



Constitution

Date: 1 April 2019

NEW SOUTH WALES WEIGHTLIFTING ASSOCIATION LIMITED

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Constitution

NEW SOUTH WALES WEIGHTLIFTING ASSOCIATION LIMITED

1. DEFINITIONS AND INTERPRETATIONS

1.1 Definitions

In this Constitution unless the context requires otherwise:

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 the Corporations Act.

Appointed Director means a Director appointed under **clause 12.10**.

AWF means the Australian Weightlifting Federation.

CEO means a person appointed as chief executive officer of the Company by the Directors.

Chairperson means the chair of the meeting which should be the President unless the Constitution prevents the President chairing a particular meeting.

Club means a weightlifting club or association in New South Wales.

Club Member means a club or association admitted as a Member to the Company under **clause 5.4**.

Committee means a committee established by the Directors under **clause 18**.

Company means New South Wales Weightlifting Association Limited A.C.N. 001 556 163.

Company Secretary means a person appointed as a company secretary of the Company by the Directors under **clause 17**.

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.

Director means a director of the Company and includes Elected Directors and Appointed Directors.

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

Elected Director means a Director elected under **clauses 11 and 12**.

First Appointed Directors mean the persons referred to in **clause 12.2(b)**.

First Elected Directors mean the persons referred to in **clause 12.2(a)**.

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 5.4**.

Intellectual Property means all rights subsisting in copyright, business names, names, trade marks (or signs), logos, designs, equipment including computer software, images (including photographs, videos or films) or service marks relating to the Company or any activity of or conducted, promoted or administered by the Company.

Life Member means a person admitted to the Company as a life member under **clause 5.3**.

Member means a member of the Company under **clause 5** and includes Individual Members and Club Members.

Objects mean the objects of the Company in **clause 2**.

Official Position means, in connection with a 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.

Part time CEO means a person who may be a Director who fulfils a role of CEO but on a pro rata part time basis and is intended to be appointed where funds are insufficient for a CEO.

Policy or Policies means any policy or Policies made under **clauses 7.2 and 19.1(a)**.

President means the Director elected by the Directors in accordance with **clause 14.7(a)**.

Registration means registration of an Individual Member, Club or a Company, such registration being in the form of a signed application form, whether in hard copy or by electronic means of acceptance 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 Club at a General Meeting of the Company.

Sporting Power means that power delegated to the Company by AWF for the exclusive control and management of Weightlifting in New South Wales.

Special Resolution has the same meaning as that given to it in the Corporations Act.

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

Statutes and Regulations mean the statutes and regulations of AWF 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 in accordance with this Constitution.

Weightlifting means the sporting activity described in the Technical Rules of the International Weightlifting Federation.

1.2 Interpretation

In this Constitution unless the context requires otherwise:

- (a) **(presence of a Member)** a reference to a Member present at a General Meeting means the Member present in person or by proxy or Representative;
- (b) **(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;
- (c) **(gender)** words importing any gender include all other genders;
- (d) **(person)** the word person includes a firm, a body corporate, a partnership, a joint venture, an unincorporated body or association or an authority;
- (e) **(successors)** a reference to an organisation includes a reference to its successors;
- (f) **(singular includes plural)** the singular includes the plural and vice versa;
- (g) **(instruments)** a reference to a law includes regulations and instruments made under it;
- (h) **(amendments to legislation)** 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;
- (i) **(include)** the words include, includes, including and for example are not to be interpreted as words of limitation;
- (j) **(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;

- (k) **(writing)** writing and written includes printing, typing and other modes of reproducing words in a visible form including, without limitation, any representation of words in a physical document or in an electronic communication or form or otherwise; and
- (l) **(headings)** headings are inserted for convenience and do not affect the interpretation of this Constitution.

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.

