



ACN: 072 625 935

# **SQUASH AUSTRALIA LIMITED CONSTITUTION**

## **VERSION CONTROL**

*Version 1*

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## **CONTENTS**

1. Definitions and Interpretations
  - 1.1. Definitions
  - 1.2. Interpretation
  - 1.3. Corporations Act
  - 1.4. Headings
2. Objects
3. Powers
4. Income and Property of Company
  - 4.1. Sole Purpose
  - 4.2. Payments to Members
5. Membership
  - 5.1. Categories of Members
  - 5.2. Admission of Members
  - 5.3. Members States
  - 5.4. Life Members
  - 5.5. Affiliate Members
  - 5.6. Individual Members
  - 5.7. General
  - 5.8. Limited Liability
6. Cessation of Membership
  - 6.1. Cessation
  - 6.2. Resignation
  - 6.3. Forfeiture of Rights
7. Grievances and Discipline of Members
  - 7.1. Jurisdiction
  - 7.2. Policies
8. Termination of Membership of Member State
  - 8.1. Sanctions for Discipline of Member States
  - 8.2. Termination of Membership of Member States
9. Fees and Subscriptions
  - 9.1. Membership Fee
  - 9.2. Non-Payment of Fees
  - 9.3. Deferral or Scheduled Payments
10. General Meetings
  - 10.1. Annual General Meetings
  - 10.2. Power to Convene a General Meeting
  - 10.3. Notice of a General Meeting
  - 10.4. No other Business
  - 10.5. Cancellation or Postponement of General Meeting
  - 10.6. Written Notice of Cancellation or Postponement of General Meeting
  - 10.7. Contents of Notice Postponing General Meeting
  - 10.8. Number of Clear Days for Postponement of General Meeting
  - 10.9. Business at Postponed General Meeting
  - 10.10. Representatives, Proxy or Attorney at Postponed General Meeting
  - 10.11. Non-Receipt of Notice
  - 10.12. Right to Appoint Representative

- 10.13. Right to Appoint Proxy
- 10.14. Form of Proxy
- 10.15. Attorney of Member
- 10.16. Lodgement of Proxy or Attorney Documents
- 10.17. Authority given by Appointment
- 11. Proceedings at General Meeting
  - 11.1. Number for a Quorum
  - 11.2. Requirement for a Quorum
  - 11.3. Quorum and Time
  - 11.4. Adjourned Meeting
  - 11.5. Chairperson to preside over General Meetings
  - 11.6. Conduct of General Meetings
  - 11.7. Adjournment of General Meeting
  - 11.8. Notice of Adjourned Meeting
  - 11.9. Questions decided by majority
  - 11.10. Equality of votes
  - 11.11. Declaration of Results
  - 11.12. Poll
  - 11.13. Objection to Voting Qualification
  - 11.14. Chair to determine any poll dispute
- 12. Votes of Members
  - 12.1. State Delegates
  - 12.2. Votes of Members
  - 12.3. Election of Directors
  - 12.4. Resolutions not in General Meeting
- 13. Directors
  - 13.1. Number of Directors
  - 13.2. First Directors
  - 13.3. Eligibility
  - 13.4. Nominations for Election
  - 13.5. Term of Office of Directors Generally
  - 13.6. Office held until end of meeting
  - 13.7. Elected Director elected at General Meeting
  - 13.8. Maximum term of office for Directors
  - 13.9. Casual Vacancy in Ranks of Elected Directors
  - 13.10. Appointed Directors
  - 13.11. Remuneration of Directors
  - 13.12. Honorarium
  - 13.13. Removal of Director
  - 13.14. Vacation of Office
  - 13.15. Alternate Director
- 14. Power and Duties of Directors
  - 14.1. Directors to Manage the Company
  - 14.2. Specific Powers of Directors
  - 14.3. Times and Dates
  - 14.4. Appointment of Attorney
  - 14.5. Provisions in Power of Attorney
  - 14.6. Delegation of Powers
  - 14.7. Code of Conduct
- 15. Proceedings of Directors
  - 15.1. Directors Meetings
  - 15.2. Questions decided by Majority

- 15.3. Chair's casting vote
- 15.4. Quorum
- 15.5. Effect of Vacancy
- 15.6. Convening Meetings
- 15.7. Election of President
- 15.8. Circulating Resolutions
- 15.9. Validity of Acts of Directors
- 15.10. Directors' Interests
- 15.11. Minutes
- 16. Telecommunication Meetings of the Company
  - 16.1. Telecommunication Meeting
  - 16.2. Conduct of Telecommunication Meeting
- 17. Chief Executive Officer
  - 17.1. Appointment of CEO
  - 17.2. Powers, duties and Authorities of CEO
  - 17.3. Suspension and Removal of CEO
  - 17.4. Delegation by Directors to CEO
  - 17.5. CEO to attend meetings
  - 17.6. CEO holding a Board Position
- 18. Company Secretary
  - 18.1. Appointment of Company Secretary
  - 18.2. Suspension and Removal of Company Secretary
  - 18.3. Powers, Duties and Authorities of Company Secretary
- 19. Committees
  - 19.1. Committees
  - 19.2. Powers Delegated to Committees
  - 19.3. Committee Meetings
- 20. Policies
  - 20.1. Making and amending Policies
  - 20.2. Effect of Policies
- 21. Inspection of Records
  - 21.1. Right of the Members to Inspect Records
- 22. Accounts
  - 22.1. Accounting Records
  - 22.2. Auditor
- 23. Service of Documents
  - 23.1. Document includes Notice
  - 23.2. Methods of Service on a Member
  - 23.3. Methods of Service on the Company
  - 23.4. Post
  - 23.5. Facsimile or electronic transmission
- 24. Indemnity
  - 24.1. Indemnity of Officers
  - 24.2. Insurance
  - 24.3. Deed
- 25. Winding Up
  - 25.1. Contributions of Members on Winding Up

25.2. Excess Property on Winding Up

26. Variation or Amendment of Constitution

## 1. **Definitions and Interpretations**

1.1. **Definitions** - in this Constitution unless the context requires otherwise:

**Affiliated Member** means a sport club or association registered with a Member State and admitted to the Company under Clause 5.5 and the Policies.

**AGM** or **Annual General Meeting** means the Annual General Meeting of the Company required to be held by the Company in each calendar year under Section 250N(2) of the *Corporations Act*.

**Appointed Director** means a Director appointed under Clause 13.10.

**CEO** means a person appointed as Chief Executive Officer of the Company by the Directors under Clause 17.1.

**Chairperson** or **Chair** means the person elected as the President of the Company under Clause 15.7(a).

**Committee** means a committee established by the Directors under Clause 19.

**Company** means Squash Australia Limited.

**Company Secretary** means a person appointed as a company secretary of the Company by the Directors under Clause 18.

**Constitution** means this Constitution as amended from time to time, and a reference to a particular clause is a reference to a clause of this Constitution.

**Corporations Act** means the *Corporations Act 2001 (Cth)* as modified and amended from time to time and includes any regulations made under that *Act* and any exemption or modification to that *Act* applying to the Company.

**Delegate** means a person (other than a proxy) appointed in accordance with the *Corporations Act* to represent a Member State at a General Meeting of the Company.

**Director** means a Director of the Company and includes elected Directors and appointed Directors.

**Directors** means, as the case requires, all or some of the Directors acting together in accordance with their powers and authority under this Constitution.

**Elected Director** means a Director elected under Clause 13.

**First Appointed Directors** means the persons referred to in Clause 13.10.

**First Elected Directors** means the persons referred to in Clause 13.2(b).

**General Meeting** means a general meeting of Members and includes the AGM.

**Individual Member** means a person admitted to the Company as an individual member under Clause 5.6.

**Life Member** means a person admitted to the Company as a life member under Clause 5.4.

**Member** means a member of the Company under Clause 5.

**Member State** means a legal entity recognised by the Company under Clause 5.3 as representing a State.

**Objects** means the objects of the Company in Clause 2.

**Official Position** means, in connection with any body corporate or organisation, a person who:

- (a) holds a position, whether elected or appointed, as President, Vice President, Secretary, Treasurer, Director or equivalent of that body corporate or organisation; or
- (b) has, directly or indirectly, a material ownership or financial interest in that body corporate or organisation.

