



Constitution

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Australian Doctors International
ACN 659 534 808

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Preliminary

1. Defined terms

1.1 In this Constitution unless the contrary intention appears:

ACNC Act means the *Australian Charities and Not for profits Commission Act 2012* (Cth), or any other legislation relating to the establishment or operation of an Australian charities commission and/or a national regulatory framework and/or a national education body or otherwise for the not for profit sector, as modified or amended from time to time and includes any regulations made under that Act or any other such legislation and any rulings or requirements of the Commissioner of the Australian Charities and Not for profits Commission under that Act, or any commissioner or body under any other such legislation, having application to the Company.

Applicable Not for Profit Law means any law relating to the regulation of charities or not for profit entities applicable to the Company, including the *ACNC Act*, *the Charities Act*, each *Charitable Fundraising Act*, the *Tax Act*, section 150 of the *Corporations Act* and any Rulings or requirements of any commissioner or body under any such law, having application to the Company.

Auditor means the Company's auditor.

Charitable Fundraising Act means the legislation of any State or Territory of Australia, or the Commonwealth of Australia, regulating the raising of funds for charitable purposes and applicable to the Company, which may include, relevantly, *Charitable Fundraising Act 1991* (NSW).

Charities Act means the *Charities Act 2013* (Cth).

Company means Australian Doctors International ACN 659 534 808.

Constitution means the constitution of the Company as amended from time to time.

Corporations Act means the *Corporations Act 2001* (Cth) as modified or 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 includes any person occupying the position of director of the Company.

Directors means all or some of the Directors acting as a board.

Founder means Peter Macdonald.

Full Member means a member under clause 8.3. **Full Membership** has the corresponding meaning.

Honorary Member means a member under clause 8.5. **Honorary Membership** has the corresponding meaning.

Imported Provisions means the following provisions of the Corporations Act:

- (a) section 139 (*Company must send copy of constitution to member*);
- (b) sections 191 to 194 (*disclosure of, and voting on matters involving, material personal interests*);
- (c) Divisions 1 to 7 of Part 2G.2 (*meetings of members of companies*); and
- (d) Part 2G.3 (*minutes and members' access to minutes*).

Management Director has the meaning given by clause 49.2 (being a Director appointed to any management position or office in the Company other than auditor).

Member means a member under clause 8 (and in clauses 17, 18, 20 and 23, Member includes a Member present in person or by Representative).

Personnel means any employee, agent, contractor or subcontractor of the Company, but excludes any Full Member, Honorary Member, Director or Secretary of the Company.

Register means the register of Full Members and Honorary Members of the Company.

Registered Entity means a body corporate registered under the *ACNC Act*.

Representative means a person appointed by a Full Member or Honorary Member to act as its representative under clause 26.

Seal means the Company's common seal (if any).

Secretary means any person appointed by the Directors to perform any of the duties of a secretary of the Company and if there are joint secretaries, any one or more of those joint secretaries.

Tax Act means the *Income Tax Assessment Act 1997* (Cth) as modified or amended from time to time and includes any regulations made under that Act and any rulings or requirements of the Commissioner of Taxation of the Commonwealth of Australia having application to the Company.

- 1.2 In this Constitution, except where the context otherwise requires, an expression in a clause of this Constitution has the same meaning as in the Corporations Act. Where the expression has more than one meaning in the Corporations Act and a provision of the Corporations Act deals with the same matter as a clause of this Constitution, that expression has the same meaning as in that provision.

2. Interpretation

- 2.1 In this Constitution, except where the context otherwise requires:
- (a) the singular includes the plural and vice versa, and a gender includes other genders;
 - (b) another grammatical form of a defined word or expression has a corresponding meaning;
 - (c) a reference to a clause, paragraph, schedule or annexure is to a clause or paragraph of, or schedule or annexure to, this Constitution, and a reference to this Constitution includes any schedule or annexure;
 - (d) a reference to a document or instrument includes the document or instrument as novated, altered, supplemented or replaced from time to time;
 - (e) a reference to a statute, ordinance, code or other law includes regulations and other instruments under it and consolidations, amendments, re-enactments or replacements of any of them;
 - (f) a reference to **A\$, \$A, dollar** or **\$** is to Australian currency;
 - (g) the meaning of general words is not limited by specific examples introduced by including, **for example** or similar expressions; and
 - (h) a reference to **applicable law** includes the applicable law and any applicable authorisation or licence granted thereunder.
- 2.2 Headings are for ease of reference only and do not affect interpretation.

3. Application of the Corporations Act and Replaceable rules

- 3.1 If, while the Company is a Registered Entity, the Corporations Act operates such that an Imported Provision does not apply to the Company because the Company is a Registered Entity:
- (a) a clause in the same terms as the Imported Provision, along with any relevant definitions in the Corporations Act, is deemed to be included in this Constitution and to apply to the Company to the extent the Imported Provision would have applied to the Company were the Company not a Registered Entity (**Equivalent Clause**); and
 - (b) a reference in this Constitution to an Imported Provision is deemed to be a reference to the Equivalent Clause.

- 3.2 To the extent permitted by law, the replaceable rules in the Corporations Act do not apply to the Company.

4. Objects

- 4.1 The Company is a not-for-profit, non-government public benevolent institution with no religious or political affiliations, formed voluntarily by a group of interested people for the common purpose of providing developmental aid as a public benefit and is not carried on for the profit or gain of individual members.
- 4.2 The objects of the Company, as a public benevolent institution are to:
- (a) deliver and strengthen primary health services to rural and remote communities in Papua New Guinea and/or other countries throughout the Asia Pacific region;
 - (b) reduce preventable diseases through public health programs and/or health education and/or health promotion;
 - (c) increase the capacity of health workers to manage and deliver primary health services through training and education;
 - (d) improve access to primary health services for rural and remote communities;
 - (e) demonstrate improvements in health indicators as a result of the Company's activities through the use of a structured monitoring and evaluation framework;
 - (f) continue to be a leading non-government organisation professional provider of high quality primary health care in Papua New Guinea and/or in other countries throughout the Asia Pacific region, seeking always to increase public awareness of its work and continual improvement through ongoing rigorous evaluation of programs and activities;
 - (g) raise funds and seek donations of goods and services from the public and volunteers to support the overall objects of the Company; and
 - (h) do all things that are incidental or ancillary to the attainment of the above objects.

