



UEFA  
**EURO2024**  
GERMANY

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HUMAN RIGHTS  
DECLARATION

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## Human Rights Declaration for UEFA EURO 2024

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## Human Rights Declaration for UEFA EURO 2024

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### **I. Preamble**

More than a decade ago, the United Nations General Assembly's Resolution of 25 September 2015 "Transforming our world: the UN 2030 Agenda for Sustainable Development" recognised sport as an important enabler of sustainable development and its potential as a universal language that contributes to educating people on the values of respect, diversity, equity and justice.

Sport and major sporting events have the power and outreach to strengthen social cohesion, combat discrimination and promote equity and inclusion for all.

However, this can only be achieved if all actors involved in sport identify, prevent, mitigate and account for how they address their impacts on fundamental rights.

In recent years, respect for human rights has become a growing concern for both organisers and host countries of major sporting events. There is increased universal awareness of fundamental human rights issues, such as a lack of diversity, equity, inclusion opportunities, anti-discrimination and anti-racism, labour rights, LGBTI rights or freedom of speech.

It is therefore the responsibility of both governmental authorities and organisers to prioritise human rights and address any human rights risks or concerns that might arise in the context of UEFA EURO 2024.

UEFA EURO 2024 is a major sporting event which will take place in Germany for the first time after German reunification and will be followed by billions of people around the globe. It has the potential to spread passion for the game, unify people, break down cultural barriers and strengthen mutual understanding.

We – the Union of European Football Associations (UEFA), the German Football Association (DFB), EURO 2024 GmbH (a joint venture of UEFA and the DFB), along with the Federal Government of Germany, the governments of the Federal States and the host cities (Berlin, Cologne, Dortmund, Düsseldorf, Frankfurt, Gelsenkirchen, Hamburg,

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Leipzig, Munich and Stuttgart) – are aware of our human rights obligations and responsibilities in organising and hosting UEFA EURO 2024.

It is our intention that UEFA EURO 2024 will build bridges both on and off the pitch, and act as a driving force for respecting, protecting and promoting human rights globally especially in times of war, terror and global tensions.

We want UEFA EURO 2024 to be an event where intolerance, hatred and agitation have no place.

Together, we resolutely oppose the violation of human rights, the occurrence of racism and antisemitism, islamophobia, sexism, LGBTI hatred, homophobic, transphobic and xenophobic actions, and any other form of violent, discriminatory or inhuman attitudes and behaviour.

We pay particular attention to the protection of potentially vulnerable and marginalised groups of people, such as women and girls, children or persons with disabilities.

We all commit to jointly contribute to a tournament that highlights democracy, respect, equity and the promotion and protection of human rights; a rights-respecting tournament aligned with the spirit of the Universal Declaration of Human Rights. The Declaration enshrines the rights of all human beings. It is a global blueprint for international, national and local laws and policies, and a bedrock of the 2030 Agenda for Sustainable Development. It calls on all organs of society to promote respect for human rights and freedoms.

We celebrate together the 75th anniversary of the Universal Declaration of Human Rights and its ambition to infuse societies with equality, fundamental freedoms and justice.

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In line with the United Nations Guiding Principles on Business and Human Rights and its 'Protect, Respect and Remedy' framework, we retain distinct but complementary responsibilities in the context of this event:

1. The responsibility for the protection of human rights lies with the Government. The duty of governmental authorities under international human rights law is to protect everyone within their territory and jurisdiction from human rights abuses, also those committed by third parties, by passing effective laws and regulations that prevent or address human rights abuses and ensure access to effective remedy through the court system or other legitimate non-judicial mechanisms for those whose rights have been violated. Governmental authorities also have the duty to ensure through their own leverage and regulatory authority that business within their jurisdiction respect human rights. The German Act on Corporate Due Diligence Obligations in Supply Chains came into force on 1 January 2023 and requires companies to set up processes to identify, assess, prevent and remedy human rights and environmental risks and impacts in their supply chains and in their own operations. As declared in the Coalition Agreement 2021-2025 "The awarding and hosting of major international sporting events should be strictly linked to compliance with the UN Guiding Principles on Business and Human Rights and Sustainability".
2. It is the responsibility of the event owner UEFA and private event organisers (the DFB and EURO 2024 GmbH) to respect human rights in all actions, processes and operations. This responsibility means identifying, preventing and mitigating actual or potential negative impacts and reducing the likelihood of abuse. It is also the organisers' responsibility to establish an effective grievance mechanism and provide access to effective remedy for anyone adversely affected by UEFA EURO 2024.

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Despite these different types of obligations, we believe that the closer we work together, the greater the potential of UEFA EURO 2024 for protecting and promoting human rights and elevating them to a higher standard within the context of major sporting events.

Through this declaration, we wish to emphasize the collaboration between the public and private sectors in line with their roles and responsibilities to strengthen and enforce human rights protection.

Together, all of us assume responsibility for the tournament and the comprehensive approach to promoting human rights in and through sport.

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### **II. Human rights commitment**

The UN Guiding Principles on Business and Human Rights set out concrete, implementable steps for governments and private business actors to fulfil their respective duties to prevent human rights abuses, to respect human rights and, in the event that a right is violated, to investigate, punish and provide remedies to any such abuse.

#### **1. Governmental authorities' commitment to protect and promote human rights in the tournament**

We, the governmental authorities, are committed to respecting, protecting and fulfilling the human rights of individuals within Germany and/or the German jurisdiction. We recognise our duty to protect against human rights abuses, also those committed by third parties, to ensure that everyone respects human rights and to investigate, sanction and provide remedy in case of any violation.

We protect and promote the rule of law, for example, by taking measures to ensure a safe and secure tournament, to ensure equality before the law, fairness in its application, and by providing for adequate accountability, legal certainty as well as procedural and legal transparency.

As a European state bound by almost all international human rights treaties, the laws of the European Union and its Charter of Fundamental Rights, the European Convention of Human Rights, Germany's Federal Constitution covering basic rights and its detailed national laws, Germany requires human rights to be respected, protected and fulfilled and protective measures and positive action to be implemented to support this.

