RULES OF AFRICA CUP 2026
GENERAL RULES

The DHL AFRICA CUP is an engagement event held every two years, and brings our CIS Super Stars Together As One in a sport that unites us all, regardless of culture, language, country and age. The DHL AFRICA CUP is packed with excitement, networking, healthy competition, nail-biting games and lots of partying in one of the most beautiful countries in the world, Cape Town, South Africa

1. All DHL legal entities are welcome and have an opportunity to participate in the DHL AFRICA CUP event, either as a footballer, cheerleader or spectator. The rules of Engagement are as follows:

   a) All employees who are participating in the Africa Cup, must be approved by the **Country Managers or HR Managers**. (15), plus one coach – sixteen (16) in total.

   - Only Full Time employees, with a minimum of 12 months service at DHL, will be allowed to participate either as a soccer, cheerleader or spectator.
   - No contractors, graduates, temporary employees or external coaches, players will be permitted to attend the event in Cape Town, South Africa.
   - No employees with existing disciplinary cases will be permitted to participate in the DHL AFRICA CUP.
   - All costs outside the Africa Cup budget and event eg. practice venues, external coaches, extra kits, practice injuries etc will be carried my the team/ country, provided this is approved by Country Managers, Regional Cluster Directors and HR Manager.
   - Coaches for both Football and Cheerleading must be approved be approved by the Country Manager and communicated to the team.
   - Fair and equal selection of players must be adhered to.
   - Participating teams must be approved by the Coaches, Country Managers and Human Resource Managers.
   - Spectators must be approved by the Country Managers and Human Resource Managers. No Spectators may attend 2 years in a row.
   - Only employees with approval and official invites will attend the DHL AFRICA CUP.
   - All employees that are attending DHL AFRICA CUP are bound by the event rules and attendance to all events within the DHL AFRICA CUP is **mandatory**.
   - Coaches and Country Managers will guide travellers on what costs are covered by the Africa Cup Event. Per Diems **will not apply** for Africa Cup but Coaches, through approval from the Africa Cup Committee, will be given an indication on allowance for refreshments during travel and layovers.

   b) Countries that are invited to attend with **Complete Teams (15 Players and 1 Coach)**: **Angola, Cameroon, Cote d' Ivoire, DRC, Ethiopia, Gabon, Ghana, Kenya, Mauritius, Mozambique, Nigeria, Senegal/Mauritania, South Africa, SSA Regional Office, Tanzania and Uganda**. **Mixed Regional Teams: (16 Players and 1 Coach GROUP 1: Reunion/Mayotte, Mali, Benin, Togo, Guinea, Guinea Bissau GROUP 2: Madagascar, Congo, Burkina Faso, Niger, Chad, Mauritania GROUP 3: Zambia, Zimbabwe, The Gambia, Liberia, Equatorial Guinea, CAR, Cape Verde GROUP 4: Namibia, Botswana, Malawi, Lesotho, Sierra Leone, Swaziland** Africa Cup HQ will notify countries as to how many players they will be able to field to make up one of the regional teams. Numbers are worked out on a percentage of employees per region.

   c) All countries are welcome to submit a Cheerleading Team. Each team must consist of 8 cheerleaders and 1 Cheerleading Coach. All teams can consist of male and females. Cheerleading teams must submit an entry video of their "act" consisting of the criteria set out. Based on the submissions, a pre-selection of 6 teams will take place to compete at the DHL AFRICA CUP. Cheerleading teams will be notified as to who are the selected teams.