2. OBJECTS

The Objects of the Company shall be to:

- (a) to act as the sole New South Wales state member of the AWF and to be recognised by the New South Wales Department of Sport in accordance with the Statutes and Regulations;
- (b) conduct, encourage, promote, advance, control and manage all levels of Weightlifting in New South Wales interdependently with Members and others;
- (c) adopt, formulate, issue, interpret and amend Policies for the control and conduct of Weightlifting in New South Wales;
- (d) encourage the provision and development of appropriate facilities for participation in Weightlifting;
- (e) maintain and enhance standards, quality and reputation of Weightlifting for the collective and mutual benefit and interests of members and Weightlifting;
- (f) promote the sport of Weightlifting for commercial, government and public recognition and benefits;
- (g) be the only body entitled to prepare and enter New South Wales teams in national Weightlifting competitions;
- (h) promote, control, manage and conduct Weightlifting events, competitions and championships;
- (i) encourage and promote widespread participation in Weightlifting and physical activity;
- (j) use and promote the Intellectual Property;

- (k) have regard to the public interest in its operations;
- (l) treat all Members and people equally and with respect, irrespective of their age, sex, disability, gender or gender reassignment, marriage or civil partnership, race, religion or belief.
- (m) undertake other actions or activities necessary, incidental or conducive to advance these Objects; and
- (n) to further the above and do all things necessary or appropriate for the management, control, regulation and promotion of the Company and the sport of weightlifting in New South Wales.

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) Club Members;
- (b) Individual Members;
- (c) Life Members;
- (d) such other category of Member as may be created by the Voting Members by way of Special Resolution. Any category of Member created under this

clause 5.1(d) may or may not be granted voting rights, to be determined by the Special Resolution giving rise to that category of Member.

5.2 Admission of Members

- (a) A member will become a Member, and the Directors will direct the Company Secretary to record their name, street address, email address and date on which they became a Member, 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 the Policies and provided the Member has submitted an application, which is accepted by the Directors in writing, in which the Member undertakes to:
 - (i) be bound by this Constitution, the Statutes and Regulations and the Policies (including Policies specific to the relevant category of Membership);
 - (ii) pay the fees and subscriptions determined to apply to the Member under **clause 8** by the due date for payment; and
 - (iii) support the Company in the encouragement and promotion of its Objects.
- (b) Without limiting any other clause in this Constitution, in deciding whether to accept a Member, the Directors may have regard to whether the applicant has in the past, or will in the future, act in a manner which is in the best interests of Weightlifting in New South Wales and which is consistent with the Objects in this Constitution.
- (c) Policies will be set out to identify categories of membership, criteria to be met by each membership category and privileges and benefits of each membership category.

5.3 Life Members

- (a) Life Membership is the highest honour that can be bestowed by the Company for longstanding and valued service to Weightlifting in New South Wales.
- (b) Any Member or Director may forward a proposed nomination to the Directors for their consideration. Each such proposed nomination must be in writing, signed by the nominator and seconded by another Member or Director, in a form approved by the Directors.
- (c) Upon receiving a proposed nomination in accordance with this **clause 5.3**, the Directors may, in their absolute discretion, decide to nominate an Individual Member for election as a Life Member.
- (d) On the nomination of the Directors, any individual may be elected as a Life Member at any AGM by Special Resolution, subject to that individual completing an application in accordance with **clause 5.2**.

- (e) 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.
- (f) For the avoidance of doubt, the Directors:
 - (i) are not required to nominate any Individual Members for election as Life Members in any given year; and
 - (ii) may nominate 2 or more Individual Members for life membership in any given year.
- (g) ~~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 in addition to those set out in this Constitution.~~
- (h) A person may be posthumously recognised as a Life Member.
- (i) Subject to **clause 5.2**, at the time of adoption of this Constitution, the first Life Members of the Company shall be the persons listed in **Schedule 1** to this Constitution.

5.4 Clubs and Individual Members

- (a) No individual or Club shall be Registered with the Company as an Individual Member or Club respectively except in accordance with this **clause 5.4**. The Company may at its discretion refuse to accept a person as an Individual Member or Club and shall not be required or compelled to provide any reason for such rejection.
- (b) Subject to **clause 5.4(a)** and **clause 5.4(e)**, an:
 - (i) individual may apply to become an Individual Member of the Company; and
 - (ii) an incorporated entity or other unincorporated association may apply to become a Club Member of the Company.
- (c) In addition to the effect of membership set out in **clause 5.2**, an Individual Member and a Club must comply with this Constitution and the Policies and support the Company and the Objects.
- (d) An Individual Member or Club is entitled to any benefits of membership prescribed to apply to Individual Members or Clubs respectively in the Policies.
- (e) All Individual Members must:

- (i) at all times, have a membership or registration with a Club and must at all times maintain their membership or registration with a Club; and
 - (ii) pay such fees as may be prescribed by their Club in respect of their membership or registration from time to time.
- (f) For the avoidance of doubt, and without limiting any other clause in this Constitution, membership or registration with a Club does not automatically qualify an individual to become an Individual Member, and the Company may refuse any application, in accordance with this Constitution, by an individual to become an Individual Member despite their membership or registration with a Club.