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### **2. The Organisers' commitment**

We, the event owner and organisers of the tournament, i.e. UEFA, the DFB and EURO 2024 GmbH, are committed to respecting and promoting all recognised human rights and to aligning all actions during the preparation and staging of UEFA EURO 2024 with the internationally recognised UN Guiding Principles on Business and Human Rights, which have also been put on a legal footing in German law in the form of the Act on Corporate Due Diligence Obligations in Supply Chains, and to ensure that human rights are respected, also by third parties.

We commit to respecting human rights by identifying, preventing and mitigating human rights abuses, establishing an effective grievance mechanism for anyone adversely affected in the context of UEFA EURO 2024 in that respect and providing them with access to effective remedy. By mentioning the recognised human rights worldwide, we include the following international instruments, which also served as a reference for the due diligence process of the organising entities:

- the International Bill of Human Rights,
- the European Convention on Human Rights,
- the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, with its five fundamental principles of freedom of association and the right to collective bargaining, the elimination of forced and compulsory labour, the effective abolition of child labour, the elimination of discrimination in respect of employment and occupation, and a safe and healthy working environment, as well as the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy,
- the Organisation for Economic Co-operation and Development's Guidelines for Multinational Enterprises on Responsible Business Conduct,
- other key international human rights instruments.



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As envisaged in the second pillar of the UN Guiding Principles on Business and Human Rights, this Human Rights Declaration serves also as a policy commitment by the event owner and organisers as business enterprises to respect and promote human rights. This commitment has been approved by the organisers at the highest level and will be communicated internally and externally to all staff, business partners and other related parties. All those working on the staging of UEFA EURO 2024 – including all volunteers of the UEFA EURO 2024 volunteer programme – will be made aware of the importance of human rights issues during the event.

Together with the commitments stated in the UEFA EURO 2024 Environmental, Social and Governance Strategy, the DFB Human Rights Policy and the UEFA Human Rights Commitment, this Human Rights Declaration serves as the key human rights framework for UEFA EURO 2024.

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### **III. Human rights risk analysis**

In line with this Human Rights Declaration, the event owner (UEFA) and organisers (the DFB and EURO 2024 GmbH) have partnered with the Federal Government of Germany and the host cities to consider human rights concerns related to UEFA EURO 2024, as required in the UN Guiding Principles on Business and Human Rights, and conducted a human rights impact assessment and due diligence process for UEFA EURO 2024.

#### **1. Major sporting events and human rights impacts**

Staging a major sporting event such as UEFA EURO 2024 is a great opportunity and at the same time a challenge for all the actors involved. After many years, football fans are once again coming together in the centre of Europe, with millions of supporters cheering for their favourite teams. Around 2.8 million visitors are expected in the stadiums and up to 12 million in the fan zones.

Despite the powerful role that football can play in fostering human rights, staging such a tournament carries inherent risks of human rights abuses, such as discrimination against those participating in the event (e.g. athletes, fans, entourages or volunteers), including racism, antisemitism, islamophobia, any other religious discrimination, xenophobia, far right extremism, anti-LGBTI, queerphobia, misogynist, homophobic and transphobic behaviour, sexism or the violation of physical or psychological integrity and any other human rights risks for workers (including those in the supply chains).

#### **2. Human rights impact assessment for UEFA EURO 2024**

EURO 2024 GmbH conducted a human rights impact assessment for the tournament in line with the UN Guiding Principles on Business and Human Rights and in cooperation with UEFA, the DFB, the Federal Government of Germany, the governments of the Federal States, the host cities and other stakeholders as part of its overall human rights due diligence process. The purpose of the assessment was to identify any potential negative human rights impacts with respect to different groups of rights holders,

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locations and thematic areas of responsibility and to take appropriate prevention and mitigation measures.

### 3. Four steps of the human rights risk analysis

Human rights risks in the context of UEFA EURO 2024 were identified in a four-step process.

Based on the UN Guiding Principles on Business and Human Rights and the UN Sustainable Development Goals, we:

- *identified* potential human rights risks and groups of rights holders in the context of UEFA EURO 2024, taking into account the negative consequences of our actions throughout the supply and value chains;
- *evaluated* those risks;
- planned *measures to prevent and mitigate* negative impacts, thereby differentiating such impacts according to the roles of the various actors involved;
- described how we intend to address and remedy any adverse impacts found, and how we would *monitor* our ongoing progress in addressing human rights abuses and the effectiveness of those measures in order to update them if necessary.

The human rights risks were assessed separately for stadiums, fan zones, host city centres, itineraries and accommodation, social media and ticketing as well as non-venue areas.

The potential impacts on the following groups of rights holders were taken into account: fans, local communities, players, staff of the national associations and the organisers, workers and journalists. Our analysis also examined the impact on vulnerable groups, such as women and girls, children or people living with disabilities.

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### **4. Overview of the most salient human rights risks**

Based on the analysis and in line with the DFB Human Rights Policy, the UEFA Human Rights Commitment and the UN Guiding Principles on Business and Human Rights, the following most salient risks and areas of action in the context of UEFA EURO 2024 were identified. The preventive measures are listed in Annex 1.

#### **a. Safety, security, health and labour**

Safety, security, health protection and decent working conditions at UEFA EURO 2024 are of paramount importance to all those involved in its delivery. All participants – athletes, officials, the workforce, including volunteers, spectators and others – must have confidence in our ability to provide a safe, secure and family-friendly tournament experience in a peaceful environment.

A focus on safety, security and health has been identified as the overall goal of our human rights protection. A football festival like UEFA EURO 2024 can only be achieved by guaranteeing that people do not suffer emotional, physical or sexual harm. The UEFA EURO 2024 slogan ‘United by Football. Vereint im Herzen Europas’ not only further strengthens the message of unity, togetherness and inclusion, but also demonstrates the collaboration with all authorities, organisations and corporations involved in this process. It is incredibly important to all of us for the tournament to feature a balanced and appropriate degree of openness and security.