**Policy** means a policy under Clauses 7.2, 20.1(a) and 20.1(b).

**President** means the person elected as the President of the Company under Clause 15.7 (a).

**Registration** means registration or affiliation of an individual member or an affiliated member with a Member State, such registration being in the form of a signed application form and, in the case of individual Members, their consent to membership of the Company as required by Clause 5.2. **Registered** has a corresponding meaning.

**Representative** means a person (other than a proxy) appointed in accordance with the *Corporations Act* to represent a Member State at a General Meeting of the Company.

**Sport** means the “sport” of squash as recognised and regulated by the World Squash Federation from time to time and includes sport for athletes with disabilities.

**Sporting Power** means that power delegated to the Company by the World Squash Federation for the exclusive control and management of squash in Australia.

**Special Resolution** means a resolution that must be passed by a majority of at least 75% of votes exercised by Members entitled to vote at the relevant General Meeting in accordance with this Constitution and/or the *Corporations Act*.

**State** means the States of Australia, which shall be deemed to include each of the Northern Territory and the Australia Capital Territory.

**Statutes and Regulations** means the statutes and regulations of the World Squash Federation in force from time to time.

**Telecommunications Meeting** means a meeting held by telephone, video, any other technology or any combination of these technologies, which permits each Director at a meeting of Directors or each Voting Member at a meeting of Members to communicate with any other participant.

**Voting Member** means, in relation to a General Meeting, those Members present and entitled to vote.

**WSF** means the World Squash Federation, the international sporting authority for the sport of squash.

1.2. **Interpretation** - in this Constitution unless the context requires otherwise

- a) a reference to **the Company** is a reference to Squash Australia Limited (ACN 072 625 935), a company limited by guarantee;
- b) **presence of a Member** – a reference to a Member present at a General Meeting means the Member present in person or by proxy or Delegate or Representative;
- c) **document** – a reference to a document or instrument includes any amendments made to it from time to time and, unless the contrary intention appears, includes a replacement.
- d) **gender** – words importing any gender include all other genders;
- e) **person** – the word person includes a firm, a body corporate, a partnership, a joint venture, an unincorporated body or association or an authority;
- f) **successors** – a reference to an organisation includes a reference to its successors;
- g) **singular includes plural** – the singular includes the plural and vice versa;
- h) **instruments** – a reference to a law includes regulations and instruments made under it;
- i) **amendments to legislative** – a reference to a law or a provision of a law includes amendments, re-enactments or replacements of that law or the provision, whether by a State or the Commonwealth or otherwise;
- j) **include** – the words include, includes, including and for example are not to be interpreted as words of limitation;
- k) **signed** – where, by a provision of this Constitution, a document including a notice is required to be signed, that requirement may be satisfied in relation to an electronic communication of the document in any manner permitted by law or by any State or Commonwealth law relating to electronic transmissions or in any other manner approved by the Directors; and
- l) **writing** – writing and written includes printing, typing and other modes of reproducing words in a visible form including, without limitations, any representation of words in a physical document or in an electronic communication or form or otherwise.

1.3. **Corporations Act**

- a) In this Constitution, unless the context requires otherwise, an expression has, in a provision of this Constitution that deals with a matter dealt with by a particular provision of the *Corporations Act*, the same meaning as in that provision of the *Corporations Act*.
- b) The provisions of the *Corporations Act* that apply as replaceable rules are displaced by this Constitution and accordingly do not apply to the Company.

#### 1.4. **Headings**

Headings are inserted for convenience and do not affect the interpretation of this Constitution.

## 2. **Objects**

The World Squash Federation is the sole international sporting authority entitled to make and enforce regulations for the encouragement and control of squash.

The Company is recognised by WSF as the national federation and delegated by WSF to exercise the sporting power of Australia.

The objects of the Company shall be to:

- 2.1. adopt and exercise the Sporting Power as the national federation for squash in Australia and act as the sole Australian affiliated member of WSF in accordance with the Statutes and Regulations;
- 2.2. conduct, encourage, promote, advance, control and manage all levels of squash in Australia interdependently with Members and others;
- 2.3. adopt, formulate, issue, interpret and amend Policies for the control and conduct of squash in Australia, in consultation with Member States;
- 2.4. encourage the provision and development of appropriate facilities for participation in squash;
- 2.5. maintain and enhance standards, quality and reputation of squash for the collective and mutual benefit and interests of members and squash;
- 2.6. promote the sport of squash for commercial, government and public recognition and benefits;
- 2.7. be the only body entitled to prepare and enter Australian teams in international squash competitions;
- 2.8. promote, control, manage and conduct squash events, competitions and championships;
- 2.9. have regard to the public interest in its operations; and
- 2.10. undertake other actions or activities necessary, incidental or conducive to advance these Objects.

## 3. **Powers**

Solely for furthering the Objects under Clause 2, the Company, in addition to the Sporting Power and any other powers it has under the *Corporations Act*, has the legal capacity and powers of a company limited by guarantee as set out under Section 124 of the *Corporations Act*.

## 4. **Income and Property of Company**

### 4.1. **Sole Purpose**

The income and property of the Company will only be applied towards the promotion of the Objects of the Company.

### 4.2. **Payments to Members**

No income or property will be paid or transferred directly or indirectly to any Member except for payments to a Member:



- a) in return for any services rendered or goods supplied in the ordinary and usual course of business to the Company; or
- b) of interest at a rate not exceeding current bank overdraft rates of interest for moneys lent; or
- c) of reasonable rent for premises let to the Company by them.

## 5. **Membership**

### 5.1. **Categories of Members**

Members of the Company shall fall into one of the following categories:

- a) Member States;
- b) Life Members;
- c) Affiliate Members;
- d) Individual Members; or
- e) Such other category of Member as may be created by the Board.  
(Any category of Member created by the Board under this Clause 5.1(e) **must** not be granted voting rights.)

### 5.2. **Admission of Members**

A person will become a Member, and the Directors will direct the Company Secretary to record their name in the register of Members kept by the Company, only upon meeting the criteria applicable to the relevant category of membership set out in this Constitution and provided the Member has submitted an application, which is accepted by the Directors, in which the Member undertakes to:

- a) be bound by this Constitution, the Statutes and Regulations and the Policies (including Policies specific to the relevant category of membership);
- b) pay the fees and subscriptions determined to apply to the Member under Clause 9; and
- c) support the Company in the encouragement and promotion of the Objects.