2. All country or entity organisation is undertaken by the coaches, who're responsible for communicating any info with the Africa Cup Organising Committee, Country Managers, Cheerleaders and Spectators.
3. The name of the coaches and liaisons to be sent to **info@dhlafricacup.com** or **stan.chetty@dhl.com** by **10 December 2026**. Coaches should align with their Country / Entity Manager and HR department for relief and support for their role as coach.
4. Coaches are responsible for running local activities and leading their respective countries pre- and post-event. Responsibilities also include budget, local activation plans and implementation, travel schedules. The coach is the main representative and the person accountable for his/her respective country/entity.
5. During the Africa Cup weekend, coaches must be available to the organising committee at all times.
6. Coaches are responsible for registering their respective team(s). All registrations including Cheerleaders, Coaches, and Country Managers will be done via the Africa Cup registration site at **www.dhlafricacup.com**. The registration will be open from **1 December 2026.**
7. The following registration dates and deadlines apply:

    a) Submission of Football coaches & Cheer-leading coaches names – **1 December 2026.**
    b) Registration of Football participants – Opening is **1 December 2026**. Deadline is **19 January 2026**
    c) Registration of Cheerleading participants – **2 February 2026**
    d) Registration of supporters – **19 January 2026 (PLEASE NOTE: No supporters may attend two years in a row).**

9. All deadlines for requested information must be met. Any exception is to be pre-approved by **stan.chetty@dhl.com** or **info@dhlafricacup.com**
10 The football competition is played according to FIFA . rules, unless otherwise stated. Further information can be found in the Football Rules & Regulations 2026, available on the official Africa Cup website at **www.dhlafricacup.com**. It is the obligation of every participant to carefully read it and follow all the rules.
11. The cheerleading competition is run according to the Africa Cup Cheerleading Rules & Regulations 2026, available on the official Africa Cup website at **www.dhlafricacup.com**. It is the obligation of every participant to carefully read it and follow all the rules.
12 It will not be possible to change the names of . confirmed participants once registered. In exceptional cases (e.g. injury), names of team members can be changed. All changes need to be pre-approved and signed by the respective Country/ Regional Coach, Country Manager, HR Head and **Stan Chetty** at **stan.chetty@dhl.com** or **info@dhlafricacup.com**
13 The organisers will allocate twin rooms to coaches, who in return will be responsible for allocating . accommodation to their team members. Any damages to rooms must be covered by the individual or country. Coaches must communicate the sharing of rooms clearly to avoid any misunderstanding. Any requests for different arrangements to be at team member's own cost.
14 All rooms will be available from 14:00 SAST at . the earliest on the day of arrival.

    a) Mixed country teams are scheduled to arrive on **Thursday 16 April 2026.**
    b) Complete country teams, cheerleading teams and supporters are scheduled to arrive on **Friday 17 April 2026.**

15. All rooms must be vacant by 10:00 SAST at the latest on the day of departure, **Monday 20 April 2026.** All rooms should be left in a good manner, in accordance with the housekeeping rules provided on check-in. It is the responsibility of the coaches to ensure these rules are upheld by their team.

16. The organising committee will provide a room for luggage storage if teams arrives earlier due to travel restrictions.

17. The **DHL Code of Conduct and Disciplinary Code** will still preside over the event. Conduct should be appropriate to the occasion and excessive behaviour is to be avoided and will be dealt with appropriately. Although this is a social event, participants should be aware that their behaviour will impact the reputation of DHL; it should reflect company's standards and values and show respect without compromising on results. Any individual who fails to comply will be met with the sanctions of the organiser and HR.

18. There is a zero-tolerance policy towards drugs and illegal substances in South Africa: any form of use, possession, sale, cultivation, etc. of substances that are defined by law are strictly prohibited. All violations will be prosecuted as per South African law.

19. With regards to alcohol, South Africa law has penalties for selling and serving alcoholic beverages to minors and people who are obviously intoxicated.

20. No participants may invite friends or family members to join the Africa Cup at any time. Any team member who wishes to bring friends or family members must pay at their own cost but **they will not be allowed to attend any events in ANY CAPACITY~**. Any persons who attend uninvited will be asked to leave immediately and the employee who invited them will be sent home at their own expense.

21. Every participant must attend all Africa Cup activities, only participants who are ill or injured may remain in the hotel during the tournament or group dinners. The medical officer must be notified in such event.

22. All legislative requirements from the country of South Africa apply to this event and will be enforced.

23. This document will be updated with further rules, which might apply. Any newer versions will replace this document.