However, accountability for safety and security remains with the Federal Government of Germany, the governments of the Federal States and the host cities in accordance with the constitutional framework in Germany. This includes protecting the public against all kinds of human rights violations, such as violence, crime, terrorism and activities intended to undermine our democratic and constitutional order. In addition to its general National Security Strategy for UEFA EURO 2024, the Federal Ministry of the Interior and Community is drafting a “Human Rights and Police” concept intended to focus on the role of the police in the context of UEFA EURO 2024. In this context,

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ensuring public safety and order while maintaining and emphasizing an open, tolerant and friendly approach by the police authorities is of paramount importance. Close cooperation and respect for responsibilities by everyone involved in the event, both in Germany and abroad, is a particularly significant guarantee of success.

Another aspect of security and safety is the potential for threats to health and well-being, not only to athletes and fans, but also to the workforce and everyone else connected to UEFA EURO 2024.

Furthermore, working conditions and labour rights in Germany, as well as throughout the global supply and value chains, are of particular importance in the context of UEFA EURO 2024.

Apart from the federal labour laws and regulations in Germany, we urge all actors involved to ensure that these employment standards are applied.

In this context, the Federal Government of Germany underlines the impact of employment laws, including work, health and safety laws. We urge all actors involved in the event, including local and contracted companies, to understand and follow employment procedures and to eliminate all forms of worker exploitation, particularly in sectors identified as having a high risk of compulsory or forced labour, such as cleaning, hospitality and security, and to ensure the effective abolition of child labour.

We, the organisers, are committed to upholding and promoting the highest international labour standards. We adhere to the principles of the ILO's core labour standards with regard to our own employees and advocate for these standards to be applied by third parties involved in UEFA EURO 2024.

EURO 2024 GmbH is committed to complying with the principles of the German Supply Chain Act during the organisation and staging of the tournament and in all event activities. The EURO 2024 GmbH policy statement on the application of the principles of the German Supply Chain Act can be found in Annex 2.

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### **b. Discrimination and abuse**

Football is loved throughout the world, and its diversity is its core strength. People of all backgrounds, abilities, identities and sexual orientations should feel welcome and valued, without fearing discrimination or abuse. We regard diversity as a strength and participation as an opportunity that enriches society. We therefore actively oppose racism, antisemitism, islamophobia, sexism and all types of prejudice and we are committed to protecting all those involved, attending or linked to UEFA EURO 2024 from all forms of discrimination, harassment and abuse.

We strive to create a safe environment for all our activities by banning all forms of discrimination and abuse against individuals or groups based on skin colour, ethnic, national or social origin, age, sexual orientation, gender identity and expression, disability, socio-economic background, language, religion, political conviction or any other opinion or reason.

Furthermore, we place particular emphasis on promoting gender equality and identifying and addressing different forms of discrimination based on gender, with the aim of preventing and combating all forms of discrimination and harassment, including sexual harassment.

Our preventative actions focus on various measures before, during and after the tournament. We aim to use the integrative power of sport to show discrimination and abuse the red card and to enhance democratic principles and fair play in society. With a fair, tolerant, inclusive and open fan culture, we aim to provide an unforgettable event for everyone – across all generations, genders, sexual orientations, cultures, abilities, countries of origin and social backgrounds.

We will be guided by existing legislation against discrimination in addition to the international treaties already mentioned and others such as the UN Convention on the Rights of the Child, the International Convention on the Elimination of All Forms of Racial

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Discrimination and the Convention on the Elimination of all Forms of Discrimination against Women.

### **c. Diversity, accessibility and inclusion**

In line with the UEFA EURO 2024 slogan 'United by football. Vereint im Herzen Europas', the idea is to use UEFA EURO 2024 to overcome boundaries and barriers, and to foster a sense of community and belonging.

Despite the unique power of football to integrate, there is still a tendency in the world to exclude parts of the population. Effective and holistic inclusiveness for everyone in sport and society focuses on eliminating social, infrastructural and isolating barriers for anyone who is disabled or otherwise disadvantaged.

It is our responsibility to ensure that all levels of the game are accessible to everyone. We aim to guarantee equal rights and opportunities for every person who is part of UEFA EURO 2024. We want to celebrate diversity, equality and inclusion. UEFA EURO 2024 will be open to everyone, ensuring that all social groups, including minorities, can actively engage with the event if so desired.

The sustained promotion of diversity, accessibility and inclusion aims to keep football open to everyone in the long run. For many years, the DFB and UEFA, through its foundation and member associations, have been actively championing these values in a range of measures, events and competitions for people of all abilities.

We consider the adoption of this declaration to be pivotal in promoting diversity, social responsibility and respect for differences. We will be guided in our efforts by the UN Convention on the Rights of Persons with Disabilities.

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### **d. Freedom of speech and press freedom**

We want UEFA EURO 2024 to be an event for everyone, irrespective of religious belief, political affiliation or opinion. This means that everyone is invited to support their favourite team, celebrate together and exercise their freedom of speech during the tournament.

Likewise, the fundamental human rights of others have to be respected and security and safety have to be guaranteed inside and outside the stadium at all time. We strive to enable everyone to assert their rights and minimise any negative impact on these rights, to ensure that everyone can enjoy UEFA EURO 2024 peacefully.

Furthermore, we vow to uphold and support the freedom of the press reporting on the tournament and the ability of journalists to perform their jobs without impediment. We take action against any restrictions on freedom of expression and freedom of the press during and after the tournament. In support of this, we aim to make UEFA's media accreditation procedure as transparent as possible, to fight violations of freedom of the press and where such violations are detected in the context of UEFA EURO 2024 to hold these countries accountable.

Freedom of speech and the press are fundamental rights in a democratic society. It is important to us that diverse opinions, as well as independent journalism, are heard, respected and preserved. We are confident that by upholding these freedoms during UEFA EURO 2024, we are fostering an open, inclusive and respectful community. This Human Rights Declaration provides the necessary framework.



