

2. TERMS OF EMPLOYMENT

- 2.1. The present Contract is regulated by the provisions of the Standard Employment Contract, as these have been agreed between the Cyprus Football Association (CFA) and the Cyprus Footballers' Union (PASFP) and as these provisions have

been codified in Annex 1 of the CFA Registration and Transfer of Players Regulations.

- 2.2. The terms of the Standard Employment Contract constitute an integral part of the present Contract having full and direct implementation.
- 2.3. In case of conflict, the terms of the Standard Employment Contract shall take precedence over the terms of the present Contract.
- 2.4. [The Club and the Player may herein insert additional employment terms, provided these have been mutually agreed upon and provided these do not come in conflict with any of the provisions of the Standard Employment Contract. In case of conflict, the terms of the Standard Employment Contract shall take precedence.]
- 2.5. This Contract is signed by the Parties hereto in triplicate (at least) so that each signed one constitutes an original. One of them shall be submitted by the Club to the CFA, on the Club's expenses and each Party shall keep one original in its possession.

PARTIES' SIGNATURES

CLUB

PLAYER

(in case of a minor this must also be signed by his parent and/or guardians and their names must appear)

■
■

WITNESS 1

(name & signature)

■

WITNESS 2

(name & signature)

■

Did the Player use the services of an Intermediary?
(if yes, name & signature)

■

YES / NO

Did the Club use the services of an Intermediary?
(if yes, name & signature)

■

YES / NO

STANDARD EMPLOYMENT CONTRACT

1. DEFINITIONS AND INTERPRETATION

1.1. The words and phrases bellow shall have the following meaning:

“Board” shall mean the board of directors of the Club or company.

“CFA” shall mean the Cyprus Football Association.

“CFA Member” shall mean a club or any other legal entity which is a registered member of the CFA and has a team competing in the CFA Championships.

“Club Rules” shall mean the rules or regulations affecting the Player from time to time in force and published by the Club.

“Company” shall mean every company duly registered according to the Cyprus Company Act to which company a club, member of the CFA, has assigned, given or in any way passed on the management of its football teams and activities.

“Employment Agreement” shall mean the individual employment agreement signed by a club and a player

“FIFA” shall mean the Federation Internationale de Football Association.

“Gross Misconduct” shall mean serious or persistent conduct, behaviour, activity or omission by the Player involving one or more of the following:

- (1) Theft or fraud.
- (2) Deliberate and serious damage to the Club's property.
- (3) Use or possession of or trafficking of a Prohibited Substance.
- (4) Incapacity through alcohol affecting the Player's performance as a player.
- (5) Breach of or failure to comply with any of the terms of this Contract or the Employment Agreement.

Or such other similar or equivalent serious or persistent conduct, behaviour, activity or omission by the Player which the Board reasonably considers to amount to gross misconduct.

“Intermediary” shall mean every person representing, negotiating and/or acting in favour of the Club or the Player (except for a lawyer giving legal advice) in the context of the registration or transfer of the Player or his employment terms from the Club and/or the legal entity to which the Club member of the CFA has assigned the management of its football teams and other relevant to the sport of football activities.

“Laws of the Game” shall mean the laws from time to time in force governing the game of association football as laid down by the International Football Association Board (as defined in the statutes of FIFA).

“Player’s Image” shall mean the Player’s name, nickname, fame, image, signature, voice, film and photographic portrayal, virtual and/or electronic representation, reputation, replica and all other characteristics of the Player including his shirt number.

“Player Injury” shall mean any injury or illness (including mental illness or disorder) other than any injury or illness which is directly caused by or results directly from a breach by the Player of his obligations.

“Playing Season” shall mean the period from the beginning of a CFA championship until its official ending.

“Rules of the CFA” shall mean the CFA rules and regulations from time to time in force including those of the FIFA and the UEFA to the extent they relate or apply to the Player or the Club.

“UEFA” shall mean the Union des Associations Europeennes de Football.

1.2. The headings of this Contract are for convenience only and not interpretation.

2. APPOINTMENT AND DURATION

2.1. The Club engages the Player on the terms and conditions of the Standard Employment Contract, the Employment Agreement and subject to the Rules of the CFA.

2.2. Any renewal or extension of the Employment Agreement must be mutually agreed upon.

3. DUTIES AND OBLIGATIONS OF THE PLAYER

3.1. The Player agrees:

3.1.1. When directed by an authorised official of the Club;

3.1.1.1. to attend matches in which the Club is engaged,

3.1.1.2. to participate in any matches in which he is selected to play for the Club and

3.1.1.3. to attend at any reasonable place for the purposes of and to participate in training and match preparation;

3.1.2. To play to the best of his skill and ability at all times.

3.1.3. Except to the extent prevented by injury or illness, to maintain a high standard of physical fitness at all times and not to indulge in any activity, sport or practice which might endanger such fitness or inhibit his mental or physical ability to play, practise or train.

- 3.1.4. To undertake such other duties and to participate in such other activities as are consistent with the performance of his duties under clauses 3.1.1 to 3.1.3 and as are reasonably required of the Player.
- 3.1.5. That he has given all necessary authorities for the release to the Club of his medical records and will continue to make the same available as requested by the Club from time to time during the continuance of the Employment Agreement.
- 3.1.6. To comply with and act in accordance with all lawful instructions of any authorised official of the Club.
- 3.1.7. To play football solely for the Club or as authorised by the Club or as required by the Rules of the CFA.
- 3.1.8. To observe the Laws of the Game.
- 3.1.9. To observe the Rules but in the case of the Club Rules to the extent only that they do not conflict with or seek to vary the express terms of this Contract and the Employment Agreement.
- 3.1.10. To submit promptly to such medical and dental examinations as the Club may reasonably require and to undergo at no expense to himself such treatment as may be prescribed by the medical or dental advisers of the Club or the Club's insurers.
- 3.1.11. On the, for any cause whatsoever, termination of the Employment Agreement to return to the Club in a reasonable and proper condition any property (including any car) which has been provided or made available by the Club to the Player in connection with his employment.

