
Constitution

Company limited by guarantee

Diversity Council Australia Limited ACN 006 898 406

(A public company limited by guarantee)

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Schedule 1 — Dictionary

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Attachment A - Form of Membership

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1 Defined terms and interpretation

1.1 Defined terms

The Dictionary in Schedule 1:

- (a) defines some of the terms used in this constitution;
- (b) sets out the rules of interpretation which apply to this constitution; and
- (c) clarifies the effect of the Corporations Act on this constitution.

1.2 Interpretation

The interpretation clause in Schedule 1 (**Dictionary**) sets out rules of interpretation for this constitution.

2 Nature of company and liability

2.1 Nature of company

The company is a public company limited by guarantee.

2.2 Liability of each member is limited

The liability of each member is limited. Each member guarantees to contribute up to a maximum of 100 dollars to the assets of the company if it is wound up while he or she is a member, or within one year afterwards, and at the time of winding up the debts and liabilities of the company exceed its assets. The liability of each member is limited to making such contribution and no more.

3 Objects of the company

The objects of the company are to:

- (a) understand and achieve leadership in diversity thinking and practice in an Australian context;
- (b) assist members to realise business improvement through successful diversity programs;
- (c) promote the implementation of effective diversity compliance management in a changing legislative environment;
- (d) research into and publish reports identifying and analysing issues relevant to business diversity theory, management and practice and related matters, including social and economic issues and to provide a business and community forum for the discussion of such issues and to compile information and research material in relation thereto;
- (e) develop, promulgate and disseminate ideas in furtherance of the objects of the company and to promote discussion thereon;
- (f) contribute to the process of public policy making and to encourage the utilization by members of the experiences and advice of the company;

- (g) publish and disseminate information concerning diversity in Australia and/or social and economic conditions or issues, or any aspect thereof, or issues relating thereto, relevant to diversity or concerning the ideas objects and policies of the company;
- (h) co-ordinate and make available expert products in connection with the development of diversity/equal opportunity programs in Australia;
- (i) promote communication, discussion and debate between representatives of Australian business, governments, employee representatives, academies, educational institutions and other groups of interested citizens and to foster and promote attitudes and strategies for change conducive to the promotion of diversity management and practice;
- (j) engage and partner with other organisations and business that share common goals with the company both in Australia and Internationally; and
- (k) carry out such other functions and purposes which are necessary or incidental to the other objects of the company.

4 Legal capacity and powers of the company

The company has all of the powers of a natural person and of a body corporate, including those set out in the Corporations Act.

5 Membership

5.1 Classes of membership

- (a) Unless otherwise resolved by the company in a general meeting, the membership of the company will consist of ordinary members.
- (b) Subject to the Corporations Act and the terms of a particular class of membership, the company may vary or cancel rights attached to being a member of that class, or convert a member from one class to another, by special resolution of the company and either:
 - (i) a special resolution passed at a meeting of the members of that class; or
 - (ii) the written consent of members who are entitled to at least 75% of the votes that may be cast in respect of membership of that class.
- (c) The requirements of rules 5.1(b)(i) and (b)(ii) do not apply if the class of membership being varied or cancelled has no voting rights at the time of the resolution.
- (d) The provisions in this constitution concerning meetings of members (with the necessary changes) apply to a meeting held under rule 5.1(b)(i).

5.2 Ordinary members

The ordinary members of the company are the members at the date of incorporation of the company and those members who:

- (a) have paid any joining fee and any membership fee; and

- (b) have been admitted by the board to membership of the company as members after making an application for membership and satisfying any eligibility criteria adopted by the board from time to time.

5.3 Members rights

Subject to rule 5.1(b), a member has the right to:

- (a) receive notices of and to attend and be heard at any general meeting of the company;
- (b) vote at any general meeting of the company; and
- (c) nominate a representative for election as a director.

5.4 Form of application

- (a) Any person may apply to be a member of the company. Subject to paragraph (b), an application for membership must be:
 - (i) in the form at Attachment A or any other form as determined by the board from time to time;
 - (ii) signed by the applicant; and
 - (iii) accompanied by such documents or evidence as to eligibility as the board requires in accordance with rule 5.2.
- (b) The board may consider an application for membership and accept or reject it even if some or all of the criteria required by paragraph (a) have:
 - (i) not been met; or
 - (ii) been met in some other way.

5.5 Membership not transferable

No membership interest, benefit or right of any member is capable of being sold or transferred in any manner whatsoever and a membership interest shall automatically lapse if there is any such purported sale or transfer or agreement to effect same.

5.6 Certificates

- (a) The company may issue to each member, free of charge, one certificate evidencing that person as a member.
- (b) The company may issue a replacement certificate to a member if the company receives and cancels the existing certificate for that person's membership or the company is satisfied that the existing certificate is lost or destroyed, and the member pays any fee as the directors resolve.

6 Admission to membership

6.1 Consideration of application by the board

If an application for membership is made that complies with rule 5.4 the board must consider that application for membership as soon as practicable after its receipt and

determine, in its absolute discretion, the acceptance or rejection of that application for membership.

6.2 Acceptance or rejection of membership application

- (a) If an application for membership is accepted:
 - (i) the secretary must ensure that the applicant is given notice of admission; and
 - (ii) the name and details of the applicant must be entered in the register as membership details of the applicant in accordance with rule 6.3.
- (b) If an application for membership is rejected the secretary must ensure that the applicant is given notice that the application has been rejected.
- (c) The directors do not have to give reasons for rejecting or accepting an application for membership.

6.3 Register of members

- (a) A register of the members of the company must be kept in accordance with the Corporations Act.
- (b) The following must be entered in the register in respect of each member:
 - (i) the full name of the member;
 - (ii) the address, telephone and facsimile number, and electronic mail address, if any, of the member;
 - (iii) the full name and contact details (including telephone number and email address) of the representative;
 - (iv) the date of admission to and cessation of membership; and
 - (v) such other information as the Board may require from time to time.

6.4 Change of member details

Each member must, within 21 days after the change has occurred, notify the secretary in writing of any change to its member details, including name, address, telephone, facsimile number, or electronic mail address and the name and contact details of the member's Representative.

7 Removal and cessation of membership

7.1 Resignation

- (a) A member may resign by leaving written notice to that effect at the registered office addressed to the secretary.
- (b) Unless the notice provides otherwise, the resignation of a member is deemed to take effect from the date such notice is left at the registered office.

- (c) A member that has resigned from membership of the company is not entitled to a reimbursement of membership fees (either in whole or in part) unless the directors otherwise resolve.

7.2 Expulsion of member

- (a) Subject to rule 7.2(b) the directors may resolve to expel a member if:
 - (i) an Expulsion Event occurs in respect of the member; and
 - (ii) the company gives that member at least 10 Business Days notice in writing stating the Expulsion Event and that the member is liable to be expelled, and informing the member of its right under rule 7.2(b).
- (b) Before the passing of any resolution under rule 7.2(a), a member is entitled to give the directors, either orally or in writing, any explanation or defence of the Expulsion Event the member may think fit.
- (c) Where a resolution is passed under rule 7.2(a), the company must give that member notice in writing of the expulsion within 10 Business Days of the resolution.
- (d) A member may by notice in writing to the company within 10 Business Days of receipt of the notice referred to in rule 7.2(c), request that a resolution under rule 7.2(a) be reviewed by the company at the next general meeting. If such a request is made, the directors must propose at the next general meeting of the company that a resolution be moved to confirm the expulsion of the member concerned.
- (e) A resolution under rule 7.2(a) takes effect:
 - (i) if the member gives a notice under rule 7.2(d), the date (if any) the resolution is confirmed by a general meeting of the company; or
 - (ii) if the member does not give a notice under rule 7.2(d), the date of the resolution.
- (f) The directors may reinstate an expelled member on any terms and at any time as the directors resolve.
- (g) A member expelled in accordance with this rule 7.2 is not entitled to a reimbursement of membership fees (either in whole or in part) unless otherwise resolved by the directors.