5.5 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) All Members must comply with this Constitution and any Policies of the Company.
- (e) A Member must treat all staff, contractors and representatives of the Company with respect and courtesy at all times.
- (f) A Member must not act in a manner that is inconsistent or prejudicial to the Objects and interests of the Company or weightlifting in New South Wales.

5.6 Limited Liability

Members have no liability in that capacity except as set out in **clause 24**.

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; and

- (e) without limiting the foregoing, that Member no longer meeting the requirements for membership according to clause 5.

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.

6.3 Death of a Member

- a) A Member may be posthumously recognised as a Life Member of the Company.
- b) A Life Member may continue to be posthumously recognised by the Company.

6.4 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 the Intellectual Property.

7. GRIEVANCES AND DISCIPLINE OF MEMBERS

7.1 Jurisdiction

All Members will be subject to, and submit unreservedly 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:
 - i. grievances by any Member who feels aggrieved by a decision or action of the Company; and
 - ii. disputes between Members relating to the conduct or administration of Weightlifting;
 - (ii) for the discipline of Members;
 - (iii) for the formation and administration of an appeals 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.
- (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 that is inconsistent or prejudicial to the Objects and interests of the Company or Weightlifting, or both; or
 - (iii) prejudiced the Company or weightlifting or brought the Company or Weightlifting or themselves into disrepute,
- for investigation or determination by a Committee 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 Weightlifting, 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 Company.

8. FEES AND SUBSCRIPTIONS

8.1 Membership Fee

- (a) The Directors must determine from time to time:
 - (i) the amount (if any) payable by an applicant for membership;
 - (ii) the amount of the annual subscription fee payable by each Member, or any category of Members;
 - (iii) any other amount to be paid by each Member, or any category of Members, whether of a recurrent or any other nature; and
 - (iv) the payment method and the due date for payment.
- (b) Each Member must pay to the Company the amounts determined under this **clause 8** in accordance with **clause 8.1(a)(iv)**.
- (c) The annual subscription fee shall become due and payable in advance on the first day of January, in every year.

8.2 Non-Payment of Fees

Subject to **clause 8.3**, any right that a Member may have to attend and vote at a General Meeting is suspended while the payment of any subscription or other amount determined under **clause 8** is in arrears greater than 90 days.

8.3 Deferral or reduction of subscriptions

- (a) The Directors may defer the obligations of a Member to pay a subscription or other amount, or reduce (including to zero) the subscription or other amount payable by a Member, if the Directors are satisfied that:
 - (i) there are reasonable grounds for doing so;
 - (ii) the Company will not be materially disadvantaged as a result; and
 - (iii) the Member agrees to pay the deferred or (if greater than zero) the reduced subscription or other amount within a time fixed by the Directors.
- (b) If the Directors defer or reduce a subscription or other amount payable by a Member under this **clause 8.3**, that Member will retain their rights to attend and vote at a General Meeting, unless otherwise specified by the Directors.

9. GENERAL MEETINGS

9.1 Annual General Meeting

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.

9.2 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 in accordance with the Corporations Act.

9.3 Notice of a 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 22** and the Corporations Act.
- (b) At least 45 days prior to the proposed date of the AGM, the CEO, or such other person as the Directors nominate, will request from Voting Members notices of motions, 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.

9.4 No other business

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

9.5 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 Members; or
- (c) a court.

9.6 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.

9.7 Contents of notice postponing General Meeting

A notice postponing a General Meeting must specify:

- (a) the new 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.

9.8 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 by **clause 10.8** or the Corporations Act.

9.9 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.

9.10 Representative, 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.

9.11 Non-receipt of notice

The non-receipt of a notice convening, cancelling or postponing a General Meeting by, or the 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.

9.12 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 9.13**, and to exercise the powers of the Voting Member in relation to resolutions to be passed.
- (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.

9.13 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.