3.2. The Player agrees that he shall not:

- 3.2.1. Undertake or be involved in any activity or practice which will knowingly cause to be void or voidable or which will invoke any exclusion of the Player's cover pursuant to any policy of insurance maintained for the benefit of the Club.
- 3.2.2. When playing or training wear anything (including jewellery) which is or could be dangerous to him or any other person.
- 3.2.3. Except to the extent specifically agreed in writing between the Club and the Player, use as his regular place of residence any place which the Club reasonably deems unsuitable for the performance by the Player of his duties, other than temporarily pending relocation.
- 3.2.4. Undertake or be engaged in any other employment or be engaged or involved in any trade business or occupation or participate professionally in any other sporting or athletic activity without the prior written consent of the Club PROVIDED that this shall not:

3.2.4.1. prevent the Player from making any investment in any business so long as it does not conflict or interfere with his obligations hereunder or under his Employment Agreement

3.2.4.2. limit the Player's rights under clause 4 of the present Contract.

3.2.5. Knowingly or recklessly do, write or say anything or omit to do anything which is likely to bring the Club or the game of football into disrepute, cause the Player or the Club to be in breach of the Rules or cause damage to the Club or its officers or employees or any match official;

3.2.6. Whenever circumstances permit the Player shall give to the Club reasonable notice of his intention to make any contributions to the public media in order to allow representations to be made to him on behalf of the Club, if the latter so desires;

3.2.7. Except in the case of emergency, arrange or undergo any medical treatment without first giving the Club proper details of the proposed treatment and physician/surgeon and without requesting the Club's consent, which the Club will not unreasonably withhold.

4. COMMUNITY PUBLIC RELATIONS AND MARKETING

4.1. For the purposes of promoting the public relations of the Club and/or (at the request of the Club) of any sponsors or commercial partners of the Club, the Player shall attend at and participate in such events as may reasonably be required by the Club including, but not limited to, appearances, interviews and photo shoots. Provided that the Club shall give reasonable notice to the Player of the Club's requirements, the Player shall make himself available. No photograph of the Player taken pursuant to the provisions of this clause shall be used by the Club or any other person for commercial purposes.

4.2. Whilst he is providing or performing the services set out in his Employment Agreement (including travelling on Club business) the Player shall:

4.2.1. Wear only such clothing as is approved by an authorised official of the Club;

4.2.2. Not display any badge, mark, logo, trading name or message on any item of clothing without the prior consent of an authorised official of the Club. Nothing in this clause shall prevent the Player wearing and/or promoting football boots and, in the case of a goalkeeper, gloves of his choice.

4.3. Except to the extent specifically herein provided or otherwise specifically agreed with the Player, nothing in this Contract or the Employment Agreement shall prevent the Player from undertaking promotional activities or from exploiting the Player's Image, so long as:

4.3.1. The said promotional activities or exploitation do not interfere or conflict with the Player's obligations under this Contract and the Employment Agreement.

4.3.2. The Player gives reasonable advance notice to the Club of any intended

promotional activities or exploitation.

4.4. The Player hereby grants to the Club the right to photograph the Player both individually and as a member of a squad and to use such photographs and the Player's Image. The said use shall be made in a Club Context in connection with the promotion of the Club and its playing activities, the manufacture, sale, distribution, licensing, advertising, marketing and promotion of the Club's branded and football related official products (including the Strip) as well as for services (including such products or services which are endorsed by or produced under licence from the Club), in such manner as the Club may reasonably think fit so long as:

4.4.1. The use of the Player's photograph and/or Player's Image either alone or with not more than three other players of the Club shall be limited to no greater usage than the average for all players in the Club's Team where the Player is engaged;

4.4.2. The Player's photograph and/or Player's Image shall not be used to imply any brand or product endorsement by the Player;

4.4.3. All the relevant Club's rights shall cease on the termination of the Employment Agreement, save for the use and/or sale of any promotional materials or products as aforesaid as shall then already be manufactured or in the process of manufacture or required to satisfy any outstanding orders.

4.5. Nothing in this clause shall prevent the Club from entering into other arrangements with the Player, additional or supplemental hereto or in variance hereof, in relation to advertising, marketing and/or promotional services. All such agreements must be submitted to the CFA.

5. REMUNERATION AND EXPENSES

5.1. Throughout his engagement the Club shall pay to the Player the remuneration and shall provide the benefits (if any) as are set out in the Employment Agreement.

5.2. The Club shall reimburse the Player all reasonable hotel and other expenses wholly and exclusively incurred by him in or about the performance of his duties PROVIDED that the Player has obtained the prior authorisation of the Club and the Player furnishes the Club with receipts or other evidence of such expenses.

5.3. The Club may deduct from any remuneration payable to the Player:

5.3.1. Following the Players prior consent, any monies disbursed and/or liabilities incurred by the Club on behalf of the Player;

5.3.2. Any other monies (but not claims for damages or compensation) which can be clearly established to be properly due from the Player to the Club.

