
Hagar Australia Ltd

Constitution

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Hagar Australia Ltd

A company limited by guarantee

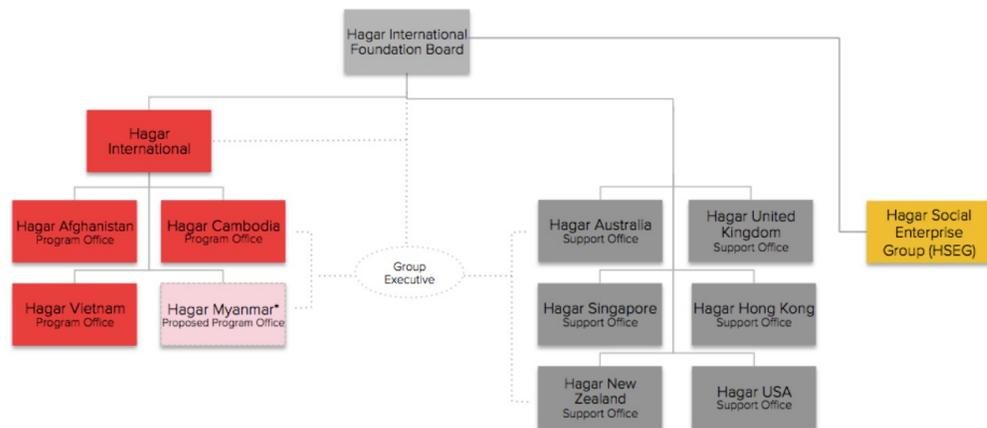
1 Company's name

The name of the company is **Hagar Australia Ltd.**

2 Background

Hagar Australia Ltd has been established as part of the global partnership of Hagar organisations illustrated in the chart below, seeking to restore women and children who suffer human rights abuse to life in all its fullness.

HAGAR ORGANISATION CHART



Hagar is an agency focused on the recovery of survivors of severe human rights abuse, including trafficking, sexual exploitation and domestic violence.

Hagar International Foundation is governed by a board of independent directors from across the globe. It is responsible for establishing the mission, values and strategic direction of the organisation.

Hagar International (HI) is responsible for management of overall operations of Hagar including overarching responsibility for finance, strategy and program delivery, with support and advice from Support Offices and Program Offices. It is led by Hagar International CEO (HI CEO) who reports to the Hagar International Foundation Board.

Hagar Program Offices (POs) are the the program delivery arms of HI in Cambodia, Afghanistan, Vietnam and Myanmar. Each program has a Country Director who reports to the HI CEO.

Hagar Support Offices (SOs) are incorporated bodies which operate in accordance with the regulatory requirements in their respective jurisdictions. The SO's roles vary country to country and include engagement in advocacy and lobbying, raising funds for programs, organisational strategy and involvement in the project cycle in collaboration with PO partners. Each SO has a CEO or Executive Director who reports to their local board. SOs operate under partnership agreements with HI.

Hagar Group Executive (GE) is a collaborative and interdependent group that shares information, decision making, and responsibility for leadership actions across Hagar and is made up of the Country Directors of the POs, CEOs/key executive staff of the SOs, and the HI CEO. It reports into the HI Foundation board via the HI CEO.

Hagar Social Enterprise Group (HSEG) is the social enterprise vehicle for Hagar which invests in and manages employment generating enterprises. HSEG is governed by a board appointed by Hagar International Foundation.

*Hagar Myanmar is in the process of being established. Negotiations are underway with the Government of Myanmar to establish a program office.

3 Company's purposes

The company is established for the public charitable purpose of providing relief to people within countries declared by the Minister for Foreign Affairs to be developing countries under section 30-85(2) of the ITAA 97, including:

- (a) providing residential care, medical and psycho-social treatment, legal services, education and training to women and children in need in developing countries who have suffered violence, exploitation and injustice, particularly human trafficking and gender based violence;
- (b) supporting the economic empowerment of women and children in need in developing countries through work readiness training, vocational training, employment placements and post-placement support;
- (c) restoring dignity and hope, building resilience and facilitating the community reintegration of women and children in the care of the company; and
- (d) undertaking other activities conducive to assisting needy persons in developing countries who are disadvantaged or in necessitous circumstances.

4 Company's powers

Solely for carrying out the company's purposes, the company may:

- (a) raise funds or encourage contributions by way of gifts (by will or otherwise), grants, sponsorships or otherwise, by personal or public appeals or by any other manner;
- (b) promote development projects that aim to improve the wellbeing of individuals and communities in developing countries;
- (c) build partnerships between the company and not for profit organisations and communities in developing countries;
- (d) provide funds or other material benefits by way of grant or otherwise;
- (e) accept and hold funds or property of any kind on or for any charitable objects or purposes specified or to be specified by any person or to be selected by the directors from a class of trusts, objects or purposes specified by any person;
- (f) accept and undertake trusteeship, administration and management of trusts and funds, whether as trustee or as agent for the trustee or otherwise, and charge and accept fees, commission or other remuneration for doing so;
- (g) purchase, take on lease or in exchange, hire or otherwise acquire real or personal property, and any rights or privileges;
- (h) control, manage, lease, exchange, mortgage, charge, sell, transfer, surrender, dispose of, develop, carry on business or otherwise deal with

any real or personal property of any kind or any estate or interest in that property;