And for the avoidance of doubt and for the purpose of section 150(1)(a) of the Corporations Act, it is confirmed that this Constitution requires the Company to pursue charitable purposes only and to apply its income in promoting those purposes.

- 4.3 The Company may only exercise the powers in section 124(1) of the Corporations Act to:
- (a) carry out the objects in this clause; and
 - (b) do all things incidental or convenient in relation to the exercise of power under clause 4.3(a).

Income and property of Company

5. Income and property of Company

- 5.1 The income and property of the Company will only be applied towards the promotion of the objects of the Company set out in clause 4, and the Company will not be carried on for the profit or gain of the Members, neither while it is operating nor on a winding up.
- 5.2 No income, profits or assets (whether in money, property or other benefits) will be paid, distributed or transferred directly or indirectly to any Member of the Company except, subject to clause 46, for payments to a Member as genuine compensation for services provided to, or reasonable expenses incurred on behalf of, the Company, or such other payments, distributions or transfers as may be permitted by the Applicable Not-for-Profit Laws.

6. Receipts

- 6.1 If the Company accepts a gift, contribution or donation of money or property, the Company must issue receipts if and as required by, and otherwise comply with, all applicable laws in relation to any such gift, contribution or donation, including without limitation the Applicable Not-for-Profit Laws.
- 6.2 The Company may seek gifts, contributions or donations of money or property from the public.

7. Gift Fund

- 7.1 The Company will establish and maintain a public fund under the Overseas Aid Gift Deduction Scheme (**the Gift Fund**) for the principal purpose of, and in accordance with the objects of the Company set out in clause 4, providing relief to a country declared by the Minister for Foreign Affairs as a developing country. In this regard:
- (a) the purpose of the Gift Fund is to solicit and receive gifts towards the carrying out of the objects of the Gift Fund;
 - (b) gifts will be deposited into one or more separate accounts for the Gift Fund, each of which will be named 'Australian Doctors International Relief Fund', which will be kept separate from any other funds of the Company and must only include any money or property which is a gift to the Gift Fund or which is received because of such gifts, including interest received on any monies in the accounts;
 - (c) investment of any monies in the Gift Fund will be made in accordance with the guidelines for public funds as specified by the Tax Act;
 - (d) all receipts for gifts to the Gift Fund must be issued in the name of the Gift Fund and must state:
 - (i) the name of the Gift Fund on behalf of the Company;
 - (ii) that the receipt is for a gift made to the Gift Fund;
 - (iii) the Australian Business Number of the Company; and
 - (iv) any other matter required to be included on the receipt pursuant to the requirements of the Tax Act.
 - (e) if the Company accepts a gift, the Company must, in addition to giving the donor a receipt, otherwise comply with all applicable laws in relation to any such donation, including without limitation the provisions of section 30-228 of the Tax Act and the provisions of the Applicable Not for Profit Laws;
 - (f) the general public will be invited to make gifts to the Gift Fund to be used for the purpose of carrying out the objects of the Gift Fund;
 - (g) the Gift Fund will be administered by a management committee and the directors or board members must ensure that the majority of the management committee, because of occupation or standing in the community, are persons having a degree of responsibility to the general community as distinct from obligations solely in regard to the objectives of the Company;
 - (h) the assets and income of the Gift Fund shall be applied solely in furtherance of the objects of the Gift Fund and no money, funds or property in this Gift Fund will be distributed to Members or office bearers of the Company, except as reimbursement of out-of-pocket expenses incurred on behalf of the Company in relation to the Gift fund or as bona fide compensation for services rendered;
 - (i) the Department responsible for the administration of the Overseas Aid Gift Deduction Scheme will be notified of any proposed amendments or alterations to provisions for the Gift Fund, to assess the effect of any amendments on the Gift Fund's continuing deductible gift recipient status for the purposes of the Tax Act;

- (j) the board must notify the Australian Taxation Office of any proposed amendments or alterations to provisions for the Gift Fund; and
- (k) if upon the winding-up or dissolution of the Gift Fund, or if its endorsement as a deductible gift recipient is revoked, there remains, after satisfaction of all its debts and liabilities, any money, funds or property in the Gift Fund the money, property or funds shall not be paid to or distributed among its Members, but shall be given or transferred to some other fund, authority or institution with similar to the objects of the Gift Fund and to which income tax deductible gifts can be made under Subdivision 30-B of the Tax Act.

Membership

8. Admission

- 8.1 The number of Members with which the Company proposes to be registered is unlimited.
- 8.2 Subject to this Constitution and applicable law (including the Corporations Act), the Directors may from time to time determine, vary and replace:
 - (a) the classes of membership of the Company (including the rights attaching, or not attaching, to a particular class of membership) provided that such a determination, variation or replacement will have no effect unless and until it is approved by a resolution of the Company passed in general meeting by not less than a majority of the Full Members entitled to vote on the resolution; and
 - (b) the qualifications for admission, and continued membership, in a particular class of membership (including any membership fees payable on application or on a periodic basis).
- 8.3 The membership of the Company consists of the following classes of Members:
 - (a) Full Members, which are entitled to vote; and
 - (b) Honorary Members, which are not entitled to vote.
- 8.4 The Full Members of the Company are:
 - (a) natural persons aged 18 years or older who have consented to be a Full Member in the application for registration of the Company; and
 - (b) any other persons, corporations or organisations who are admitted to Full Membership in accordance with this Constitution,and whose membership has not ceased pursuant to clause 12.
- 8.5 The Honorary Members of the Company are:
 - (a) natural persons, corporations or organisations who, in the opinion of the Directors, have made, or are making, a significant contribution towards the Company achieving its objects; and
 - (b) who are admitted to Honorary Membership in accordance with this Constitution,and whose membership has not ceased pursuant to clause 12.