### 5.3. **Member States**

- a) The Company will recognise only one entity in each State as the controlling body responsible for ensuring the efficient administration of squash in the whole of that State in accordance with the Objects. Member States must be legal entities.
- b) Unless otherwise determined by the Company and subject always to Clause 5.2 at the time of adoption of this Constitution, the first Member States of the Company will be those entities which are currently recognised by the Company as the recognised controlling body for the sport in their respective State.
- c) Each Member State will:
  - i. have objects that align with those of the Company as stated in Clause 2 and do all that is reasonably necessary to enable the Objects to be achieved, having regard to any legislation applicable to that Member State;
  - ii. effectively promulgate and enforce the Constitution and Policies of the Company and the Statutes and Regulations;
  - iii. at all times use their best endeavours to act for and on behalf of the interests of their members, the Company and Squash;
  - iv. provide the Company with copies of its audited accounts, annual report and associated documents immediately following its Annual General Meeting;
  - v. be bound by this Constitution and the Policies and the Statutes and Regulations;
  - vi. act in good faith and loyalty to maintain and enhance the Company and Squash, its standards, quality and reputation for the collective and mutual benefit of the Members and Squash;
  - vii. at all times operate with and promote mutual trust and confidence between the Company and the Members, promoting the economic and sporting success, strength and stability of each other and work cooperatively with each other in the pursuit of the Objects;

- viii. maintain a database of all clubs, officials and members registered with it in accordance with the Policies and provide a copy to the Company upon request from time to time by the Directors in such means as may be requested;
  - ix. not do or permit to be done any act or thing which might adversely affect or derogate from the standards, quality and reputation of squash and its maintenance and development; and
  - x. advise the Company as soon as practicable of any serious administrative, operational or financial difficulties, assist the Company in investigating those issues and cooperate with the Company in addressing those issues in whatever manner, including by allowing the Company to appoint an administrator to conduct and manage its business and affairs, or to allow the Company itself to conduct all or part of the business or affairs of the relevant Member State and on such conditions as the Company consider appropriate.
- d) Constitutions of Member States
- i. Each Member State shall take all steps necessary to ensure its constituent documents conform, and amendments conform, with legislation applicable to that Member State.
  - ii. The constituent documents of a Member State must require the Member State to advise the Company as soon as practicable of any serious administrative, operational or financial difficulties the Member State is having.

#### 5.4. Life Members

- a) Life Membership is the highest honour that can be bestowed by the Company for longstanding and valued service to Squash in Australia.
- b) Any Member may forward a proposed nomination to the Directors for consideration.
- c) On the nomination of the Directors, any individual may be elected as a Life Member at any AGM by Special Resolution,
- d) Nominations for Life Membership shall include a written report outlining the history of services of any nominee, together with comments on the suitability of the honour.
- e) The Policies will set out:
  - i. the categories of Life Membership which exist;
  - ii. the criteria to be met by each category of Life Member; and
  - iii. the privileges and benefits of each category of Life Member which shall include the right to receive notice and attend, but not the right to vote at, General Meetings.
- f) A person may be posthumously recognised as a Life Member.
- g) At the time of adoption of this Constitution, the first Life Members of the Company shall be persons listed in Schedule 1 to this Constitution.

#### 5.5. Affiliate Members

- a) Only a legal entity may become an Affiliate Member.
- b) In order to become an Affiliate Member, a legal entity must submit an application accompanied by an up-to-date copy of that legal entity's constituent documents.
- c) Affiliate Membership may be granted by the Directors in respect of an application made under Clause 5.5(b) on such terms and conditions as the Directors may see fit.
- d) Affiliate Membership may be suspended or cancelled by the Directors provided that the Directors comply with the procedure set out in the relevant Policy.
- e) The Policies will set out:
  - i. the categories of Affiliate Membership which exist;
  - ii. the criteria to be met by each category of Affiliate Member;
  - iii. the privileges and benefits of each category of Affiliate Member shall include the right to receive notice, attend and debate but not vote at General Meetings; and

- iv. the procedure for suspending or cancelling Affiliate Membership.
- f) Subject to Clause 5.2 at the time of adoption of this Constitution, the first Affiliate Members of the Company shall be those persons recorded in the minutes of the relevant meeting.

#### 5.6. Individual Members

- a) No individual shall be registered with the Company as an individual member except in accordance with this Clause 5.6.
- b) An individual member must be a member of their relevant Member State to be accepted as a member of the Company.
- c) The Company may at its discretion refuse to accept a person as an Individual Member and shall not be required or compelled to provide any reason for such rejection.
- d) Subject to Clause 5.6(a) an individual may apply to become an individual member of the Company and is subject to the provisions of this Constitution.
- e) In addition to the effect of membership set out in Clause 5.2, an individual member must comply with this Constitution and the policies and support the Company and the Objects.
- f) An individual Member is entitled to any benefits of membership prescribed to apply to Individual Members in the Policies but, in any event, shall not be entitled to receive notice, attend or vote at General Meetings.

#### 5.7. General

- a) The Company must keep a register of all Members in accordance with the *Corporations Act*.
- b) No member whose membership ceases has any claim against the Company or the Directors for damages or otherwise arising from cessation or termination of membership.
- c) Membership is personal to each member. No Member shall, or purport to, assign the rights comprising or associated with membership to any other person and any attempt to do so shall be void.
- d) A member must treat all staff, contractors and representatives of the Company with respect and courtesy at all times.
- e) A Member must not act in a manner unbecoming of a Member or prejudicial to the Objects and interests of the Company or the sport of squash, or both.

#### 5.8. Limited Liability

Members have no liability in that capacity except as set out in Clause 25.

### 6. Cessation of Membership

#### 6.1. Cessation

A person ceases to be a Member on:

- a) resignation;
- b) death;
- c) the termination of their membership according to this Constitution or the Policies;
- d) a body corporate being dissolved or otherwise ceasing to exist;
- e) and without limiting the foregoing:
  - i. in the case of Members who are not Member States, that Member no longer meeting the requirements for membership according to Clause 5; and
  - ii. in the case of members who are Member States, that Member ceasing to be a member in accordance with Clause 8.

#### 6.2. Resignation

For the purposes of Clause 6.1(a), a Member may resign as a member of the Company by giving 14 days written notice to the Directors. Where a Member State seeks to resign as a member of the Company the written notice must be accompanied by a copy of the special resolution passed by the Member State's members resolving that the Member

State resign from the Company.

**6.3. Forfeiture of Rights**

A Member who or which ceases to be a member shall forfeit all right in and claim upon the Company or the Directors for damages or otherwise, or claim upon its property including its intellectual property rights.

**7. Grievances and Discipline of Members**

**7.1. Jurisdiction**

All Members will be subject to the jurisdiction, procedures, penalties and appeal mechanisms of the Company whether under the Policies or under this Constitution.

**7.2. Policies**

- a) The Directors may make a Policy or Policies:
  - i. for the hearing and determination of:
    - [A] grievances by any Member who feels aggrieved by a decision or action of the Company (or a Member State or Affiliated Member);
    - [B] disputes between Members relating to the conduct or administration of Squash.
  - ii. for the discipline of Members;
  - iii. for the formation and administration of an Appeal Tribunal which must be independent of any party before it on the matter which is the subject of the appeal in question; and
  - iv. for the termination of Members (except in respect of Member States).
- b) The Directors in their sole discretion may refer an allegation (which in the opinion of the Directors is not vexatious, trifling or frivolous) by a complainant (including a Director or a Member) that a Member has:
  - i. breached, failed, refused or neglected to comply with a provision of this Constitution, the Policies or any other resolution or determination of the Directors or any duly authorised committee; or
  - ii. acted in a manner unbecoming of a Member or prejudicial to the Objects and interests of the Company or Squash, or both; or
  - iii. prejudiced the Company or Squash or brought the Company or Squash or themselves into disrepute;for investigation or determination either under the procedures set down in the Policies or by such other procedure and/or persons as the Directors consider appropriate.
- c) During investigatory or disciplinary proceedings under this Clause 7, a respondent may not participate in Squash, pending the determination of such proceedings (including any available appeal) unless the Directors decide continued participation is appropriate having regard to the matter at hand.
- d) The Directors may include in any Policy or Policies a final right of appeal to an independent body outside the control of the sport of Squash.

**8. Termination of Membership of Member State**

**8.1. Sanctions for Discipline of Member States**

Without limiting matters that may be referred to in the Policies, any member State that is determined by the Directors to have acted in a manner set out in Clause 7.2(b) shall be liable for the sanctions set out in that Policy, including termination of Membership (which shall only take place in accordance with the procedure set out in this Clause 8).

**8.2. Termination of Membership of Member States**

- a) No recommendation can be made by the Directors under Clause 8 unless all avenues of appeal available to the relevant Member State under the Policies have been exhausted.