9.14 Form of proxy

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

9.15 Attorney of Member

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

9.16 Lodgement of proxy or attorney documents

- (a) A proxy or Attorney may vote at a General Meeting or an 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 email address at the office or at such other place 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.

9.17 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 President to act as proxy in the absence of any other appointment or if the person or persons nominated fails 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.

10. PROCEEDINGS AT GENERAL MEETING

10.1 Number for a quorum

The number of Voting Members who must be present and eligible to vote for a quorum to exist at a General Meeting is 3.

10.2 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.

10.3 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.

10.4 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.

10.5 President to preside over General Meetings

- (a) The President is entitled to preside as chair at General Meetings.
- (b) If a General Meeting is convened and there is no President, or the President 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.

10.6 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 or she considers it necessary or desirable for the proper conduct of the meeting.
- (b) A decision by the chair under this **clause 10.6** is final.

10.7 Adjournment of General Meeting

- (a) The chair may, with the consent of any General Meeting at which a quorum is present, and must if so directed by the meeting, adjourn the meeting or any business, motion, question, 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.

10.8 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.

10.9 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.

10.10 Equality of votes

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

10.11 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.

10.12 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.

10.13 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.

10.14 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 in good faith is final.

10.15 Electronic voting

Voting by electronic communication at General Meetings may be permitted from time to time in such instances as the Directors may determine and shall be held in accordance with procedures prescribed by the Directors.

11. VOTES OF MEMBERS

11.1 Votes of Members

- (a) At a General Meeting, on a show of hands and on a poll, each of the Voting Members shall receive one vote.
- (b) No Member other than the Voting Members shall be entitled to vote at General Meetings.

11.2 Election of Directors

- (a) Elections for Elected Directors may be decided by resolution at a General Meeting in accordance with this **clause 11.2**.
- (b) Should the President, or other person presiding over the meeting as chair, be a nominee for election as an Elected Director, then that person should excuse themselves from that position prior to the election process commencing, and be replaced as chair of the meeting by a Director chosen by a majority of the Voting Members present and entitled to vote.
- (c) The vote for an election to fill one or more Elected Director positions will be conducted by the Voting Members in accordance with the following procedure:
 - (i) if at the close of nominations for an election to fill one or more Elected Director positions the number of eligible nominees is equal to or less than the number of positions to be filled, then no election is to take place and those eligible nominees will be taken to be elected to fill one or more of the Elected Director positions; and

- (ii) if at the close of nominations for an election to fill one or more Elected Director positions there are more eligible nominees than the number of positions to be filled, an exhaustive vote by secret ballot shall be conducted and the eligible nominee/s who receives the highest number of votes will be elected to fill the Elected Director positions. If two or more nominees get the same number of votes and at the relevant time, there is only one Elected Director position to be filled then the person presiding over the meeting as chair is to draw the name of one of those nominees by lot. That nominee is to be elected as an Elected Director.

11.3 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 11.3(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 documents.
- (c) A facsimile transmission or other form of visible or other electronic communication under the name of a Member is deemed to be a document in writing signed by that Member for the purpose of this clause.

12. DIRECTORS

12.1 Number of Directors

- (a) There must be not less than five Directors and not more than eight Directors.
- (b) Subject to **clause 12.1(a)**, not more than 7 Directors are to be elected by the Members (Elected Directors), and not more than one Director is to be appointed under **clause 12.10**.

12.2 First Directors and Committee

- (a) The First Elected Directors are:
- LINDA EADES
 - LUCA BORREGGINE
 - CHRIS MICHAELOPOULOS
 - MICHAEL TRUMAN PANG
 - MARY JOSEPHINE ESTHER MACKEN
 - JOVAN ZELENJAK
 - ROBERT DONALD MITCHELL
- (b) The First Appointed Director is:

- ANDREW RAJEEVAN

(c) Subject to the Corporations Act and **clause 12.3**:

- (i) The office-bearers of the association shall consist of a President, an Executive Vice-President, an Honorary Treasurer, a CEO, a Secretary and Members, all of whom shall be members of the Association.
- (ii) The following named persons (or persons elected in their stead) shall constitute the first committee:

President	Christopher Michaelopoulos
Vice-President	Mary Macken
Treasurer/CEO	Luke Borreggine
Secretary	Linda Eades
Committee Members	Dr Robert Mitchell
	Andrew Rajeevan
	Michael Pang
	Jovan Zelenjak

The first committee must all retire at the first general meeting but shall be eligible for re-election.