9. Application for Full Membership

- 9.1 Applications for Full Membership of the Company:
 - (a) may be made by any person over the age of 18 years, any corporation or any organisation who or which is interested in pursuing and supporting the objects of the Company; and

- (b) must be in writing, signed by the applicant and provided to the Secretary in a form approved by, and containing the information required by, the Directors in their absolute discretion.
- 9.2 As soon as practicable after receiving an application for Full Membership, the Secretary will refer the application to the Directors.
- 9.3 The Directors will consider the application for Full Membership at the next Directors' meeting after the application is duly received. In considering an application for Full Membership the Directors may:
 - (a) by resolution accept or reject the application; or
 - (b) ask the applicant to give more evidence of eligibility or suitability for Full Membership.
- 9.4 If the Directors ask for more evidence under clause 9.2 their determination of the application for Full Membership is deferred until the evidence is given.
- 9.5 The Directors do not have to give any reason for rejecting an application for Full Membership under clause 9.2.
- 9.6 As soon as practicable following determination by Directors in accordance with clause 9.3, the Secretary will:
 - (a) notify the applicant in writing that the Directors approved or rejected the application (whichever is applicable); and
 - (b) if the Directors approved the application, request the applicant pay any required membership fees within 28 days of receipt of receiving the notification contemplated in clause 9.6(a).
- 9.7 Subject to receipt from the applicant of any required membership fees under clause 9.6(b), the Secretary will enter, or cause to be entered, the applicant's name in the Register (whereupon the applicant becomes a Full Member of the Company).

10. Application for Honorary Membership

- 10.1 Applications for Honorary Membership of the Company may be made on behalf of the applicant by any Director at a Directors' Meeting who is of the opinion that the applicant has made, or is making, a significant contribution towards the Company achieving its objects.
- 10.2 The Directors will consider the application for Honorary Membership at the next Directors' meeting.
- 10.3 In considering an application for Honorary Membership the Directors may by resolution accept or reject the application.
- 10.4 As soon as practicable following determination by Directors in accordance with clause 10.3 the Secretary will:
 - (a) notify the applicant in writing that the Directors approved or rejected the application (whichever is applicable); and
 - (b) if the Directors approve the Honorary Membership and accepts such membership, the Secretary will as soon as practicable enter, or cause to be entered, the approved Honorary Member's name in the Register (whereupon the applicant becomes an Honorary Member of the Company).

11. Membership rules, entitlements and restrictions

- 11.1 The rights and privileges of every Member are:

- (a) personal to each Member and are not transferable by the Member's own act or by operation of law; and
 - (b) terminate on cessation of membership.
- 11.2 Honorary Members approved by the Directors are subject to the same rules, entitlement and restrictions as Full Members of the Company, except that Honorary Members are not eligible for election as a Director of the Company and cannot vote at any meeting of the Company.

12. Ceasing to be a Member

- 12.1 A Member's membership of the Company will cease:
- (a) if the Member gives the Secretary written notice of resignation, from the date of receipt of that notice by the Secretary;
 - (b) if a majority of the Directors present and voting at a meeting of Directors by resolution terminate the membership of a Member and:
 - (i) whose conduct, position or circumstances in the opinion of the Directors renders it undesirable that that Member continue to be a Member of the Company; and
 - (ii) only after the Member has been given at least 21 days' notice of the proposed resolution and has had the opportunity to be heard at the meeting at which the resolution is proposed;
 - (c) where the Member is an individual, if the Member:
 - (i) dies;
 - (ii) becomes mentally incapacitated or whose person or estate is liable to be dealt with in any way under the laws relating to mental health;
 - (iii) is convicted of an indictable offence; or
 - (iv) becomes bankrupt; or
 - (d) where the Member fails to pay any required membership fees by the applicable due date for payment and such fees remain unpaid for more than 30 days after notification by the Company to the Member.
- 12.2 An Honorary Member may apply to the Directors for Full Membership of the Company. If the Directors approve the application for Full Membership, and the appropriate membership fee is paid, the applicant will become a Full Member of the Company.

13. Powers of attorney

- 13.1 If a Member executes or proposes to execute any document or do any act by or through an attorney which affects the Company or the Member's membership in the Company, that Member must deliver the instrument appointing the Attorney to the Company for notation.
- 13.2 If the Company asks the Member to file with it a certified copy of the instrument for the Company to retain, the Member will promptly comply with that request.
- 13.3 The Company may ask for whatever evidence it thinks appropriate that the power of attorney is effective and continues to be in force.

General meetings

14. Calling general meeting

- 14.1 Any Director may, at any time, call a general meeting.
- 14.2 A Member may:
- (a) only request the Directors to call a general meeting in accordance with section 249D of the Corporations Act; and
 - (b) not request or call and arrange to hold a general meeting except under section 249E or 249F of the Corporations Act.
- 14.3 The Directors must call an annual general meeting to be held each calendar year to the extent required by, and in accordance with, the Corporations Act.

15. Notice of general meeting

- 15.1 Subject to the provisions of the Corporations Act allowing general meetings to be held with shorter notice, at least 21 days written notice (exclusive of the day on which the notice is served or deemed to be served and of the day for which notice is given) must be given to Members of any general meeting.
- 15.2 Subject to clause 25.2, a notice calling a general meeting:
- (a) must specify the place, date and time of the meeting and if the meeting is to be held in two or more places, the technology that will be used to facilitate this;
 - (b) must state the general nature of the business to be transacted at the meeting;
 - (c) must specify a place and phone number and may specify an electronic address or other electronic details for the purpose of a virtual only meeting in accordance with clause 25;
 - (d) if a special resolution is to be proposed at the meeting, must specify an intention to propose the special resolution and state the resolution; and
 - (e) must comply with the Corporations Act.
- 15.3 A notice of an annual general meeting need not state that the business to be transacted at the meeting includes:
- (a) the consideration of the annual financial report, Directors' report and the Auditor's report;
 - (b) the election of directors; or
 - (c) the appointment and fixing of the remuneration of the Auditor.
- 15.4 The Directors may postpone or cancel any general meeting whenever they think fit (other than a meeting called as the result of a request under clause 14.2).
- 15.5 The Directors must give notice of the postponement or cancellation of a general meeting to all persons referred to in clause 56.1 entitled to receive notices from the Company.
- 15.6 The failure or accidental omission to send a notice of a general meeting to any Member or the non-receipt of a notice (or form) by any Member does not invalidate the proceedings at or any resolution passed at the general meeting.

Proceedings at general meetings

16. Member

In clauses 17, 18, 20 and 23, Member includes a Member present in person or by Representative.