- b) Subject to compliance with Clause 8.2(a) (and the Policies), the Directors may recommend to a General Meeting to terminate the membership of a Member State.
- c) Upon recommendation from the Directors under Clause 8.2(b), a General Meeting may, by Special Resolution, terminate the membership of a Member State.
- d) Where the membership of a Member State is terminated in accordance with this Clause 8.2:
  - i. the Directors may recommend to the General Meeting that the Company admit another body, which meets the requirements in Clause 5.3(a), as the Member State to represent the relevant State; and
  - ii. the General Meeting may, by Special Resolution, admit the recommended body as the Member State to represent the relevant State, subject to Clause 5.2.

## **9. Fees and Subscriptions**

### **9.1. Membership Fees**

- a) The basis of, the time for and manner of payment of membership subscriptions, fees and any levies payable by the Member States (or any other category of Member) to the Company shall be as determined by the Board from time to time.
- b) Each Member must pay to the Company the amounts determined under this Clause.
- c) The Board shall set the membership subscriptions for the following calendar year, and provide advice to the Member States at least 21 days prior to the Annual General Meeting.

### **9.2. Non-Payment of Fees**

Subject to Clause 5.3(a) the right of a Member to attend and vote at a General Meeting is suspended while the payment of any subscription or other amount determined under Clause 9 is in arrears greater than 90 days.

### **9.3. Deferral of scheduled Payments**

- a) The Directors may approve a schedule of payments allowing monies owed to the Company to be paid by equal instalments spread throughout the year in which they are due, if they are satisfied that:
  - i. there are reasonable grounds for doing so, and
  - ii. the Company will not be materially disadvantaged as a result;
- b) Clause 9.2 shall apply for non-payment of fees as per the agreed schedule.

## **10. General Meetings**

### **10.1. Annual General Meetings**

AGMs of the Company are to be held:

- a) according to the *Corporations Act*; and
- b) at a date and venue determined by the Directors.

### **10.2. Power to Convene General Meeting**

- a) The Directors may convene a General Meeting when they think fit and must do so if required by the *Corporations Act*.
- b) The Voting Members may convene a General Meeting, which must comply with the requirements under the *Corporations Act*.

### **10.3. Notice of General Meeting**

- a) Notice of a General Meeting of Members must be given:
  - i. to all Members entitled to attend the General Meeting, the Directors and the auditor of the Company; and
  - ii. in accordance with Clause 23 and the *Corporations Act*.
- b) At least 45 days prior to the proposed date of the AGM, the CEO will request from Voting Members notices of motion, which must be received no less than 28 days prior to the AGM.



- c) At least 21 days notice of the time and place of a General Meeting must be given, together with:
  - i. all information required to be included in accordance with the *Corporations Act*;
  - ii. in the case of a proposed Special Resolution, the intention to propose the Special Resolution and the terms of the proposed Special Resolution;
  - iii. where applicable, any notice of motion received from any Voting Member or Director in accordance with the *Corporations Act*; and
  - iv. where applicable, a list of all nominations received for positions to be elected at the relevant General Meeting.

**10.4. No Other Business**

No business other than that stated in the notice of meeting may be transacted at a General Meeting.

**10.5. Cancellation or Postponement of General Meeting**

Where a General Meeting (including an AGM) is convened by the Directors they may, if they think fit, cancel the meeting or postpone the meeting to a date and time they determine. This clause does not apply to a General Meeting convened by:

- a) members according to the *Corporations Act*;
- b) the Directors at the request of the Members; or
- c) a Court.

**10.6. Written Notice of Cancellation or Postponement of General Meeting**

Notice of the cancellation or postponement of a General Meeting must state the reasons for doing so and be given to:

- a) each Member entitled to attend the General Meeting; and
- b) each other person entitled to notice of a General Meeting under the *Corporations Act*.

**10.7. Contents of notice postponing General Meeting**

A notice postponing a General Meeting must specify:

- a) the due date and time for the meeting;
- b) the place where the meeting is to be held, which may be either the same as or different to the place specified in the notice originally convening the meeting; and
- c) if the meeting is to be held in two or more places, the technology that will be used to hold the meeting in that manner.

**10.8. Number of clear days for postponement of General Meeting**

The number of clear days from the giving of a notice postponing a General Meeting to the date specified in that notice for the postponed meeting must not be less than the number of clear days notice of that General Meeting required to be given in Clause 11.8 of the *Corporations Act*.

**10.9. Business at postponed General Meeting**

The only business that may be transacted at a postponed General Meeting is the business specified in the notice originally convening the meeting.

**10.10. Representatives, proxy or attorney at postponed General Meeting**

Where:

- a) by the terms of an instrument appointing a Representative, proxy or attorney that appointed person is authorised to attend and vote at a General Meeting on behalf of the appointing Member to be held on a specified date or at a General Meeting or General Meetings to be held on or before a specified date; and
- b) the date for the meeting is postponed to a date later than the date specified in the instrument,

then that later date is substituted for the date specified in the instrument appointing that appointed person, unless the appointing Member notifies the Company in writing to the contrary at least 48 hours before the time at which the postponed meeting is to be held.

#### 10.11. **Non-Receipt of Notice**

The non-receipt of notice convening, cancelling or postponing a General Meeting by, or in accidental omission to give a notice of that kind to, a person entitled to receive it, does not invalidate any resolution passed at the General Meeting or at a postponed meeting or the cancellation or postponement of the meeting.

#### 10.12. **Right to appoint Representative**

- a) In accordance with the *Corporations Act*, each Voting Member is entitled to appoint an individual as their Representative to attend General Meetings, provided that the Voting Member has not appointed a proxy under Clause 10.13 and to exercise the powers of the Voting Member in relation to resolutions to be passed without meetings.
- b) A Voting Member may appoint more than one Representative but only one Representative may exercise the Voting Member's powers at any one time.
- c) In addition to each Voting Member's appointed Representative, each Voting Member shall be entitled to appoint one further representative to attend meetings on their behalf but not vote.

#### 10.13. **Right to appoint Proxy**

- a) A Voting Member entitled to attend a General Meeting of the Company is entitled to appoint a person as their proxy to attend the meeting in their place in accordance with the *Corporations Act*.
- b) A proxy may be revoked by the appointing member at any time by notice in writing to the Company.

#### 10.14. **Form of Proxy**

The instrument appointing a proxy may be in a form determined by the Directors from time to time provided it complies with the requirements under the *Corporations Act*.

#### 10.15. **Attorney of Member**

A member may appoint an attorney to act on the Member's behalf at all or any meetings of the Company.

#### 10.16. **Lodgement of Proxy or Attorney Documents**

- a) A proxy or Attorney may vote at a General meeting or adjourned or postponed meeting (as the case may be) only if the instrument appointing the proxy or attorney, and the original or a certified copy of the power of attorney or other authority (if any) under which the instrument is signed, are received by the Company:
  - i. at the office, the facsimile number at the office or at such other place, facsimile number or electronic address specified for that purpose in the notice of meeting; and
  - ii. at least 48 hours before the scheduled commencement time for the meeting or adjourned or postponed meeting (as the case may be) at which the person named in the instrument proposes to vote. The scheduled commencement time is as specified in the notice of meeting.
- b) An undated proxy is taken to be dated on the day that it is received by the Company.

#### 10.17. **Authority given by Appointment**

- a) Unless the terms of the appointment specify to the contrary, an appointment by a Voting Member confers authority on a proxy, attorney or Representative:
  - i. to agree to a General Meeting being convened by shorter notice than is required by the *Corporations Act* or by this Constitution;
  - ii. to speak to any proposed resolution; and
  - iii. to demand or join in demanding a poll on any resolution.