- (iii) A retiring elected Director must hold office until the end of the relevant meeting at which that elected Director will retire but may be eligible for re-election (subject to clause 12.3).
- (iv) At the first general meeting of the Association and at the annual general meeting of the Association and in each three year period thereafter the first AGM, the office-bearers and other members of the Committee shall be elected from among the members and such office-bearers and other members of the Committee shall hold office for a period of three years and until the next annual general meeting following that period when they shall retire but they shall be eligible for re-election.
- (v) At the AGM on the third anniversary of this Constitution being implemented by the Company, the Committee shall be re-elected (subject to the Corporations Act and clause 12.3 of this Constitution).
- (vi) The election of office-bearers and other members of the Committee shall take place in the following manner:
 - (A) Any two members of the Association shall be at liberty to nominate any other member to serve as an office-bearer or other member of the Committee.

- (B) The nomination, which shall be in writing and signed by the member and his proposer and seconder shall be lodged with the Secretary at least twenty-one days before the annual general meeting at which the election is to take place.
 - (C) A list of the candidates' names in alphabetical order, with the proposers' and seconds' names, shall be posted in a conspicuous place in the registered office of the Association for at least seven days immediately preceding the annual general meeting at which elections are to take place.
 - (D) Balloting lists shall be prepared (if necessary) containing the names of the candidates only in alphabetical order, and each member present at the annual general meeting shall be entitled to vote for any number of such Candidates not exceeding the number of vacancies.
 - (E) In case there shall not be sufficient number of candidates nominated, the Committee shall fill up the remaining vacancy or vacancies.
- (vii) Elections for Elected Directors under this **clause 12.2(c)** are to be held in accordance with **clauses 11.2** and **12.7**.
 - (viii) At the Annual General meeting of the Association and every three year period after that.

12.3 Eligibility

- (a) For the period from the date of this Constitution a person who:
 - (i) is an employee of the Company (with the exception of any person appointed CEO under clause 16.1); or
 - (ii) was a Director of the Company and **clause 12.8** 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 30 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 12.8**.
- (e) The Directors may determine position or role descriptions or necessary qualifications for Director positions.

12.4 Nomination 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, or such other person designated by the Directors, will request from Voting Members nominations (which comply with this **clause 12.4**) for elections to positions falling vacant, which must be received no less than 21 days prior to the AGM.
- (b) Any Voting Member, Director or Committee 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.

Thereafter the Committee shall consist of the office-bearers and at least four other members of the Association all of whom shall be elected as herein provided.

12.5 Term of office of Directors generally

Subject to **clauses 12.2, 12.7, 12.8 and 12.9**, an Elected Director will hold office for a term of three years.

12.6 Office held until end of meeting

A retiring Elected Director holds office until the end of the meeting at which time that Elected Director retires but, subject to the requirement of this Constitution, including **clause 12.8**, is eligible for re-election.

12.7 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 Voting Members conducted in accordance with **clause 11.2** to fill the vacancy by electing someone to that office.
- (b) Subject to **clauses 12.7(c), 12.8 and 12.13**, an Elected Director elected under this **clause 12.7** takes office at the end of the meeting at which they are elected for the term specified in **clause 12.5**.
- (c) An Elected Director elected under **clause 12.7(a)(ii)** is elected for the remainder of the term of office for the position that they are filling.

12.8 Maximum consecutive terms in office for Directors

- (a) A Director must not serve more than 6 consecutive terms as a Director, including where one or more of the terms is as an Appointed Director.
- (b) A Director who has served the maximum number of consecutive terms in accordance with **clause 12.8(a)** shall not be eligible to be a Director for one year following the completion of their maximum term.