17. Quorum

- 17.1 No business may be transacted at a general meeting unless a quorum of Full Members is present when the meeting proceeds to business.
- 17.2 A quorum of Full Members is four Full Members unless the Company has less than four Full Members, in which case a quorum is a majority of Full Members.
- 17.3 If a quorum is not present within 30 minutes after the time appointed for a general meeting:
- (a) if the general meeting was called on the requisition of Members, it is automatically dissolved; or
 - (b) in any other case:
 - (i) it will stand adjourned to the same time and place seven days after the meeting, or to another day, time and place determined by the Directors; and
 - (ii) if at the adjourned general meeting a quorum is not present within 30 minutes after the time appointed for the general meeting, the general meeting is automatically dissolved.

18. Chairperson

- 18.1 The chairperson, or in the chairperson's absence the deputy chairperson, of Directors' meetings will be the chairperson at every general meeting.
- 18.2 The Directors present may elect a chairperson of a general meeting if:
- (a) there is no chairperson or deputy chairperson; or
 - (b) neither the chairperson nor deputy chairperson is present within 15 minutes after the time appointed for holding the general meeting; or
 - (c) the chairperson and deputy chairperson are unwilling to act as chairperson of the general meeting.
- 18.3 If no election is made under clause 18.2, then:
- (a) the Full Members may elect one of the Directors present as chairperson; or
 - (b) if no Director is present or is willing to take the chair, the Full Members may elect one of the Full Members present as chairperson.
- 18.4 If there is a dispute at a general meeting about a question of procedure, the chairperson may determine the question.
- 18.5 The chairperson of an annual general meeting must allow a reasonable opportunity for the Members as a whole at the meeting to ask questions about or make comments on the management of the Company.

19. Adjournment

- 19.1 The chairperson of a general meeting at which a quorum is present:
- (a) in his or her discretion may adjourn the general meeting with the meeting's consent; and
 - (b) must adjourn the general meeting if the meeting directs him or her to do so.
- 19.2 An adjourned general meeting may take place at a different venue to the initial general meeting.
- 19.3 The only business that can be transacted at an adjourned general meeting is the unfinished business of the initial general meeting.
- 19.4 Notice of an adjourned general meeting must only be given in accordance with clause 15.1 if a general meeting has been adjourned for more than 21 days.

20. Decision on questions

- 20.1 Subject to the Corporations Act and this Constitution (including clauses 65 and 66) in relation to special resolutions, a resolution is carried if a majority of the votes cast on the resolution are in favour of the resolution.
- 20.2 Subject to clause 25.4, a resolution put to the vote of a meeting is decided on a show of hands unless a poll is demanded in accordance with the Corporations Act.
- 20.3 Unless a poll is demanded:
- (a) a declaration by the chairperson that a resolution has been carried, carried by a specified majority, or lost; and
 - (b) an entry to that effect in the minutes of the meeting,
- are conclusive evidence of the fact without proof of the number or proportion of the votes in favour of or against the resolution.
- 20.4 The demand for a poll may be withdrawn.
- 20.5 A decision of a general meeting may not be impeached or invalidated on the ground that a person voting at the general meeting was not entitled to do so.

21. Taking a poll

- 21.1 A poll will be taken when and in the manner that the chairperson directs.
- 21.2 The result of the poll will be the resolution of the meeting at which the poll was demanded.
- 21.3 The chairperson may determine any dispute about the admission or rejection of a vote.
- 21.4 The chairperson's determination, if made in good faith, will be final and conclusive.
- 21.5 A poll demanded on the election of the chairperson or the adjournment of a general meeting must be taken immediately.
- 21.6 After a poll has been demanded at a general meeting, the general meeting may continue for the transaction of business other than the question on which the poll was demanded.

22. Casting vote of chairperson

In the case of an equality of votes on a question at a general meeting, the chairperson of the meeting is entitled to exercise a second or casting vote.

Votes of Members

23. Entitlement to vote

23.1 A Full Member entitled to vote has one vote (on a poll or show of hands).

24. Objections

24.1 An objection to the qualification of a voter may only be raised at the general meeting or adjourned general meeting at which the voter tendered its vote.

24.2 An objection must be referred to the chairperson of the general meeting, whose decision made in good faith is final.

24.3 A vote which the chairperson does not disallow because of an objection is valid for all purposes.

25. General meeting held in accordance with ACNC Governance Standard 2

25.1 In the event the Company is registered with the ACNC, the Directors may choose to call a general meeting at least once annually in order to facilitate accountability to members and satisfy *ACNC Governance Standard 2*.

25.2 Despite anything in clause 15.2(a), the attendees need not all be physically present in the same place for a general meeting to be held in accordance with this clause 25. A general meeting held in accordance with this clause 25 may be held by all attendees communicating with each other by any technological means by which they are able to simultaneously hear each other and participate in discussion.

25.3 A Director, Member or any other attendee who attends a meeting held in accordance with this clause 25 is taken to be present and is entitled to vote at the meeting (to the extent they are entitled to vote in accordance with this Constitution).

25.4 Despite anything in clauses 20.2 and 23.1, the means by which voting will occur will be determined by the Directors prior to the meeting, ensuring that all attendees of a meeting held in accordance with this clause 25 have a mechanism for adequate participation.

26. Representatives of bodies corporate

26.1 Any Member that is a body corporate may appoint an individual as its representative as provided by the Corporations Act.

26.2 The appointment of a Representative may set out restrictions on the Representative's powers.

26.3 The original form of appointment of a Representative, a certified copy of the appointment, or a certificate of the body corporate evidencing the appointment of a Representative is prima facie evidence of a Representative having been appointed.

- 26.4 The chairperson of a general meeting may permit a person claiming to be a Representative to exercise the body's powers even if he or she has not produced a certificate or other satisfactory evidence of his or her appointment.

Written resolutions

27. Written resolutions

- 27.1 The Company may pass a resolution without a general meeting being held if all the Full Members entitled to vote on the resolution sign a document containing a statement that they are in favour of the resolution set out in the document. The resolution is passed when the last Full Member signs.
- 27.2 For the purposes of clause 27.1, separate copies of a document may be used for signing by Full Members if the wording is identical in each copy.
- 27.3 If the Company has one Full Member, the Company may pass a resolution by the Full Member recording it and signing the record.
- 27.4 Any document referred to in this clause may be in the form of a facsimile or electronic transmission or notification.
- 27.5 Any written resolution passed in accordance with this clause satisfies any requirement in the Constitution or in the Corporations Act (to the extent permitted by the Corporations Act) that the resolution be passed at a general meeting (or be a special resolution).