- b) Unless the terms of the appointment specify to the contrary, even if the instrument of appointment refers to specific resolutions and directs the proxy, attorney or Representative on how to vote on those resolutions, the appointment is taken to confer authority:
  - i. to vote on any amendment moved to the proposed resolutions and on any motion that the proposed resolutions not be put or any similar motion;
  - ii. to vote on any procedural motion; and
  - iii. to act generally at the meeting.
- c) Unless the terms of the appointment specify to the contrary, if the instrument of appointment refers to a specific meeting to be held at a specified time or venue and the meeting is postponed or adjourned or changed to another venue, then the appointment confers authority to attend and vote:
  - i. at the postponed or adjourned meeting; or
  - ii. at the new venue.
- d) An appointment of a proxy may be a standing proxy – that is, the appointment under the proxy remains valid until it is revoked by the Voting Member that made the appointment.
- e) The instrument appointing a proxy may provide for the Chairperson to act as proxy in the absence of any other appointment or if the person or persons nominated failed or fail to attend the meeting.
- f) The instrument appointing a proxy may direct the manner in which the proxy is to vote in respect of a particular resolution.
- g) If a proxy is appointed to vote on a particular resolution by more than one Voting Member and the instruments appointing the proxy direct the proxy to vote on the resolution in different ways, then the proxy must not vote on a show of hands taken on the resolution.

## **11. Proceedings at General Meeting**

### **11.1. Number for a Quorum**

The number of Member States who must be present and eligible to vote for a quorum to exist at a General Meeting is five (5).

### **11.2. Requirement for a Quorum**

An item of business may not be transacted at a General Meeting unless a quorum is present at the commencement of, and remains throughout, the General Meeting.

### **11.3. Quorum and Time**

If, within 30 minutes after the time appointed for a General Meeting, a quorum is not present, the meeting:

- a) if convened by, or on requisition of, Members, is dissolved; and
- b) in any other case stands adjourned to such other day, time and place as the Chair determines.

### **11.4. Adjourned Meeting**

If a quorum is not present within 30 minutes after the time appointed for the adjourned meeting, those members then present shall constitute a quorum.

### **11.5. President to Preside over General Meetings**

- a) The President, or appointed delegate, is entitled to preside as Chair at General Meetings.
- b) If a General Meeting is convened and the Chair is not present within 15 minutes after the time appointed for the meeting, or is unable or unwilling to act, the following may preside as Chair (in order of entitlement):
  - i. a Director (or other person) chosen by a majority of the Directors present;
  - ii. the only Director present; or



- iii. a representative of a Voting Member who is entitled to vote and is chosen by a majority of the Voting Members present.

#### **11.6. Conduct of General Meetings**

- a) The Chair:
  - i. has charge of the general conduct of the meeting and of the procedures to be adopted;
  - ii. may require the adoption of any procedure which in his or her opinion is necessary or desirable for proper and orderly debate or discussion or the proper and orderly casting or recording of votes; and
  - iii. may, having regard where necessary to the *Corporations Act*, terminate discussion or debate on any matter whenever he considers it necessary or desirable for the proper conduct of the meeting. announced
- b) A decision by the Chair under this Clause 11.6 is final.

#### **11.7. Adjournment of General Meeting**

- a) The Chair may, with the consent of any meeting at which a quorum is present, and must if so directed by the meeting, adjourn the meeting or any business, motion, questions, resolution, debate or discussion being considered or remaining to be considered by the meeting.
- b) The adjournment may be either to a later time at the same meeting or to an adjourned meeting at any time and place agreed by vote of the members present.
- c) Only unfinished business is to be transacted at a meeting resumed after an adjournment.

#### **11.8. Notice of adjourned meeting**

- a) It is not necessary to give any notice of an adjournment or of the business to be transacted at any adjourned meeting unless a meeting is adjourned for 30 days or more.
- b) In that case, at least the same period of notice as was originally required for the meeting must be given for the adjourned meeting.

#### **11.9. Questions decided by Majority**

Subject to the requirements of the *Corporations Act* and except in the case of a Special Resolution, a resolution is carried if a simple majority of the votes cast on the resolution are in favour of it.

#### **11.10. Equality of Votes**

Where an equal number of votes are cast in favour of and against the resolution, the resolution is not carried.

#### **11.11. Declaration of results**

- a) At any General Meeting a resolution put to the vote of the meeting must be decided on a show of hands unless a poll is properly demanded and the demand is not withdrawn.
- b) A declaration by the Chair that a resolution has on a show of hands been carried or carried unanimously, or by a particular majority, or lost, and an entry to that effect in the minutes of the meetings of the Company, is conclusive evidence of the fact.
- c) Neither the Chair nor the minutes need state, and it is not necessary to prove, the number or proportion of the votes recorded for or against the resolution.

#### **11.12. Poll**

- a) If a poll is properly demanded in accordance with the *Corporations Act* or by the Chair of the meeting, it must be taken in the manner and at the date and time directed by the Chair, and the result of the poll is the resolution of the meeting at which the poll was demanded.

- b) A poll demanded on the election of a Chair or on a question of adjournment must be taken immediately.
- c) A demand for a poll may be withdrawn.
- d) A demand for a poll does not prevent the General Meeting continuing for the transaction of any business other than the question on which the poll was demanded.

#### **11.13. Objection to Voting Qualification**

- a) An objection to the right of a person to attend or vote at a General Meeting (including an adjourned meeting):
  - i. may not be raised except at that meeting; and
  - ii. must be referred to the Chair, whose decision is final.
- b) A vote not disallowed under the objection is valid for all purposes.

#### **11.14. Chair to determine any poll dispute**

If there is a dispute about the admission or rejection of a vote, the Chair must decide it and the Chair's decision made is final.

### **12. Votes of Members**

#### **12.1. State Delegates**

- a) Appointment of State Delegates  
Each Member State shall appoint one (1) State delegate for such term as is deemed appropriate by the Member State.
- b) The State Delegate must be appropriately empowered by the appointing Member State to consider, make decisions and vote at a General Meeting.
- c) Each Member State shall, at least 72 hours prior to any General Meeting, advise the CEO of its appointed State Delegate.

#### **12.2. Votes of Members**

- a) At a General Meeting, on a show of hands and on a poll, each of the Voting Members shall have the votes set out in this Clause 12.2.
- b) No Member other than Member States shall be entitled to vote at General Meetings.
- c) At all General Meetings of the Company where members are voting on Special Resolutions or the election of Directors, members shall be entitled to ten (10) votes plus one (1) vote for every complete one (1) per-centum of the total subscriptions received from that State (inclusive of all categories of membership) in the previous financial year as per the audited financial statement of the Company.
- d) At all other General Meetings of the Company, Members shall be entitled to one (1) vote on all matters not covered in Clause 12.2 c).

#### **12.3. Election of Directors**

- a) Elections for Elected Directors shall be by poll by exhaustive ballot in accordance with this Clause 12.3 at the relevant General Meeting on papers prepared by the CEO.
- b) Save where there is only one (1) nominee for each position of Elected Director to be filled, the exhaustive ballot will be conducted as a poll as follows:
  - i. rounds of voting for Elected Directors positions to be filled will be held where nominees of preference shall be ranked with '1' being the most preferred candidate, '2' as the next preferred candidate and so on.
  - ii. the nominee with the fewest number of votes will be eliminated from the second and each subsequent round;
  - iii. in the event that more than one (1) nominee has an equal number of votes and that number of votes is the least number of votes, then:

[A] provided that there remains at least three other nominees for the subsequent round, all of those nominees with the least amount of votes will be eliminated from each of the subsequent round of voting;

[B] if eliminating all nominees with the least number of votes would result in there being no nominees remaining then, a re-vote of the last round of voting shall be undertaken.

- iv. rounds of voting will be continued with one or more nominees being eliminated from each round until only the required number of nominees remain;
- v. a resolution shall be passed in favour of the election of the successful nominees for the period of appointment as per Sections 13.2 and 13.5.

