

## **UEFA Champions League – FedEx UCL Referee Mascot Contest – Terms & Conditions**

The below comprises the Terms & Conditions for the UEFA Champions League (UCL) “**FedEx UCL Referee Mascot Contest**”, hereafter referred to as ‘the contest’.

### **Purpose of the contest:**

1. The purpose of the contest is to engage FedEx employees with the FedEx UEFA Champions League sponsorship by inviting Europe based employees (“the Participant(s)”) to win the opportunity for their child, or a child related to them (further conditions are set out below), to participate as an official UCL Referee Mascot, that forms part of the pre-match ceremony during UCL matches.
2. UCL Referee Mascots are children who lead the teams with the referees onto football pitch during the pre-match referee and player introduction. FedEx will select the UCL matches where it will provide UCL Referee Mascots throughout the tournament.
3. **Please note:** this opportunity may be impacted by health and safety conditions (including, but not limited to, the COVID-19 pandemic), that may prevent or limit, the possibility that UCL Referee Mascots can perform this role. Further details on this are set out below.

### **Potential impact of health and safety requirements (such as the COVID-19 pandemic) that may affect the prize**

4. The health and safety of FedEx team members and their families is a priority for FedEx. FedEx will only offer the UCL Referee Mascot experience where applicable country public health guidance and FedEx/UEFA requirements in regard to spectator/participant attendance have been met.
5. All applicable health guidance and requirements will be continually monitored and could result in the postponement or cancellation of the UCL Referee Mascot experience – potentially at very short-notice. FedEx will hold no liability and any expenses incurred by the winner, such as travel tickets, will not be reimbursed by FedEx.
6. In the event of a UCL Referee Mascot experience cancellation, the winner will be notified as soon as possible. The winner will be offered an experience in their country at the next available opportunity during the same season. If there are no further available matches in the country of employment, then the prize will be cancelled.
7. As the UCL tournament involves a knockout element, there may not be enough places available to offer a Referee Mascot opportunity for every winner whose activation was cancelled during a previous round. In this event, a random draw of the impacted winners will be conducted to select which winners will be offered a UCL Referee Mascot experience (as applicable) in the remaining matches.
8. Participants are expected to adhere to all the necessary health requirements required by FedEx, UEFA, the Club, and the local authority. Failure to do so will mean the Participant, their child (the Mascot) or their guest will lose their respective tickets, including the Mascot experience for the child, and will not be able to attend the match at no liability to FedEx.

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### **Contest Mechanism**

9. The contest launches from **22/09/2025** and will be announced via internal message/email. Entry is made by completion of an official entry form only, available on the contest entry platform. To enter the contest, each Participant must select one or more clubs (as applicable) from their country of employment (or UK if based in Ireland).
10. Participant will be eligible for the draw for the matches of their selected club(s) played at their home stadium (excluding the Final). **FedEx will select the matches it will provide UCL Referee Mascots for throughout the tournament.** If the Participant's selected club(s) is/are eliminated, then the Participant's entry for that club is void for that season.
11. Winner draws and notifications will take place on different dates for the different matches depending on the schedule of the UCL. Winners will be contacted shortly after each draw deadline by email.

### **Employee participation/eligibility:**

12. Participation in the contest is voluntary.
13. The contest is open to all permanent and fixed-term contract employees of FedEx in Europe who work in a country where UCL matches will take place. The list of the clubs available for selection will be provided on the contest entry platform where the Participants will select and submit their entries.
14. No vendors, contractors/owner-operators, recruitment agency staff or franchisees of FedEx and their employees are eligible to participate.
15. The Participant must still be in the employment relationship with FedEx at the time of the match.
16. The contest is open only to the matches taking place within the country of employment (or a country that has been specified to be eligible for specific matches) and only for the club(s) listed on the contest entry platform. **FedEx will select the matches it will provide UCL Referee Mascots for.**
17. The Participant must be a **direct relation (son/daughter, grandchildren, cousin, brother/sister, niece/nephew, auntie/uncle, or Godparent) or legal guardian** of the nominated child.
18. A UCL Referee Mascot experience can only be won once over the current UCL sponsorship cycle (September 2024 – May 2027), except if all other entrants in the same country have also won (or have been disqualified). In this case all previous winners will be automatically re-entered into the UCL Referee Mascot draws as applicable.