Appointment and removal of Directors

28. Number of Directors

There will not be less than four nor more than eleven Directors unless the Company by resolution passed in general meeting (by Full Members entitled to vote under clause 23) changes the maximum number.

29. Initial Directors

The initial Directors of the Company are the persons who have consented to act as directors and are set out in the Company's application for registration as a Company. Those persons hold office subject to this Constitution.

30. Qualification

- 30.1 A Director must be a Full Member.
- 30.2 Personnel of the Company must not be a Director.

31. Appointment and removal of Directors

- 31.1 Subject to clause 28, the Company may by resolution passed in general meeting by Full Members entitled to vote under clause 23:
- (a) appoint new Directors;
 - (b) increase or reduce the number of Directors;

- (c) remove any Director; and
- (d) appoint another person in the Director's place.

32. Suspension of Directors

- 32.1 If the conduct, position or circumstances of any Director is such that continuance in office appears to the majority of the Directors to be prejudicial to the interests of the Company, a majority of Directors at a meeting of the Directors specifically called for that purpose may suspend that Director.
- 32.2 Within 14 days of any suspension under clause 32.1, the Directors must call a general meeting, at which the Full Members entitled to vote under clause 23 may either confirm the suspension and remove the Director from office in accordance with clause 31.1(c) or annul the suspension and reinstate the Director.

33. Additional and casual Directors

- 33.1 Subject to clause 28 the Directors may appoint any person as a Director to fill a casual vacancy or as an addition to the existing Directors.
- 33.2 A Director appointed in accordance with clause 33.1 will hold office until the Company's next general meeting, and which point the Director can stand for election as set out in clause 31.

34. Period of office

- 34.1 Subject to clause 34.5, a Director must retire from office at the commencement of the third annual general meeting after the Director was last elected or appointed.
- 34.2 Subject to clause 34.3 and 34.4, a retiring Director is eligible for re-election or re-appointment for further terms of 3 years by a resolution passed at the annual general meeting, which re-appointment will take effect from the time they are re-elected or re-appointed at that meeting.
- 34.3 Any person who has been a Director for 9 years cumulatively is not eligible for re-election or re-appointment under clause 34.2.
- 34.4 Any person who has not been a Director and/or a committee member of the Company, for a continuous period of more than 12 months, is eligible to be a Director for a further 9 years if that person would otherwise not be eligible solely by operation of clause 34.3.
- 34.5 Clauses 34 and 35 do not apply to the Founder, who may hold office until his office is vacated under clause 36.

35. Retirement of Initial Directors

- 35.1 One third (to the nearest whole number) of the initial Directors (appointed in accordance with clause 29), being the:
 - (a) longest serving initial Directors as at the date of transition to a company limited by guarantee, will retire from office at the conclusion of the second annual General Meeting after the Company became a company limited by guarantee and will be eligible for re-election or re-appointment in accordance with clause 34.2;
 - (b) second longest serving initial Directors as at the date of transition to a company limited by guarantee, will retire from office at the conclusion of the fifth annual General Meeting after

the Company became a company limited by guarantee and will be eligible for re-election or re-appointment in accordance with clause 34.2; and

- (c) initial Directors who have served the least years as at the date of transition to a company limited by guarantee, will retire from office at the conclusion of the eighth annual General Meeting after the Company became a company limited by guarantee and will be eligible for re-election or re-appointment in accordance with clause 34.2.

36. Vacation of office

The office of a Director immediately becomes vacant if the Director:

- (a) is prohibited by the Corporations Act or the ACNC Act (while the Company is a Registered Entity) from holding office or continuing as a Director;
- (b) in the opinion of the Directors, is incapable of managing their affairs due to mental or physical incapacity, or becomes, in the opinion of the Directors, incapable of performing his or her duties;
- (c) is committed of an indictable offence;
- (d) resigns by notice in writing to the Company;
- (e) is removed by a resolution of the Company pursuant to clause 31.1(c);
- (f) is absent from Directors' meetings for six consecutive months without leave of absence from the Directors;
- (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 Corporations Act;
- (h) becomes of unsound mind or a person whose estate is liable to be dealt with in any way under a law relating to mental health; or
- (i) dies.

Powers and duties of Directors

37. Powers and duties of Directors

37.1 The business of the Company is managed by the Directors who may exercise all powers of the Company that this Constitution and the Corporations Act do not require to be exercised by the Company in general meeting.

37.2 Without limiting the generality of clause 37.1, the Directors may exercise all the powers of the Company to:

- (a) borrow money;
- (b) charge any property or business of the Company;
- (c) issue debentures or give any other security for a debt, liability or obligation of the Company or of any other person; and
- (d) guarantee or to become liable for the payment of money or the performance of any obligation by or of any other person.

38. Delegation

- 38.1 The Directors may delegate any of their powers, other than those which by law must be dealt with by the Directors as a board, to:
- (a) a committee of Directors (which may include persons other than Directors in addition to at least one Director);
 - (b) a Director;
 - (c) an employee of the Company; or
 - (d) any other person.
- 38.2 A committee or person to which any powers have been delegated must exercise its powers in accordance with any directions of the Directors and a power exercised in that way is taken to have been exercised by the Directors.
- 38.3 A committee or person to which any powers have been delegated may be authorised to sub-delegate all or any of the powers for the time being vested in it.
- 38.4 The Directors may at any time revoke any delegation of power.
- 38.5 Meetings of any committee will be governed by the provisions of this Constitution which deal with Directors' meetings so far as they are applicable and are not inconsistent with any directions of the Directors.