- (i) invest, deal with and lend money and otherwise provide financial accommodation to, and guarantee or otherwise secure loans to, charitable objects or purposes;
- (j) construct, improve, maintain, develop, work, manage and control real or personal property;
- (k) enter into contracts and deeds;
- (l) appoint an attorney or agent with the powers (including the power to subdelegate) and on the terms the company thinks fit, and procure registration or recognition of the company in any other country or place;
- (m) enter into arrangements with any government or authority, and obtain from any government or authority any right, privilege or concession;
- (n) engage, dismiss or suspend any employee, agent, contractor or professional person;
- (o) borrow, raise or secure the payment of money and secure the repayment or performance of any debt, liability, contract, guarantee or other engagement in any way and, in particular, by mortgage, charge or overdraft or by the issue of debentures or debenture stock (perpetual or otherwise) charged on all or any of the company's property (both present and future) and purchase, redeem or pay off those securities;
- (p) make, draw, accept, endorse, discount, execute and issue promissory notes, bills of exchange and other negotiable or transferable instruments;
- (q) print and publish newspapers, periodicals, books or leaflets or otherwise publish information in hard copy or by electronic means;
- (r) accept any gift of property, whether subject to any special trust or not;
- (s) appoint patrons of the company;
- (t) make donations for charitable purposes;
- (u) decline or otherwise refuse to accept any gift (by will or otherwise), donation, settlement or other disposition of money or property;
- (v) co-ordinate and arrange conferences, meetings, standing committees and commissions and other forums; and
- (w) do all other things that are incidental or conducive to doing so.

5 Not for profit status

5.1 Application of the company's income and property

- (a) The company's income and property must be applied solely towards promoting the company's purposes.

- (b) No part of the income or property may be paid, transferred or distributed, directly or indirectly, by way of dividend, bonus, or other profit distribution, to any of the members or directors.
- (c) This **rule 5** does not prohibit indemnification of, or payment of premiums on contracts of insurance for, any director to the extent permitted by law and this constitution.

5.2 Payments of directors fees

No directors fees may be paid to the directors.

5.3 Other payments to directors

All other payments to directors must be approved by the directors including, but not limited to:

- (a) out-of-pocket expenses incurred by a director in performing a duty as a director of the company; or
- (b) a service rendered to the company by a director in a professional or technical capacity or as an employee, other than in the capacity as a director of the company, where:
 - (1) the provision of the service has the prior approval of the directors; and
 - (2) the amount payable is not more than an amount which commercially would be reasonable payment for the service.

6 Membership

6.1 Application

- (a) Subject to **rule 6.2**, the members are:
 - (1) the Initial Members;
 - (2) the directors; and
 - (3) any other persons the directors admit to membership in accordance with this constitution.
- (b) Every applicant for membership of the company (except the Initial Members) must apply in the form and manner decided by the directors.
- (c) In addition the eligibility criterion outlined in **rule 6.2**, the directors may decide to create other eligibility criteria and categories of membership with the same or differing rights or privileges.
- (d) After the receipt of an application for membership, the directors (or a delegate approved by the directors) must consider the application and decide whether to admit or reject the admission of the applicant.

6.2 Eligibility

Despite **rule 6.1(a)**, a majority of the members of the company at all times must be persons who are not one or more of:

- (a) government, local government, a government department, or a government authority; or
- (b) employed by, or an officer of, government, local government, or a government department or government authority.

7 When membership ceases

7.1 Death, resignation and other events

A person immediately ceases to be a member if the person:

- (a) dies;
- (b) resigns as a member by giving written notice to the company;
- (c) ceases to be a director;
- (d) becomes of unsound mind or the person is, or their estate is, liable to be dealt with in any way under a law relating to mental health;
- (e) becomes bankrupt or insolvent or makes any arrangement or composition with his or her creditors;
- (f) is expelled under **rule 7.2**; or
- (g) becomes, if the directors so decide in their absolute discretion, an untraceable member because the person has ceased to reside at, attend or otherwise communicate with his or her Registered Address.

7.2 Expulsion

- (a) The directors may by resolution expel a member who is not a director from the company if, in their absolute discretion, they decide it is not in the interests of the company for the person to remain a member.
- (b) If the directors intend to consider a resolution under **rule 7.2(a)**, at least one week before the meeting at which the resolution is to be considered, they must give the member written notice:
 - (1) stating the date, place and time of the meeting;
 - (2) setting out the intended resolution and the grounds on which it is based; and
 - (3) informing the member that he or she may attend the meeting and may give an oral or written explanation or submission before the resolution is put to the vote.

8 Liability of member

The liability of the members is limited to the amount of the guarantee given in **rule 9**.

9 Guarantee by member

Every member undertakes to contribute an amount not more than \$100 to the property of the company if it is wound up while the person is a member or within one year after the person ceases to be a member, for:

- (a) payment of the company's debts and liabilities contracted before the time he or she ceased to be a member; and
- (b) the costs, charges and expenses of winding up.

10 Winding up

- (a) If the company is wound up or its endorsement as a deductible gift recipient is revoked (whichever occurs first), any surplus of the assets set out in **rule 10(b)**, after satisfaction of all its debts and liabilities, shall be transferred to another organisation:
 - (1) with similar objects;
 - (2) which is charitable at law;
 - (3) to which income tax deductible gifts can be made; and
 - (4) whose constitution prohibits distributions or payments to its members and directors (if any) to an extent at least as great as is outlined in **rule 5**.
- (b) **Rule 10(a)** applies to the following assets:
 - (1) gifts of money or property for the principal purpose of the organisation
 - (2) contributions made in relation to an eligible fundraising event held for the principal purpose of the organisation
 - (3) money received by the organisation because of such gifts and contributions
- (c) The identity of the organisation referred to in **rule 10(a)** must be decided by the directors, or if the directors do not wish to decide or do not decide, it must be decided by the members by ordinary resolution at or before the time of winding up of the company and, if the members do not decide, by the Supreme Court of the state or territory in which the company is registered.