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### **IV. Grievance mechanism**

Taking all these salient risks into account, providing appropriate and effective complaint management and effective access to remedy are important parts of fulfilling our due diligence obligations.

As human rights violations and abuses may occur in any context before, during or after the tournament, it is of paramount importance to provide an accessible mechanism for filing complaints along with a commitment to investigating, punishing and redressing human rights abuses.

Germany already has a number of legal and other complaints procedures established under EU, national and federal-state laws and by regulatory bodies. These include law enforcement agencies, anti-discrimination, human rights and equality bodies, ombudsman services, advisory services and helplines that provide guidance, e.g. in the context of health and safety issues, the protection of women and children, or civil, criminal and administrative law remedies through the courts related to human rights violations connected to UEFA EURO 2024.

An independent, accessible, free, non-discriminatory and confidential grievance mechanism has been developed for UEFA EURO 2024 with reference to international human rights standards by a reputable law firm. The grievance mechanism will be available to players, workers, volunteers, spectators, journalists and everyone else connected to the event. We will take all possible steps to ensure data protection and security, also in terms of data collection, storage and sharing, especially for children, people reporting physical or sexual abuse, LGBTI people, and other affected groups.

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### **V. Reporting**

It is essential for us to monitor and report on our human rights due diligence process as part of the overall reporting on UEFA EURO 2024. An impact study and final report, including on the grievance mechanism with numbers, types of violations, assistance provided and remedy outcomes, will be published after the tournament.

*Annex 1: List of measures to prevent and mitigate human rights violations.*

*Annex 2: Policy Statement of EURO 2024 GmbH regarding Supply Chains.*



November 14<sup>th</sup> 2023

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Federal Ministry of Interior  
and Community

Federal Ministry of Labour  
and Social Affairs

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Nancy Faeser, Federal Minister

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Hubertus Heil, Federal Minister

Union of European Football Associations

German Football Association

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Michele Uva, S&E Sustainability Director

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Heike Ullrich, General Secretary

For the Federal States

For the host cities

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Franziska Becker, State Secretary of the  
Berlin Senate Department for the Interior  
and Sport

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Burkhard Hintzsche, City Director of  
Düsseldorf

For the EURO 2024 GmbH

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Andreas Schär, Managing Director

## Annex 1: List of measures to prevent and mitigate human rights violations

**Preliminary remarks:** The list below contains examples of some of the measures that will be taken by the relevant stakeholders in the locations concerned. It is accurate as at 14 November 2023 and will be regularly updated by the stakeholders involved in the run-up to UEFA EURO 2024. Numerous measures to mitigate risks to human rights will be taken at every level (federal, state, host cities, UEFA/DFB/EURO 2024 GmbH). However, it should be noted that the measures listed below will not all be taken at every level or in every host city. This list is a compilation of the measures proposed across the host cities.

### 1. Safety, security, health and labour

Risk	Measures	Location	Responsibility
General crime, general police deployment, police operations, breaches of the ban on excessive police intervention, police custodial measures	<ul style="list-style-type: none"> <li>Police crime prevention and victim protection measures relating to the event and aimed at specific target groups are set out, <i>inter alia</i>, in the national safety concept for UEFA EURO 2024 and in the strategic plan for the management of police operations at UEFA EURO 2024 produced by the 'Leadership, deployment, fight against crime' subcommittee's EURO 2024 project group (PG EM 2024/UA FEK).</li> <li>UEFA EURO 2024 police and human rights concept</li> <li>Guidance from the national torture prevention office (detention standards)</li> </ul>	Everywhere	Federal government and federal states (security forces)
Crowd panic	<ul style="list-style-type: none"> <li>Crowd management as part of safety planning</li> <li>Definition of maximum person density at event venues</li> </ul>	Everywhere	All stakeholders

	<ul style="list-style-type: none"> <li>• Guidance and control of crowd flows during crowd panic (in principle the responsibility of the police as part of its general risk prevention role)</li> <li>• Comprehensive testing of reporting and management mechanisms with the relevant units in all host cities</li> </ul>		
<b>(Sexual) harassment/violence, especially in crowds, and incidents of psychological or sexual harassment</b>	<ul style="list-style-type: none"> <li>• Awareness concepts with support, including psychologically trained staff offering initial assistance on-site, as well as safe havens and quiet spaces</li> <li>• Sexual violence prevention concept</li> <li>• Staff awareness and training (general police responsibility)</li> <li>• Urgent assistance from national sexual abuse telephone helpline (<a href="http://www.hilfetelefon-missbrauch.de">www.hilfetelefon-missbrauch.de</a>), the reporting platform <a href="http://www.nicht-wegsehen.net">www.nicht-wegsehen.net</a>, the 'Violence against women' telephone helpline, and the online advisory service at <a href="http://www.jugendnotmail.de">www.jugendnotmail.de</a> and <a href="https://jugend.bke-beratung.de">https://jugend.bke-beratung.de</a></li> <li>• Telephone helpline for women subjected to physical and/or sexual violence, and/or victims of human trafficking and forced prostitution</li> <li>• Awareness-raising regarding anonymous collection of evidence following acts of sexual violence</li> </ul>	Everywhere	All stakeholders
<b>Natural disasters and phenomena</b>	<ul style="list-style-type: none"> <li>• The national safety concept for UEFA EURO 2024 describes, <i>inter alia</i>, the responsibilities and strategies of the state emergency services in response to natural disasters and phenomena</li> </ul>	Everywhere	All stakeholders