12.9 Casual vacancy

- (a) The Directors may at any time appoint a person to fill a casual vacancy (as defined in **clause 12.14**).
- (b) A casual vacancy may be filled:
 - (i) In the case of an Elected Director, by the Directors as a casual vacancy;
 - (ii) in the case of an Appointed Director, by the Directors in accordance with **clause 12.10**.
- (c) An Elected Director appointed under this **clause 12.9**:
 - (i) must have their position as Elected Director confirmed by resolution at the next Annual General Meeting;
 - (ii) if so confirmed and, subject to **clauses 12.8** and **12.13**, holds office until the end of the term of the Elected Director in whose place they were appointed; and
- (d) Service as an Elected Director under this **clause 12.9** shall only be a full term of office for the purposes of **clauses 12.5** and **12.8** where their period of office is equal to or greater than half of the term of the Elected Director in whose position they were appointed.
- (e) Subject to **clause 12.9(c)(c)(i)**, a person appointed under **clause 12.9(a)** holds office for the remainder of the vacating Director's term and, subject to this Constitution, they may offer themselves for re-election.

12.10 Appointed Directors

- (a) In addition to the Elected Directors, the Directors may themselves appoint up to one person to be a Director because of their special business acumen and/or technical skills. The First Appointed Directors are set out in **clause 12.2(b)**.
- (b) The appointment of the Appointed Directors will be on such terms as the Directors determine in their sole discretion.
- (c) Subject to **clauses 12.2, 12.8** and **12.13**, an Appointed Director holds office for a period whichever is the shorter of:
 - (i) 3 years; or

- (ii) if applicable, a period ending on the date which is at the end of the term of the Appointed Director in whose position they were appointed (“End Date”).
- (d) Service as an Appointed Director under **clause 12.10(c)** (which for clarity shall not include the Directors appointed under **clause 11.2**) shall be deemed to be a full term of office for the purposes of **clauses 12.5** and **12.8** except where the period from the date of their appointment to the End Date is less than half of the term of the Director in whose place they were appointed.

12.11 Remuneration of Directors

Subject to **clause 12.12**, a Director must 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 as CEO if appointed CEO in accordance with 16.1;
- (b) paid by the Company for services rendered to it other than as a Director; and
- (c) 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.

12.12 Honorarium

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

12.13 Removal of Director

- (a) Subject to the provisions of the Corporations Act, the company may, in an Extraordinary General Meeting by special resolution, remove any Director prior to the expiration of that Director’s term of office.
- (b) Unless otherwise resolved at an Extraordinary General Meeting, a Director removed in accordance with **clause 12.13(a)** cannot be re-appointed as a Director within three years of their removal.

12.14 Vacation of office

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

- (a) dies;
- (b) is removed in accordance with **clause 12.13**;
- (c) 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;

- (d) resigns from office by notice in writing to the Company;
- (e) accepts appointment to, or becomes the holder of, a disqualifying position as set out in **clause 12.3** and does not resign from that position within 30 days;
- (f) is not present at three consecutive Directors' meetings without leave of absence from the Directors; or
- (g) 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.

12.15 Alternate Director

A Director cannot appoint an alternate.

13. POWERS AND DUTIES OF DIRECTORS

13.1 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.

13.2 Specific powers of Directors

Without limiting **clause 13.1**, 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.

13.3 Time, etc

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 that time, period or date as they think fit.

13.4 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.

13.5 Provisions in power of attorney

A power of attorney granted under **clause 13.4** 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.

13.6 Delegation of powers

- (a) Without limiting **clause 16.4** the Directors may, by resolution or by power of attorney or writing under seal, delegate any of their powers to a Committee, 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 powers 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.

13.7 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.

14. PROCEEDINGS OF DIRECTORS

14.1 Directors meetings

- (a) Subject to **clause 14.1(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 6 times in each calendar year.

14.2 Questions decided by majority

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

14.3 Chair's casting vote

The chair of the meeting, being either the President or the person otherwise designated as chair of the meeting in accordance with this Constitution, will have a casting vote.

14.4 Quorum

Four Directors present in person constitutes a quorum.

14.5 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.

14.6 Convening meetings

- (a) A Director may, and the CEO on the request of a Director must, convene a Directors' 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 anything done (including the passing of a resolution) at a meeting of Directors.

14.7 Election of President

- (a) The Committee must on the anniversary of the third AGM after the implementation of this Constitution elect a member of the Committee to be the President by a majority vote in accordance with **clause 12.3(c)(iv)**.
- (b) The Director elected to be President under **clause 14.7(a)** will, subject to remaining a Director, remain President for one year from the date of their election until the first Directors' meeting after the following AGM and shall chair any meeting of Directors.
- (c) Despite **clause 14.7(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.