11 Altering this constitution

11.1 Charitable

The company must not pass a special resolution making a material alteration to, or materially affecting, **rules 3, 5 or 10**, or any other alteration to the constitution, if, as a result, the company is no longer a charity.

11.2 Notify

In addition to any notification required under the Act, the company must notify the Commissioner if:

- (a) a special resolution is passed materially altering **rule 3**; or
- (b) the company is no longer eligible to be endorsed as a charity as a result of a change in its constitution or activities or otherwise.

12 General meetings

12.1 Annual general meetings

Annual general meetings must be held in accordance with the Act.

12.2 Calling general meetings

- (a) A general meeting may only be called:
 - (1) by a directors' resolution; or
 - (2) in accordance with a members' requisition under the Act, or
 - (3) as otherwise provided in the Act.
- (b) The directors may change the venue for, postpone or cancel a general meeting if:
 - (1) they consider that the meeting has become unnecessary;
 - (2) the venue would be unreasonable or impractical; or
 - (3) a change is necessary in the interests of conducting the meeting efficiently.
- (c) If the general meeting was not called by a directors' resolution or was called in accordance with a members' requisition under the Act, then it may not be postponed or cancelled without the prior written consent of the persons who called or requisitioned the meeting.

12.3 Notice of general meetings

- (a) Notice of every general meeting must be given in any manner authorised by **rule 18** to each person who is at the date of the notice:
 - (1) a member;
 - (2) a director; or
 - (3) the Auditor.

- (b) A notice of a general meeting must:
 - (1) specify the date, time and place of the meeting;
 - (2) except as provided by the Act, state the general nature of the business to be transacted at the meeting; and
 - (3) specify a place, fax number or electronic address for the receipt of proxies.
- (c) A person may waive notice of a general meeting by written notice to the company.
- (d) 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 does not invalidate any thing done or resolution passed at the general meeting if:
 - (1) the non-receipt or failure occurred by accident or error; or
 - (2) before or after the meeting, the person has notified or notifies the company of the person's agreement to that thing or resolution.
- (e) A person's attendance at a general meeting waives any objection that person may have to:
 - (1) a failure to give notice, or the giving of a defective notice, of the meeting unless, at the beginning of the meeting, the person objects to the holding of the meeting; and
 - (2) the consideration of a particular matter at the meeting which is not within the business referred to in the notice of the meeting, unless the person objects to considering the matter when it is presented.

12.4 Quorum at general meetings

- (a) No business may be transacted at a general meeting, except the election of a chairperson and the adjournment of the meeting, unless a quorum of members is present when the meeting proceeds to business.
- (b) A quorum consists of:
 - (1) if there is only one member entitled to vote and present at the meeting, that member; and
 - (2) in any other case, 3 members entitled to vote and present at the meeting, unless the members have fixed a higher number of members entitled to vote.
- (c) If a quorum is not present within 30 minutes after the time appointed for a general meeting:
 - (1) where the meeting was convened on the requisition of members, the meeting must be dissolved; or
 - (2) in any other case the meeting stands adjourned to the day, and at the time and place, that the directors decide or, if the directors do

not make a decision, to the same day in the next week at the same time and place.

- (d) If at the adjourned meeting under **rule 12.4(c)(2)**, a quorum is not present within 30 minutes after the time appointed for the meeting, the meeting must be dissolved.

12.5 General meetings by technology

- (a) The contemporaneous linking together by telephone or other electronic means of a sufficient number of the members in person, to constitute a quorum constitutes a meeting of the members, provided each member has a reasonable opportunity to participate at the meeting.
- (b) All the provisions in this constitution relating to meetings of the members apply, so far as they can and with any necessary changes, to meetings of the members by telephone or other electronic means.
- (c) A member who takes part in a meeting by telephone or other electronic means is taken to be present in person at the meeting.
- (d) A meeting by telephone or other electronic means is taken as held at the place decided by the chairperson of the meeting, as long as at least one of the members involved was at that place for the duration of the meeting.

12.6 Chairperson of general meetings

- (a) The chairperson of directors must preside as chairperson at a general meeting if present within 15 minutes after the time appointed for the meeting and willing to act.
- (b) If there is no chairperson of directors or both the conditions in **rule 12.6(a)** have not been met, the members present must elect another chairperson of the meeting.
- (c) A chairperson elected under **rule 12.6(b)** must be:
 - (1) another director who is present and willing to act; or
 - (2) if no other director present at the meeting is willing to act, a member who is present and willing to act.

12.7 Conducting and adjourning general meetings

- (a) A question arising at a general meeting relating to the order of business, procedure or conduct of the meeting must be referred to the chairperson of the meeting, whose decision is final.
- (b) The chairperson of a general meeting may, and must if so directed by the meeting, adjourn the meeting from time to time and from place to place, but no business may be transacted at any adjourned meeting except the business left unfinished at the meeting from which the adjournment took place.
- (c) Where a meeting is adjourned for 30 days or more, notice of the adjourned meeting must be given as for an original meeting.

- (d) Except as provided by **rule 12.7(c)**, it is not necessary to give any notice of an adjournment or of the business to be transacted at an adjourned meeting.
- (e) Where a meeting is adjourned, the directors may change the venue of, or postpone or cancel, the adjourned meeting, unless the meeting was called and arranged to be held by the members or the court under the Act. If a meeting is called and arranged to be held under section 249D of the Act, the directors may not postpone it beyond the date by which section 249D requires it to be held and may not cancel it without the consent of the requisitioning member.