7.3 Cessation Events

- (a) A member will cease to be a member of the company if a Cessation Event occurs in respect of that member. The estate of a deceased member is not released from any liability in respect of that person being a member of the company.
- (b) A member who ceases to be a member as a result of a Cessation Event is not entitled to a reimbursement of membership fees (either in whole or in part) unless the directors otherwise resolve.

8 No profits for members

8.1 Transfer of income or property

Subject to the operation of rule 8.2, the assets and income of the company must be applied solely in furtherance of the objects of the company and no portion of the income or assets of the company may be paid or transferred, directly or indirectly to any member, except as bona fide compensation for services rendered to or expenses incurred on behalf of the company.

8.2 Payments, services and information

Nothing in rule 8.1 prevents the payment in good faith of:

- (a) remuneration to any officers or employees of the company for services actually rendered to the company;
- (b) any bona fide amount to any member in return for the provision of any goods or services on arms length terms to the company (whether by the member or any corporation or partnership in which the member has an interest or is a member);
- (c) reasonable and proper interest on money borrowed from any member; or
- (d) reasonable and proper rent for premises let by any member to the company.

9 Fees

- (a) The directors may require the payment of fees or levies by members in the amounts and at the times as the directors resolve. The directors may make fees payable for one or more members for different amounts and at different times, and subject to the terms of membership payable by instalments. The directors may revoke or postpone payment of fees or extend the time for payment of fees.
- (b) The company must give members at least 10 Business Days notice of fees payable by members. A notice of fees must be in writing and specify the amount of the fee, and the time and place of payment of the fee. A fee is not invalid if a member does not receive notice of the fee. For the avoidance of doubt a notice sent in accordance with this paragraph may be sent by fax or email or other electronic means.
- (c) A member must pay to the company the amount of each fee levied on the member at the times and places specified in the notice of the fee. If a fee is payable in one or more fixed amounts on one or more fixed dates, the member must pay to the company those amounts on those dates.
- (d) The company may accept from any member all or any part of the fees payable before that amount is due and payable.
- (e) For the avoidance of doubt, a member that has not paid the required membership fee but has not yet ceased to be a member in accordance with rule 7.3, may not exercise any of the rights associated with the class of membership to which that member belongs including the right to exercise any vote the member may have at a meeting of members.

10 General meetings

10.1 Convening of general meetings

- (a) A general meeting may be convened by:
 - (i) the directors by resolution of the board; or
 - (ii) members or the court in accordance with the Corporations Act.
- (b) The Company must hold an annual general meeting if required by, and in accordance with, the Corporations Act.
- (c) Subject to rule 10.1(e), the directors may postpone, cancel or change the venue for a general meeting by giving notice not later than five Business Days before the time at which the general meeting was to be held to each person who is at the date of the notice:
 - (i) a member of the company;
 - (ii) a director of the company; or
 - (iii) an auditor of the company.
- (d) A notice postponing or changing the venue for a general meeting must specify the date, time and place of the general meeting.
- (e) A general meeting convened by the directors when requested by members must be convened in accordance with the Corporations Act, must not be postponed beyond the date by which the Corporations Act requires it to be held and must not be cancelled without the consent of the member or members who requested it.
- (f) A meeting of members may be held in 2 or more places linked together by any technology that gives the members as a whole in those places a reasonable opportunity to participate in proceedings, enables the chair to be aware of proceedings in each place, and enables the members in each place to vote on a show of hands and on a poll.

10.2 Notice of general meetings

- (a) Subject to the provisions of the Corporations Act relating to special resolutions and consent to short notice, at least 21 days notice of a general meeting must be given to each person who is at the date of the notice:
 - (i) a member of the company;
 - (ii) a director of the company; or
 - (iii) an auditor of the company.
- (b) A notice of a general meeting must specify the date, time and place of the meeting (and if the meeting is to be held in 2 or more places, the technology that will be used to facilitate this) and, except as provided in rule 10.2(c), state the general nature of the business to be transacted at the meeting and any other matters required under the Corporations Act.

- (c) It is not necessary for a notice of an annual general meeting to state that the business to be transacted at the meeting includes the consideration of the annual financial report and the reports of the directors and auditor, the election of directors or the appointment or fixing of the remuneration of the auditor of the company.
- (d) A person may waive notice of any general meeting by notice in writing to the company.
- (e) The non-receipt of notice of a general meeting or proxy form by, or a failure to give notice of a general meeting or a proxy form to, any person entitled to receive notice of a general meeting under this constitution does not invalidate any act, matter or thing done or resolution passed at the general meeting if:
 - (i) the non-receipt or failure occurred by accident or error; or
 - (ii) before or after the meeting, the person:
 - (A) has waived or waives notice of that meeting under rule 10.2(d); or
 - (B) has notified or notifies the company of the person's agreement to that act, matter, thing or resolution by notice in writing to the company.
- (f) A person's attendance at a general meeting:
 - (i) waives any objection that person may have to a failure to give notice, or the giving of a defective notice, of the meeting unless the person at the beginning of the meeting objects to the holding of the meeting; and
 - (ii) waives any objection that person may have to the consideration of a particular matter at the meeting which is not within the business referred to in the notice of the meeting or in rule 10.2(c), unless the person objects to considering the matter when it is presented.

10.3 Admission to general meetings

- (a) The chair of a general meeting may refuse admission to a person, or require that person to leave and remain out of the meeting, if that person:
 - (i) has a camera, tape recorder or video camera, or another audio or visual recording device;
 - (ii) has a placard or banner;
 - (iii) has an article which the chair considers to be dangerous, offensive or liable to cause disruption;
 - (iv) refuses to produce or to permit examination of any article, or the contents of any article, in the person's possession;
 - (v) behaves or threatens to behave in a dangerous, offensive or disruptive manner;
 - (vi) is, or is in the opinion of the chair, intoxicated or otherwise under the influence of drugs or alcohol; or
 - (vii) is not:
 - (A) a member or a proxy, attorney or Representative of a member;

- (B) a director of the company; or
 - (C) an auditor of the company.
- (b) A person who is entitled to receive notice of a meeting or who is requested by the directors or the chair to attend a general meeting is entitled to be present, whether the person is a member or not.

10.4 Quorum at general meetings

- (a) No business may be transacted at any general meeting, except the election of a chair and the adjournment of the meeting, unless a quorum of members is present when the meeting proceeds to business and remains present throughout the meeting.
- (b) A quorum consists of:
- (i) if the number of members entitled to vote is 50 or more, five of those members;
 - (ii) if the number of members entitled to vote is between 20 and 49 (inclusive), four of those members;
 - (iii) if the number of members entitled to vote is between 10 and 19 (inclusive), three of those members;
 - (iv) if the number of members entitled to vote is between 2 and 9 (inclusive), two of those members; or
 - (v) if only one member is entitled to vote, that member,
- present at the meeting.
- (c) If a quorum is not present within 20 minutes after the time appointed for a general meeting:
- (i) where the meeting was convened by, or at the request of, a member or members, the meeting must be dissolved; or
 - (ii) in any other case:
 - (A) the meeting stands adjourned to the day, time and place, as the directors determine or, if no determination is made by the directors, to the same day in the next week at the same time and place;
 - (B) if the company has two or more members, at the adjourned meeting the quorum is two members; and
 - (C) if, at the adjourned meeting, a quorum is not present within 30 minutes after the time appointed for the meeting, the meeting must be dissolved.

10.5 Chair of general meetings

- (a) The chair of directors must preside as chair at each general meeting if present within 15 minutes after the time appointed for the meeting and willing to act.

- (b) If at a meeting of members:
 - (i) there is no chair of directors;
 - (ii) the chair of directors is not present within 15 minutes after the time appointed for the holding of the meeting; or
 - (iii) the chair of directors is present within that time but is not willing to act as chair of the meeting or of part of the meeting,

then if the directors have elected a vice-chair of directors, the vice-chair of directors must (if present within 15 minutes after the time appointed for the holding of the meeting and willing to act) preside as the chair of the meeting or part of it.