	<ul style="list-style-type: none"> <li>• Strategic plan for the management of police operations at UEFA EURO 2024 produced by the 'Leadership, deployment, fight against crime' subcommittee's EURO 2024 project group (PG EM 2024/UA FEK)</li> <li>• Involvement of the German meteorological service for rapid response to natural disasters</li> <li>• Comprehensive testing of reporting and management mechanisms with the relevant units in all host cities ('stress test')</li> </ul>		
<p><b>Terrorist attack</b></p>	<ul style="list-style-type: none"> <li>• Creation of a specific EURO 2024 safety concept</li> <li>• Analysis, including in the national safety concept for UEFA EURO 2024 and the strategic plan for the management of police operations at UEFA EURO 2024 produced by the 'Leadership, deployment, fight against crime' subcommittee's EURO 2024 project group (PG EM 2024/UA FEK)</li> <li>• Victims of any terrorist or extremist attack will receive short, medium and long-term support from the federal government commissioner for victims of terrorist and extremist attacks in Germany, in cooperation with the federal state victims' commissioners and central authorities</li> <li>• Collaboration and exchange of information between safety authorities within their respective powers and responsibilities, as well as between established counter-terrorism centres and platforms (GTAZ, GETZ)</li> </ul>	<p>Everywhere</p>	<p>All stakeholders.</p>

	<ul style="list-style-type: none"> <li>Comprehensive testing of reporting and management mechanisms with the relevant units in all host cities ('stress test')</li> </ul>		
Group dynamics (fighting, pyrotechnics, etc.)	<ul style="list-style-type: none"> <li>Group dynamics already taken into account in risk assessments and safety concepts</li> <li>Group dynamics will be taken into account in risk assessments and safety concepts, including those of the organisers</li> <li>UEFA's guidance regarding pyrotechnics underlines that there is no safe use of pyrotechnics in close proximity to other people (i.e. spectator areas);</li> <li>Pyrotechnics must not be handled by anybody until they have burned out and even then they must be handled only by <b>staff who will be trained and equipped accordingly.</b></li> <li>The national safety concept for UEFA EURO 2024 deals, among other things, with group dynamics in relation to violent individuals and groups during EURO 2024</li> <li>Strategic plan for the management of police operations at UEFA EURO 2024 produced by the 'Leadership, deployment, fight against crime' subcommittee's EURO 2024 project group (PG EM 2024/UA FEK)</li> </ul>	Everywhere	All stakeholders
Breach of data protection rights (especially of children and young people)	<p>Compliance with and raising awareness of data protection rules, in particular:</p> <ul style="list-style-type: none"> <li>Sensitive/safe use of data and digital storage, e.g. police data searches</li> </ul>	Everywhere	All stakeholders that collect data

	<ul style="list-style-type: none"> <li>• Dialogue between UEFA, its service providers, EURO 2024 GmbH and the responsible federal departments on the theme of cyber security, aimed at preventing cyber-attacks that could result in the loss of personal data</li> <li>• Anonymisation of sensitive content</li> <li>• Data protection training for staff and people responsible for such matters</li> </ul>		
<b>Medical emergency</b>	<ul style="list-style-type: none"> <li>• Awareness-raising among local doctors and ambulance services with regard to specific requirements during UEFA EURO 2024</li> <li>• The national safety concept for UEFA EURO 2024 deals with medical emergencies in the context of non-police risk prevention</li> <li>• Comprehensive testing of reporting and management mechanisms with the relevant units in all host cities ('stress test')</li> <li>• Contingency plans prepared in conjunction with the emergency services and other agencies are ready to deal with potential incidents at the stadium that may be prejudicial to public safety and security.</li> </ul>	Everywhere	All stakeholders
<b>Pandemic</b>	<ul style="list-style-type: none"> <li>• Detailed emergency plan (GenoPlan) to protect local authorities</li> <li>• Use of knowledge from the COVID-19 pandemic</li> </ul>	Everywhere	All stakeholders



	<ul style="list-style-type: none"> <li>The national safety concept for UEFA EURO 2024 deals with the question of health hazards, including aspects of pandemic-related threats</li> </ul>		
<b>Damage to health caused by high temperatures and exposure to the sun</b>	<ul style="list-style-type: none"> <li>Free drinking water will be provided, especially when temperatures are dangerously high</li> <li>Advice for local authorities and social organisations on climate adaptation measures provided by federal government/competence centre for climate impact and adaptation (KomPass)</li> <li>Provision of shade and sunscreen for visitors and staff, e.g. use of church buildings near stadiums or fan zones as cool places for supporters on matchdays</li> <li>Early provision of information to spectators concerning hot weather and measures to combat heat stress through UEFA/EURO channels</li> </ul>	Everywhere, especially fan zones, stadiums and city centres	All stakeholders
<b>Health risks in stadiums</b>	<ul style="list-style-type: none"> <li>Emergency medical care provided by the German Red Cross and local partners</li> <li>Medical officers in each stadium</li> </ul>	Stadiums	DFB/UEFA/EURO 2024 GmbH
<b>Health risks in the fan zones</b>	<ul style="list-style-type: none"> <li>Checks by municipal health and safety officers in some or all fan zones</li> </ul>	Fan Zones	Host cities
<b>Damage to health through doping or drug abuse</b>	<ul style="list-style-type: none"> <li>Events dedicated to the risks and dangers of using food supplements and painkillers</li> <li>Comprehensive testing programme before and during the tournament</li> </ul>	Stadiums, training grounds, fan zones	Federal government, DFB/UEFA/EURO 2024 GmbH

	<ul style="list-style-type: none"> <li>Information provided to the general public at information stands</li> </ul>		
First aid for cardiac events	<ul style="list-style-type: none"> <li>'Get trained, save lives' campaign run by UEFA and ERC to raise public awareness</li> <li>Pre-tournament training of UEFA and EURO staff as part of the campaign</li> <li>Campaign gamification and information stand for fan zone visitors</li> </ul>	Stadiums, fan zones	DFB/UEFA/EURO 2024 GmbH
Safety in stadiums	<ul style="list-style-type: none"> <li>Coordination group exercises to test processes and communication between organisers, operators and authorities (safety and security forces and non-police risk prevention organisations)</li> <li>Use of the DFB training programme QuaSOD for safety and security staff deployed in the stadiums, including theoretical and practical training on dealing with groups of fans and spectators, e.g. de-escalation training. Development of EURO-specific training modules for managers and staff deployed in stadiums, including tournament-specific elements, e.g. international crowds</li> <li>Involvement of crowd management experts in designing stadium entrance and exit infrastructure</li> </ul>		DFB/UEFA/EURO 2024 GmbH