#### 12.4. Resolutions not in General Meeting

- a) If all Members entitled to vote sign a document containing a statement that they are in favour of a resolution in terms set out in the document, a resolution in those terms is deemed to have been passed at a General Meeting of the Company held at the time on which the document was signed by the last Member entitled to vote.
- b) For the purposes of Clause 12.3(a) two or more separate documents containing statements in identical terms, each of which is signed by one or more Members entitled to vote, are deemed together to constitute one document, containing a statement in those terms signed by those Members on the respective days on which they signed the separate document.
- c) A facsimile transmission or other form of visible or other electronic communication purported to be signed by a Member for the purpose of this clause is deemed to be a document in writing signed by that Member.

### 13. Directors

#### 13.1. Number of Directors

- a) There must be not less than five (5) Directors and not more than seven (7) Directors.
- b) Subject to Clause 13.1(a), not more than five (5) Directors are to be elected by the Members (Elected Directors), and not more than two (2) Directors are to be appointed under Clause 13.10.
- c) The Company shall consider gender representation and aspire for the Board to be comprised of at least 40% of each gender.

#### 13.2. First Directors

Subject to the *Corporations Act* and Clause 13.3:

- a) at the first Annual General Meeting following the adoption of this Constitution all incumbent Directors will retire from office and an election will be held to elect five (5) Directors. Those retiring incumbent Directors will be eligible for re-election.
- b) at the completion of the election of Directors at the first AGM following the adoption of this Constitution the term of office of all Elected Directors shall be drawn by lot.
- c) to assist gender balance two (2) male and one (1) female name shall be drawn first and shall be appointed for a period of three (3) years and the remaining two (2) names shall be appointed for a period of two (2) years.

#### 13.3. Eligibility

- a) For the period from the date of this Constitution a person who:
  - i. is an employee of the Company, a Member State or an Affiliated Member; or
  - ii. holds an official position with a Member State or an Affiliated Member; or
  - iii. was a Director of the Company and Clause 13.8 applies(each a disqualifying position) may not hold office as a Director.
- b) A Director who accepts a disqualifying position must notify the other Directors of that fact immediately and is deemed to have vacated office as a Director.
- c) A person elected or appointed as a Director at the time of holding a disqualifying position must resign from that disqualifying position within 7 days.

- d) No person shall be eligible to stand for an Elected Director position if, during the proposed term of office, they would be in breach of Clause 13.8.
- e) The Board may determine position or role descriptions or necessary qualifications for Director positions.

#### **13.4. Nominations for Election**

- a) At least 45 days prior to the proposed date of the Annual General Meeting at which a resolution or resolutions will be proposed to fill a vacancy in an Elected Director position, the CEO will request from Members nominations (which comply with this Clause 13.4) for elections to positions falling vacant, which must be received no less than 28 days prior to the AGM.
- b) Any Member may nominate a person to fill a vacancy in an Elected Director position that is to be the subject of an election at the next AGM.
- c) A nomination must:
  - i. be in the form required by the Directors; and
  - ii. signed by the nominator and nominee.

#### **13.5. Term of Office for Directors Generally**

- a) Subject to Clauses 13.2, 13.8 and 13.9, and Elected Director will hold office for a term of two (2) years.
- b) Should any adjustment to the term of Elected Directors elected under this Constitution be necessary to ensure rotational terms in accordance with this Constitution, this shall be determined by the Board. Elections to subsequent Boards shall then proceed in accordance with the procedures in this Constitution.

#### **13.6. Office Held until end of Meeting**

A retiring Elected Director holds office until the end of the meeting at which that Elected Director retires, but subject to the requirement of this Constitution, including Clause 13.8, is eligible for re-election.

#### **13.7. Elected Director elected at General Meeting**

- a) At a General Meeting:
  - i. at which an Elected Director retires; or
  - ii. at the commencement of which there is a vacancy in the office of an Elected Director
 there will be a vote of the Members conducted in accordance with Clause 12.2 to fill the vacancy by electing someone to that office.
- b) Subject to Clauses 13.8 and 13.13, an Elected Director elected under this Clause 13.7 takes office at the end of the meeting at which they are elected for a period of two (2) years.

#### **13.8. Maximum Term of Office for Directors**

- a) A Director may not serve more than five consecutive terms as a Director, including where one of the terms is as an Appointed Director.
- b) For the purpose of Clause 13.8(a) service:
  - i. by a person filling a casual vacancy in an Elected Director position Under Clause 13.9(b) for any period will be treated as a term; and
  - ii. by a person in an Appointed Director position under Clause 13.10 for any period will be treated as a term.
- c) A Director who has served a maximum term in accordance with Clause 13.8(a) shall not be eligible to be a Director for six (6) years following the completion of their maximum term.

#### **13.9. Casual Vacancy in ranks of Elected Directors**

- a) The Directors may at any time appoint a person to fill a casual vacancy (defined in Clause 13.14) in the rank of the Elected Directors.

- b) A person appointed under Clause 13.9(a) holds office until the expiry of that term at which time they can offer themselves for re-election.

#### **13.10. Appointed Directors**

- a) In addition to the Elected Directors, the Directors may themselves appoint up to two (2) persons to be Directors because of their special business acumen and/or technical skills. These persons will be known as the 'Appointed Directors'.
- b) Subject to Clauses 13.8 and 13.13, an Appointed Director holds office for a term determined by the Directors not to exceed two (2) years and the appointment will be on such other terms as the Directors determine.
- c) A person may only serve two (2) terms as an Appointed Director but, subject to the other requirement of this Constitution, are otherwise eligible to be elected to an Elected Director position.
- d) The Directors may at any time appoint a person to fill a casual vacancy (as defined in 13.4) in the rank of the Appointed Directors on whatever terms the Directors decide.

#### **13.11. Remuneration of Directors**

Subject to Clause 13.12, a Director may not be paid for services as a Director, but, with the approval of the Directors and subject to the *Corporations Act*, may be:

- a) paid by the Company for services rendered to it other than as a Director provided that any such payment shall not exceed the amount ordinarily payable between ordinary commercial parties dealing at arms length in a similar transaction. (Any such payment shall be noted in the audited Annual Financial Statement), and
- b) reimbursed by the Company for their reasonable travelling, accommodation and other expenses when:
  - i. travelling to or from meetings of the Directors, a Committee or the Company; or
  - ii. otherwise engaged in the affairs of the Company.

#### **13.12. Honorarium**

The Company may in General Meeting by ordinary resolution determine to pay a Director an ex-gratia payment.

#### **13.13. Removal of Director**

- a) Subject to the provision of the *Corporations Act*, the Company may in General Meeting by ordinary resolution remove any Director prior to the expiration of that Director's term of office.
- b) Unless otherwise resolved at a General Meeting, a Director removed in accordance with Clause 13.13(a) cannot be re-appointed as a Director within three (3) years of their removal.

#### **13.14. Vacation of Office**

The office of a Director becomes vacant when the *Corporations Act* says it does and also if the Director:

- a) is removed in accordance with Clause 13.13;
- b) becomes of unsound mind or a person whose person or estate is liable to be dealt with in any way under a law relating to mental health;
- c) resigns from office by notice in writing to the Company;
- d) accepts appointment to, or becomes the holder of, a disqualifying position as set out in Clause 13.3 and does not resign from that position within 30 days;
- e) is not present at three (3) consecutive Directors' meetings without leave of absence from the Directors; or
- f) is directly or indirectly interested in any contract or proposed contract with the Company and fails to declare the nature of the interest as required by the Act.



### 13.15. **Alternate Director**

A Director cannot appoint an alternate.

## 14. **Powers and Duties of Directors**

### 14.1. **Directors to Manage the Company**

The Directors are to manage the Company's business and may exercise those of the Company's powers that are not required, by the *Corporations Act* or by this Constitution, to be exercised by the Company in General Meeting.

### 14.2. **Specific Powers of Directors**

Without limiting Clause 14.1 the Directors may exercise all the Company's powers to borrow or raise money, to charge any property or business or give any other security for a debt, liability or obligation of the Company or of any other person.

### 14.3. **Times and Dates**

Subject to the *Corporations Act*, where this Constitution requires that something be done by a particular time or within a particular period, or that an event is to occur or a circumstance is to change on or by a particular date, the Directors may at their absolute discretion extend or abridge that time, period or date as they think fit.