Proceedings of Directors

39. Directors' meetings

- 39.1 A Director may at any time, and the Secretary must on the request of a Director, call a Directors' meeting.
- 39.2 A Directors' meeting must be called by not less than 48 hours' notice of a meeting to each Director, unless the Directors unanimously agree otherwise. The notice may be in writing or given using any technology consented to by all the Directors.
- 39.3 An accidental omission to send a notice of a meeting of Directors to any Director or the non-receipt of such a notice by any Director does not invalidate the proceedings, or any resolution passed, at the meeting.
- 39.4 Subject to the Corporations Act, a Directors' meeting may be held by the Directors communicating with each other by any technological means by which they are able simultaneously to hear each other and to participate in discussion.
- 39.5 The Directors need not all be physically present in the same place for a Directors' meeting to be held.
- 39.6 Subject to clause 47, a Director who participates in a meeting held in accordance with this Constitution is taken to be present and entitled to vote at the meeting.
- 39.7 Clauses 39.4 to 39.6 apply to meetings of Directors' committees as if all committee members were Directors.
- 39.8 The Directors may meet together, adjourn and regulate their meetings as they think fit.
- 39.9 A quorum is any four Directors. The quorum must be present at all times during the meeting.

39.10 Where a quorum cannot be established for the consideration of a particular matter at a meeting of Directors, the chairperson may call a general meeting to deal with the matter.

40. Decision on questions

40.1 Subject to this Constitution, questions arising at a meeting of Directors are to be decided by a majority of votes of the Directors present and voting.

40.2 Subject to clause 47 and the Corporations Act, each Director has one vote.

40.3 If there is an equality of votes, the chairperson of a meeting has a casting vote in addition to his or her deliberative vote.

41. Remaining Directors

41.1 The Directors may act even if there are vacancies on the board.

41.2 If the number of Directors is not sufficient to constitute a quorum at a Directors' meeting, the Directors may act only to:

- (a) appoint a Director; or
- (b) call a general meeting.

42. Chairperson

42.1 The Directors may elect a Director as chairperson of Directors' meetings and may determine the period for which the chairperson will hold office.

42.2 If no chairperson is elected or if the chairperson is not present at any Directors' meeting within ten minutes after the time appointed for the meeting to begin, the Directors present must elect a Director to be chairperson of the meeting.

42.3 The Directors may elect a Director as deputy chairperson to act as chairperson in the chairperson's absence.

43. Written resolutions

43.1 The Directors may pass a resolution without a Directors' meeting being held if all the Directors entitled to vote on the resolution sign a document containing a statement that they are in favour of the resolution set out in the document. The resolution is passed when the last Director entitled to vote signs.

43.2 For the purposes of clause 43.1, separate copies of a document may be used for signing by Directors if the wording of the resolution and statement is identical in each copy.

43.3 Any document referred to in this clause may be in the form of a facsimile or electronic transmission or notification.

43.4 The minutes of Directors' meetings must record that a resolution was passed in accordance with this clause.

43.5 This clause applies to meetings and resolutions of Directors' committees as if all members of the committee were Directors.

44. Validity of acts of Directors

If it is discovered that:

- (a) there was a defect in the appointment of a person as a Director or member of a Directors' committee; or
- (b) a person appointed to one of those positions was disqualified,

all acts of the Directors or the Directors' committee before the discovery was made are as valid as if the person had been duly appointed and was not disqualified.

45. Minutes and Registers

45.1 The Directors must cause minutes to be made of:

- (a) the names of the Directors present at all general meetings, Directors' meetings and meetings of Directors' committees;
- (b) all proceedings and resolutions of general meetings, Directors' meetings and meetings of Directors' committees;
- (c) all resolutions passed by Full Members in accordance with clause 27 or the Corporations Act;
- (d) all resolutions passed by Directors in accordance with clause 43;
- (e) all appointments of officers;
- (f) all orders made by the Directors and Directors' committees; and
- (g) all disclosures of interests made under clause 47.

45.2 Minutes must be signed by the chairperson of the meeting or by the chairperson of the next meeting of the relevant body, and if so signed will as between the Directors be conclusive evidence of the matters stated in such minutes.

45.3 The Company must keep all registers required by this Constitution and the Corporations Act.

Payments to Directors and Directors interests

46. Payments to Directors

No payment will be made to any Director of the Company other than payment:

- (a) of out of pocket expenses reasonably and properly incurred by the Director in the performance of any duty as Director of the Company where the amount payable does not exceed an amount previously approved by the Directors;
- (b) for any service rendered to the Company by the Director in a professional or technical capacity, other than in the capacity as Director, where the provision of the service, and the amount payable, has the prior approval of the Directors and is not more than an amount which commercially would be reasonable payment for the service;
- (c) of any reasonable and proper salary or wage due to the Director as an employee of the Company where the terms of employment have been approved by the Directors; and
- (d) relating to an indemnity in favour of the Director and permitted by section 199A of the Corporations Act or a contract of insurance permitted by section 199B of the Corporations Act.

47. Directors' interests

- 47.1 As required by the Corporations Act, a Director must give the Directors notice of any material personal interest in a matter that relates to the affairs of the Company.
- 47.2 Subject to the provisions of this clause 47, a Director or a body or entity in which a Director has a direct or indirect interest may:
- (a) enter into any agreement or arrangement with the Company;
 - (b) hold any office or place of profit other than as auditor in the Company; and
 - (c) act in a professional capacity other than as auditor for the Company,
- and the Director or the body or entity can receive and keep beneficially any remuneration, profits or benefits under any agreement or arrangement with the Company or from holding an office or place of profit in or acting in a professional capacity with the Company.
- 47.3 The fact that a Director holds office as a director, and has fiduciary obligations arising out of that office:
- (a) will not void or render voidable a contract made by a Director with the Company;
 - (b) will not void or render voidable a contract or arrangement entered into by or on behalf of the Company and in which the Director may have any interest; and
 - (c) will not require the Director to account to the Company for any profit realised by or under any contract or arrangement entered into by or on behalf of the Company and in which the Director may have any interest.
- 47.4 A Director may be or become a director or other officer of, or otherwise be interested in:
- (a) any related body corporate of the Company; or
 - (b) any other body corporate promoted by the Company or in which the Company may be interested as a vendor, shareholder or otherwise,
- and is not accountable to the Company for any remuneration or other benefits received by the Director as a director or officer of, or from having an interest in, that body corporate.
- 47.5 A Director who has a material personal interest in a matter that is being considered at a Directors' meeting must not:
- (a) be present while the matter is being considered at the meeting; or
 - (b) vote on the matter,
- unless permitted to do so by the Corporations Act, in which case the Director may:
- (c) be counted in determining whether or not a quorum is present at any meeting of Directors considering that contract or arrangement or a proposed contract or arrangement;
 - (d) sign or countersign any document relating to that contract or arrangement or a proposed contract or arrangement; and
 - (e) vote in respect of, or in respect of any matter arising out of, the contract or arrangement or proposed contract or arrangement.