12.8 Decisions at general meetings

- (a) Except where by law a resolution requires a special majority, questions arising at a general meeting must be decided by a majority of votes cast by the members present at the meeting. Such a decision is for all purposes a decision of the members.
- (b) Where the votes on a proposed resolution are equal:
 - (1) the chairperson of the meeting does not have a second or casting vote; and
 - (2) the proposed resolution is taken as lost.
- (c) A resolution put to the vote of a general meeting must be decided on a show of hands unless, before the vote is taken or before or immediately after the declaration of the result of the show of hands, a poll is demanded by:
 - (1) the chairperson of the meeting;
 - (2) at least 2 members present and with the right to vote on the resolution; or
 - (3) a member or members present at the meeting and representing at least 5% of the total voting rights of all the members entitled to vote on the resolution on a poll.
- (d) A demand for a poll does not prevent a general meeting continuing for the transaction of any business except the question on which the poll has been demanded.
- (e) Unless a poll is duly demanded, a declaration by the chairperson 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 must be taken in such manner, and either at once or after an interval or adjournment or

otherwise, as the chairperson of the meeting directs. The result of the poll is the resolution of the meeting at which the poll was demanded.

- (g) A poll demanded at a general meeting on the election of a chairperson of the meeting or on a question of adjournment must be taken immediately.
- (h) The demand for a poll may be withdrawn.
- (i) If the company has only one member, the company may pass a resolution by the member recording it and signing the record.

12.9 Voting rights

- (a) Subject to this constitution and to any rights or restrictions attached to any class of membership, at a general meeting every member present has one vote.
- (b) A proxy, attorney or representative is entitled to a separate vote for each member the person represents, in addition to any vote the person may have as a member in his or her own right.
- (c) An objection to the qualification of a person to vote at a general meeting must be:
 - (1) raised before or at the meeting at which the vote objected to is given or tendered; and
 - (2) referred to the chairperson of the meeting, whose decision is final.
- (d) A vote not disallowed by the chairperson of a meeting under **rule 12.9(c)** is valid for all purposes.

12.10 Representation at general meetings

- (a) Subject to this constitution, each member entitled to vote at a meeting of members may vote:
 - (1) in person or, where a member is a body corporate, by its representatives;
 - (2) by one proxy; or
 - (3) by one attorney.
- (b) A proxy, attorney or representative may, but need not, be a member of the company.
- (c) 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.

12.11 Authority of a proxy, attorney or representative

- (a) Unless otherwise provided in the instrument, an instrument appointing a proxy, attorney or representative is to be taken to confer authority:
 - (1) to agree to a meeting being convened by shorter notice than is required by the Act or by this constitution; and

- (2) to agree to a resolution being proposed and passed as a special resolution at a meeting of which less than the period of notice required by the Act has been given.
- (b) Even though the instrument (appointing a proxy, attorney or representative) may refer to specific resolutions and may direct the proxy, attorney or representative how to vote on those resolutions, unless otherwise provided, it is taken to confer authority:
- (1) 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;
 - (2) to vote on any procedural motion, including any motion to elect the chairperson, to vacate the chair or to adjourn the meeting; and
 - (3) to act generally at the meeting.
- (c) An instrument appointing a proxy, attorney or representative may direct the manner in which the proxy, attorney or representative is to vote in respect of a particular resolution and, where an instrument so provides, the proxy, attorney or representative is not entitled to vote on the proposed resolution except as directed in the instrument.
- (d) Subject to **rule 12.11(e)**, an instrument appointing a proxy, attorney or representative need not be in any particular form as long as it is in writing, legally valid and signed by or on behalf of the appointer or the appointer's attorney.
- (e) A proxy, attorney or representative may not vote at a general meeting or adjourned meeting or on a poll unless the instrument appointing the proxy, attorney or representative, and the authority under which the instrument is signed or a certified copy of the authority, are:
- (1) received at the registered office of the company, a fax number at the company's registered office or at another place, fax number or electronic address specified for that purpose in the notice convening the meeting before the time specified in the notice;
 - (2) in the case of a meeting or an adjourned meeting, tabled at the meeting or adjourned meeting at which the person named in the instrument proposes to vote; or
 - (3) in the case of a poll, produced when the poll is taken.
- (f) The directors may waive all or any of the requirements of **rules 12.11(d)** and **12.11(e)** and in particular may, on the production of such other evidence as the directors require to prove the validity of the appointment or a proxy, attorney or representative, accept:
- (1) an oral appointment of a proxy, attorney or representative;
 - (2) an appointment of a proxy, attorney or representative which is not signed in the manner required by **rule 12.11(d)**; and

- (3) the deposit, tabling or production of a copy (including a copy sent by fax) of an instrument appointing a proxy, attorney or representative or of the power of attorney or other authority under which the instrument is signed.
- (g) A vote given in accordance with the terms of an instrument appointing a proxy, attorney or representative is valid despite the revocation of the instrument or of the authority under which the instrument was executed, if no written notice of the revocation has been received by the company by the time and at one of the places at which the instrument appointing the proxy, attorney or representative is required to be deposited, tabled or produced under **rule 12.11(e)**.
- (h) The appointment of a proxy or attorney is not revoked by the appointer attending and taking part in the general meeting but, if the appointer votes on a resolution, the person acting as proxy or attorney for the appointer is not entitled to vote, and must not vote, as the appointer's proxy or attorney on the resolution.