### **Child criteria:**

19. Entry submissions must abide by the criteria that are stipulated by UEFA as outlined below. Such criteria are at the sole discretion of UEFA as well as the circumstances under which it is deemed the child might not be able to perform the duties as a UCL Referee Mascot.

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20. For UCL Referee Mascots opportunities, UEFA stipulates that:

- The child **must be between 6 and 9 years old** at the time of the match and meet the height requirements set out below.
- The child **must be between 1.05-1.35 meters in height** at the time of the match to ensure he/she can fit the standard-sized official FedEx Referee Mascot uniform.
- All children **should speak/understand English, or the mother tongue of the country in which the match is taking place**. Should this not be the case, Participants should inform FedEx when providing the Parental Consent Form.
- The UCL Referee Mascots must strictly follow the instructions and guidance given by the UEFA representative during their experience.

### **Disqualification:**

The Participant will lose the UCL Referee Mascot experience, including the match tickets and the associated experience for their nominated child, should:

21. The employee status of the Participant does not meet the requirements outlined under section “Participation/eligibility”.
22. Should the child not meet the UEFA criteria set out above.
23. Should the child not be able to perform the duties as a UCL Referee Mascot.
24. The Parents or guardians of the child does not sign the Parental Consent Form. Parental consent is mandatory for the child to be a UCL Referee Mascot. This also applies to Participants nominating children other than their own (subject to the restrictions above). The prize will be denied without completion of the Parental Consent Form. A Parental Consent Form will be provided for completion when the winner is announced and contacted.
25. UEFA requires FedEx to supply at least one or three (but not two) UCL Referee Mascots at matches selected to fulfil this contest programme. UEFA does not allow FedEx to provide two Mascots. As a consequence, in the event of receiving insufficient entries (i.e. less than the amount to fulfil the positions required), the entries for this match may be made void.
26. Disqualification will be notified to the Participant(s) by email or phone.

### **Prize draws:**

27. Winners will be drawn at random. Entries will be selected by answering skill-based questions and a tiebreaker question.
28. At least three Participants will be drawn per match and a number of Runners up. Runners up will be contacted in order drawn in the event any winners decline, or does not respond or are disqualified.
29. Winner notification will be by email within sufficient time of the match day. The winner will also receive the Parental Consent form during the registration process required for completion by the time outlined at time of notification. The Participant must provide a valid email address by which they will be notified on.

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30. Entry, draws and winner notification will take place on different dates for the different matches depending on the schedule that will be provided by the UEFA.
31. The winners will need to register to accept their prize. They will also receive a detailed “pre-departure” document prior to the event. This provides information about the experience, including time, location address, contact information and any other element required for the contest.

### **Contest Prize:**

32. For the child/winner:  
**UCL Referee Mascot recipient**
- The opportunity for the child to participate in the pre-match opening ceremony and lead the referees and the teams onto the pitch as an official UCL Referee Mascot.
  - 3 (three) x match-day tickets. One ticket is allocated to the Referee Mascot and one must be for the FedEx employee. The allocation of the third ticket is left to the Participant’s choice.
  - To receive one UCL Referee Mascot uniform including jersey, shorts, socks and gymsack (valued at 51.16 USD / 46.65 EUR) which is also to be worn when performing the role as a FedEx Referee Mascot.
33. Chaperones for the UCL Referee Mascots Experience will be provided by MKTG, a company appointed by FedEx. On the Match Day a dedicated FedEx chaperone will be responsible for the children/winners’ experience in cooperation with UEFA staff.
34. Dress code:
- The child will be provided with a full UCL Referee Mascot kit as outlined above which they can keep as a memento of the match. If the weather is cold, they may also wear a black or white thermal base layer under their kit. **Base layers will not be provided by FedEx or the UEFA.** We would recommend to also bring a jacket.
  - To perform the UCL Referee Mascot duties the child should wear dark coloured Adidas or unbranded trainers/sneakers. Any visible branding should be taped over. **The shoes will not be provided by FedEx or the UEFA.** Football boots are not permitted.
35. With UCL matches being public events, images of the children may be captured by television coverage and/or will be photographed, each of which may be displayed on the internet and displayed across Europe or worldwide. The Participant will duly complete (or have duly completed by the Parent and/or Guardian) the Parental Consent Form provided by FedEx, acknowledging, and consenting to such aspect.