- (c) The directors present at a general meeting may elect a person present to chair the meeting if:
 - (i) there is no chair or vice-chair of directors;
 - (ii) the chair and vice-chair of directors are not present within 15 minutes after the time appointed for the meeting; or
 - (iii) the chair and vice-chair of directors are present within that time but neither are willing to act as chair of the meeting.
- (d) Subject to rules 10.5(a), (b) and (c), if at a general meeting:
 - (i) a chair or vice-chair has not been elected by the directors; or
 - (ii) an elected chair is not available or is not willing to act as a chair of the meeting (or part of the meeting),

the members present must elect as chair of the meeting another person who is present and willing to act.

10.6 Conduct of general meetings

- (a) The chair of a general meeting is responsible for the general conduct of the meeting and for the procedures to be adopted at the meeting and may require the adoption of any procedures which, in the chair's opinion, are necessary or desirable for:
 - (i) proper and orderly debate or discussion, including limiting the time that a person present may speak on a motion or other item of business before the meeting; and
 - (ii) the proper and orderly casting or recording of votes at the general meeting, whether on a show of hands or on a poll, including the appointment of scrutineers.
- (b) Subject to the Corporations Act, the chair of a general meeting may at any time the chair considers it necessary or desirable for the proper and orderly conduct of the meeting:
 - (i) terminate debate or discussion on any business, question, motion or resolution being considered by the meeting and require the business, question, motion or resolution to be put to a vote of the members present; or

- (ii) allow debate or discussion on any business, question, motion or resolution being considered by the meeting to continue.
- (c) Subject to the Corporations Act, the chair of a general meeting may:
 - (i) refuse to allow debate or discussion on any business, question, motion or resolution which is not within the business referred to in the notice of meeting or rule 10.2(c); and
 - (ii) refuse to allow any amendment to be moved to a resolution of which notice has been given under rule 10.2(a).
- (d) A decision by a chair under rules 10.6(a), (b) or (c) is final.
- (e) The chair of a general meeting may at any time during the course of the meeting adjourn the meeting or any business, motion, question or resolution being considered or remaining to be considered by the meeting either to a later time at the same meeting or to an adjourned meeting.
- (f) If the chair exercises his or her right under rule 10.6(e), it is in the chair's sole discretion whether to seek the approval of the members present to the adjournment.
- (g) If the chair does seek the members' approval, the chair must adjourn the meeting if the members present with a majority of votes agree or direct that the chair must do so.
- (h) The chair's rights under rule 10.6(e) are exclusive and, unless otherwise required by the chair, no vote may be taken or demanded by the members present in respect of any adjournment.
- (i) No business may be transacted at any adjourned meeting other than the business left unfinished at the meeting from which the adjournment took place.
- (j) Notice of an adjournment and the business to be transacted at an adjourned meeting must be given to all persons who were entitled to receive notice of the meeting the subject of the adjournment.
- (k) Subject to rule 10.1(e), where a meeting is adjourned, the directors may postpone, cancel or change the venue of the adjourned meeting.

10.7 Decisions at general meetings

- (a) Except in the case of any resolution which as a matter of law requires a special resolution, questions arising at a general meeting are to be decided by a majority of votes cast by the members present at the meeting and that decision is for all purposes a decision of the members.
- (b) Subject to the Corporations Act, in the case of an equality of votes upon any proposed resolution at a meeting of members:
 - (i) the chair of the meeting does not have a second or casting vote; and
 - (ii) the proposed resolution is taken as having been lost.
- (c) A resolution put to the vote of a general meeting must be decided on a show of hands unless a poll is demanded before a vote being decided by show of hands is

taken or before or immediately after the declaration of the result of the show of hands:

- (i) by the chair of the meeting;
 - (ii) by at least five members present and entitled to vote on the relevant resolution; or
 - (iii) by a member or members present at the meeting and representing at least 5% of the votes that may be cast on the resolution on a poll.
- (d) A demand for a poll does not prevent the continuance of a general meeting for the transaction of any business other than the question on which the poll has been demanded.
- (e) Unless a poll is duly demanded, a declaration by the chair of a general meeting that a resolution has on a show of hands been carried or carried unanimously, or carried by a particular majority, or lost, and an entry to that effect in the book containing the minutes of the proceedings of the company, is conclusive evidence of the fact without proof of the number or proportion of the votes recorded in favour of or against the resolution.
- (f) If a poll is duly demanded at a general meeting, it will be taken when and in the manner the chair of the meeting directs, and the result of the poll will be the resolution of the meeting at which the poll was demanded.
- (g) A poll cannot be demanded at a general meeting on the election of a chair of the meeting.
- (h) The demand for a poll may be withdrawn.

10.8 Voting rights

- (a) Members have the following voting rights:
- (i) on a show of hands, every person present who is a member has one vote; and
 - (ii) on a poll, every member present in person or by proxy, attorney or Representative has one vote.
- (b) A member present at a general meeting is not entitled to vote on any resolution if any fees or any other amount due and payable by that member to the company under this constitution have not been paid, or where that vote is prohibited by the Corporations Act or an order of a court of competent jurisdiction. The company must disregard any vote on a resolution purported to be cast by a member present at a general meeting where that person is not entitled to vote on that resolution.
- (c) Where a person present at a general meeting represents personally or by proxy, attorney or Representative more than one member, the following rules apply to a vote taken on a show of hands:
- (i) the person is entitled to one vote only despite the number of members the person represents; and
 - (ii) the person's vote will be taken as having been cast for all the members the person represents.

- (d) An infant member is not entitled to vote at a general meeting. The parent or guardian of an infant member may vote at a general meeting on evidence being produced of the relationship or of the appointment of the guardian as the directors may require.
- (e) An objection to the qualification of a person to vote at a general meeting:
 - (i) must be raised before or immediately after the result of the motion on which the vote objected to is given or tendered; and
 - (ii) must be referred to the chair of the meeting, whose decision is final.
- (f) A vote not disallowed by the chair of a meeting under rule 10.8(e) is valid for all purposes.

10.9 Representation at general meetings

- (a) Subject to this constitution, each member entitled to vote at a meeting of members may vote:
 - (i) in person or, where a member is a body corporate, by its Representative;
 - (ii) by proxy in the form at Attachment B (as amended by the board from time to time); or
 - (iii) by attorney.
- (b) A proxy, attorney or Representative may be appointed for all general meetings, or for any number of general meetings, or for a particular general meeting.
- (c) Unless otherwise provided in the Corporations Act or in the appointment, an appointment of a proxy, attorney or Representative is taken to confer authority:
 - (i) to agree to a meeting being convened by shorter notice than is required by the Corporations Act or by this constitution;
 - (ii) to speak to any proposed resolution on which the proxy, attorney or Representative may vote;
 - (iii) to demand or join in demanding a poll on any resolution on which the proxy, attorney or Representative may vote;
 - (iv) even though the appointment may refer to specific resolutions and may direct the proxy, attorney or Representative how to vote on those resolutions:
 - (A) 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;
 - (B) to vote on any procedural motion, including any motion to elect the chair, to vacate the chair or to adjourn the meeting; and
 - (C) to act generally at the meeting; and
 - (v) even though the appointment may refer to a specific meeting to be held at a specified time or venue, where the meeting is rescheduled or adjourned to

another time or changed to another venue, to attend and vote at the rescheduled or adjourned meeting or at the new venue.