## 2. Discrimination and abuse

Risk	Measures	Location	Responsibility
<p>Discrimination on grounds of age, gender, disability, ethnicity, religion, etc.</p>	<ul style="list-style-type: none"> <li>• Clearly defined reporting system in the stadium</li> <li>• Awareness concept incl. training, flyers, contact points with trained staff and other advice centres; Prevention and support measures as defined in awareness concepts</li> <li>• Initial assistance on-site by psychologically trained staff</li> <li>• Provision of safe havens and quiet spaces</li> <li>• Expansion of accessible facilities in stadiums, including seating and toilets</li> <li>• Prevention and follow-up training for safety staff</li> <li>• Staff training and anti-discrimination campaign</li> <li>• Gender-sensitive communication</li> <li>• Implementation of the Respect campaign on anti-discrimination and violence prevention</li> <li>• Support from blind employees and accessibility check</li> <li>• Use of audio-description commentators for visually impaired spectators</li> <li>• Support from help points/telephone helplines</li> </ul>	<p>Everywhere</p>	<p>All stakeholders</p>

	<ul style="list-style-type: none"> <li>• UEFA EURO 2024 police and human rights concept; Implementation of the Respect campaign on anti-discrimination and violence prevention</li> <li>• Youth congress on discrimination-, racism- and sexism-free matches</li> <li>• Mobile and victim advice services in individual federal states. See, for example, <a href="https://bundesverband-mobile-beratung.de/publikationen/wichtig-ist-nicht-nur-aufm-platz-zum-umgang-mit-rechtsextremismus-im-fussball/">https://bundesverband-mobile-beratung.de/publikationen/wichtig-ist-nicht-nur-aufm-platz-zum-umgang-mit-rechtsextremismus-im-fussball/</a></li> <li>• Community-based anti-racism advice: provision of multilingual, accessible, community-based contact/advice points run by migrants for victims of racism throughout Germany</li> <li>• ‘women rais.ed’ project – empowering women with a migration background, refugee women and women’s organisations to deal with racism; raising public awareness of different forms of racism</li> <li>• ‘That is anti-Muslim racism. Recognising and acting on anti-Muslim racism’ project – raising public awareness and supporting victims of anti-Muslim racism</li> <li>• ‘Anti-racism and anti-discrimination’ online video – using YouTube and social media platforms to raise awareness of racism and discrimination in football and highlight the need to create a racism- and discrimination-sensitive environment</li> </ul>		
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	<ul style="list-style-type: none"> <li>• Membership of and involvement with the '<i>Gemeinsam gegen Sexismus</i>' (Together against sexism) organisation, <a href="http://www.gemeinsam-gegen-sexismus.de">www.gemeinsam-gegen-sexismus.de</a></li> <li>• An Anti-racism project with DFB and State Minister Reem Alabala-Radovan will leverage the attention of EURO 2024 and, through a participatory process, develop effective and tailored offerings against racism within and around football clubs.</li> </ul>		
<b>Discrimination against certain groups of people through failure to take their dietary preferences into account</b>	<ul style="list-style-type: none"> <li>• Varied range of food, e.g. vegan, vegetarian, halal and kosher</li> <li>• Awareness-raising among stadium and stall operators on the provision of culturally varied foods</li> </ul>	Fan zones, stadiums	Host cities, DFB/UEFA/EURO 2024 GmbH
<b>Discrimination based on lack of linguistic knowledge</b>	<ul style="list-style-type: none"> <li>• All signs in multiple languages with pictograms where possible</li> <li>• UEFA EURO 2024 police and human rights concept</li> </ul>	Everywhere	All stakeholders
<b>Discrimination against mentally or physically disabled people, especially in the volunteer programme</b>	<ul style="list-style-type: none"> <li>• Consideration of the special requirements of disabled people through cooperation with experts and awareness-raising among project participants</li> <li>• Inclusive volunteer programme with tandem volunteering</li> </ul>	Everywhere	All stakeholders
<b>Online discrimination</b>	<ul style="list-style-type: none"> <li>• Observation, reporting and raising awareness of cyberbullying through UEFA</li> </ul>	Online	DFB/UEFA/EURO 2024 GmbH
<b>Discrimination against players or minorities on grounds of race,</b>	<ul style="list-style-type: none"> <li>• Training of all UEFA match officials, all relevant match officers and stadium staff on the implementation of the</li> </ul>	Stadiums	DFB/UEFA/EURO 2024 GmbH

<p>gender or other factors during the match</p>	<p>three-step procedure in stadiums to ensure a coordinated response.</p> <ul style="list-style-type: none"> <li>• Implementation of an immediate response mechanism to deal with identified incidents of group-specific discrimination.</li> </ul>		
<p>Discriminatory insults aimed at minorities, leading to spread of sexism and racism</p>	<ul style="list-style-type: none"> <li>• Use of telephone helpline</li> <li>• Information in different languages</li> <li>• Development and implementation of awareness concepts</li> <li>• Clearly defined and communicated reporting structure</li> <li>• Staff training and awareness</li> </ul>	<p>Everywhere</p>	<p>All stakeholders</p>

### 3. Diversity, accessibility and inclusion

Risk	Measures	Location	Responsibility
Insufficient staff diversity (including volunteers)	<ul style="list-style-type: none"> <li>• Diversity as a key element of the selection and recruitment process</li> <li>• Promotion of diversity and inclusion through brand identity</li> </ul>	Everywhere	All stakeholders
Inadequate regard for the specific needs of LGBTIQ+ visitors	<ul style="list-style-type: none"> <li>• Training for security staff (on accessibility, awareness, knowledge of anti-constitutional symbols)</li> <li>• The KOFAS project addresses discrimination and violence against LGBTIQ+ individuals in football, collaborating with fan groups and four clubs, with outcomes integrated into EURO 2024 for enhanced inclusion and safety.</li> <li>• The Center for Sexual and Gender Diversity of the DFB offers advice and information on LGBTIQ+ matters in football, serving all individuals. It also spearheads initiatives for visibility and support during EURO 2024.</li> </ul>	Everywhere	All stakeholders
Inadequate regard for the specific needs of certain groups of people regarding toilets	<ul style="list-style-type: none"> <li>• Sufficient wheelchair-accessible toilets</li> <li>• Toilets with changing facilities and unisex toilets with appropriate signage</li> </ul>	Stadiums and fan zones	DFB/UEFA/EURO 2024 GmbH, host cities
Excessive ticket prices	<ul style="list-style-type: none"> <li>• Low-cost tickets</li> <li>• Free entry to fan zones and other activities</li> </ul>	Stadiums, fan zones	DFB/UEFA/EURO 2024 GmbH, host cities