### **Travel & other costs:**

36. Travel, accommodation, tips, food, drinks and other personal expenses are not included in the prize. **These items cannot be processed via expenses.**
37. It is the responsibility of the winner to ensure he/she meets with any travel requirements within their own country, such as (but not limited too), passport, visa, insurance.
38. Attending the UCL Referee Mascot experience, including travel time to-and-from the stadium, **does not constitute working hours**, and should be considered as the employee’s free time.

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- 39. Employees may have to take an official leave of absence (vacation request) if the timing of the game (including travel time) coincides with normal working hours.
- 40. No cash alternatives to the prizes are available and except for the third ticket to the match, the prizes are non-transferable.

### **General:**

- 41. The Participant acknowledges that their personal data as well as those of the nominated UCL Referee Mascot experience recipient may be processed for the purposes of the organisation and implementation of the “UCL Referee Mascot” event. The relevant personal data may be shared with the third parties and in particular with MKTG (the agency appointed by FedEx to support with the delivery of the UCL Referee Mascot programme) UEFA and the clubs.
- 42. FedEx takes no responsibility for any Participants’ entries that are incomplete due to reasons outside its control.
- 43. FedEx shall not be liable for any loss, injury, claim, liability, or damage of any kind resulting in any way from the attendance of the UEFA Champions League match attended by the winners (Participant and UCL Referee Mascot experience recipient)
- 44. By entering the competition, Participants agree to be bound by these terms and conditions which are available via the contest entry page. Please note the remark upon the Parental Consent Form and sign.
- 45. FedEx reserves the right to add, modify, change, vary any – or all – of the terms of the competition and the same shall be binding on all parties at all times, alterations of which, notification will be provided.
- 46. FedEx reserves the right, at its sole discretion, to revoke the contest without any prior notice of any form, without having any liability/consequences whatsoever towards any participant.
- 47. The Participants shall comply with all the necessary Covid-19-related requirements stipulated by FedEx, UEFA and the relevant country/state authorities for the activation of the UCL Referee Mascot Experience. FedEx reserves the right to revoke the prize without any prior notice of any form liability/consequences whatsoever towards any participant if UEFA, FedEx and/or the relevant local authority deem that Covid-19 regulations have not been, or are not being followed. Further guidance will be given to the Participants ahead of any UCL FedEx Referee Mascot Experience activation.
- 48. **DATA PROTECTION:** In order to enter the contest, FedEx will need to process your FedEx ID, name, surname, work location, contact details including email address and information provided on the nominated child/children (hereinafter: Personal Data). FedEx will use the Personal Data for the purposes of properly processing your entry and/or contacting you in relation to the Contest (but only if necessary). The Personal Data will be collected and stored through the Contest entry platform, hosted on the FedEx website and shared with third parties engaged by FedEx for the purpose of contacting winning Participants. The Personal Data will be deleted by May 31, 2027, at the end of the UCL sponsorship cycle.

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If you want more information about who is responsible for the processing of your Personal Data, the legal grounds, the security measures and what rights can you exercise in relation to your Personal Data, such as access or objection, please read the Privacy Notice which (also) applies to any processing of your Personal Data in relation to the Contest. Questions or complaints with regard to the processing of your Personal Data can be directed to FedEx by using the contact information from the Privacy Notice. A link to the Privacy Notice is available on the Contest entry platform.

49. Any complaints regarding the contest can be addressed to FedEx at [sponsorshipeu@fedex.com](mailto:sponsorshipeu@fedex.com) quoting “UCL Mascot Complaint”.
50. This contest is being run by: FedEx Express UK Limited, Express House, Holly Lane, Atherstone, Warwickshire CV9 2RY.