- (d) The chair of a meeting may require any person purporting to act as a proxy, attorney or Representative to establish to the satisfaction of the chair that the person has been validly appointed as a proxy, attorney or Representative and is the person named in the relevant instrument of appointment, failing which the person may be excluded from attending or voting at the meeting.
- (e) An instrument appointing an attorney or Representative must be in a form as the directors may prescribe or accept. An instrument appointing a proxy is valid if it is signed by the member making the appointment and contains the name and address of that member, the name of the company, the name of the proxy or the name of the office of the proxy, and the meetings of members at which the proxy may be used. The chair of a meeting of members may determine that an instrument appointing a proxy is valid even if it contains only some of this information.
- (f) If the name of the proxy or the name of the office of the proxy in a proxy form of a member is not filled in, the proxy of that member is the person specified by the company in the form of proxy in the case the member does not choose, or if no person is so specified, the chair of that meeting.
- (g) An instrument appointing a proxy or attorney may direct the manner in which the proxy or attorney is to vote in respect of a particular resolution and, where an instrument so provides, the proxy or attorney is not entitled to vote on the proposed resolution except as directed in the instrument.
- (h) A proxy or attorney may not vote at a general meeting or adjourned meeting unless 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:
 - (i) at the registered office of the company, at the facsimile number at its registered office or at another place, facsimile number or electronic address specified for that purpose in the notice convening the meeting; and
 - (ii) at least 48 hours before the time scheduled for the commencement of the meeting, as specified in the notice of meeting.
- (i) Unless the company has received written notice of the matter by the time and at the place or in the manner set out in rules 10.9(h)(i) and 10.9(h)(ii), a vote cast by a proxy or attorney is valid even if, before the proxy or attorney votes:
 - (i) a Cessation Event occurs in relation to the appointer;
 - (ii) the member revokes the proxy's or attorney's appointment; or
 - (iii) the member revokes the authority under which a third party appointed the proxy or attorney.
- (j) The authority of a proxy or attorney to speak and vote for a member at a general meeting is suspended while the member is present at the meeting.

10.10 Resolutions of single member company

If the company has only one member, the company may pass a resolution by the member recording it and signing the record. That record is to be taken as a minute of the passing of that resolution.

11 Directors

11.1 Appointment and removal of directors

- (a) The minimum number of directors is three. The maximum number of directors is to be fixed by the directors, but must not be more than 12 unless the company in general meeting determines otherwise. The directors must not determine a maximum which is less than the number of directors in office at the time the determination takes effect. All directors must be natural persons.
- (b) Up to 75% of the maximum number of permitted directors (rounded up to the nearest whole number) may be elected by members in accordance with rule 11.1(h) and the remaining positions, together with any positions not filled by way of election by members, will be casual vacancies and may be filled by way of board appointment in accordance with rule 11.1(f).
- (c) To be eligible for election or appointment as a director a person must be able to demonstrate an interest in, understanding of and support for the objects of the company and an adequate knowledge of the issues affecting those objects and their implementation.
- (d) The directors in office on the date that this constitution was adopted by the company continue in office but on the terms and conditions set out in this constitution.
- (e) Subject to rules 11.1(a) and (l), the company may by resolution elect any natural person to be a director including to replace a director that the members have resolved to remove from office.
- (f) Subject to rule 11.1(a), the directors may appoint any natural person to be a director.
- (g) A director appointed under rule 11.1(f) must retire from office at the next annual general meeting following his or her appointment. For the avoidance of doubt, the directors may at their discretion, at the conclusion of a meeting of members or any time thereafter, resolve to reappoint a director who has retired under this rule 11.1(g).
- (h) An election of directors must take place each year in the manner described at rule 11.17 and at that meeting, excluding any director who is required to retire at that meeting under rule 11.1(g), one-third of the remaining directors (rounded down, if necessary, to the nearest whole number) must retire.
- (i) The director or directors who must retire at a meeting in accordance with rule 11.1(h) is the director who has, or are the directors who have, been longest in office since their last election but, as between persons who were last elected as directors on the same day, the director or directors to retire must be determined by agreement among themselves or, in the absence of agreement, by lot.
- (j) A director retiring from office under rule 11.1(g) or (h) is eligible for re-election and that director may by resolution of the company be re-elected to that office.

- (k) The retirement of a director from office under rule 11.1(g) or (h) and the re-election of the director or the election of another person to that office (as the case may be) takes effect at the conclusion of the meeting at which the retirement and re-election or election occur.
- (l) A person elected as a director under rule 11.1(e) to replace a director removed by a resolution of members must retire under rule 11.1(g) or (h) (as the case may be) on the same day that the director in whose place he or she was appointed would have had to retire.
- (m) A person may only be elected to the office of a director at a general meeting if that person has been nominated for election as a director by a member.

11.2 Vacation of office

- (a) In addition to the circumstances prescribed by the Corporations Act, unless the board otherwise resolve to confirm the director's appointment, the office of a director becomes vacant if the director:
 - (i) becomes of unsound mind;
 - (ii) becomes bankrupt;
 - (iii) is convicted of an indictable offence; or
 - (iv) fails to attend more than three meetings of the directors in any 12 month period without leave of absence from the directors.
- (b) The office of a director becomes vacant if the member for which the director is a representative becomes an insolvent under administration or makes any arrangement or composition with its creditors generally.
- (c) The office of a director must, as soon as practicable, be vacated if the director, or alternative director, is a Representative of a member and the entity that the director represents is no longer a member.
- (d) Nothing in rule 11.2(a) prevents a director from vacating his or her office if the director resigns by notice in writing to the company.

11.3 Payments to directors

- (a) Subject to rule 11.3(c), directors are entitled to be paid all reasonable travelling and other expenses properly incurred by them in connection with the affairs of the company, including attending and returning from general meetings of the company or meetings of the directors or of committees of the directors but will not otherwise receive any payment for acting as a director.
- (b) Nothing in this rule 11.3 restricts the remuneration to which a director may be entitled as an officer or an employee of the company or of a related body corporate in a capacity other than director.
- (c) Notwithstanding anything else in this constitution, no payment of any kind which is permitted to be paid to a director by this constitution can be made by the company to a director until that payment is approved by a majority of the directors or such other person or people to which the board may have delegated this authority.

11.4 Interested directors

Subject to rule 8:

- (a) A director may hold any other office, other than auditor, in the company or a related body corporate in conjunction with his or her directorship. A director may be appointed to that office on the terms as to remuneration, tenure of office and otherwise as the directors think fit.
- (b) A director of the company may be a director or other officer of:
 - (i) a related body corporate;
 - (ii) a body corporate promoted by the company; or
 - (iii) a body corporate in which the company is interested, as shareholder or otherwise,or be otherwise interested in any of those bodies corporate. A director is not accountable to the company for any remuneration or other benefits received by the director as a director or officer of that body corporate or from having an interest in that body corporate.
- (c) The directors may exercise the voting rights conferred by shares in any body corporate held or owned by the company as the directors think fit. This includes voting in favour of any resolution appointing a director as a director or other officer of that body corporate, or voting for the payment of remuneration to the directors or other officers of that body corporate. A director may, if permitted by law, vote in favour of the exercise of those voting rights even if he or she is, or may be about to be appointed, a director or other officer of that other body corporate.
- (d) A director is not disqualified merely because of being a director from contracting with the company in any respect including, without limitation, being employed by the company or acting in any professional capacity, other than auditor, on behalf of the company.
- (e) No contract made by a director with the company and no contract or arrangement entered into by or on behalf of the company in which any director may be in any way interested is voided or rendered voidable merely because the director holds office as a director or because of the fiduciary obligations arising out of that office.
- (f) No director contracting with the company or being interested in any arrangement involving the company is liable to account to the company for any profit realised by or under a contract or arrangement of that kind merely because the director holds office as a director or because of the fiduciary obligations arising out of that office.
- (g) Where a director has a material personal interest in a matter to be considered at a meeting, that director must not be present while the matter is being considered at the meeting or vote on the matter, unless the directors who do not have a material person interest pass a resolution in accordance with section 195(2) of the Corporations Act, or another exception applies under the Corporations Act, which permits that director to do so.
- (h) Subject to rules 11.4(i) and (j), a director who is in any way interested in a contract or arrangement or proposed contract or arrangement (other than by having a material personal interest) may, despite that interest:

- (i) be counted in determining whether or not a quorum is present at any meeting of directors considering that contract or arrangement or proposed contract or arrangement;
 - (ii) sign or countersign any document relating to that contract or arrangement or proposed contract or arrangement; and
 - (iii) vote in respect of the contract or arrangement or proposed contract or arrangement or any matter arising out of those things.
- (i) Rule 11.4(h) does not apply if, and to the extent that, it would be contrary to Chapter 2D.1, Division 2 of the Corporations Act or any other provision of the Corporations Act.
 - (j) The directors may make regulations requiring the disclosure of interests that a director, and any person deemed by the directors to be related to or associated with the director, may have in any matter concerning the company or a related body corporate. Any regulations made under this rule bind all directors and apply in addition to any obligations imposed on the directors by the Corporations Act to disclose interests to the company.