### 14.4. **Appointment of Attorney**

The Directors may appoint any person to be the Company's attorney for the purposes, with the powers, authorities and discretions, for the period and subject to the conditions they think fit.

### 14.5. **Provisions in Power of Attorney**

A power of attorney granted under Clause 14.4 may contain any provisions for the protection and convenience of persons dealing with the attorney that the Directors think fit and may also authorise the attorney to delegate (including by way of appointment of a substitute attorney) all or any of the powers, authorities and discretions of the attorney.

### 14.6. **Delegation of Powers**

- a) Without limiting Clause 17.4 the Directors may, by resolution or by power of attorney or writing under seal, delegate any of their powers to the CEO or any employee of the Company or any other person as they think fit.
- b) Any delegation by the Directors of their powers:
  - i. must specify the power delegated, any restrictions on, and conditions attaching to, the exercise of those powers and the period during which that delegation is to be in force;
  - ii. may be either general or limited in any way provided in the terms of the delegation;
  - iii. need not be to a specified person but may be to any person holding, occupying or performing the duties of a specified office or position; and
  - iv. may include the power to delegate.
- c) If exercising a power depends on a person's opinion, belief or state of mind, then that power may be exercised by the delegate on the delegate's opinion, belief or state of mind about that matter.
- d) Any power exercised by a delegate is as effective as if it had been exercised by the Directors.

### 14.7. **Code of Conduct**

The Directors must:

- a) adopt a code of conduct for Directors; and
- b) periodically review the code of conduct in light of the general principles of good corporate governance.

## **15. Proceeding of Directors**

### **15.1. Directors Meetings**

- a) Subject to Clause 15.1(b), the Directors may meet together for conducting business, adjourn and otherwise regulate their meetings as they think fit.
- b) The Directors must meet at least six (6) times in each calendar year.

### **15.2. Questions decided by Majority**

A question arising at a Director's meeting is to be decided by a majority of votes of the Directors present in person and entitled to vote. Each Director present has one (1) vote on a matter arising for decision by Directors.

### **15.3. Chair's Casting Vote**

The Chair of the meeting will not have a casting vote.

### **15.4. Quorum**

Three (3) Elected Directors present in person or by other means (such as telecommunication meetings) constitutes a quorum.

### **15.5. Effect of Vacancy**

- a) The continuing Directors may act despite a vacancy in their number.
- b) However, if the number of Directors is reduced below the number required for a quorum, the remaining Directors may act only for the purpose of filling the vacancies to the extent necessary to bring their number up to that required for a quorum or to convene a General Meeting.

### **15.6. Convening Meetings**

- a) A Director may, and the CEO on the request of a Director must, convene a Director's meeting.
- b) Notice of a meeting of Directors must be given individually to each Director (except a Director on leave of absence approved by the Directors). Notice of a meeting of Directors may be given in person, or by post or by telephone, facsimile or other electronic means.
- c) A Director may waive notice of a meeting of Directors by giving notice to that effect to the Company in person or by post or by telephone, facsimile or other electronic means.
- d) A person who attends a meeting of Directors waives any objection that person may have in relation to a failure to give notice of the meeting.
- e) The non-receipt of a notice of a meeting of the Directors or the accidental omission to give notice of a meeting to a person entitled to receive notice does not invalidate any thing done (including the passing of a resolution) at a meeting of Directors.

### **15.7. Election of President**

- a) The Directors may elect one of their number to be the President by a majority vote.
- b) The Director elected to be President under Clause 15.7(a) will remain President for the duration of their term of office as Director and shall chair any meeting of Directors and the Company.
- c) Despite Clause 15.7(b) if:
  - i. there is no person elected as President; or
  - ii. the President is not present within 15 minutes after the time appointed for the holding of the meeting; or
  - iii. the President is unwilling to act,the Directors present may elect one of their number to be Chair of the meeting.

### 15.8. Circulating Resolutions

- a) The Directors may pass a resolution without a Director's meeting being held if notice in writing of the resolution is given to all Directors and a majority of the Directors entitled to vote of the resolution (not being less than the number required for a quorum at a meeting of Directors) sign a document containing a statement that they are in favour of the resolution set out in the document.
- b) Separate copies of the document may be used for signing by the Directors if the wording of the resolution and statement is identical in each copy. A facsimile transmission or other document produced by electronic means under the name of a Director with the Director's authority is taken to be a document signed by the Director for the purposes of Clause 15.8(a) and is taken to be signed when received by the Company in legible form.
- c) The resolution is passed when the last Director signs.

### 15.9. Validity of Acts of Directors

Everything done at a Director's meeting or a Committee meeting, or by a person acting as a Director, is valid even if it is discovered later that there was some defect in the appointment, election or qualification of any of them or that any of them was disqualified or had vacated office.

### 15.10. Director's Interests

- a) A Director shall declare to the Directors any material personal interest or related party transaction, as defined by the *Corporations Act*, as soon as practicable after that Director becomes aware of their interest in the matter.
- b) Where a Director declares a material personal interest or in the event of a related party transaction, that Director must absent himself or herself from discussion of such matter and shall not be entitled to vote in respect of such matter unless otherwise determined by the Directors.
- c) In the event of any uncertainty in this regard, the issue shall immediately be determined by a vote of the Directors or, if this is not possible, the matter shall be adjourned or deferred to the next meeting.
- d) The CEO shall maintain a register of declared interests.

### 15.11. Minutes

The Directors must cause minutes of all Company meetings to be made and kept according to the *Corporations Act*.

## 16. Telecommunication Meetings of the Company

### 16.1. Telecommunication Meetings

- a) A General Meeting or a Director's Meeting may be held by means of a Telecommunication Meeting, provided that:
  - i. the number of Members or Directors (as applicable) participating is not less than a quorum required for a General Meeting or Director's Meeting (as applicable); and
  - ii. the meeting is convened and held in accordance with the *Corporations Act*.
- b) All provisions of this Constitution relating to a meeting apply to a Telecommunication Meeting in so far as they are not inconsistent with the provisions of this Clause 16.

### 16.2. Conduct of Telecommunication Meeting

The following provisions apply to a Telecommunication Meeting of the Company:

- a) All persons participating in the meeting must be linked by telephone, audio-visual or other instantaneous means for the purpose of the meeting
- b) Each of the persons taking part in the meeting must be able to hear and be heard by each of the other persons taking part at the commencement of the meeting and each person so taking part is deemed for the purposes of this Constitution to be present at the meeting;



- c) At the commencement of the meeting each person must announce his or her presence to all other persons taking part in the meeting;
- d) A person may not leave a telecommunication meeting by disconnecting his or her telephone, audio-visual or other communication equipment unless that person has previously notified the Chair;
- e) A person may conclusively be presumed to have been present and to have formed part of a quorum at all times during a telecommunication meeting unless that person has previously notified the Chair of leaving the meeting; and
- f) A minute of proceedings of a telecommunication meeting is sufficient evidence of the proceedings and of the observance of all necessary formalities if the minute is certified to be a correct minute by the Chair.

## **17. Chief Executive Officer**

### **17.1. Appointment of CEO**

The Directors shall appoint a CEO.

### **17.2. Powers, duties and authorities of CEO**

- a) The CEO holds office on the terms and conditions (including as to remuneration) and with the powers, duties and authorities, delegated to them by the Directors.
- b) The exercise of those powers and authorities, and the performance of those duties, by the CEO are subject at all times to the control of the Directors.

### **17.3. Suspension and Removal of CEO**

Subject to the terms and conditions of the appointment, the Directors may suspend or remove the CEO from that office.

### **17.4. Delegation by Directors to CEO**

The Directors may delegate to the CEO the power (subject to such reservations on the power as are decided by the Directors) to conduct the day-to-day management and control of the business and affairs of the Company. The delegation will include the power and responsibility to:

- a) develop business plans, budgets, strategies, policies, processes and codes of conduct for consideration by the Directors and to implement them to the extent approved by the Directors;
- b) manage the financial and other reporting mechanisms of the Company;
- c) approve and incur expenditure subject to specified expenditure limits;
- d) sub-delegate his or her powers and responsibilities to employees or internal management committees of the Company; and
- e) any other powers and responsibilities which the Directors consider appropriate to delegate to the CEO.

### **17.5. CEO to attend Meetings**

The CEO is entitled, subject to a determination otherwise by the Directors, to attend all meetings of the Company, all meetings of the Directors and any Committees and may speak on any matter, but does not have a vote.

### **17.6. CEO holding a Board Position**

The CEO shall be ineligible for the position of Director for a period of at least three (3) years from the date the CEO ceases to hold that position.

## **18. Company Secretary**

### **18.1. Appointment of Company Secretary**

There must be at least one Company Secretary who is to be appointed by the Directors.

### **18.2. Suspension and Removal of Company Secretary**

The Directors may suspend or remove a Company Secretary from that office.

### 18.3. **Powers, Duties and Authorities of Company Secretary**

A Company Secretary holds office on the terms and conditions (including as to remuneration) and with the powers, duties and authorities, delegated to them by the Directors.

## 19. **Committees**

### 19.1. **Committees**

The following committees may be established by the Board:

- Nominations Committee
- Audit and Risk Committee
- Human Resource Committee
- Selection Committee
- any other committee that the Board considers appropriate,

and will function as a Committee of the Board in accordance with this rule.

19.2. The Board shall determine the composition of each Committee and may appoint members of each Committee in such manner and at such time as it determines to be appropriate.

### 19.3. **Powers Delegated to Committees**

- a) A Committee must exercise the powers delegated to it according to the terms of the delegation and any directions of the Directors.
- b) Powers delegated to and exercised by a Committee are taken to have been exercised by the Directors.

### 19.4. **Committee Meetings**

Unless otherwise determined by the Directors, committee meetings are governed by the provisions of this Constitution dealing with Director's meetings, as far as they are capable of application.

## 20. **Policies**

### 20.1. **Making and Amending Policies**

- a) In addition to policies made under Clause 7.2, the Directors may from time to time make policies:
  - i. that are required to be made under this Constitution; and
  - ii. which in their opinion are necessary or desirable for the control, administration and management of the Company's affairs and may amend, repeal and replace those policies.
- b) The Company in General Meeting may amend, repeal or replace any policy made by the Directors without affecting the validity of acts or decisions made by the Directors or anyone authorised to act pursuant to that policy.
- c) The Policies referred to in Clauses 7.2 and 20.1(a) take effect 28 days after the service of the Policy on the Member and shall be of force and effect on that date.

### 20.2. **Effect of Policies**

A policy:

- a) is subject to this Constitution;
- b) must be consistent with this Constitution;
- c) when in force, is binding on all Members and has the same effect as a provision in this Constitution; and
- d) may be overruled if a resolution to that effect is passed by the Members at a General Meeting.

## **21. Inspection of Records**

### **21.1. Right of the Members to Inspect Records**

A Member does not have the right to inspect any document of the Company (including registers kept by the Company) except as required by law.

## **22. Accounts**

### **22.1. Accounting Records**

The Directors will cause proper accounting and other records to be kept and will distribute copies of financial statements as required by the *Corporations Act*.

### **22.2. Auditor**

A properly qualified auditor or auditors shall be appointed by the Directors and the remuneration of such auditor or auditors fixed and duties regulated in accordance with the *Corporations Act*.

## **23. Service of Documents**

### **23.1. Document includes Notice**

In this Clause 23, document includes a notice.

### **23.2. Methods of Service on a Member**

The Company may give a document to a Member:

- a) personally;
- b) by sending it by post to the address for the Member in the Register or an alternative address nominated by the Member; or
- c) by sending it to a facsimile number or electronic address nominated by the Member.

### **23.3. Methods of Service on the Company**

A Member may give a document to the Company:

- a) delivering it to the Registered Office;
- b) by sending it by post to the Registered Office; or
- c) by sending it to a facsimile number or electronic address nominated by the Company.

### **23.4. Post**

A document sent by post if sent to an address:

- a) in Australia, may be sent by ordinary post; and
- b) outside Australia, or sent from an address outside Australia, must be sent by airmail, and in either case is taken to have been received on the second business day after the date of its posting.

### **23.5. Facsimile or Electronic Transmission**

If a document is sent by facsimile or electronic transmission, delivery of the document is taken to:

- a) be effected by properly addressing and transmitting the facsimile or electronic transmission; and
- b) have been delivered on the business day following its transmission.

## **24. Indemnity**

### **24.1. Indemnity of Officers**

- a) This Clause 24 applies to every person who is or has been:
  - i. a Director, CEO or Company Secretary of the Company; and
  - ii. to any other officers, employees, former officers or former employees of the Company or of its related bodies corporate as the Directors in each case determine.

- iii. each person referred to in this paragraph (a) is referred to as an 'Indemnified Officer' for the purposes of the rest of Clause 24.
- b) The Company will indemnify each Indemnified Officer out of the property of the Company against:
  - i. every liability (except a liability for legal costs) that the Indemnified Officer incurs as an Officer of the Company or of a related body corporate of the Company; and
  - ii. all legal costs incurred in depending or resisting (or otherwise in connection with) proceedings, whether civil or criminal or of an administrative or investigator nature, in which the Indemnified Officer becomes involved as an officer of the Company or of a related body corporate of the Company, unless:
  - iii. the company is forbidden by statute to indemnify the person against the liability or legal costs; or
  - iv. an indemnity by the Company of the person against the liability or legal costs would, if given, be made void by statute.

#### **24.2. Insurance**

The Company may pay or agree to pay, whether directly or through an interposed entity, a premium for a contract insuring an Indemnified Officer against liability that the Indemnified Officer incurs as an officer of the Company or of a related body corporate of the Company including a liability for legal costs, unless:

- a) the Company is forbidden by statute to pay or agree to pay the premium; or
- b) the contract would, if the Company paid the premium, be made void by statute.

#### **24.3. Deed**

The Company may enter into a deed with any Indemnified Officer or a deed poll to give effect to the rights conferred by Clause 24.1 on the terms the Directors think fit (as long as they are consistent with Clause 24).

### **25. Winding Up**

#### **25.1. Contributions of Members on Winding Up**

- a) Each Voting Member must contribute to the Company's property if the Company is wound up while they are a Member or within one year after their membership ceases.
- b) The contribution is for:
  - i. payment of the Company's debts and liabilities contracted before their membership ceased;
  - ii. the costs of winding up; and
  - iii. adjustment of the rights of the contributories among themselves, and
  - iv. the amount is not to exceed \$1.00.
- c) No other Members must contribute to the Company's property if the Company is wound up.

#### **25.2. Excess Property on Winding Up**

- a) If on the winding up or dissolution of the Company, and after satisfaction of all its debts and liabilities, any property remains, that property must be given or transferred to another body or bodies:
  - i. having objects similar to those of the Company; and
  - ii. whose constitution prohibits (or each of whose constitutions prohibit) the distribution of its or their income and property among its or their members to an extent at least as great as is imposed under this Constitution.
- b) That body is, or those bodies are, to be determined by the Voting Members at or before the time of dissolution or, failing that determination, by a judge who has or

acquires jurisdiction in the matter.

26. **Variation or Amendment of Constitution**

This Constitution may be varied or amended from time to time in accordance with the *Corporations Act*.

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## **SCHEDULE 1**

### **Life Members (at date of Constitution)**

Victor Belsham (deceased)  
John Cameron  
Colin Clapper  
Bob Finch  
Geoff Hunt  
Heather McKay  
Patricia Walker  
Ken Watson  
Margaret Zachariah

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