

 	Safety and Security Policy of VfL Wolfsburg-Fußball GmbH	
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VfL Wolfsburg-Fußball GmbH (VfL) stands for an open-minded, tolerant football culture and condemns xenophobic, racist, anti-semitic, violent, homophobic, left-wing and right-wing extremist behaviour, ableism as well as other radical views and ideologies.

The aim of the security policy is to work with responsible network partners in order to protect employees, teams, visitors, and guests from any adverse effects or physical injury. It is also designed to implement preventative measures against unforeseen events and to react to undesirable events with previously defined and customised actions to avoid any material, economic or reputational damage to VfL. This includes all actions required to avoid unauthorised access in the form of theft, property damage, sabotage, arson etc.

As part of its security management, VfL must put in place all requisite actions and procedures that are suited to or required for security when running events and in the club's everyday operations.

VfL thereby assumes responsibility for all persons contracted to work for the club.

Preventative, security-oriented, and legally compliant thoughts and actions are basic prerequisites for the future success of VfL. They also form the basis of a safe and secure stadium experience.

Our long-term objective is to document the specific and organisational procedures of VfL Wolfsburg-Fußball GmbH in accordance with the rules of the German Football Association (DFB):
Certification of security management in professional football
and to develop them systematically in compliance with internal and external requirements.

- The basic principles of our security policy:**
1. The creation, implementation and ongoing maintenance of security concepts for all operating facilities and events with systematic monitoring of safety and security regulations applicable to VfL.
 2. The provision of the requisite materials for the development and maintenance of a security management system and for the implementation of the measures arising from said system.





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3. The permanent, honest and trusting exchange of information with all fan groups with the objective of achieving long-term, inclusive work with supporters.
4. The creation and implementation of a training concept for targeted and systematic training and further education measures on the basis of the German Football Association's training procedures. This applies in particular to employees working in the security service, with the objective of promoting an understanding of security and the obligation to act safely.
5. The maintenance and ongoing development of the security standard through structured planning, action and leadership as part of a continuous improvement process.
6. The consistent documentation of all security measures.
7. The development and promotion of security awareness amongst employees of VfL and external partners (e.g. media staff, catering personnel, promotion teams). This is achieved through partnerships based on the security policy, which ensure that these persons conduct themselves in a way that contributes to the stadium experience and prevents security risks.
8. Taking into account the security level of service providers and suppliers during selection, and ongoing monitoring while they are working.

VfL must strive to ensure that all measures for which it is not responsible are covered by the responsible departments (e. g. City of Wolfsburg, police, fire service etc.). If these departments do not perform the measures deemed necessary by VfL, the club must document this and notify any higher bodies as required.

In order to implement these basic principles, obligations and objectives, a security management system will be introduced and made mandatory for all employees of VfL Wolfsburg Fußball GmbH.
This security policy comes into effect when signed below.

Wolfsburg 01.03.2024

Michael Meeske
Managing Director

Marcel Schäfer
Managing Director

Dr. Tim Schumacher
Managing Director