11.5 Powers and duties of directors

- (a) The directors are responsible for managing the business of the company and may exercise to the exclusion of the company in general meeting all the powers of the company which are not required by the Corporations Act or this constitution to be exercised by the company in general meeting.
- (b) Without limiting the generality of rule 11.5(a), the directors may:
 - (i) exercise all the powers of the company to borrow or otherwise raise money, to charge any property or business of the company or all or any of its uncalled capital and to issue debentures or give any other security for a debt, liability or obligation of the company or of any other person;
 - (ii) determine how cheques, promissory notes, bankers drafts, bills of exchange or other negotiable instruments or other documents must be signed, drawn, accepted, endorsed or otherwise executed, as the case may be, by or on behalf of the company.
 - (iii) pay out of the company's funds all expenses of the promotion, formation and registration of the company and the vesting in it of the assets acquired by it;
 - (iv) appoint or employ any person to be an officer, agent or attorney of the company for the purposes, for the period and on the conditions as they think fit;
 - (v) resolve to delegate any of their powers to an officer, agent or attorney and the officer, agent or attorney must exercise the powers delegated in accordance with any directions of the directors;
 - (vi) authorise an officer, agent or attorney to delegate all or any of the powers, discretions and duties vested in the officer, agent or attorney; and
 - (vii) subject to any contract between the company and the relevant officer, agent or attorney, remove or dismiss any officer (excluding a director of the company), agent or attorney of the company at any time, with or without cause.

- (c) A power of attorney may contain such provisions for the protection and convenience of the attorney or persons dealing with the attorney as the directors think fit.

11.6 Proceedings of directors

- (a) The directors may hold meetings for the conduct of business and adjourn and otherwise regulate their meetings as they think fit.
- (b) Subject to the Corporations Act, the contemporaneous linking together by a form of technology of a number of the directors sufficient to constitute a quorum, constitutes a meeting of the directors and all the provisions in this constitution relating to meetings of the directors apply, so far as they can and with such changes as are necessary, to meetings of the directors held using a form of technology.

11.7 Convening of meetings of directors

- (a) A director may, whenever the director thinks fit, convene a meeting of the directors.
- (b) A secretary must, on the requisition of a director, ensure that a meeting of the directors is convened.

11.8 Notice of meetings of directors

- (a) Subject to this constitution, notice of a meeting of directors must be given to each person who is at the time of giving the notice:
 - (i) a director, other than a director on leave of absence approved by the directors; or
 - (ii) an alternate director appointed under rule 11.13 by a member.
- (b) A notice of a meeting of directors:
 - (i) must specify the time and place of and, if relevant, the form of technology for, the meeting;
 - (ii) must state the nature of the business to be transacted at the meeting;
 - (iii) may be given in person, by post or, subject to the Corporations Act, by a form of technology; and
 - (iv) is taken to have been given to an alternate director if it is given to the director who appointed that alternate director.
- (c) A director or alternate director may waive notice of a meeting of directors by notifying the company to that effect in person, by post or by a form of technology.
- (d) The non-receipt of notice of a meeting of directors by, or a failure to give notice of a meeting of directors to, a director does not invalidate any act, matter or thing done or resolution passed at the meeting if:
 - (i) the non-receipt or failure occurred by accident or error;
 - (ii) before or after the meeting, the director or an alternate director appointed by the director:

- (A) has waived or waives notice of that meeting under rule 11.8(c); or
 - (B) has notified or notifies the company of his or her agreement to that act, matter, thing or resolution personally, by post or by a form of technology; or
 - (iii) the director or an alternate director appointed by the director attended the meeting.
- (e) The non-receipt of notice of a meeting of directors by, or a failure to give notice of a meeting of directors to, an alternate director of a director on leave of absence approved by the directors does not invalidate any act, matter or thing done or resolution passed at the meeting if:
- (i) the non-receipt or failure occurred by accident or error;
 - (ii) before or after the meeting, the alternate director or the director who appointed the alternate director:
 - (A) has waived or waives notice of that meeting under rule 11.8(c); or
 - (B) has notified or notifies the company of his or her agreement to that act, matter, thing or resolution personally, by post or by a form of technology; or
 - (iii) the alternate director or the director who appointed the alternate director attended the meeting.
- (f) Attendance by a person at a meeting of directors waives any objection that person may have to a failure to give notice of the meeting and:
- (i) if the person is a director, an alternate director appointed by that person is also deemed to have waived any such objection; or
 - (ii) if the person is an alternate director, the director who appointed that person as alternate director is also deemed to have waived any such objection.

11.9 Quorum at meetings of directors

- (a) No business may be transacted at a meeting of directors unless there is a quorum of directors at the time the business is dealt with.
- (b) A quorum consists of one half of the current number of directors. Where half of the current number of directors is not a whole number the number must be rounded up to the nearest whole number.
- (c) If there is a vacancy in the office of a director, the remaining director or directors may act but, if the number of remaining directors is not sufficient to constitute a quorum at a meeting of directors, the remaining director or directors may act only in an emergency or for the purpose of increasing the number of directors to a number sufficient to constitute a quorum or of convening a general meeting of the company.

11.10 Chair and vice-chair of directors

- (a) The directors may elect one of the directors to the office of chair of directors and may, subject to rule 11.1(h), determine the period for which that director is to be chair of directors.

- (b) The directors may elect one of the directors to the office of vice-chair of directors and may determine the period for which that director is to be vice-chair of directors.
- (c) The chair of directors must (if present within 15 minutes after the time appointed for the holding of the meeting and willing to act) preside as chair at each meeting of directors.
- (d) If at a meeting of directors:
 - (i) there is no chair of directors;
 - (ii) the chair of directors is not present within 10 minutes after the time appointed for the holding of the meeting; or
 - (iii) the chair of directors is present within that time but is not willing to act as chair of the meeting or of part of the meeting,

then if the directors have elected a vice-chair of directors, the vice-chair of directors must (if present within 15 minutes after the time appointed for the holding of the meeting and willing to act) preside as the chair of the meeting or part of it.

- (e) Subject to rules 11.10(c) and (d), if at a meeting of directors:
 - (i) there is no chair or vice-chair of directors;
 - (ii) the chair and vice-chair of directors are not present within 15 minutes after the time appointed for the holding of the meeting or of part of the meeting; or
 - (iii) the chair or vice-chair of directors is present within that time but is not willing to act as chair of the meeting or part of the meeting,

the directors present must elect one of themselves to be chair of the meeting or part of the meeting.

11.11 Decisions of directors

- (a) A meeting of directors at which a quorum is present is competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the directors under this constitution.
- (b) Questions arising at a meeting of directors are to be decided by a majority of votes cast by the directors present and a decision of that kind is for all purposes a determination of the directors.
- (c) Subject to the Corporations Act, in the case of an equality of votes upon any proposed resolution at a meeting of directors:
 - (i) the chair does not have a casting or second vote; and
 - (ii) the proposed resolution is taken as having been lost.

11.12 Written resolutions

- (a) An act, matter or thing is taken to have been done or a resolution passed by a meeting of the directors, if a document containing a statement to that effect is assented to by all of the directors other than:
 - (i) a director on leave of absence approved by the directors;

- (ii) a director who disqualifies himself or herself from considering the act, matter or thing in question on the grounds that he or she is not entitled at law to do so or has a conflict of interest; and
- (iii) a director who the directors reasonably believe is not entitled to do the act, matter or thing or to vote on the resolution in question,

and the directors who assent to the document would have constituted a quorum at a meeting held to consider that act, matter, thing or resolution.