48. Conflicts of interest

In addition to clause 47.5, the Directors shall, to the extent required by any applicable law, establish a mechanism for dealing with any conflicts of interest that may occur involving a Director, officer or employee of the Company.

Management Directors

49. Appointment to management positions

- 49.1 The Directors may appoint a Director to any management position or other office in the Company (other than the position of auditor) on such terms as they think fit.
- 49.2 A Director appointed under clause 49.1 is referred to in this Constitution as a Management Director.
- 49.3 The Directors may, subject to the terms of any employment contract with the Management Director, suspend, remove or dismiss him or her from that office and appoint another Director in that place.
- 49.4 If a Management Director ceases to be a Director, his or her appointment as a Management Director terminates automatically.
- 49.5 A Management Director is subject to the same provisions as to retirement, resignation and removal as the other Directors.

50. Powers of Management Directors

- 50.1 The Directors may:
- (a) confer on a Management Director any powers exercisable by the Directors, subject to any terms and restrictions determined by the Directors; and
 - (b) authorise a Management Director to sub-delegate all or any of the powers vested in him or her.
- 50.2 Any power conferred under this clause may be concurrent with but not to the exclusion of the Directors' powers.
- 50.3 The Directors may at any time withdraw or vary any of the powers conferred on a Management Director.

Local management

51. Local management

- 51.1 The Directors may provide for the management and transaction of the affairs of the Company in any places and in such manner as they think fit.
- 51.2 Without limiting clause 51.1 the Directors may:
- (a) establish local boards or agencies for managing any of the affairs of the Company in a specified place and appoint any persons to be members of those local boards or agencies; and
 - (b) delegate to any person appointed under clause 51.2(a) any of the powers, authorities and discretions which may be exercised by the Directors under this Constitution,
- on any terms and subject to any conditions determined by the Directors.
- 51.3 The Directors may at any time revoke or vary any delegation under this clause.

52. Appointment of attorneys and agents

- 52.1 The Directors may from time to time by resolution or power of attorney executed in accordance with section 127 of the Corporations Act appoint any person to be the attorney or agent of the Company:
- (a) for the purposes;
 - (b) with the powers, authorities and discretions (not exceeding those exercisable by the Directors under this Constitution);
 - (c) for the period; and
 - (d) subject to the conditions, determined by the Directors.
- 52.2 An appointment by the Directors of an attorney or agent of the Company may be made in favour of:
- (a) any member of any local board established under this Constitution;
 - (b) any company;
 - (c) the members, directors, nominees or managers of any company or firm; or
 - (d) any fluctuating body of persons whether nominated directly or indirectly by the Directors.
- 52.3 A power of attorney may contain such provisions for the protection and convenience of persons dealing with an attorney as the Directors think fit.
- 52.4 The Directors may appoint attorneys or agents by electronic, facsimile or telegraphic transmission to act for and on behalf of the Company.
- 52.5 An attorney or agent appointed under this clause may be authorised by the Directors to sub-delegate all or any of the powers authorities and discretions for the time being vested in it.

Secretary

53. Secretary

- 53.1 Unless not required by the Corporations Act, there must be at least one secretary of the Company who ordinarily resides in Australia appointed by the Directors on conditions determined by them.
- 53.2 The Secretary is entitled to attend and be heard on any matter at all Directors' and general meetings.
- 53.3 The Directors may, subject to the terms of the Secretary's employment contract (if any), suspend, remove or dismiss the Secretary.

Inspection of records

54. Inspection of records

- 54.1 Except as otherwise required by the Corporations Act, the Directors may determine whether and to what extent, and at what times and places and under what conditions, the financial records and other documents of the Company or any of them will be open for inspection by Members other than Directors.

- 54.2 Subject to clause 54.3 and except as otherwise required by the Corporations Act, a Full Member or Honorary Member other than a Director does not have the right to inspect any financial records or other documents of the Company unless the Member is authorised to do so by a court order or a resolution of the Directors.
- 54.3 The Secretary, or other Company officer as determined by the Directors, must keep a members' register which any Member may by writing to the Secretary, request to inspect, but such request must not be more than two times a year. In complying with a Member request, the Secretary or other Company officer with responsibility must make the members' register open for inspection within a reasonable timeframe, but no later than 7 days from the date of the request, and may determine at what times and places and under what conditions the register is viewed.

Notices

55. Service of notices

- 55.1 Notice may be given by the Company to any person who is entitled to notice under this Constitution:
- (a) by serving it on the person; or
 - (b) by sending it by post, facsimile transmission or electronic notification (or email) to the person at the person's address shown in the Register or the address supplied by the person to the Company for sending notices to the person; or
 - (c) if it is a notice of meeting, by giving it in accordance with section 249J(3) of the Corporations Act.
- 55.2 A notice sent by post is taken to be served:
- (a) by properly addressing, prepaying and posting a letter containing the notice; and
 - (b) on the day after the day on which it was posted.
- 55.3 Subject to the Corporations Act, a notice sent by facsimile transmission or electronic notification is taken to be served:
- (a) by properly addressing the facsimile transmission or electronic notification and transmitting it; and
 - (b) on the day after its despatch.
- 55.4 If a Member does not have an address recorded in the Register a notice will be taken to be served on that Member 24 hours after it was posted:
- (a) on a notice board at the Company's registered office; or
 - (b) on the Company's website.
- 55.5 A Member whose address recorded in the Register is not in Australia may specify in writing an address in Australia to be taken to be the Member's for the purposes of clause 55.
- 55.6 A certificate in writing signed by a Director, Secretary or other officer of the Company that a document or its envelope or wrapper was addressed and stamped and was posted is conclusive evidence of posting.
- 55.7 Subject to the Corporations Act the signature to a written notice given by the Company may be written or printed.
- 55.8 All notices sent by post outside Australia must be sent by prepaid airmail post.

56. Persons entitled to notice

56.1 Notice of every general meeting must be given to:

- (a) every Full Member and Honorary Member who is entitled to attend the general meeting;
- (b) every Director; and
- (c) any Auditor.