13 Directors

13.1 Appointing and removing directors

- (a) The minimum number of directors is three. The maximum number of directors is to be fixed by the directors, but may not be more than ten, not including any director appointed by Hagar International pursuant to clause 13.1(d), unless the company in general meeting resolves otherwise. The directors must not fix a maximum which is less than the number of directors in office at the time.
- (b) The first directors are those named as directors in the application for registration of the company.
- (c) The directors may appoint any individual as a director, either to fill a casual vacancy or as an addition to the existing directors, provided:
 - (1) the number of directors does not exceed the maximum number fixed under **rule 13.1(a)**; and
 - (2) before appointing the director, that individual signs a consent to act as a director.
- (d) Hagar International may appoint one director provided before appointing the director, that individual signs a consent to act as a director.
- (e) The members may by resolution appoint a director, provided:
 - (1) the number of directors does not exceed the maximum number fixed under **rule 13.1(a)**; and
 - (2) before appointing the director, that individual signs a consent to act as a director.

- (f) Provided no director serves for a period greater than 12 years, the members may by resolution determine protocols regarding the appointment or removal of directors, including the rotation of directors and their tenure.
- (g) A director is a member in accordance with **rule 6.1(a)(2)**.

13.2 Qualifications

- (a) A majority of the directors at all times must be persons who are not employed by, or an officer of, government, local government, or a government department or authority.
- (b) A director may provide services for the company but may not be employed by the company.
- (c) If at any time the requirement in **rule 13.2(a)** is not met, the directors must not exercise any discretion or power until the requirement is met, except:
 - (1) for the purpose of appointing an additional director;
 - (2) to protect the assets of the company; or
 - (3) in the case of urgency.

13.3 Vacation of office

The office of a director becomes vacant:

- (a) in the circumstances outlined in the Act;
- (b) if the director becomes of unsound mind or a director is, or their estate is, liable to be dealt with in any way under the law relating to mental health;
- (c) if the director is removed from office by resolution of the members in accordance with the Act;
- (d) except to the extent of a leave of absence granted by the directors, if the director fails to attend at least 3 consecutive meetings of the directors or at least 4 meetings over a period of 365 days; or
- (e) if the director resigns by written notice to the company.

13.4 Directors may contract with the company and hold other offices

- (a) The directors may make regulations requiring the disclosure of interests that a director, and any person considered by the directors as 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 constitution bind all directors but no act, transaction, agreement, instrument, resolution or other thing with a third party is invalid or voidable only because a director fails to comply with the regulations.
- (b) Unless the Act permits, a director who has a material personal interest in a matter that is being considered at a directors' meeting must not:
 - (1) be present while the matter is being considered at the meeting; or

- (2) vote on the matter.
- (c) A director is not disqualified from contracting or entering into an arrangement with the company as vendor, purchaser or in another capacity, merely because the director holds office as a director or because of the fiduciary obligations arising from that office.
 - (d) A contract or arrangement entered into by or on behalf of the company in which a director is in any way interested is not invalid or voidable merely because the director holds office as a director or because of the fiduciary obligations arising from that office.
 - (e) A director who is interested in any arrangement involving the company is not liable to account to the company for any profit realised under the arrangement merely because the director holds office as a director or because of the fiduciary obligations arising from that office, provided that the director complies with the disclosure requirements applicable to the director under any regulations adopted by the directors, and under the Act regarding that interest.
 - (f) A director may hold any other office or position (except Auditor) in the company or any related body corporate in conjunction with his or her directorship and may be appointed to that office or position on terms (including remuneration and tenure) the directors decide.
 - (g) A director may be or become a director or other officer of, or interested in, any related body corporate or any other body corporate associated with the company, and, with the consent of the directors of the company, need not account to the company for any remuneration or other benefits the director receives as a director or officer of, or from having an interest in, that body corporate.
 - (h) The directors may exercise the voting rights conferred by shares in any body corporate held or owned by the company in the manner in all respects that they think fit.

13.5 Powers and duties of directors

- (a) The directors are responsible for managing the company's affairs and carrying out the objects of the company. The directors may exercise to the exclusion of the company in general meeting all the company's powers which are not required, by the Act or by this constitution, to be exercised by the company in general meeting.
- (b) The directors may decide how cheques, promissory notes, bankers drafts, bills of exchange or other negotiable instruments must be signed, drawn, accepted, endorsed or otherwise executed (as applicable) by or on behalf of the company.
- (c) The directors may:

- (1) appoint or employ an officer, agent or attorney of the company with the powers, discretions and duties vested in or exercisable by the directors, on the terms the directors decide;
 - (2) 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
 - (3) subject to any contract between the company and the relevant officer, agent or attorney, remove or dismiss any officer, agent or attorney at any time, with or without cause.
- (d) A power of attorney may contain any provisions for the protection and convenience of the attorney or persons dealing with the attorney that the directors think fit.

13.6 Proceedings of directors

- (a) The directors may meet together and adjourn and otherwise regulate their meetings as they think fit.
- (b) The contemporaneous linking together by telephone or other electronic means of a sufficient number of the directors to constitute a quorum constitutes a meeting of the directors. All the provisions in this constitution relating to meetings of the directors apply, so far as they can and with any necessary changes, to meetings of the directors by telephone or other electronic means.
- (c) A director who takes part in a meeting by telephone or other electronic means is taken to be present in person at the meeting.
- (d) A meeting by telephone or other electronic means is taken as held at the place decided by the chairperson of the meeting, as long as at least one of the directors involved was at that place for the duration of the meeting.
- (e) If, before or during the meeting, any technical difficulty occurs as a result of which one or more directors cease to participate, the chairperson may adjourn the meeting until the difficulty is remedied or may, where a quorum of directors remains present, continue with the meeting.

13.7 Convening meetings of directors

- (a) A director may convene a meeting of the directors whenever he or she thinks fit.
- (b) A secretary must, on the requisition of a director, convene a meeting of the directors.