- (b) The act, matter or thing is taken to have been done or the resolution passed when the document is last assented to by a director.
- (c) Two or more separate documents in identical terms each of which is assented to by one or more directors are to be taken as constituting one document.
- (d) A director may signify assent to a document by signing the document or by notifying the company of the director's assent in person or by post, facsimile, electronic, telephone or other method of written, audio or audio visual communication.
- (e) Where a director signifies assent to a document otherwise than by signing the document, the director must by way of confirmation sign the document at the next meeting of the directors attended by that director, but failure to do so does not invalidate the act, matter, thing or resolution to which the document relates.
- (f) Where a document is assented to in accordance with this rule 11.11(c), the document is to be taken as a minute of a meeting of directors.

11.13 Alternate directors

- (a) A member may, with the approval of the directors, appoint a person to be its Representative's alternate director for a period which the member thinks fit.
- (b) If the initial director does not attend a meeting of directors, the alternate director is entitled to attend and vote in place of and on behalf of the initial director.
- (c) In the absence of the initial director, an alternate director may exercise any powers that the initial director may exercise and the exercise of that power by the alternate director is to be taken to be the exercise of the power by the initial director.
- (d) The office of an alternate director is vacated if and when the initial director vacates office as a director.
- (e) The appointment of an alternate director may be terminated at any time by the appointing member even though the period of the appointment of the alternate director has not expired.
- (f) An appointment, or the termination of an appointment, of an alternate director must be in writing signed by the member who makes or made the appointment and does not take effect unless and until the company has received notice in writing of the appointment or termination and in the case of an appointment the approval of the directors in accordance with rule 11.13(a).
- (g) An alternate director is not to be taken into account in determining the minimum or maximum number of directors allowed under this constitution.

- (h) In determining whether a quorum is present at a meeting of directors where a member has appointed an alternate director, that alternate director is counted if the initial director is not present.
- (i) An alternate director is not entitled to be remunerated by the company for his or her services but may be reimbursed for out-of-pocket expenses as provided in rule 11.3.

11.14 Committees

- (a) The directors may resolve to delegate any of their powers to a committee or committees:
 - (i) consisting of such number of directors or members of the company (or both) as they think fit; or
 - (ii) consisting of such number of people as they see fit so long as a majority of the committee is made up of directors or members of the company (or both).
- (b) The directors may delegate their powers for such time as they determine and may revoke or vary any power delegated under rule 11.14(a) at any time.
- (c) A committee to which any powers have been so delegated must exercise the powers delegated in accordance with any directions of the directors.
- (d) The provisions of this constitution applying to meetings and resolutions of directors apply, so far as they can and with any necessary changes, to meetings and resolutions of a committee of directors.

11.15 Delegation to individuals

- (a) The directors may resolve to delegate any of their powers:
 - (i) to one director;
 - (ii) to one member; or
 - (iii) to one employee.
- (b) The directors may delegate their powers for such time as they determine and may revoke or vary any power delegated under rule 11.15(a) at any time.
- (c) A person to whom any powers have been so delegated must exercise the powers delegated in accordance with any directions of the directors.

11.16 Validity of acts

An act done by a person acting as a director or by a meeting of directors or a committee of directors attended by a person acting as a director is not invalidated by reason only of:

- (a) a defect in the appointment of the person as a director;
- (b) the person being disqualified to be a director or having vacated office; or
- (c) the person not being entitled to vote,

if that circumstance was not known by the person or the directors or committee, as the case may be, when the act was done.

11.17 Election of directors

- (a) A nomination of a candidate for election as a director of the company:
 - (i) must be made in writing, signed by the member making the nomination and be accompanied by the written consent of the candidate (which may be endorsed on the form of the nomination); and
 - (ii) must be delivered to the secretary of the company at least 28 days before the date fixed for the holding of the annual general meeting at which the election is to take place.
- (b) If insufficient nominations are received to fill all vacancies on the board, the candidates nominated are taken to be elected unopposed and further nominations are to be received at the annual general meeting.
- (c) If insufficient further nominations are received, any vacant positions remaining on the board are taken to be casual vacancies.
- (d) If the number of nominations received is equal to or less than the number of vacancies to be filled, the persons nominated are taken to be elected unopposed.
- (e) If the number of nominations received exceeds the number of vacancies to be filled, a ballot is to be conducted in such usual and proper manner as the board may direct.

12 Secretaries

- (a) At least one company secretary must be appointed at incorporation, by resolution of the board or by the members in general meeting (as the case may be).
- (b) The appointment of a secretary may be for the period, on the conditions and, subject to paragraph (c), at the remuneration the directors think fit.
- (c) A director may not be remunerated in his or her capacity as secretary.
- (d) Subject to any contract between the company and the relevant secretary, a secretary of the company may be removed or dismissed by the directors at any time, with or without cause. If that person is a director, such removal or dismissal does not remove that person from office as a director.
- (e) The duties of the secretary include, but are not limited to, the following:
 - (i) to ensure that the necessary registers required to be kept by the Corporations Act are established and properly maintained;
 - (ii) to ensure that all returns required to be lodged with the Australian Securities and Investments Commission are prepared and filed within appropriate time limits;
 - (iii) to ensure the organisation of, and attend, meetings of the members and the board, including the sending out of notices, the preparation of agenda and the compilation of minutes;
 - (iv) to supervise the preparation of the company's tax returns; and

- (v) to carry out any other administrative functions that are necessary for the running of the company or to ensure that such functions are carried out.
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13 Seals

13.1 Adoption of common seal

- (a) The directors may determine that the company have a common seal or for the company to no longer have a common seal.
- (b) Rules 13.2, 13.3 and 13.4 only apply if the company has a common seal.

13.2 Safe custody of Seal

The directors must provide for the safe custody of the Seal.

13.3 Use of Seal

- (a) The Seal must be used only by the authority of the directors or a committee of the directors authorised by the directors to authorise the use of the Seal.
- (b) The authority to use the Seal may be given before or after the Seal is used.
- (c) Until the directors otherwise determine, the fixing of the Seal to a document must be witnessed by a director and by another director, a secretary or another person appointed by the directors to witness that document or a class of documents in which that document is included.

13.4 Duplicate Seal

- (a) The company may have for use in place of its common seal one or more duplicate seals, each of which must be a facsimile of the common seal of the company with the addition on its face of the words “duplicate seal” and the name of the place where it is to be used.
 - (b) A document sealed with a duplicate seal is to be taken as having been sealed with the common seal of the company.
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14 Winding up

Upon the winding up or dissolution of the company, any assets remaining after satisfaction of all of the company’s debts and liabilities, will not be paid to or distributed among the members, but will be transferred to some other organisation determined by the board at or before the time of winding up or dissolution of the company and, in default of any determination, by the Supreme Court of New South Wales, Australia:

- (a) which has objectives similar to the objectives of the company;
- (b) whose constituent documents prohibit the distribution of its income and property among its members on terms substantially to the effect of rule 8; and
- (c) which, if the company is endorsed as a deductible gift recipient for the purposes of any Commonwealth taxation law, is endorsed as a deductible gift recipient for the purposes of any Commonwealth taxation law.

15 Minutes and records

15.1 Minutes

The directors must cause minutes of:

- (a) all proceedings and resolutions of general meetings;
- (b) proceedings and resolutions of meetings of the directors and of committees of the directors; and
- (c) resolutions passed by directors without a meeting,

to be recorded and entered in books kept for that purpose, within one month after the meeting is held or the resolution is passed.

15.2 Signing of minutes

- (a) Minutes of a meeting must be signed by the chair of the meeting or the chair of the next meeting within a reasonable time after the meeting.
- (b) Minutes of the passing of a resolution without a meeting must be signed by a director within a reasonable time after the resolution is passed.

15.3 Minutes as evidence

A minute that is recorded and signed in accordance with rules 15.1 and 15.2 is evidence of the proceeding, a resolution to which it relates, unless the contrary is proved.