5.4. If at a disciplinary hearing conducted according to Part I hereto a fine is imposed on the Player calculated by reference to the Player's weekly or monthly wage, the fine shall take the form of forfeiture of wages of a corresponding amount so that the amount forfeit shall not become payable

to the Player. The forfeiture shall take effect in relation to the monthly instalment of the Player's remuneration falling due next after the date on which the notice of the decision is given to him.

6. OBLIGATIONS OF THE CLUB

6.1. The Club shall:

6.1.1. Observe the Rules of the CFA which shall take precedence over the Club Rules,

6.1.2. Provide the Player at the beginning of each playing season copies of all the Rules which affect the Player and of the terms and conditions of any policy of insurance in respect of or in relation to the Player with which the Player is expected to comply,

6.1.3. Promptly arrange appropriate medical and dental examinations and treatment for the Player at the Club's expense in respect of any injury to or illness (including mental illness or disorder) of the Player save where such injury or illness is caused by an activity or practice on the part of the Player which breaches clause 3.2.1 hereof in which case the Club shall only be obliged to arrange and pay for treatment to the extent that the cost thereof remains covered by the Club's policy of medical insurance,

In respect of any examinations and/or treatment, the necessity for which arose during the currency of the present and notwithstanding its subsequent expiry or termination, the said obligation of the Club shall extend for a period of 12 months from the date of expiry or termination of the present,

6.1.4. At all times maintain and observe a proper health and safety policy for the security, safety and physical well-being of the Player,

6.1.5. Release the Player as required for the purposes of fulfilling the obligations in respect of representative matches to his national association pursuant to the statutes and regulations of FIFA,

6.2. The Club shall not without the consent in writing of the Player:

6.2.1. Take or use or permit to be used photographs of the Player for any purposes save as permitted by clause 4.

6.2.2. Use or reveal the contents of any medical reports or other medical information regarding the Player obtained by the Club save for the purpose of assessing then Player's health and fitness, obtaining medical and insurance cover and complying with the Club's obligations under the Rules of the CFA.

7. INJURY AND ILLNESS

7.1. Any injury to or illness of the Player shall be reported by him or on his behalf to the Club immediately and the Club shall keep a record of such injury or illness.

- 7.2. The Player has the right to a second opinion by a medical specialist if he contests the opinion of the Club's specialists. The expenses for this second specialist opinion shall be borne by the Player. If there are still differing opinions, the parties shall seek an independent third opinion, from a specialist mutually agreed upon, which will be final and binding. The costs of the third specialist opinion shall be borne by the Club and the Player in half.

8. DISCIPLINARY PROCEDURE

Except in any case where the Club terminates the Player's employment pursuant to the provisions of clause 9 hereof the Club shall operate the disciplinary procedure set out in Part I hereto in relation to any breach or failure to observe the terms of this Contract, the Employment Agreement, the Rules of the CFA or the Club's Internal Regulations.

9. TERMINATION OF EMPLOYMENT

- 9.1. The Club shall be entitled to terminate the Employment Agreement in writing to the Player if the Player:
- 9.1.1. Shall be guilty of Gross Misconduct,
 - 9.1.2. Shall fail to heed any final written warning given under the provisions of Part 1 hereto,
 - 9.1.3. Is convicted of any criminal offence where the punishment consists of a sentence of imprisonment of three months or more (which is not suspended).
- 9.2. The Player shall be entitled to terminate the Employment Agreement in writing to the Club if the Club:
- 9.2.1. Shall be guilty of serious or persistent breach of the terms and conditions of this Contract,
 - 9.2.2. Fails to pay any due payables or other benefits, allowances or bonuses due to the Player within 30 days since the date that the Club has been put in default in writing by the Player.
- 9.3. In case of relegation of the team of the Club to which the player is employed, the club has a right within 30 days from the end of the Championship, to terminate the present agreement without payment of any compensation, except if it wishes the continuance of the agreement. In case where this right is not exercised within the mentioned deadline, then the contract is automatically terminated without the payment of any compensation and the player is free from the next day of the end or the discontinuation of the said Championship.

10. HOLIDAYS

The Player is entitled to 24 days of paid leave for every employment period of 48

weeks
or, in case of shorter employment, the corresponding proportion. If the requested
leave
falls within the playing season, it will be subject to the approval of the Club.

11. SURVIVAL

The provisions of the Employment Agreement shall remain in full force and effect in respect of any act or omission of either party during the period of the Employment Agreement notwithstanding its expiration or termination.

12. CONFIDENTIALITY

12.1. The Employment Agreement is to be treated as being private and confidential. Its contents shall not be disclosed or divulged either directly or indirectly to any person, firm or company whatsoever either by the Club, the Player or any Intermediary of the Club or the Player except:

12.1.1. With the prior written agreement of both the Club and the Player.

12.1.2. As may be required by any statutory, regulatory, governmental or quasi-governmental authorities or as otherwise required by law or pursuant to the Rules of the CFA.

12.1.3. In the case of the Player, to his duly appointed Intermediary and professional advisers including the PASP.

12.1.4. In the case of the Club, to its duly appointed Intermediary and its professional advisers or to such of its directors, secretaries, servants, representatives or auditors to whom such disclosure is strictly necessary for the purposes of their duties and then only to the extent so necessary.

13. DISPUTE RESOLUTION

Any employment dispute between the Club and the Player shall fall under the exclusive jurisdiction of the National Dispute Resolution Chamber of the CFA and shall be resolved according to the applicable regulations of the CFA.

14. MISCELLANEOUS

14.1 The Cyprus Football Association may from time to time issue directives concerning provisions to be included in contracts. Such directives will be compulsorily. Such directives, provisions or conditions are deemed to form an integral part of the player's standard contract notwithstanding whether special reference is made or not to them in the standard contract.