13.8 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 a director, except a director on leave of absence approved by the directors.
- (b) A notice of a meeting of directors:
 - (1) must specify the time and place of the meeting;

- (2) need not state the nature of the business to be transacted at the meeting;
 - (3) may be given immediately before the meeting; and
 - (4) may be given in person or by post, telephone, fax or other electronic means.
- (c) A director may waive notice of a meeting of directors by notifying the company to that effect in person or by post, telephone, fax or other electronic means.
- (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 thing done or resolution passed at the meeting if:
- (1) the non-receipt or failure occurred by accident or error;
 - (2) the director has waived or waives notice of that meeting under **rule 13.8(c)** before or after the meeting;
 - (3) the director has notified or notifies the company of his or her agreement to that thing or resolution personally or by post, telephone, fax or other electronic means before or after the meeting; or
 - (4) the director attended the meeting.
- (e) Attendance by a person at a meeting of directors waives any objection which that person may have to a failure to give notice of the meeting.

13.9 Quorum at meetings of directors

- (a) No business may be transacted at a meeting of directors unless a quorum of directors is present at the time the business is dealt with.
- (b) Subject to **rule 13.11(d)**, a quorum consists of:
 - (1) if the directors have fixed a number for the quorum greater than 3, that number of directors present at the meeting; and
 - (2) in any other case, 3 directors present at the meeting.
- (c) If there is a vacancy in the office of a director then, subject to **rule 13.9(d)**, the remaining directors may act.
- (d) If the number of directors in office at any time is not sufficient to constitute a quorum, or is less than the minimum number of directors fixed under this constitution, the remaining directors must act as soon as possible to appoint additional directors, as required, and, until that has happened, may only act if and to the extent that there is an emergency requiring them to act.

13.10 Chairperson of directors

- (a) The directors may elect one of the directors as chairperson of directors and may decide the period for which that director is to be the chairperson.

- (b) The chairperson of directors must preside as chairperson at each meeting of directors if present within 10 minutes after the time appointed for the meeting and willing to act.
- (c) If there is no chairperson of directors or both the conditions in **rule 13.10(b)** have not been met, the directors present must elect one of the directors as chairperson of the meeting.

13.11 Decisions of directors

- (a) Subject to **rule 13.11(d)**, a meeting of directors at which a quorum is present may exercise all the powers and discretions vested in or exercisable by the directors under this constitution.
- (b) Questions arising at a meeting of directors must be decided by a majority of votes cast by the directors present. Such a decision is for all purposes a decision of the directors.
- (c) Where the votes on a proposed resolution are equal:
 - (1) the chairperson of the meeting does not have a second or casting vote; and
 - (2) the proposed resolution is taken as lost.
- (d) Where Hagar International appoints a director pursuant to **rule 13.1(d)**, the following decisions may not be made without the consent of the director appointed by Hagar International:
 - (1) Any change to this Constitution;
 - (2) The appointment or removal of the Chairperson; and
 - (3) The appointment or removal of any Executive Director or Chief Executive Officer.

13.12 Written resolutions of directors

- (a) Subject to **rule 13.11(d)**, a resolution is taken to have been passed by a meeting of directors if:
 - (1) all of the directors (other than any director on leave of absence approved by the directors, any director who disqualifies himself or herself from considering the resolution in question and any director who would be prohibited by the Act from voting on the resolution in question) sign or consent to a written resolution; and
 - (2) the directors who sign or consent to the resolution would have constituted a quorum at a meeting of directors held to consider that resolution.
- (b) A director may consent to a resolution by:
 - (1) signing the document containing the resolution (or a copy of that document);
 - (2) giving to the company at its registered office a written notice (including by fax, email, text or other electronic means) addressed

to the secretary or to the chairperson of directors signifying assent to the resolution and either setting out its terms or otherwise clearly identifying them; or

- (3) using telephone or other electronic media, contact the secretary or the chairperson of directors and signifying assent to the resolution and clearly identifying its terms.

13.13 Minutes of meetings and minutes of resolutions

- (a) The directors must ensure minutes of proceedings and resolutions of general meetings and of meetings of directors (including committees of directors) are recorded in books kept for the purpose, within one month after the relevant meeting is held.
- (b) The directors must ensure minutes of resolutions passed by directors (and committees of directors) without a meeting are recorded in books kept for that purpose within one month after the resolution is passed.
- (c) The minutes of a meeting must be signed within a reasonable time by the chairperson of the meeting or the chairperson of the next meeting.

13.14 Committees of directors

- (a) The directors may delegate any of their powers to one or more committees consisting of the number of directors they think fit.
- (b) A committee to which any powers have been delegated must exercise the powers delegated in accordance with any directions given by the directors.
- (c) The provisions of this constitution that apply 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.

13.15 Delegation to individual directors

- (a) The directors may delegate any of their powers to one director.
- (b) A director to whom any powers have been delegated must exercise the powers delegated in accordance with any directions given by the directors.

13.16 Validity of acts

An act done by a person acting as a director, a meeting of directors, or a committee of directors attended by a person acting as a director, is not invalidated merely because of one of the following circumstances, if that circumstance was not known by the person, the directors or the committee (as applicable) when the act was done:

- (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.

14 Executive officers

14.1 Executive director

- (a) The directors may appoint one or more of the directors as executive directors.
- (b) A director's appointment as an executive director automatically terminates if they cease to be a director.
- (c) The directors may confer on an executive director such title as they think fit.