56.2 No other person is entitled to receive notice of a general meeting.

Seals

57. Common Seal

If the Company has a Seal:

- (a) the Directors must provide for the safe custody of the Seal;
- (b) the Seal must not be used without the authority of the Directors or a Directors' committee authorised to use the Seal;
- (c) every document to which the Seal is affixed must be signed by a Director and be countersigned by another Director, the Secretary or another person appointed by the Directors to countersign the document.

58. Duplicate Seal

If the Company has a Seal, the Company may have one or more duplicate seals of the Seal each of which:

- (a) must be a facsimile of the Seal with 'Duplicate Seal' on its face;
- (b) must not be used except with the authority of the Directors.

Audit and accounts

59. Audit and accounts

59.1 The Directors must cause the Company to keep written financial records in relation to the business of the Company, and to prepare financial documents and reports, in accordance with the requirements of the Corporations Act and any other applicable laws.

59.2 The Directors must cause the financial records and financial documents of the Company to be audited to the extent required by, and in accordance with the requirements of, the Corporations Act and any other applicable laws.

Winding up and revocation of endorsement

60. Winding up

60.1 If the Company is wound up:

- (a) each Full Member; and
- (b) each person who has ceased to be a Full Member in the preceding 12 months, undertakes to contribute to the property of the Company for the:

- (i) payment of debts and liabilities of the Company (in relation to clause 60.1(b), contracted before the person ceased to be a Full Member) and payment of costs, charges and expenses of winding up; and
- (ii) adjustment of the rights of the contributories amongst themselves,

such amount as may be required, not exceeding \$10.00 (and otherwise has no liability for the payment of debts and liabilities of the Company nor obligation to contribute to the property of the Company).

- 60.2 Subject to and without affecting clause 7.1(k), if the Company is endorsed as a deductible gift recipient under Subdivision 30-BA of the Tax Act then on the winding up or revocation of endorsement of the Company any surplus of the following assets, namely:
- (a) gifts of money or property for the principal purpose of the Company;
 - (b) contributions described in item 7 or 8 of the table in section 30-15 of the Tax Act in relation to a fundraising event held for the principal purpose;
 - (c) money received by the Company because of such gifts or contributions;
- will, as required by section 30-125 of the Tax Act, be given or transferred to a fund authority or institution gifts to which are deductible under Division 30 of the Tax Act and which, by its constitution, is:
- (d) required to pursue charitable purposes only (being charitable purposes similar, as far as possible, to those of the Company);
 - (e) required to apply its income in promoting its charitable purposes; and
 - (f) prohibited from making any distribution to its members and paying fees to its directors, to at least the same extent of such prohibitions under this Constitution,

such fund authority or institution to be determined by the Members, and in default, by application to the Supreme Court of New South Wales for determination.

- 60.3 Subject to clause 60.2 and 7.1(k), and without affecting 7.1(k), on the winding up of the Company, any surplus remaining following the satisfaction of all debts and liabilities of the Company will not be paid to or distributed amongst Members, but will, unless otherwise required by law, be given or transferred to another corporation or body which, by its constitution, is:
- (a) required to pursue charitable purposes only (being charitable purposes similar, as far as possible, to those of the Company);
 - (b) required to apply its income in promoting its charitable purposes; and
 - (c) prohibited from making any distribution to its members and paying fees to its directors, to at least the same extent of such prohibitions under this Constitution,

such corporation or body to be determined by the Full Members, and in default, by application to the Supreme Court of New South Wales for determination.

61. Indemnity

- 61.1 To the extent permitted by law and subject to the restrictions in section 199A of the Corporations Act, the Company indemnifies every person who is or has been an officer of the Company against:
- (a) any liability (other than for legal costs) incurred by that person as an officer of the Company (including liabilities incurred by the officer as an officer of a subsidiary of the Company where the Company requested the officer to accept that appointment); or
 - (b) reasonable legal costs incurred in defending an action for a liability incurred by that person as an officer of the Company (including legal costs incurred by the officer as an officer of a subsidiary of the Company where the Company requested the officer to accept that appointment).

- 61.2 The amount of any indemnity payable under clauses 61.1(a) or 61.1(b) will include an additional amount (GST Amount) equal to any GST payable by the officer being indemnified (Indemnified Officer) in connection with the indemnity (less the amount of input tax credit claimable by the Indemnified Officer in connection with the indemnity). Payment of any indemnity which includes a GST Amount is conditional upon the Indemnified Officer providing the Company with a GST tax invoice for the GST Amount.
- 61.3 For the purposes of this clause and clause 62, officer means:
- (a) a Director; or
 - (b) a Secretary.

62. Insurance

The Company may pay a premium in respect of a contract insuring a person who is or has been an officer against liability incurred by the person as an officer, except in circumstances prohibited by the Corporations Act.

Internal disputes

63. Resolution of internal disputes

- 63.1 Disputes between Members (in their capacity as Members), and disputes between Members and the Company that the parties have not been able to themselves resolve (after following any internal dispute procedures the Directors may specify or adopt) are to be referred to such mediator as the Directors may, subject to applicable law, determine.
- 63.2 At least seven days before such a mediation session is to commence, the parties are to exchange statements of the issues that are in dispute between them and supply copies to the mediator.
- 63.3 Any internal dispute procedures the Directors may specify or adopt may include, without limitation:
- (a) the appointment of an independent person to arbitrate on the dispute;
 - (b) processes to bring the parties together to help resolve the dispute at an early stage, and should allow all parties a full and fair opportunity to present their case.

Complaints

64. Complaints

If, and to the extent, required by any applicable law, the Directors shall ensure that a mechanism is established that will properly and effectively deal with complaints made by members of the public and grievances from employees.

Amendment

65. Amendment of this Constitution

This Constitution may be amended in accordance with the requirements of the Corporations Act.

Execution of documents

66. Execution of documents

The Company may execute a document:

- (a) in accordance with section 127(1) of the Corporations Act;
- (b) if the Company has a Seal, in accordance with section 127(2) of the Corporations Act and clauses 57 and 58; or
- (c) in any other way approved by the Directors and permitted by law.

Applicable Not-for-Profit Laws

67. Applicable Not-for-Profit Laws

The Company will at all times comply with the Applicable Not-for-Profit Laws.