14.2. With the signing of this contract the player confirms that he has been made aware of the club's privacy policy in line with the requirements of the (EU) General Data

Protection Regulation (GDPR) 2016/679. The player further confirms that he fully understands and accepts the terms of the privacy policy regarding the personal data the club maintains about the player.

14.3 This Contract and the Player's Employment Agreement constitute the entire agreement between the Club and the Player and supersede any and all preceding agreements between the Club and the Player regarding the employment period mentioned in clause 1 of the Player's Employment Agreement.

14.4 Following a decision of the Board of Directors of the CFA as provided in the Proclamation of the Championship, for suspension or termination of the championship due to force majeure, the terms of the Employment Agreement, including financial terms, are suspended until the end of the force majeure period.

PART I

Disciplinary Procedure and Penalties

1. INTRODUCTION

The disciplinary procedure aims to ensure that the Club behaves fairly in investigating and dealing with allegations of unacceptable conduct of the Player. The Club nevertheless reserves the right to depart from the precise requirements of its disciplinary procedure where the Club considers it expedient to do so and where the Player's resulting treatment is no less fair.

2. RECORDS

All cases of disciplinary action under this procedure will be recorded and placed in the Club's records. A copy of the Club's disciplinary records concerning the Player will be supplied to the Player at his request. These records are personal and private and it is prohibited to be supplied to any third person without the prior written consent of the Player.

3. PROCEDURE

The following steps will be taken as appropriate in all cases of disciplinary action:

3.1. Investigation

No action will be taken before a proper investigation has been undertaken by the Club into the matter complained of. If the Club determines the same to be appropriate the Club may by written notice suspend the Player for up to fourteen days while the investigation takes place. If the Player is so suspended the Employment Agreement together with all the Player's rights under it including the payment of the Player's remuneration and benefits shall remain in force. However, during the period of suspension the Player will not be entitled to access

to any of the Club's premises except at the prior request or with the prior consent of the Club and subject to such conditions as the Club may impose. The decision to suspend the Player will be notified in writing to the Player by the Club.

3.2. Disciplinary Hearing

3.2.1. If the Club decides to hold a disciplinary hearing about the matter complained of the Player will be given full details in writing of the complaint against him and reasonable notice of the date and time of the hearing. At the hearing the Player will be given an opportunity to state his case either personally or through his representative.

3.2.2. Subject as provided in paragraph 3.2.3 and provided that the Player so wishes or is considered as appropriate by the Club, no disciplinary penalty will be imposed without first giving the Player the opportunity to state his case to the coach or any other Club official.

3.2.3. A disciplinary hearing may proceed in the Player's absence and a disciplinary penalty may be imposed if he fails to appear at such hearing after having received proper notice thereof.

3.3. Appeal

3.3.1. The Player shall have a right of appeal to the Board against any disciplinary decision.

3.3.2. The appeal must be filed in writing within 3 days of the date of notification to the Player of the disciplinary decision.

3.3.3. The appeal hearing shall be conducted as soon as possible and the Player will be given a right to state his case de novo.

3.3.4. The decision of the Board must be issued within 7 days from the conclusion of the hearing and will be final and binding regarding the Club's internal procedures.

3.3.5. Any internal disciplinary decision of the Club, either in first instance or after appeal, does not affect the rights of the Player to challenge this decision before the competent CFA bodies, provided that these bodies will have the jurisdiction, as per the applicable CFA regulations, to hear the case.

4. DISCIPLINARY PENALTIES

4.1. At a disciplinary hearing or on an appeal against a disciplinary decision the Club may dismiss the allegation or if it is proved to the Club's satisfaction may impose the following sanctions:

4.1.1. Oral warning,

4.1.2. Written warning,

4.1.3. Final written warning after a previous warning or warnings,

- 4.1.4. Fine not exceeding the amount of the Player's basic wage for a period of up to two weeks for a first offence and up to four weeks for subsequent offences in any consecutive period of twelve months,
- 4.1.5. Training with the Second Team of the Club for a period of up to two weeks for a first offence and up to four weeks for subsequent offences in any consecutive period of twelve months,
- 4.1.6. Prohibition to attend at any of the Club's premises for such period as the Club thinks fit, not exceeding four weeks,
- 4.1.7. Termination of the Player's employment, as per clause 9.1 of the Standard Employment Contract.

The above penalties may be imposed accumulatively. The severity of a penalty must not be disproportional to the gravity of the offence.

Annex 2
EMPLOYMENT CONTRACT OF TECHNICAL STAFF MEMBER

The present Contract is signed today, (date), in (city), (country)
between:

(club / company with reg. no.), hereinafter referred to as "**the Club**"

AND

(name), (I.D. / passport no.), (CFA I.D.) from (country)
and (date of birth), hereinafter referred to as "**the Technical Staff Member**".

1. Appointment and Duration

- 1.1. The duration of this Contract shall be from (date) until (date).
- 1.2. The Club engages the Technical Staff Member as (position) for the Club's Team.
- 1.3. The gross remuneration of the Technical Staff Member shall be as follows:
 - 1.3.1. From (date) until (date), a monthly gross salary of € (€ net).
 - 1.3.2. From (date) until (date), a monthly gross salary of € (€ net).
 - 1.3.3. From (date) until (date), a monthly gross salary of € (€ net).
 - 1.3.4. From (date) until (date), a monthly gross salary of € (€ net).
 - 1.3.5. From (date) until (date), a monthly gross salary of € (€ net).

All taxes payable to the Tax Department and all contributions payable to the Social Insurance Services, as per the applicable legislation, shall be paid by the Club.

- 1.4. Any other gross payments, bonuses, benefits and/or allowances shall be payable as follows:

2. Terms of Employment

- 2.1. The present Contract is regulated by the provisions of the Codified Employment Contract of Technical Staff Members, as these have been agreed between the Cyprus Football Association (CFA) and the Cyprus Football Coaches Association (CYFCA) and as these provisions have been adopted in Annex II of the CFA Registration and Transfer of Players Regulations.
- 2.2. The terms of the Codified Employment Contract of Technical Staff Members constitute an integral part of the present Contract having full and direct implementation.
- 2.3. In case of conflict, the terms of the Codified Employment Contract of Technical Staff Members shall take precedence over the terms of the present Contract.
- 2.4. *[The Club and the Technical Staff Member may herein insert additional employment terms, provided these have been mutually agreed upon and provided these do not come in conflict with any of the provisions of the Codified Employment Contract of Technical Staff Members. In case of conflict, the terms of the Codified Employment Contract shall take precedence.]*
- 2.5. This Contract is signed by the Parties hereto in triplicate (at least) so that each signed one constitutes an original. One of them shall be submitted by the Club to the CFA, on the Club's expenses and each Party shall keep one original in its possession.

PARTIES' SIGNATURES

CLUB

TECHNICAL STAFF MEMBER

WITNESS 1

(name & signature)

WITNESS 2

(name & signature)

Was an Intermediary used by the Technical Staff Member?

(if yes, name & signature)

YES / NO

Was an Intermediary used by the Club?

(if yes, name & signature)

YES / NO

CODIFIED EMPLOYMENT CONTRACT OF TECHNICAL STAFF MEMBERS

1. Definitions and Interpretation

1.1. The words and phrases bellow shall have the following meaning:

“Board” shall mean the board of directors of the Club or company.

“CFA” shall mean the Cyprus Football Association.

“CFA Member” shall mean a club or any other legal entity which is a registered member of the CFA and has a team competing in the CFA Championships.

“Club Rules” shall mean the rules or regulations affecting the Technical Staff Member from time to time in force and published by the Club.

“Company” shall mean every company duly registered according to the Cyprus Company Act to which company a club, member of the CFA, has assigned, given or in any way passed on the management of its football teams and activities.

“Employment Contract” shall mean the individual employment contract signed by a club and a Technical Staff Member.

“FIFA” shall mean the Federation Internationale de Football Association.

“Gross Misconduct” shall mean serious or persistent conduct, behaviour, activity or omission by the Technical Staff Member involving one or more of the following:

- (1) Theft or fraud.
- (2) Deliberate and serious damage to the Club's property.
- (3) Use or possession of or trafficking of a Prohibited Substance.
- (4) Incapacity through alcohol affecting the quality of the Technical Staff Member's employment performance.
- (5) Breach of or failure to comply with any of the terms of this Contract or the Employment Contract.

Or such other similar or equivalent serious or persistent conduct, behaviour, activity or omission by the Technical Staff Member which the Board reasonably considers amounting to gross misconduct.

“Intermediary” shall mean every person representing, negotiating and/or acting in favour of the Club or the Technical Staff Member (except for a lawyer giving legal advice) in the context of the registration or transfer of the Technical Staff Member or his employment terms from the Club and/or the legal entity to which the Club member of the CFA has assigned the management of its football teams and other relevant to the sport of football activities.

“Laws of the Game” shall mean the laws from time to time in force governing the game of association football as laid down by the International Football Association Board (as defined in the statutes of FIFA).

“Technical Staff Member” shall mean all persons signing the present Contract and who are employed or provide services as members of the technical staff of a Club.

“Technical Staff Member Injury” shall mean any injury or illness (including mental illness or disorder) sustained during the execution of his employment duties.

“Playing Season” shall mean the period from the beginning of a CFA championship until its official ending.

“Rules” shall mean the CFA rules and regulations from time to time in force including those of the FIFA and the UEFA to the extent they relate or apply to the Technical Staff Member or the Club.

“UEFA” shall mean the Union des Associations Europeennes de Football.

1.2. The headings of this Contract are for convenience only and not interpretation.

2. Appointment and Duration

2.1. The Club engages the Technical Staff Member on the terms and conditions of the present contract, the Employment Contract and subject to the Rules of the CFA.

2.2. Any renewal or extension of the Employment Contract shall only be allowed if mutually agreed upon.

3. Duties and Obligations of the Technical Staff Member

3.1. The Technical Staff Member agrees that:

3.1.1. He shall respect the management of the Club, its servants, the players of the team and all other persons who, because of their respective duties, are members of the team engaging in its activities.

3.1.2. He shall work with care, diligence and professionalism.

3.1.3. He shall comply with and enforce the orders, instructions and decisions of the Club's management.

3.1.4. He shall provide the best possible services throughout the duration of his employment.

3.1.5. He will not indulge in any activities which might endanger his fitness or inhibit his mental or physical ability to provide his services.

3.1.6. He shall comply with and act in accordance with all lawful instructions of any authorised official of the Club.

3.1.7. He shall provide his services exclusively for the Club, unless agreed otherwise.

3.1.8. He shall observe the Laws of the Game.

3.1.9. He shall observe the Rules but in the case of the Club Rules to the extent only that they do not conflict with or seek to vary the express terms of this Contract and the Employment Contract.

3.1.10. He shall submit promptly to such medical and dental examinations as the Club may reasonably require and shall undergo at no expense to himself such treatment as may be prescribed by the medical or dental advisers of the Club or the Club's insurers.

3.1.11. On the, for any cause whatsoever, termination of the Employment Contract, he shall return to the Club in a reasonable and proper condition any property (including any car) which has been provided or made available by the Club to the Technical Staff Member in connection with his employment.

3.2. The Technical Staff Member is not allowed and:

3.2.1. He shall not undertake or be involved in any activity or practice which will knowingly cause to be void or voidable or which will invoke any exclusion of the Technical Staff Member's insurance coverage which the Club might maintain.

3.2.2. He shall not wear during matches or training anything (including jewellery) which is or could be dangerous to him or any other person.

3.2.3. Except when specifically agreed in writing between the Club and the Technical Staff Member, he shall not use as his regular place of residence any place which the Club reasonably deems unsuitable for the performance by the Technical Staff Member of his duties, other than temporarily pending relocation.

3.2.4. He shall not undertake or be engaged in any other employment or be engaged or involved in any trade business or occupation or participate professionally in any other sporting or athletic activity without the prior written consent of the Club PROVIDED that this shall not:

3.2.4.1. prevent the Technical Staff Member from making any investment in any business so long as it does not conflict or interfere with his obligations hereunder or under his Employment Contract.

3.2.4.2. limit the Technical Staff Member's rights under clause 4 of the present Contract.

3.2.5. He shall not, knowingly or recklessly do, write or say anything or omit to do, write or say anything which is likely to bring the Club or the game of football into disrepute, cause the Technical Staff Member or the Club to be in breach of the Rules or cause damage to the Club or its officers or employees or any match official.

3.2.6. Whenever circumstances permit, the Technical Staff Member shall give to the Club reasonable notice of his intention to make any contributions to the public media in order to allow representations to be made to him on behalf of the Club, if the latter so desires.

3.2.7. Except in the case of emergency, he shall not arrange or undergo any medical treatment without first giving the Club proper details of the proposed treatment and physician/surgeon and without requesting the Club's consent, which the Club will not unreasonably withhold or delay.

3.3. Any other supplementary, detailed and specific duties and obligations of the Technical Staff Member shall be added in his Employment Contract.

4. Community public relations and marketing

4.1. For the purposes of promoting the public relations of the Club and/or (at the request of the Club) of any sponsors or commercial partners of the Club, the Technical Staff Member shall attend at and participate in such events as may reasonably be required by the Club including, but not limited to, appearances, interviews and photo shoots. Provided that the Club shall give reasonable notice to the Technical Staff Member of the Club's requirements, the Technical Staff Member shall make himself available. No photograph of the Technical Staff Member taken pursuant to the provisions of this clause shall be used by the Club or any other person for commercial purposes.

4.2. Whilst he is providing or performing the services set out in his Employment Contract (including travelling on Club business) the Technical Staff Member shall:

4.2.1. Wear only such clothing as is approved by an authorised official of the Club.

4.2.2. Not display any badge, mark, logo, trading name or message on any item of clothing without the prior consent of an authorised official of the Club.

4.3. Except to the extent specifically herein provided or otherwise specifically agreed with the Technical Staff Member, nothing in this Contract or the Employment Contract shall prevent the Technical Staff Member from undertaking promotional activities or from exploiting his Image, so long as:

4.3.1. The said promotional activities or exploitation do not interfere or conflict with the Technical Staff Member's obligations under this Contract and the Employment Contract.

4.3.2. The Technical Staff Member gives reasonable advance notice to the Club of any intended promotional activities or exploitation.

4.4. The Technical Staff Member hereby grants to the Club the right to photograph the Technical Staff Member both individually and as a member of a squad and to use such photographs and the Technical Staff Member's Image. The said use shall be made in a Club Context in connection with the promotion of the Club and its playing activities, the manufacture, sale, distribution, licensing, advertising, marketing and promotion of the Club's branded and football related official products (including the Strip) as well as for services (including such products or services which are endorsed by or produced under licence from the Club), in such manner as the Club may reasonably think fit so long as:

4.4.1. The use of the Technical Staff Member's photograph and/or Technical Staff Member's Image either alone or with not more than three other Technical Staff

Members of the Club shall be limited to no greater usage than the average for all Technical Staff Members in the Club's Team where the Technical Staff Member is engaged.

4.4.2. The Technical Staff Member's photograph and/or image shall not be used to imply any brand or product endorsement by the Technical Staff Member.

4.4.3. All the relevant Club's rights shall cease on the termination of the Employment Contract, save for the use and/or sale of any promotional materials or products as aforesaid as shall then already be manufactured or in the process of manufacture or required to satisfy any outstanding orders.

4.5. Nothing in this clause shall prevent the Club from entering into other arrangements with the Technical Staff Member, additional or supplemental hereto or in variance hereof, in relation to advertising, marketing and/or promotional services. All such agreements must be submitted to the CFA.

5. Remuneration and expenses

5.1. Throughout his engagement the Club shall pay to the Technical Staff Member the remuneration and shall provide the benefits (if any) as are set out in the Employment Contract.

5.2. The Club shall reimburse the Technical Staff Member all reasonable hotel and other expenses wholly and exclusively incurred by him in or about the performance of his duties PROVIDED that the Technical Staff Member has obtained the prior authorisation of the Club and the Technical Staff Member furnishes the Club with receipts or other evidence of such expenses.

5.3. The Club may deduct from any remuneration payable to the Technical Staff Member:

5.3.1. Following the Technical Staff Members prior consent, any monies disbursed and/or liabilities incurred by the Club on behalf of the Technical Staff Member.

5.3.2. Any other monies (but not claims for damages or compensation) which can be clearly established to be properly due from the Technical Staff Member to the Club.

5.4. If at a disciplinary hearing conducted according to Part I hereto a fine is imposed on the Technical Staff Member calculated by reference to the Technical Staff Member's weekly or monthly wage, the fine shall take the form of forfeiture of wages of a corresponding amount so that the amount forfeit shall not become payable to the Technical Staff Member. The forfeiture shall take effect in relation to the monthly instalment of the Technical Staff Member's remuneration falling due next after the date on which the notice of the decision is given to him, unless the fine is imposed during the last month of his employment in which case the forfeiture shall take effect in the same month.

6. Obligations of the Club

6.1. The Club shall:

6.1.1. Observe the Rules of the CFA which shall take precedence over the Club Rules.

6.1.2. Provide the Technical Staff Member at the beginning of each playing season copies of all the Rules which affect the Technical Staff Member and of the terms and conditions of any policy of insurance in respect of or in relation to the Technical Staff Member with which the Technical Staff Member is expected to comply.

6.1.3. Treat and respect the Technical Staff Member as an associate.

6.1.4. Promptly pay the Technical Staff Member's agreed remuneration.

6.1.5. Ensure good working conditions as well as the technical and human resources necessary for the execution of the Technical Staff Member's duties.

6.1.6. Promptly arrange appropriate medical and dental examinations and treatment for the Technical Staff Member at the Club's expense in respect of any injury to or illness (including mental illness or disorder) of the Technical Staff Member save where such injury or illness is caused by an activity or practice on the part of the Technical Staff Member which breaches clause 3.2.1 hereof in which case the Club shall only be obliged to arrange and pay for treatment to the extent that the cost thereof remains covered by the Club's policy of medical insurance.

In respect of any examinations and/or treatment, the necessity for which arose during the currency of the present and notwithstanding its subsequent expiry or termination of the present, the said obligation of the Club shall extend for a period of 12 months from the date of expiry or termination of the present.

6.1.7. At all times maintain and observe a proper health and safety policy for the security, safety and physical well-being of the Technical Staff Member.

6.2. The Club shall not without the consent in writing of the Technical Staff Member:

6.2.1. Take or use or permit to be used photographs of the Technical Staff Member for any purposes save as permitted by clause 4.

6.2.2. Use or reveal the contents of any medical reports or other medical information regarding the Technical Staff Member obtained by the Club save for the purpose of assessing the Technical Staff Member's health and fitness, obtaining medical and insurance cover and complying with the Club's obligations under the Rules of the CFA.

7. Injury and Illness

7.1. Any injury to or illness of the Technical Staff Member shall be reported by him or on his behalf to the Club immediately and the Club shall keep a record of such injury or illness.

7.2. The Technical Staff Member has the right to a second opinion by a medical specialist if he contests the opinion of the Club's specialists. The expenses for this second specialist opinion shall be borne by the Technical Staff Member. If there are still differing opinions, the parties shall seek an independent third opinion, from a specialist mutually agreed upon, which will be final and binding. The costs of the third specialist opinion shall be borne by the Club and the Technical Staff Member in half.

8. Disciplinary Procedure

Except in any case where the Club terminates the Technical Staff Member's employment pursuant to the provisions of clause 9 hereof the Club shall operate the disciplinary procedure set out in Part I hereto in relation to any breach or failure to observe the terms of the present Contract, the Employment Contract, the Rules of the CFA or the Club's Internal Regulations.

9. Termination of Employment

9.1. The Club shall be entitled to terminate the Employment Contract in writing to the Technical Staff Member if the Technical Staff Member:

9.1.1. Shall be guilty of Gross Misconduct,

9.1.2. Shall fail to heed any final written warning given under the provisions of Part I hereto,

9.1.3. Is convicted of any criminal offence where the punishment consists of a sentence of imprisonment of three months or more (which is not suspended).

9.2. The Technical Staff Member shall be entitled to terminate the Employment Contract in writing to the Club if the Club:

9.2.1. Shall be guilty of serious or persistent breach of the terms and conditions of the present Contract and the Employment Contract.

9.2.2. Fails to pay to the Technical Staff Member at least two monthly salaries on their due dates, provided that he has put the debtor club in default in writing and has granted a deadline of at least 15 days for the debtor club to fully comply with its financial obligation(s).

9.3. In case of relegation of the team of the Club to which the Technical Staff Member is employed, the club has a right within 30 days from the end of the Championship, to terminate the present agreement without payment of any compensation, except if it wishes the continuance of the agreement. In case where this right is not exercised within the mentioned deadline, then the contract is automatically terminated without the payment of any compensation and the Technical Staff Member is free from the next day of the end or the discontinuation of the said Championship.

10. Holidays

The Technical Staff Member is entitled to 24 days of paid leave for every employment period of 48 weeks or, in case of shorter employment, the

corresponding proportion. If the requested leave falls within the playing season, it will be subject to the approval of the Club.

11. Survival

The provisions of the Employment Contract shall remain in full force and effect in respect of any act or omission of either party during the period of the Employment Contract notwithstanding its expiration or termination.

12. Confidentiality

12.1. The Employment Contract is to be treated as being private and confidential. Its contents shall not be disclosed or divulged either directly or indirectly to any person, firm or company whatsoever either by the Club, the Technical Staff Member or any Intermediary of the Club or the Technical Staff Member except:

12.1.1. With the prior written agreement of both Parties.

12.1.2. As may be required by any statutory, regulatory, governmental or quasi-governmental authorities or as otherwise required by law or pursuant to the Rules of the CFA.

12.1.3. In the case of the Technical Staff Member, to his duly appointed Intermediary and professional advisers including the CYFCA.

12.1.4. In the case of the Club, to its duly appointed Intermediary and its professional advisers or to such of its directors, secretaries, servants, representatives or auditors to whom such disclosure is strictly necessary for the purposes of their duties and then only to the extent so necessary.

13. Dispute Resolution

Any employment dispute between the Club and the Technical Staff Member shall fall under the exclusive jurisdiction of the National Dispute Resolution Chamber of the CFA and shall be resolved according to the applicable regulations of the CFA.

14. Miscellaneous

14.1 The Cyprus Football Association may from time to time issue directives concerning provisions to be included in contracts. Such directives, provisions or conditions are deemed to form an integral part of the Technical Staff Member's standard contract notwithstanding whether special reference is made or not to them in the standard contract.

14.2 With the signing of this contract the Technical Staff Member confirms that he has been made aware of the Club's privacy policy in line with the requirements of the (EU) General Data Protection Regulation (GDPR) 2016/679. The Technical Staff Member further confirms that he fully understands and accepts the terms of the privacy policy regarding the personal data the Club maintains about him.

14.3 This Contract and the Employment Contract constitute the entire agreement between the Club and the Technical Staff Member and supersede any and all

preceding agreements between the Club and the Technical Staff Member regarding the employment period mentioned in clause 1 of the Technical Staff Member's Employment Contract.

14.4 Following a decision of the Board of Directors of the CFA as provided in the Proclamation of the Championship, for suspension or termination of the championship due to force majeure, the terms of the Employment Agreement, including financial terms, are suspended until the end of the force majeure period.

PART I

Disciplinary Procedure and Penalties

1. Introduction

The disciplinary procedure aims to ensure that the Club behaves fairly in investigating and dealing with allegations of unacceptable conduct of the Technical Staff Member. The Club nevertheless reserves the right to depart from the precise requirements of its disciplinary procedure where the Club considers it expedient to do so and where the Technical Staff Member's resulting treatment is no less fair.

2. Records

All cases of disciplinary action under this procedure will be recorded and placed in the Club's records. A copy of the Club's disciplinary records concerning the Technical Staff Member will be supplied to the Technical Staff Member at his request. These records are personal and private and it is prohibited to be supplied to any third person without the prior written consent of the Technical Staff Member.

3. Procedure

The following steps will be taken as appropriate in all cases of disciplinary action:

3.1. Investigation

No action will be taken before a proper investigation has been undertaken by the Club into the matter complained of. If the Club determines the same to be appropriate the Club may by written notice suspend the Technical Staff Member for up to fourteen days while the investigation takes place. If the Technical Staff Member is so suspended the Employment Contract together with all the Technical Staff Member's rights under it including the payment of the Technical Staff Member's remuneration and benefits shall remain in force. However, during the period of suspension the Technical Staff Member will not be entitled to access to any of the Club's premises except at the prior request or with the prior consent of the Club and subject to such conditions as the Club may impose. The decision to suspend the Technical Staff Member will be enforced immediately when the Technical Staff Member is notified in writing.

3.2. Disciplinary Hearing

3.2.1. If the Club decides to hold a disciplinary hearing about the matter complained of, the Technical Staff Member will be given full details in writing of the complaint against him and reasonable notice of the date and time of the hearing. At the hearing the Technical Staff Member will be given an opportunity to state his case either personally or through his representative.

3.2.2. Subject as provided in paragraph 3.2.3 and provided that the Technical Staff Member so wishes or is considered as appropriate by the Club, no disciplinary penalty will be imposed without first giving the Technical Staff Member the opportunity to state his case to the coach or any other Club official.

3.2.3. A disciplinary hearing may proceed in the Technical Staff Member's absence and a disciplinary penalty may be imposed if he fails to appear at such hearing after having received proper notice thereof.

3.3. Appeal

3.3.1. The Technical Staff Member shall have a right of appeal to the Board against any disciplinary decision.

3.3.2. The appeal must be filed in writing within 3 days of the date of notification to the Technical Staff Member of the disciplinary decision.

3.3.3. The appeal hearing shall be conducted as soon as possible and the Technical Staff Member will be given a right to state his case de novo.

3.3.4. The decision of the Board must be issued within 7 days from the conclusion of the hearing and will be final and binding regarding the Club's internal procedures.

3.3.5. Any internal disciplinary decision of the Club, either in first instance or after appeal, does not affect the rights of the Technical Staff Member to challenge this decision before the competent CFA bodies, provided that these bodies will have the jurisdiction, as per the applicable CFA regulations, to hear the case.

4. Disciplinary Penalties

4.1. At a disciplinary hearing or on an appeal against a disciplinary decision the Club may dismiss the allegation or if it is proved to the Club's satisfaction may impose the following sanctions:

4.1.1. Oral warning,

4.1.2. Written warning,

4.1.3. Final written warning after a previous warning or warnings,

4.1.4. Fine not exceeding the amount of the Technical Staff Member's basic wage for a period of up to two weeks for a first offence and up to four weeks for subsequent offences in any consecutive period of twelve months,

4.1.5. Prohibition to take part in the trainings of the Club's teams for a period of up to two weeks for a first offence and up to four weeks for subsequent offences in any consecutive period of twelve months,

4.1.6. Prohibition to attend at any of the Club's premises for such period as the Club thinks fit, not exceeding four weeks,

4.1.7. Termination of the Technical Staff Member's employment, as per clause 9.1 of the Standard Employment Contract.

The above penalties may be imposed accumulatively. The severity of a penalty must not be disproportional to the gravity of the offence.