Lack of social accessibility	<ul style="list-style-type: none"> <li>• Inclusive volunteer programme: implementation of the Special Olympics World Games unified volunteer concept</li> <li>• Each host city will hold 'Football Inclusion Days' with diverse activities catering to players of all abilities, including intellectually challenged athletes, fostering inclusivity and social integration.</li> </ul>	Everywhere	DFB/UEFA/EURO 2024 GmbH, host cities
Exclusion of socially disadvantaged young people	<ul style="list-style-type: none"> <li>• 10,000 Smiles programme → 10,000 tickets donated to socially disadvantaged children and young people so they can watch a match live</li> </ul>	Stadiums	DFB/UEFA/EURO 2024 GmbH
Lack of tournament access/participation opportunities	<ul style="list-style-type: none"> <li>• Nationwide opportunities as part of the federal government's UEFA EURO 2024 support and cultural programmes</li> </ul>	Everywhere	Federal government
Inaccessible fan zones and stadiums	<ul style="list-style-type: none"> <li>• Creation of an accessible environment with short walking distances</li> <li>• Offer of mobility aids and good public transport links with more customer-friendly public transport hubs</li> <li>• Feasibility study to minimise barriers to accessibility</li> <li>• Provision of disabled parking spaces</li> <li>• Service staff to assist with public transport on-site</li> <li>• Advice on accessible events provided by the federal competence centre on accessibility (publisher: BKB Bundeskompetenzzentrum Barrierefreiheit e. V.)</li> </ul>	Fan zones, stadiums	Host cities, DFB/UEFA/EURO 2024 GmbH, federal government



#### 4. Freedom of speech and free press

Risk	Measures	Location	Responsibility
Exclusion of individual journalists from accreditation	<ul style="list-style-type: none"> <li>• Official accreditation procedure that only excludes people on safety grounds</li> <li>• Host city contacts for members of the press</li> </ul>	Everywhere	All stakeholders
Ban on demonstrations during the tournament	<ul style="list-style-type: none"> <li>• Gatherings do not require authorisation and only have to be registered, but may be subject to restrictions and instructions</li> <li>• Gatherings will only be prohibited if they directly endanger public safety and order; minimum measures (relocation, diversion, etc.) will be checked</li> </ul>	Everywhere	Host cities
Ban on (discriminatory) supporters' banners inside stadiums	<ul style="list-style-type: none"> <li>• All banners are allowed as long as they do not contain hate speech or anti-constitutional symbols</li> <li>• As per the UEFA Disciplinary Regulations, there is liability for spectator behaviour regarding the use of gestures, words, objects or any other means to transmit a provocative message that is not fit for a sports event, particularly provocative messages that are of a political, ideological, religious or offensive nature.</li> </ul>	Stadiums	DFB/UEFA/EURO 2024 GmbH
Restriction of freedom of expression for players, accreditation-holders or spectators	<ul style="list-style-type: none"> <li>• No restrictions as long as no hate speech or anti-constitutional messages are disseminated</li> <li>• IFAB Laws (i.e. Law 4) apply on the field of play for players regarding slogans, statements, images and advertising</li> </ul>	Everywhere	All stakeholders



UEFA  
**EURO2024**  
GERMANY

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POLICY STATEMENT ON  
SUPPLY CHAINS

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## Policy statement on Supply Chains

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### 1. Preamble

As set out in the UEFA EURO 2024 human rights declaration, UEFA, the DFB and their joint service company EURO 2024 GmbH are committed to respecting and promoting human rights in accordance with the UN Guiding Principles on Business and Human Rights. This also applies to the UEFA EURO 2024 procurement process and the supply chain.

It is our joint resolve to support and highlight European (EU) and national (German) human rights and supply chain due diligence rules. This will be achieved not only by demonstrating compliance but also by voluntarily implementing our own principles and rules. UEFA EURO 2024 will serve as a leading example of how sports organisations and events can be a vector and partner for public policy objectives in this domain.

This is the case for our ambitious approach to voluntarily implementing the German Act on Corporate Due Diligence Obligations in Supply Chains (*Lieferkettensorgfaltspflichtengesetz, LkSG*, hereinafter the 'Supply Chain Act') in our specific context.

The Supply Chain Act applies to all enterprises in Germany with more than 3,000 employees (from 1 January 2023) or 1,000 employees (from 1 January 2024). EURO 2024 GmbH does not reach this number and therefore does not fall under the legal scope of the Supply Chain Act. Besides which, unlike other business actors, UEFA, the DFB and EURO 2024 GmbH do not produce a physical product but bring together different actors to stage a successful football tournament.

Nevertheless, in the spirit of the European Sport Model, we are proactively assuming the fullest responsibility to comply with European and national standards on human rights due diligence. This is the intention, and what our stakeholders and partners – not least the fans – expect from us.

UEFA, the DFB and EURO 2024 GmbH have therefore committed to this objective and have emphasised that they will act in accordance with the principles of the Supply Chain Act, which itself is Germany's expression of the UN Guiding Principles.

All references to the Supply Chain Act are voluntary, given that EURO 2024 GmbH, UEFA and DFB do not fall under its legal scope.

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## Policy statement on Supply Chains

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### 2. Human rights commitment

UEFA, the DFB and EURO 2024 GmbH are committed to respecting and strengthening human rights in accordance with the internationally recognised United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

In addition, EURO 2024 GmbH is committed to conduct its activities in compliance with the principles of the Supply Chain Act.

The Supply Chain Act defines human rights as being at risk if there is a sufficient likelihood that a violation is imminent. This policy statement complements the overarching UEFA EURO 2024 Human Rights Declaration and serves as guidance for the practical implementation of responsible supply chain management.

We are committed to respecting human rights in our global supply and value chains, and to providing those affected by human rights abuses with access to effective remediation in accordance with the UN Guiding Principles.

The management of EURO 2024 GmbH regularly discusses relevant findings from our human rights due diligence processes to create and adapt, where necessary, internal regulations, processes and training to reflect the changing demands on our due diligence processes.

### 3. Human Rights Due Diligence

UEFA EURO 2024 has many positive impacts on the people participating. However, we are aware that due to the complexity of organising a major sporting event, there are potential adverse human rights impacts, particularly in our global supply chains.

A specific process has been put in place to focus in particular on the conclusions of a risk analysis to address human rights issues in the fields of action of procurement and working conditions.

#### a. Human Rights Impact Assessment

The possibility of human rights violations in the supply chain have been analysed for UEFA EURO 2024. The human rights risk analysis served as a component of the human rights due diligence process for identifying human rights and environmental risks in EURO 2024 GmbH business operations and their direct suppliers. The working conditions and procurement sectors were identified as primary risk clusters.

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## Policy statement on Supply Chains

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The human rights impact assessment – in combination with a comprehensive exchange with experts on these issues – has resulted in the identification of the most salient risks in the supply chain for UEFA EURO 2024. Along others, the following risks are being seen by EURO 2024 GmbH as the most severe risks:

- Forced labour and slavery
- Child labour
- Limitations on the freedom of association and the right to organise
- Discrimination and unfair treatment
- Right to health and safety at work
- Non-provision of an adequate living wage

These risks are already being addressed through the UEFA Supplier Code. Prior to starting any business relationship with a potential partner, the standard process requires that the UEFA Supplier Code is presented to the potential supplier. A company can only be considered as a potential supplier, and the procurement process can only proceed, once the supplier confirms via the official procurement system (currently E-Proc) that the UEFA Supplier Code has been read and will be confirmed with.

### **b. Preventative and remedial measures**

The aim is to protect the persons concerned and prevent or at least minimise any adverse human rights impacts on them. We commit to do so through the following steps:

- (1) We **systematically involve people concerned** and human rights experts in the development and implementation of our measures and cooperate with stakeholders to promote human rights.
- (2) We **regularly review the effectiveness** of our actions to prevent or mitigate adverse human rights impacts.
- (3) To fulfil our responsibility to respect human rights in our global supply and value chains, EURO 2024 GmbH **applies the principles of the UEFA Supplier Code in partnerships along the supply chain.**

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## Policy statement on Supply Chains

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### 4. Monitoring and evaluation

To ensure and demonstrate compliance with the UEFA Supplier Code and the above-mentioned principles, supplier shall keep record of all relevant documentation, and provide supporting documentation upon request. EURO 2024 GmbH may monitor the suppliers' adherence to its requirements in various ways, including reviewing documentary evidence and commissioning specialist independent audits if deemed relevant.

Accordingly, when signing up to the UEFA Supplier Code, suppliers acknowledge EURO 2024 GmbH's right to conduct audits. If a supplier does not meet the requirements, it shall define remedial action to be taken within a specific timeframe (depending on the severity of the issue). EURO 2024 GmbH will monitor its progress.

Non-compliance with the UEFA Supplier Code may lead to severe penalties reporting to local authorities of unlawful practices, and suspending or termination of the contract or partnership. The same applies to obstacles by the supplier to audits, such as denying access to premises or to any kind of system or document requested, hindrances to interviews with employees, etc.

### 5. Grievance mechanism

Appropriate and effective grievance management is an important part of the human rights due diligence process for UEFA EURO 2024.

In the event that EURO 2024 GmbH as an organisation has caused any adverse impact on human rights, we will immediately take appropriate steps to address this issue and mitigate or stop its effect. In the case of behaviour by our employees that negatively affect any human rights, we would also impose appropriate sanctions.

An independent, accessible, free, non-discriminatory and confidential grievance mechanism has been developed for UEFA EURO 2024 with reference to international human rights standards by a reputable law firm. The grievance mechanism will be available to all actors within the supply chain. We will take all possible steps to ensure data privacy and security, also in terms of data collection, storage and sharing.

In the event that, through our business activities, we contribute or are directly linked to, any adverse impact on human rights, we will strive to contribute to appropriate remediation and timely redress by the parties responsible. If we have a reasonable suspicion or concrete indication of any potential adverse effects on human rights in our organisation or anywhere on our upstream or downstream value chain, we will follow

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## Policy statement on Supply Chains

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up carefully and consistently with appropriate action to mitigate or stop the adverse effect.

### **6. Organisational embedding of human rights issues**

EURO2024 GmbH is fully committed to respecting and promoting human rights throughout its supply chain. To achieve this goal, a human rights officer has been appointed who reports directly to the EURO 2024 GmbH managing directors. This human rights officer is in continuous exchange with the relevant colleagues at DFB and UEFA as well as with stakeholders.

The human rights commitment is part of the EURO2024 GmbH DNA. This policy statement has been circulated internally and externally, and all EURO 2024 GmbH staff are expected to respect and promote this corporate commitment.

### **7. Reporting**

Reporting on the implementation of our due diligence processes in the sense of this declaration is carried out as part of the overall reporting on all human rights issues in the context of UEFA EURO 2024. Human rights will be covered by the impact study on UEFA EURO 2024 as well as in UEFA's final tournament report.

### **8. Publication**

The policy statement will be circulated in an appropriate form both within EURO 2024 GmbH and externally. Every manager and employee of EURO 2024 GmbH is expected to comply with it.

For the EURO 2024 GmbH

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Andreas Schär, Managing Director