15.4 Inspection of records

- (a) Subject to the Corporations Act, the directors may determine whether and to what extent, and at what time and places and under what conditions, the minute books, accounting records and other documents of the company or any of them will be open to the inspection of members other than directors.
- (b) A member other than a director does not have the right to inspect any books, records or documents of the company except as provided by law or authorised by the directors.
- (c) The company must establish and administer all registers required to be kept by the company in accordance with the Corporations Act and each member must provide the company with such information as is required for the company to comply with this rule 15.4(c). If events occur which would cause the information contained a register maintained by the company to be inaccurate the member must notify the company in writing of the change within 21 days of the date of such change occurring.
- (d) Unless proved incorrect, the register is sufficient evidence of the matters shown in the register.
- (e) The company must keep the financial records required by the Corporations Act.

16 Indemnity and insurance

16.1 Persons to whom rules 16.2 and 16.4 apply

Rules 16.2 and 16.4 apply:

- (a) to each person who is or has been a director or alternate director of the company;
- (b) to such other officers or former officers of the company or of its related bodies corporate as the directors in each case determine; and
- (c) if the directors so determine, to any auditor or former auditor of the company or of its related bodies corporate.

16.2 Indemnity

The company may indemnify, to the extent permitted by law, each person to whom this rule 16.2 applies for all losses or liabilities incurred by the person as an officer and, if the directors so determine, an auditor of the company or of a related body corporate including, but not limited to, a liability for negligence or for legal costs on a full indemnity basis.

16.3 Extent of indemnity

The indemnity in rule 16.2:

- (a) is a continuing obligation and is enforceable by a person to whom rule 16.2 applies even though that person may have ceased to be an officer or auditor of the company or of a related body corporate;
- (b) applies to losses and liabilities incurred both before and after the date of adoption of that rule; and
- (c) operates only to the extent that the loss or liability is not paid by insurance.

16.4 Insurance

The company may, to the extent permitted by law:

- (a) purchase and maintain insurance; or
- (b) pay or agree to pay a premium for insurance,

for any person to whom this rule 16.4 applies against any liability incurred by the person as an officer or auditor of the company or of a related body corporate including, but not limited to, a liability for negligence or for legal costs.

16.5 Savings

Nothing in rule 16.2 or 16.4:

- (a) affects any other right or remedy that a person to whom those rules apply may have in respect of any loss or liability referred to in those rules; or
- (b) limits the capacity of the company to indemnify or provide insurance for any person to whom those rules do not apply.

17 Notices

17.1 Notices by the company to members

- (a) A notice may be given by the company to a member:
 - (i) by serving it personally at, or by sending it by post in a prepaid envelope to, the member's address as shown in the register of members or any other address, or by facsimile or electronic mail to a facsimile number or electronic address, as the member has supplied to the company for the giving of notices; or
 - (ii) if the member does not have a registered address and has not supplied another address to the company for the giving of notices, by exhibiting it at the registered office of the company.
- (b) The fact that a person has supplied a facsimile number for the giving of notices does not require the company to give any notice to that person by facsimile.
- (c) A signature to any notice given by the company to a member under this rule 17 may be in writing or a facsimile printed or fixed by some mechanical or other means.
- (d) A certificate signed by a director or secretary of the company to the effect that a notice has been given in accordance with this constitution is conclusive evidence of that fact.

17.2 Notices by the company to directors

Subject to this constitution, a notice may be given by the company to any auditor, director or alternate director either by serving it personally at, or by sending it by post in a prepaid envelope to, the auditor's, director's or alternate director's usual residential or business address, or such other address, or by facsimile or electronic mail to such facsimile number or electronic address, as the auditor, director or alternate director has supplied to the company for the giving of notices.

17.3 Notices by members or directors to the company

- (a) Subject to this constitution, a notice may be given by a member, director or alternate director to the company by serving it on the company at, or by sending it by post in a prepaid envelope to, the registered office of the company or by facsimile or electronic mail to the principal facsimile number or electronic address at the registered office of the company.
- (b) The directors may resolve generally, or on a case by case basis, that a notice that is to be received by the company is not to be accepted if given by electronic means (excluding by facsimile).
- (c) If a resolution of directors is passed under rule 17.3(b), the company must give sufficient notice of the resolution to those required to give the particular notice to allow for the giving of notice by other means.

17.4 Notices to members outside Australia

A notice to be sent to a member outside Australia and its external territories must be sent by airmail, by facsimile or by electronic mail, or in another way that ensures it will be received quickly.

17.5 Time of service

- (a) Where a notice is sent by post, service of the notice is to be taken to be effected if a prepaid envelope containing the notice is properly addressed and placed in the post and to have been effected on the Business Day after the date of its posting.
- (b) Where a notice is sent by facsimile, the notice is to be taken to be given on the Business Day after it is sent.
- (c) Where a notice is sent by electronic mail, service of the notice is taken to be effected if the sender receives a confirmation of delivery and is to have been effected on the Business Day after it is sent.
- (d) Where the company gives a notice under rule 17.1(a)(ii) by exhibiting it at the registered office of the company, service of the notice is to be taken to be effected when the notice was first so exhibited.

17.6 Other communications and documents

Rules 17.1 to 17.5 (inclusive) apply, so far as they can and with necessary changes, to the service of any communication or document.

17.7 Notices in writing

A reference in this constitution to a notice in writing includes a notice given by facsimile or another form of written communication.

18 Rules

18.1 Power to formulate rules of the company

Without limiting the board's powers under this constitution, the board may from time to time pass resolutions to make regulations and rules relating to:

- (a) the qualifications of members and applicants for membership;
- (b) the procedure and timing of an application for admission;
- (c) the procedure for nomination of directors;
- (d) the delegation by the board of its powers to committees;
- (e) the constitution, powers, role and function of any committee members, executive or directors;
- (f) any other matter not being inconsistent with this constitution which relates to the operations or conduct of the company.

18.2 Inconsistency

In the event of any inconsistency between rules or regulations formulated pursuant to rule 18.1 and the provisions of this constitution or the provisions of the Corporations Act, the provisions of this constitution and the Corporations Act shall prevail.

19 General

19.1 Submission to jurisdiction

Each member submits to the non-exclusive jurisdiction of the Supreme Court of the State of New South Wales, the Federal Court of Australia and the Courts which may hear appeals from those Courts.

19.2 Prohibition and enforceability

Any provision of, or the application of any provision of, this constitution which is void, illegal, prohibited or unenforceable in any place:

- (a) is, in that place, ineffective only to the extent to which it is void, illegal, prohibited or unenforceable; and
- (b) does not affect the validity, legality or enforceability of that provision in any other place or of the remaining provisions in that or any other place.

Schedule 1 — Dictionary

1 Dictionary

In this constitution:

Business Day means a day on which banks are open for business excluding Saturdays, Sundays and public holidays in the place where the company's registered office is located.

Cessation Event means:

- (a) in respect of a member of the company who is an individual:
 - (i) the death of the member;
 - (ii) the bankruptcy of the member; or
 - (iii) the member becoming of unsound mind or a person who is, or whose estate is, liable to be dealt with in any way under the law relating to mental health;
- (b) the member ceases to satisfy any eligibility criteria specified by the board;
- (c) the member fails to pay the required membership fee within two months after the date on which that membership fee becomes due; and
- (d) in respect of a member of the company who is a body corporate, the dissolution of the member or the succession by another body corporate to the assets and liabilities of the member.

Corporations Act means *Corporations Act 2001* (Cth).

Expulsion Event means, in respect of a member:

- (e) the member has wilfully refused or neglected to comply with the provisions of this constitution;
- (f) the conduct of the member, in the opinion of the directors, is unbecoming of the member or prejudicial to the interests or reputation of the Company; or
- (g) the member is, or any step is taken for the member to become, an externally administered body corporate).

Representative, in relation to a body corporate, means a representative of the body corporate appointed under the Corporations Act or a corresponding previous law.

Seal means any common seal or duplicate seal of the company.

2 Interpretation

2.1 General

- (a) A member is to be taken to be present at a general meeting if the member is present in person or by proxy, attorney or Representative.