14.2 Provisions that apply to all executive officers

- (a) A reference in this **rule 14.2** to an executive officer is a reference to an executive director, company secretary or assistant secretary.
- (b) The appointment of an executive officer may be for the period, at the remuneration and on the conditions that the directors think fit.
- (c) Subject to any contract between the company and the relevant executive officer, an executive officer may be removed or dismissed by the directors at any time, with or without cause.
- (d) The directors may:
 - (1) confer on an executive officer the powers, discretions and duties (including any powers, discretions and duties vested in or exercisable by the directors) they think fit;
 - (2) withdraw, suspend or vary any of the powers, discretions and duties conferred on an executive officer; and
 - (3) authorise the executive officer to delegate all or any of the powers, discretions and duties conferred on him or her.
- (e) An act done by a person acting as an executive officer is not invalidated merely because of one of the following circumstances, if that circumstance was not known by the person when the act was done:
 - (1) a defect in the person's appointment as an executive officer; or
 - (2) the person being disqualified to be an executive officer.

15 Hagar Australia Overseas Aid Fund

15.1 Purposes of the Public Fund

The company must maintain a public fund to be known as the **Hagar Australia Overseas Aid Fund (Public Fund)** for the purposes of the company outlined in **rule 3** insofar as those purposes are for the relief of persons in countries declared by the Minister for Foreign Affairs to be developing countries under section 30-85(2) of the ITAA 97.

15.2 Maintaining the Public Fund

- (a) The company must ensure that:
- (1) the Public Fund receives all Gifts and Deductible Contributions;
 - (2) all money (including interest, income or money from the realisation of property) derived from Gifts and Deductible Contributions in the Public Fund is paid into the Public Fund;
 - (3) the Public Fund does not receive any money or property other than Gifts and Deductible Contributions described in **rules 15.2(a)(1) and 15.2(a)(2)**;
 - (4) the Public Fund is only used to further the purposes of the Public Fund in **rule 15.1**;
 - (5) a separate bank account is established and maintained for the Public Fund into which all money in the Public Fund will be paid and that the members of the committee referred to in **rule 15.3** who are permanently located in Australia are the only signatories to the account;
 - (6) the Australian Taxation Office is notified of any material changes to **rule 15**; and
 - (7) the public is invited to make Gifts or Deductible Contributions to the Public Fund for the purposes of the Public Fund in **rule 15.1**.

15.3 Management of Public Fund

- (a) For the purposes of this **rule 15.3**, **Responsible Person** means an individual who:
- (1) performs a significant public function;
 - (2) is a member of a professional body having a code of ethics or rules of conduct;
 - (3) is officially charged with spiritual functions by a religious institution;
 - (4) is a director of a company whose shares are listed on the Australian Securities Exchange;
 - (5) has received a formal recognition from government for services to the community; or
 - (6) is approved as a Responsible Person by the Commissioner.
- (b) At a particular time, the directors may administer the Public Fund if a majority of the directors are then Responsible Persons. If at that time that is not the case, the directors must delegate the power to administer the Public Fund to a committee of at least three persons, a majority of whom are Responsible Persons permanently located in Australia.
- (c) The directors or the committee, as the case may be, must authorise the release of money from the Public Fund, manage the investment of the Public Fund, and authorise the sale of its assets.

- (d) The directors may appoint the members of the public fund committee and remove members of the public fund committee.
- (e) Subject to this **rule 15.3**, the directors may specify:
 - (1) the manner in which proceedings of the committee are to be conducted;
 - (2) that the release of money from the Public Fund is authorised by the committee in accordance with the annual operating plan and budget, as it may be amended from time to time to reflect updates and changes in operational priority prepared by the directors;
 - (3) the matters which the committee must have regard to in carrying out its functions; and
 - (4) any other matters concerning the committee or its functions that the directors decide.

15.4 Winding up

At the first occurrence of:

- (a) the winding up of the Public Fund;
- (b) the Public Fund ceasing to be endorsed as a deductible gift recipient under Subdivision 30-BA of ITAA 97; or
- (c) the company ceasing to be endorsed as a deductible gift recipient for the operation of the Public Fund,

any surplus assets or property of the of the Public Fund must be transferred to a public fund:

- (d) which is charitable at law; and
- (e) gifts to which can be deducted under Subdivision 30-B due to it being characterised as a public fund declared by the Treasurer to be a relief fund as described in item 9.1.1 of the table in section 30-80 of ITAA 97,

as the members decide.

15.5 Bank account and receipts

- (a) The company must maintain a separate bank account for the Public Fund.
- (b) Receipts for gifts to the Public Fund must include:
 - (1) the Australian Business Number and name of the company;
 - (2) name of the Public Fund on behalf of the company;
 - (3) the date the donation was received;
 - (4) the fact that the receipt is for a gift;
 - (5) the signature of a person authorised to act on behalf of the Public Fund;

- (6) name of the donor; and
- (7) type of donation (money or property) and value.

16 Indemnity and insurance

16.1 Persons to whom the indemnity and insurance apply

The indemnity and insurance referred to in this **rule 16** apply to Indemnified Officers.

16.2 Indemnity

- (a) The company must indemnify, on a full indemnity basis and to the full extent permitted by law, each Indemnified Officer against all losses or liabilities (including costs and expenses) incurred by the person as an officer of the company.
- (b) This indemnity:
 - (1) is a continuing obligation and is enforceable by an Indemnified Officer even though that person has ceased to be an officer of the company; and
 - (2) operates only to the extent that the loss or liability in question is not covered by insurance.

16.3 Insurance

The company may, to the extent permitted by law, purchase and maintain insurance; or pay or agree to pay a premium for insurance, for any Indemnified Officer against any liability incurred by the person as an officer of the company where the directors consider it appropriate to do so.