- (d) A Director elected as President may be re-elected as President in following years, so long as he or she remains a Director.

14.8 Circulating resolutions

- (a) The Directors may pass a resolution without a Directors' meeting being held if notice in writing of the resolution is given to all Directors and a majority of the Directors entitled to vote on 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 14.8(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.

14.9 Validity of acts of Directors

Everything done at a Directors' 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.

14.10 Directors' 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 is ineligible to receive the Directors' meeting papers related to the matter, and 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.

14.11 Minutes

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

15. TELECOMMUNICATION MEETINGS OF THE COMPANY

15.1 Telecommunication Meeting

- (a) A General Meeting or a Directors' 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 Directors' 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 15**.

15.2 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.

16. CHIEF EXECUTIVE OFFICER

16.1 Appointment of CEO

The Directors shall appoint a CEO.

16.2 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.
- (c) The CEO's role will be to implement the strategies, plans and policies approved by the Directors and will be responsible for the management and direction of the Company and its finances.
- (d) If the Part time CEO is remunerated for their role, then the annual amount of that remuneration cannot be more than the amount equal to 3 months wages out of the reasonable annual wage for a CEO performing this role.
- (e) The Part time CEO shall receive any remuneration which shall be payable by equal monthly instalments, which will be a stipend and does not constitute a contract of employment.
- (f) All superannuation, annual leave and workers compensation will be payable by the CEO itself.

16.3 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.

16.4 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) If there are insufficient funds to pay the salary of a CEO the Board can appoint a Director or other person to fulfil these duties on a remunerated part time pro rata basis. Such remuneration is not to exceed an amount as set out in 16.2(d)
- (c) manage the financial and other reporting mechanisms of the Company;

- (d) approve and incur expenditure subject to specified expenditure limits;
- (e) sub-delegate his or her powers and responsibilities to employees or internal management committees of the Company; and
- (f) any other powers and responsibilities which the Directors consider appropriate to delegate to the CEO.

16.5 CEO to attend meetings

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

- (i) the CEO is also a Director of the Company; and
- (ii) is a part time CEO.

17. COMPANY SECRETARY

17.1 Appointment of Company Secretary

- a) There must be at least one Company Secretary who is either:
 - (i) to be appointed by the Directors; alternatively
 - (ii) elected by the members in accordance with clause 12.
- b) The decisions to whether be Company Secretary is to be elected under clause 12 or appointed under clause 17 shall be made by the Directors by majority vote not less than two months prior to the AGM where the retiring Company Secretary ?? retire.

17.2 Suspension and removal of Company Secretary

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

17.3 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.

18. COMMITTEES

18.1 Committees

The Directors may delegate any of their powers to Committees consisting of those persons they think fit (including but not limited to Directors, individuals and consultants), and may vary or revoke any delegation at any time.

18.2 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.

18.3 Committee meetings

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

19. POLICIES

19.1 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 a 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 **19.1(a)** take effect 28 days after the service of the Policy on the Member and shall be of force and effect on that date.

19.2 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.

20. INSPECTION OF 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.

21. ACCOUNTS

21.1 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.

21.2 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.

22. SERVICE OF DOCUMENTS

22.1 Document includes notice

In this **clause 22**, document includes a notice.

22.2 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.

22.3 Methods of service on the Company

A Member may give a document to the Company:

- (a) by 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.

22.4 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.

22.5 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.

23. INDEMNITY

23.1 Indemnity of officers

- (a) This **clause 23** 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.

Each person referred to in this paragraph (a) is referred to as an "Indemnified Officer" for the purposes of the rest of **clause 23**.

- (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 defending or resisting (or otherwise in connection with) proceedings, whether civil or criminal or of an administrative or investigatory 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.

23.2 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.

23.3 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 23.1** on the terms the Directors think fit (as long as they are consistent with **clause 23**).

24. WINDING UP

24.1 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 the amount is not to exceed \$20.00.
- (c) No other Member must contribute to the Company's property if the Company is wound up.

24.2 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.

SCHEDULE 1
Life Members (at date of Constitution)

- Lynden Cuddigan Jones
- Ralph Cashman
- Bruce Walsh
- Luke Borreggine
- Charles Henderson
- John Marden
- Joe Hensel