- (b) A director is to be taken to be present at a meeting of directors if the director is present in person or by alternate director.
- (c) Where a provision of this constitution establishes an office of chair, the chair may be referred to as a chairman or chairwoman, as the case requires.
- (d) A reference in a rule in general terms to a person holding or occupying a particular office or position includes a reference to any person who occupies or performs the duties of that office or position for the time being.
- (e) In this constitution, headings and underlining are for convenience only and do not affect the interpretation of this constitution and, unless the contrary intention appears:
 - (i) words importing the singular include the plural and vice versa;
 - (ii) words importing a gender include every other gender;
 - (iii) words used to denote persons generally or importing a natural person include any company, corporation, body corporate, body politic, partnership, joint venture, association, board, group or other body (whether or not the body is incorporated);
 - (iv) a reference to a person includes that person's successors and legal personal representatives;
 - (v) a reference to any statute, regulation, proclamation, ordinance or by-laws includes all statutes, regulations, proclamations, ordinances or by-laws varying, consolidating or replacing them and a reference to a statute includes all regulations, proclamations, ordinances and by-laws issued under that statute; and
 - (vi) where a word or phrase is given a particular meaning, other parts of speech and grammatical forms of that word or phrase have corresponding meanings.

2.2 Application of the Corporations Act

- (a) This constitution is to be interpreted subject to the Corporations Act.
- (b) Unless the contrary intention appears, an expression in a rule that deals with a matter dealt with by a provision of the Corporations Act, has the same meaning as in that provision.
- (c) Subject to rule (b), unless the contrary intention appears, an expression in a rule that is defined in section 9 of the Corporations Act has the same meaning as in that section.

2.3 Exercise of powers

- (a) The company may exercise in any manner permitted by the Corporations Act any power which under the Corporations Act a company limited by guarantee may exercise if authorised by its constitution.
- (b) Where this constitution provides that a person or body may do a particular act or thing and the word "may" is used, the act or thing may be done at the discretion of the person or body.
- (c) Where this constitution confers a power to do a particular act or thing, the power is, unless the contrary intention appears, to be taken as including a power

exercisable in the like manner and subject to the like conditions (if any) to repeal, rescind, revoke, amend or vary that act or thing.

- (d) Where this constitution confers a power to do a particular act or thing with respect to particular matters, the power is, unless the contrary intention appears, to be taken to include a power to do that act or thing with respect to some only of those matters or with respect to a particular class or particular classes of those matters and to make different provision with respect to different matters or different classes of matters.
- (e) Where this constitution confers a power to make appointments to any office or position, the power is, unless the contrary intention appears, to be taken to include a power:
 - (i) to appoint a person to act in the office or position until a person is appointed to the office or position;
 - (ii) subject to any contract between the company and the relevant person, to remove or suspend any person appointed, with or without cause; and
 - (iii) to appoint another person temporarily in the place of any person so removed or suspended or in place of any sick or absent holder of such office or position.
- (f) Where this constitution confers a power or imposes a duty then, unless the contrary intention appears, the power may be exercised and the duty must be performed from time to time as the occasion requires.
- (g) Where this constitution confers a power or imposes a duty on the holder of an office as such then, unless the contrary intention appears, the power may be exercised and the duty must be performed by the holder for the time being of the office.
- (h) Where this constitution confers power on a person or body to delegate a function or power:
 - (i) the delegation may be concurrent with, or to the exclusion of, the performance or exercise of that function or power by the person or body;
 - (ii) the delegation may be either general or limited in any manner provided in the terms of delegation;
 - (iii) the delegation need not be to a specified person but may be to any person from time to time holding, occupying or performing the duties of, a specified office or position;
 - (iv) the delegation may include the power to delegate;
 - (v) where the performance or exercise of that function or power is dependent upon the opinion, belief or state of mind of that person or body in relation to a matter, that function or power may be performed or exercised by the delegate upon the opinion, belief or state of mind of the delegate in relation to that matter; and
 - (vi) the function or power so delegated, when performed or exercised by the delegate, is to be taken to have been performed or exercised by the person or body.

2.4 Replaceable rules not to apply

The replaceable rules contained in the Corporations Act from time to time do not apply to the company.

2.5 Single member company

If at any time the company has only one member then, unless the contrary intention appears:

- (a) a reference in a rule to the “members” is a reference to that member; and
- (b) without limiting rule (a), a rule which confers power or imposes an obligation on the members to do a particular act or thing confers that power or imposes that obligation on that member.

**Attachment A —
Form of application for membership**

**Application for Membership
of
Diversity Council Australia ACN 006 898 406 (the Company)
(incorporated under the *Corporations Act 2001* (Cth))**

I, (*print full name*)

authorised representative
of.....

(Insert full name of corporate entity applying for membership, if applicable)

of (**Proposed Member**)
(Insert address of the applicant)

apply to become an ordinary member of the Company.

I acknowledge that the Board may, in its absolute discretion, refuse my application for membership. If admitted as a member of the Company, I agree to be bound by the Constitution governing the Company and to pay any joining and/or membership fees that may be applicable.

Signed by an authorised representative

.....

Signature

.....

Date

.....

Print name

Attachment B — Form of Proxy

Proxy Form Diversity Council Australia ACN 006 898 406 (the Company)

1 The member

I/We _____

(please print)

of _____

(please print)

[*am/are*] a member of the Company and *am/are* entitled to attend and vote at the general meeting to be held on [*insert date*].

2 Appointment of proxy

[*I/We*] appoint the following to act as my proxy:

Name and address of proxy [*and in the absence of [my/our] proxy, the Chair of the meeting as [my/our] proxy*] (**Proxy**).

3 The powers of my proxy

[*My/Our*] Proxy may:

- (a) attend, vote and act generally on my behalf at the General Meeting and any adjournment of that meeting; and
 - (b) consent to short notice of the meeting or any adjournment.
-

4 Manner of voting by my proxy

Note: You must mark one of the following boxes

I/we:

direct [*my/our*] proxy to vote in the manner as set out in the table in Part 5 (**Direction to vote**).

do not wish to direct a proxy how to vote but wish to permit my proxy to vote as my Proxy thinks fit.

5 Direction to vote

[I/We] instruct [my/our] proxy to vote as follows:

| Ordinary business | | | | |
|-------------------|---|-----|---------|---------|
| Resolution no. | Resolution name | For | Against | Abstain |
| | <i>[insert details of the resolution]</i> | | | |
| Special business | | | | |
| Resolution no. | Resolution name | For | Against | Abstain |
| | <i>[insert details of the resolution]</i> | | | |

Dated:

Signature of member

Signature of member

Instructions to member

6 Your name and address

This should be the same as it appears on the company register. If you have changed address, then please let us know of the change and we will up date the register.

7 Appointment of proxy

You may appoint:

- (a) a person of your choice to act as your proxy, [with the chair to act as your proxy if the person of your choice does not attend the meeting]; or
- (b) the chair to act as your proxy.

Mark the appropriate box. *[If you return this form but fail to appoint a proxy then the chair will act as your proxy].*

8 Directing my proxy how to vote

If you wish to instruct your proxy how to vote then you will need to:

- insert an X into the first box in section 4 headed “Manner of voting by proxy” ; and
- indicate how the proxy is to vote by filling out the table set out in section 5. Otherwise your proxy may vote as he/she thinks fit or abstain from voting.

In directing your proxy how to vote, you may direct them to vote for or against the resolution, or not vote at all, by marking the box called “abstain”.

9 Signing this form

You may sign this form yourself, or have your attorney sign it. If you are a company and have appointed a corporate representative, your corporate representative may sign this form.

10 Returning this form

A copy of a proxy form is attached. If you wish to appoint a proxy you need to:

- (a) fill out that proxy form;
- (b) sign it or arrange for your attorney to sign it;
- (c) deliver that form (and the document appointing the attorney) by **[insert date]** to one of the following places:
 - (i) [insert place];
 - (ii) [insert fax]; or

(iii) [insert email address].

If you have signed the proxy through an attorney, then as well as returning your proxy vote to the Company to one of the addresses above, you must give the company either:

- (d) the document that appoints the attorney; or
- (e) a certified copy of it.

11 Enquiries

Please call [*insert telephone number*] if you have any inquiries about this proxy form.