16.4 Savings

Nothing in this **rule 16**:

- (a) affects any other right or remedy that an Indemnified Officer may have in respect of any loss or liability referred to in this indemnity or insurance; or
- (b) limits the capacity of the company to indemnify or provide or pay for insurance for any person to whom this **rule 16** does not apply.

17 Auditor

The company must appoint a properly qualified Auditor whose duties will be regulated in accordance with the Act.

18 Notices

18.1 Notices by the company to members

The company may give notices, including a notice of general meeting to a member:

- (a) personally;
- (b) by sending it by post to the address for the member in the register of members or the alternative address (if any) nominated by the member; or
- (c) by sending it to the fax number or electronic address (if any) nominated by the member.

18.2 Notices by the company to directors

Subject to this constitution, a notice may be given by the company to any director by:

- (a) serving it personally at the director's usual residential or business address;
- (b) sending it by post in a prepaid envelope to the director's usual residential or business address; or
- (c) by electronic means or fax to such electronic address or fax number, as the director has supplied to the company for giving notices.

18.3 Notices by member or directors to the company

Subject to this constitution, a notice may be given by a member or director to the company by:

- (a) serving it on the company at the registered office of the company;
- (b) sending it by post in a prepaid envelope to the registered office of the company; or
- (c) by fax or electronic means to the principal fax number or the principal electronic address of the company at its registered office.

18.4 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:
 - (1) in the case of a notice of a general meeting, on the day after the date of its posting; or
 - (2) in any other case, at the time at which the letter would be delivered in the ordinary course of post.
- (b) Where a notice is sent by fax, service of the notice is to be taken to be effected if the correct fax number appears on the fax report generated by the sender's fax machine and to have been effected at the time the fax is sent.

- (c) Where a notice is sent by electronic means by electronic messaging system that contains a delivery verification function, service of the notice is to be taken to be effected on the generation by the electronic messaging system of a delivery verification notice or log entry, or other confirmation.
- (d) Where notice is sent by electronic means by electronic mail or other electronic messaging system (other than those referred to in **rule 18.4(c)**), service of the notice is to be taken to be effected on the delivery to:
 - (1) where the addressee is a natural person, the addressee's electronic mail or electronic messaging system account; or
 - (2) where the addressee is a corporation, the corporation's computer systems.
- (e) If service under **rules 18.4(b), 18.4(c) and 18.4(d)** is on a day which is not a Business Day or is after 4.00pm (addressee's time), the notice is regarded as having been received at 9.00am on the next following Business Day.
- (f) For the purposes of **rule 18.4(e), Business Day** means a day that is not a Saturday, Sunday or a public holiday or bank holiday in the place concerned.

18.5 Other communications and documents

Rules 18.1 to 18.4 (inclusive) apply, so far as they can and with any necessary changes, to the service of any communication or document.

18.6 Notices in writing

A reference in this constitution to a written notice includes a notice given by fax or electronic transmission or any other form of written communication.

19 Definitions and interpretation

19.1 Definitions

The meanings of the terms used in this constitution are set out below.

Term	Meaning
Act	the Corporations Act 2001 (Cth).
Auditor	the auditor of the company.
Commissioner	the Commissioner of Taxation, a Second Commissioner of Taxation or a Deputy Commissioner of Taxation for the purposes of ITAA 97.
Deductible Contribution	a deductible contribution of money or property as described in item 7 or item 8 of the table in section 30-15 of the ITAA 97 in relation to a fund-raising event held for

the purposes of the Public Fund in **rule 15.1**.

Gift	a gift of money or property as described in item 1 of the table in section 30-15 of the ITAA 97 for the purposes of the Public Fund in rule 15.1 .
Indemnified Officer	1 each person who is or has been a director or executive officer (within the meaning of rule 14.2(a)) of the company; and 2 any other officers or former officers of the company as the directors in each case decide.
Initial Members	The persons who consent to the adoption, on registration of the company, of this constitution as the company's constitution in accordance with section 136(1) of the Act.
ITAA 97	the <i>Income Tax Assessment Act 1997</i> (Cth).
Public Fund	the fund established in rule 15 .
Registered Address	a member's address as notified to the company by the member and recorded in the company's records.
Responsible Person	the meaning outlined in rule 15.3(a) .

19.2 Interpretation

In this constitution:

- (a) references to notices include formal notices of meeting and all documents and other communications from the company to its member;
- (b) a reference to any legislation or a provision of any legislation includes any amendment to that legislation or provision, any consolidation or replacement of that legislation or provision and any subordinate legislation made under that legislation;
- (c) a reference to a member present at a general meeting is a reference to a member present in person or by proxy, attorney or representative;
- (d) a reference to writing and written includes printing, lithography and other ways of representing or reproducing words in a visible form; and
- (e) the singular (including defined terms) includes the plural and the plural includes the singular.

19.3 Headings

Headings are used for convenience only and do not affect the interpretation of this constitution.

20 Application of the Act

20.1 What parts of the Act apply

Unless the contrary intention appears:

- (a) an expression used in a rule that deals with a matter dealt with by a provision of the Act has the same meaning as in that provision; and
- (b) subject to **rule 20.1(a)**, an expression in a rule that has a defined meaning for the purposes of the Act has the same meaning as in the Act.

20.2 Replaceable rules displaced

- (a) The provisions of this constitution displace each provision of a section or subsection of the Act that applies (or would apply but for this rule) to the company.
- (b) The replaceable rules do not apply to the company except those which operate as mandatory rules for public companies under the Act.

Initial Members

The Initial Members of the company, whose consents are set out below, adopt, on registration of the company, the attached constitution as the company's constitution in accordance with section 136(1) of the Act.

Full name of Initial Members

Signature consenting to be a member

Date: