

THE COMPANIES ACT 2014
COMPANY LIMITED BY GUARANTEE
CONSTITUTION
of

National Adult Literacy Agency

MEMORANDUM OF ASSOCIATION

Terms with a capital letter used in this Memorandum of Association shall have the same meanings as given to those terms in the Articles of Association.

1 **Name**

The name of the Company (hereinafter called the “**Company**”) is National Adult Literacy Agency.

2 **Company Type**

The Company is a company limited by guarantee to which Part 18 of the Companies Act 2014 applies.

3 **Main Object**

The main object for which the Company is established is to advance education by promoting adult literacy, numeracy and digital skills (together being **Literacy**) in Ireland where Literacy is taken as an integral part of adult basic education and adult continuing education.

4 **Subsidiary and Ancillary Objects**

The following objects set out hereafter are exclusively subsidiary and ancillary to the main object set out above.-They must only be used to attain that main object and any income generated from them is to be applied for the main object only.

- (a) To promote the interests of all participants in adult Literacy activities and all matters ancillary and relevant thereto;

- (b) To promote research into the causes, nature and extent of unmet Literacy needs in Ireland and into the effectiveness of adult Literacy work and all matters ancillary and relevant thereto;
- (c) To create an awareness of the unmet Literacy needs faced by adults and of the Literacy services available locally, nationally and internationally and all matters ancillary and relevant thereto;
- (d) To counter prejudice against adults with unmet Literacy needs and all matters ancillary and relevant thereto;
- (e) To maintain a national office, with paid staff, to act as a national referral centre and a clearing house of ideas, information and materials and all matters ancillary and relevant thereto;
- (f) To encourage and facilitate co-operation between Literacy projects in Ireland and all matters ancillary and relevant thereto;
- (g) To provide a forum for Literacy students and workers, paid and unpaid and all matters ancillary and relevant thereto;
- (h) To represent the views and interests of Literacy students and workers, paid and unpaid, to Government Departments and other specified agencies and all matters ancillary and relevant thereto;
- (i) To advise on acceptable standards of organisation and practice in Literacy work in Ireland and all matters ancillary and relevant thereto;
- (j) To develop attitudes and practices in publicity, recruitment, assessment and teaching that respect the dignity and autonomy of adult learners and all matters ancillary and relevant thereto;
- (k) To encourage the involvement of learners in all aspects of planning, organisation and research;
- (l) To develop training programmes, in co-operation with Literacy providers if appropriate, that ensure a high quality of Literacy teaching and learning and, where accreditation is sought, liaise with the appropriate educational bodies and/or accrediting institutions; and
- (m) To promote the use of plain English and to support information providers to use it.

5 Powers

The Company shall in addition to the powers conferred on it by law have the following powers which are exclusively subsidiary and ancillary to the main object and which powers may only be exercised in promoting the main object. Any income generated by the exercise of these powers is to be applied to the promotion of the main object:

- (a) To furnish and provide the Company's property with such furniture and conveniences as the Company may think desirable;
- (b) To raise funds and help raise funds for any charitable purpose;
- (c) To carry on any business, which may seem to the Company capable of being conveniently carried on in connection with the above main object or calculated directly or indirectly to enhance the value of or render profitable any of the Company's property, rights or interests;
- (d) To make, draw, accept, endorse, issue, discount, and otherwise deal with promissory notes, bills of exchange, cheques, letters of credit, circular notes and other mercantile instruments;
- (e) To acquire by purchase, exchange, lease, fee farm grant or otherwise, either for an estate in fee simple or for any less estate or interest, whether immediately or reversionary, and whether vested or contingent: any lands, tenements or hereditaments of any tenure, whether subject or not to any charges or encumbrances and to hold and farm and work or manage or to sell, let, alienate, mortgage, lease or charge land, house property, shops, flats, maisonettes, reversions, interests, annuities, life policies and any other property real or personal, movable or immovable, either absolutely or conditionally and whether subject to or not to any mortgage, charge, ground rent or other rents or encumbrances and to pay for any lands, tenements, hereditaments or assets acquired by the Company in cash or debentures or obligations of the Company, whether fully paid or otherwise, or in any other manner;
- (f) To guarantee, support or secure, whether by personal covenant or by mortgaging or charging all or any part of the undertaking, property and assets (present and future) of the Company, or all such methods, the performance of the obligations of and the repayment or payment of the principle amounts and interest of any person, firm or Company or the dividends or interest of any securities, including (without prejudice to the generality of the foregoing) any company which is the Company's holding company or a subsidiary or associated company;

- (g) To carry on any other business, which may seem to the Company capable of being conveniently carried on in connection with the main object;
- (h) To purchase or otherwise acquire and carry on the whole or any part of the business property, goodwill and assets of any company carrying on or proposing to carry on any business which the Company is authorised to carry on or which can be conveniently carried on in connection with the same, or may seem calculated directly or indirectly to benefit the Company, or possessed of property suitable for the purposes of the Company, and as part of the consideration for any of the acts or things aforesaid or property acquired to undertake all or any of the liabilities of such company or to acquire an interest therein, amalgamated with or enter into any arrangement for sharing profits, or for co-operation, or for limiting competition or for mutual assistance with any such company and to give, issue or accept cash or any shares, debentures or other securities that may be agreed upon, and to hold and retain or sell, mortgage and deal with any shares, debentures or securities so received;
- (i) To promote any company for the purpose of acquiring all or any of the property or liabilities of the Company, or if undertaking any business or operations which may appear likely to assist or benefit the Company or to enhance the value of or render more profitable any property, assets or business of the Company, or for any other purpose which may be directly or indirectly calculated to benefit the Company;
- (j) To enter into any arrangements with any government or authority, supreme, municipal, local or otherwise, or company that may seem conducive to the Company's main object, and to obtain from any such government authority or company, any charters, contracts, decrees, rights, privileges and concessions and to carry out, exercise and comply with any such arrangements, charters, contracts, decrees, rights, privileges and concessions;
- (k) To raise or borrow money, and to secure the payment of money by the issue of or upon debentures or debenture stock, perpetual, terminable or otherwise, or bonds or other obligations, charged or not charged upon, or by mortgage, charge, hypothecation, lien or pledge of the whole or any part of the undertaking, property, assets and rights of the Company, both present and future, and generally in such other manner and on such terms as may seem expedient, and to issue any of the Company's securities, for such consideration and on such terms as may be thought fit, including the power to pay interest on any money so raised or borrowed and also by a similar mortgage, charge, hypothecation, lien or pledge, to secure and guarantee the performance by the Company of any obligation or liability it may undertake, and to redeem or pay off any such securities;

- (l) To create, maintain, invest and deal with any reserve or sinking funds for redemption of obligations of the Company, or for depreciation of works or stock, or any other purpose to advance the main object of the Company;
- (m) To accumulate capital for any purposes of the Company, and to appropriate any of the Company's assets to specific purposes, either conditionally or unconditionally (prior permission to be obtained from Revenue where it is intended to accumulate funds for a period in excess of 2 calendar years);
- (n) To grant pensions, gratuities, allowances or charitable aid to any person (other than a Director) who may have served the Company, or to the spouses, partners, children or other relatives of such person and to make payments towards insurance and to form and contribute to provident and benefit funds for the benefit of any person employed by the Company and to subscribe or guarantee money for charitable objects;
- (o) To promote freedom of contact and to resist, insure against, counteract and discourage interference therewith to join any lawful federation, union, association or party and to contribute to the funds thereof, or do any other lawful act or thing with a view to preventing or resisting directly or indirectly any interruption of or interference with the Company or any other trade or business or providing or safeguarding against the same, or resisting or opposing any strike movement or organisation which may be thought detrimental to the interest of the Company or its employees and to subscribe to any association or fund for any such purposes;
- (p) To procure the Company to be registered or recognised in any foreign country, colony, dependency or place;
- (q) To pay all or any expenses of, incidental to or incurred in connection with the formation and incorporation of the Company and the raising of its loan capital, or to contract with any person or company to pay the same, and to pay commissions to brokers and others for underwriting, placing, selling or guaranteeing the subscription of any debentures or securities of the Company;
- (r) To do all or any of the above things in any part of the world, and as principals, agents, contractors, trustees or otherwise, and either by or through trustees, agents, subcontractors or otherwise and either alone in partnership or conjunction with any person or company, and to contract for the carrying on of any operation connected with the Company's main object by any person or company; and
- (s) To do all such other things as may be deemed incidental or conducive to the attainment of the above main object.

And it is hereby declared that in the construction of this Clause, the word “company”, except where used in reference to this Company, shall be deemed to include any person or partnership or other body of persons, whether incorporated or not incorporated and whether domiciled in Ireland or elsewhere, and words denoting the singular number only shall include the plural number and vice versa and the intention is that the objects specified in each paragraph of this Clause shall, except where otherwise expressed in such paragraph, be in no wise restricted by reference to or inference from the terms of any other paragraph or the name of the company.

6 Limitation on Objects and Powers

Provided that:

- (a) the above objects shall not be construed in any way so as to render any of the objects otherwise than exclusively charitable; and
- (b) the objects and powers contained in clauses 4 and 5 are ancillary and subsidiary to the main objects set out in clause 3.

7 Limitation of Liability

The liability of the members is limited.

8 Guarantee of Members

Every Member of the Company undertakes to contribute to the assets of the Company in the event of the Company being wound up while the Member is a Member or within one calendar year after the Member ceases to be a Member, for:

- (a) payment of the debt and liabilities of the Company contracted before the Member ceases to be a Member, and of the costs, charges and expenses of winding up; and
- (b) the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding €1 (one euro).

9 Distribution of Assets on Dissolution

If upon the winding up or dissolution of the Company there remains, after the satisfaction of all its debts and liabilities, any property whatsoever, it shall not be paid to or distributed among the Members. Instead, such property shall be given or transferred to some other company or companies (being a charitable institution or institutions) having main objects similar to the main object of the Company. The company or companies (being a charitable institution or institutions) to which the property is to be given or transferred shall prohibit the distribution of its or their income and property among its or their members to an extent at least as great as

is imposed on the Company under or by virtue of clause 10 hereof. Members shall select the company or companies (being a charitable institution or institutions) at or before the time of dissolution. Final accounts will be prepared and submitted that will include a section that identifies and values any assets transferred along with the details of the recipients and the terms of the transfer.

10 Prohibition on Payments to Members

The income and property of the Company shall be applied solely towards the promotion of its main object as set forth in this Memorandum. No portion of the Company's income and property shall be paid or transferred, directly or indirectly, by way of dividend, bonus or otherwise howsoever by way of profit, to the Members. No Director shall be appointed to any office of the Company paid by salary or fees, or receive any remuneration or other benefit in money or money's worth from the Company. However, nothing shall prevent any payment in good faith by the Company of:

- (a) reasonable and proper remuneration to any Member or servant of the Company (not being a Director) in return for any services rendered to the Company;
- (b) interest at a rate not exceeding 1% above the Euro Interbank Offered Rate ("Euribor") per annum on money lent by any Director or any Member to the Company;
- (c) reasonable and proper rent for premises demised or let by any Director or any Member to the Company;
- (d) reasonable and proper out-of-pocket expenses incurred by any Director in connection with their attendance to any matter affecting the Company;
- (e) fees, remuneration or other benefit in money's worth to any company of which a Director may be a member holding not more than one hundredth part of the issued capital of such company; or,
- (f) sums to any Director or to any person with whom a Director has a personal connection (within the meaning of section 2(1) and 2(2) of the Charities Act) in return for services actually rendered to the Company, pursuant to an agreement entered into in compliance with section 89 of the Charities Act.

11 **Approvals, alterations or amendments**

- (a) The Company must ensure that the Charities Regulator has a copy of its most recent Constitution. If it is proposed to make an amendment to the Constitution of the Company which requires the prior approval of the Charities Regulator, advance notice in writing of the proposed changes must be given to the Charities Regulator for approval, and the amendment shall not take effect until such approval is received.
- (b) No amendments of any kind shall be made to the provisions of clauses 9 and 10 of the memorandum of association and no amendments shall be made to the memorandum and articles of association to such extent that they would alter the effect of Clauses 9 and 10 of the memorandum of association, such that there would be non-compliance with the requirements of section 1180 of the Companies Act 2014.

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ARTICLES OF ASSOCIATION

1 Definitions

In these Articles:

Act means the Companies Act 2014;

Articles means these Articles of Association;

Board means the board of Directors for the time being of the Company;

Chairperson means the chairperson of the Board, who shall be elected in accordance with Article 17;

Charities Act means the Charities Act 2009 (as may be amended from time to time);

Charities Regulator means the Charities Regulatory Authority, a body established by section 13 of the Charities Act to perform the functions conferred on it by the Charities Act;

Code of Conduct means any code of conduct for Members as may be adopted and / or amended by the Board from time to time;

Constitution means the Memorandum and the Articles;

Co-Opted Directors has the meaning given to that term in Article 16(d), whereby up to 2 Directors may be appointed by the Board;

Directors means the directors for the time being of the Company, to include the Co-Opted Directors and the Officers who are Directors, and the Directors present at a meeting of the Board and includes any person occupying the position of Director by whatever name called;

Individual Member means any natural person who is admitted to Membership in accordance with these Articles and the Procedural Rules;

Mandatory Provision means a provision of any of Parts 1 to 14 or Part 18 of the Act (together with any statutory modification thereof in force at the date on which these Articles become binding on the Company) that applies to companies limited by guarantee and that is not an Optional Provision;

Member means a member of the Company and includes each Individual Member and each Organisational Member;

Memorandum means the memorandum of association of the Company;

Officers shall have the meaning given to that term in Article 17(a);

Optional Provision means a provision of any of Parts 1 to 14 or Part 18 of the Act (together with any statutory modification thereof in force at the date on which these Articles become binding on the Company) that applies to companies limited by guarantee and that—

- (a) contains a statement to the effect, or is governed by provision elsewhere to the effect, that the provision applies save to the extent that the Constitution provides otherwise or unless the Constitution states otherwise; or
- (b) is otherwise of such import;

Organisational Member means any organisation that is admitted to Membership in accordance with these Articles and the Procedural Rules, which class of Membership may be further defined into the categories specified in the Procedural Rules;

Procedural Rules means any rules adopted from time to time by the Members in general meeting (and as may be amended or revoked from time to time in accordance with the provisions thereof) as are consistent with this Constitution;

Secretary means any person appointed to perform the duties of the secretary of the Company, and shall include any temporary, assistant, deputy or acting secretary;

Seal means the common seal of the Company;

Subscription means the annual subscription fee payable by Members in accordance with the Procedural Rules;

Supporter means an individual who wishes to support the aims of the Company but is not a Member and does not have any of the rights or obligations that are associated with membership;

Treasurer means the treasurer of the Board, who shall be elected in accordance with the provisions of Article 17;

Vice-Chairperson means the vice-chairperson of the Board, who shall be elected in accordance with the provisions of Article 17; and

Year means the period of time elapsing between one annual general meeting of the Company and the next following annual general meeting of the Company (except where the words “calendar year” are used).

2 Interpretation

- (a) Words importing the singular number only shall include the plural number and vice versa. In places, these Articles use the word “they” or “their” when referring to an individual. Words importing persons shall include corporations.
- (b) Words importing one gender shall include the other genders.
- (c) Expressions referring to writing shall, unless the contrary intention appears, be construed as including references to printing, lithography, photography and any other modes of representing or reproducing words in a visible form, including in electronic form.
- (d) Unless the contrary intention appears, words or expressions contained in these Articles shall bear the same meaning as in the Act, or any statutory modification thereof in force at the date at which these Articles become binding on the Company.
- (e) Headings and footnotes used in these Articles are for convenience of reference only and shall not be considered to form part of these Articles.
- (f) The use of the word “address” in relation to electronic communications includes any number or address used for the purpose of such communications.
- (g) The word “may” shall be construed as permissive and the word “shall” shall be construed as imperative.

- (h) References to enactments and to sections of enactments shall include reference to any modifications or re-enactments thereof for the time being in force.
- (i) Subject to the requirements of any Mandatory Provision, to the greatest extent possible the provisions of these Articles shall take precedence over the provisions of the Act.
- (j) No Procedural Rule shall override or contradict any provision of this Constitution.

MEMBERS

3 Number of Members

The number of Members of the Company at the date of the adoption of this Constitution is 2,345, but the Directors may from time to time register an increase or decrease in the number of Members.

4 Appointment and Replacement of Members

- (a) Such persons or organisations who complete and submit the application form, subscribe to the Code of Conduct, who have paid their Subscription (if required) and whose names are entered in the register of members shall be the Members.
- (b) Notwithstanding the provisions of Article 4(a) above, the Directors shall review the membership of the Company periodically and shall have the right to remove any Member in accordance with Article 4(f).
- (c) There shall be 2 categories of Member, being Individual Members and Organisational Members.
- (d) The rights and responsibilities of each category of Member are set out in the Act and this Constitution and are further particularised within the Procedural Rules. The voting rights of Members are set out at Article 12(c) below and in the Procedural Rules.
- (e) A Member may resign their membership by serving notice to that effect upon the Directors at the registered office of the Company, such notice to expire no earlier than the date of service of the notice of resignation.

- (f) The Directors may, at their absolute discretion, require a Member to resign their membership by serving notice upon the Member terminating their membership, such membership to expire no earlier than the date of service of the notice of termination.
- (g) The death or bankruptcy of an Individual Member shall terminate their membership.
- (h) The winding-up, liquidation or dissolution of an Organisational Member shall terminate their membership.
- (i) Individuals who wish to support the aims of the Company may do so by applying to become a "Supporter" of the Company. Supporters of the Company are greatly appreciated. Supporters are not Members and do not have any of the rights or obligations associated with company law membership under the Act.
- (j) All terms and conditions applicable to Supporters, including their entitlements, obligations and any fee payable, may be determined by the Board from time to time.

5 Members' Rights and Obligations

- (a) Each, subject to the provisions of these Articles and the Procedural Rules, shall be entitled to full voting rights.
- (b) An annual Subscription, as more particularly set out in the Procedural Rules, shall be paid by every Member who is required to do so in accordance with the Procedural Rules, by 1 February annually.
- (c) A Member that is required to pay a Subscription shall cease to be a Member immediately upon that Subscription becoming overdue for payment.
- (d) Each Member shall use their reasonable endeavours to promote the objects and interests of the Company and shall observe all of the Company's regulations affecting them contained in or effective pursuant to this Constitution or the Act.
- (e) The rights of each Member shall belong to that Member and shall not be transferable, transmissible or chargeable by their own act, by operation of law or otherwise.
- (f) A register shall be kept by the Company containing the names and addresses of all the Members, together with such particulars as may be required by the Act.

GENERAL MEETINGS

6 General Meetings

- (a) An annual general meeting shall be held once in each calendar year, at such time (within a period of not more than 15 months after the holding of the last preceding annual general meeting) and place as may be determined by the Board.
- (b) General meetings of the Members shall be held inside or outside the State and Members may attend by means of conference or other telecommunication or electronic facility which provides them with a reasonable opportunity to participate, and if attending by such means will be deemed to be present in person at such meeting and shall be entitled to vote and be counted in a quorum accordingly.
- (c) All general meetings other than annual general meetings shall be called extraordinary general meetings.

7 Notice of General Meetings

- (a) Subject to section 181 of the Act, a meeting of the Members, other than an adjourned meeting, shall be called:
 - (i) in the case of an annual general meeting by not less than 21 days' notice;
 - (ii) in the case of an extraordinary general meeting for the passing of a special resolution, by not less than 21 days' notice;
 - (iii) and in the case of any other extraordinary general meeting, by not less than 7 days' notice.
- (b) A meeting of the Members shall, notwithstanding that it is called by shorter notice than that specified in Article 7(a), be deemed to have been duly called if it is so agreed by all the Members entitled to attend and vote at the meeting and (unless no statutory auditors of the Company stand appointed in consequence of the Company availing itself of the audit exemption under section 360 or 365 of the Act, and, where relevant, section 399 of the Act has been complied with in that regard), the statutory auditors of the Company.

- (c) The notice of a meeting shall specify the place, the date and the time of the meeting, the general nature of the business to be transacted at the meeting, and, in the case of a proposed special resolution, the text or substance of that proposed special resolution and with reasonable prominence a statement that an Individual Member entitled to attend and vote is entitled to appoint a proxy, that a proxy need not be a Member, and the time by which the proxy must be received at the registered office of the Company.
- (d) In determining whether the correct period of notice has been given by a notice of a meeting, neither the day on which the notice is served nor the day of the meeting for which it is given shall be counted.
- (e) The accidental omission to give notice of a meeting to or the non-receipt of notice of a meeting by any person entitled to receive notice shall not invalidate the proceedings at that meeting.
- (f) The Directors may, whenever they think fit, convene an extraordinary general meeting and extraordinary general meetings shall also be convened on such requisition or in default may be convened by such requisitionists as are provided for in Section 178 of the Act (as modified by Section 1203 of the Act). A general meeting convened pursuant to Section 178(3) of the Act may not proceed if less than 50% of those Members that requisitioned the meeting are present at the meeting.
- (g) If at any time there are not sufficient Directors capable of acting to form a quorum any Director or any Member of the Company may convene an extraordinary general meeting in the same manner as nearly as possible as that in which meetings may be convened by the Directors.
- (h) Notice of every general meeting of the Members shall be given in the manner provided for in these Articles to such persons as are under the Act and these Articles entitled to receive notices from the Company.
- (i) Notwithstanding any provision of Article 33, where notice of a general meeting is given by posting by ordinary prepaid post to the registered address of a Member, then, for the purposes of an issue as to whether the correct period of notice for that meeting has been given, the giving of the notice shall be deemed to have been effected on the expiration of 24 hours following posting.

PROCEEDINGS AT GENERAL MEETINGS

8 Proceedings at General Meetings

- (a) The business of the annual general meeting shall include:

- (i) the consideration of the Company's statutory financial statements and the report of the Directors and the report of the statutory auditors on those statements and that report;
- (ii) the review by the Members of the Company's affairs;
- (iii) the election and re-election of Directors (excluding Co-Opted Directors);
- (iv) the election and re-election of Directors as Chairperson, Vice-Chairperson and Treasurer (as applicable);
- (v) the notification to the Members of any Co-Opted Directors appointed since the last annual general meeting;
- (vi) the appointment or re-appointment of statutory auditors; and
- (vii) the authorisation of the Directors to approve the remuneration of the statutory auditors.

9 **Quorum for General Meetings**

- (a) Save as herein otherwise provided, 10 percent of the Members present in person or (in the case of Individual Members) by proxy, or 20 Members (whichever is the lower) shall be a quorum. Members attending a meeting by way of conference or other telecommunication or electronic facility will be deemed to be present in person at such meeting in accordance with Article 6(b).
- (b) No business shall be transacted at any general meeting unless a quorum of Members is present at the time when the meeting proceeds to business.
- (c) If within half an hour after the time appointed for a general meeting a quorum is not present, then the meeting, if convened upon the requisition of Members shall be dissolved; in any other case it shall stand adjourned to the same day in the next week at the same time and place, or to such other day and at such other time and place as the Directors may determine, and if at the adjourned meeting a quorum is not present within half an hour from the time appointed for the meeting, the Members present shall be a quorum.

10 **Chairperson of General Meetings**

The Chairperson shall preside as chairperson at every general meeting of the Company, or if there is no such Chairperson, or if they are not present within 15 minutes after the time appointed for the holding of the meeting or are unwilling to

act, the Vice-Chairperson shall chair the meeting. If the Vice-Chairperson is not present or is unwilling to act, the Directors present shall elect one of their number to be chairperson of the meeting.

11 Adjournment of General Meetings

- (a) The chairperson of the meeting may with the consent of any meeting at which a quorum is present (and shall, if so directed by the meeting) adjourn the meeting from time to time and from place to place, but no business shall be transacted at any adjourned meeting other than the business left unfinished at the meeting from which the adjournment took place.
- (b) When a meeting is adjourned for 30 days or more, notice of the adjourned meeting shall be given as in the case of an original meeting.
- (c) When a meeting is adjourned for 29 days or less, it shall not be necessary to give any notice of an adjourned meeting or of the business to be transacted at an adjourned meeting.

12 Voting at General Meetings

- (a) At any general meeting a resolution put to the vote of the meeting shall be decided on a show of hands (or if the meeting is being held by way of conference or other telecommunication or electronic facility, by way of voice indication or other electronic indication) unless a poll or secret ballot is (before or on the declaration of the result of the show of hands) demanded:
 - (i) by the chairperson of the meeting
 - (ii) by at least 3 Members present in person or (in the case of Individual Members) by proxy or
 - (iii) by any Member or Members present in person or (in the case of Individual Members) by proxy and representing not less than 10 per cent of the total voting rights of all the Members of the Company concerned having the right to vote at the meeting.
- (b) At a meeting, a poll may be demanded in relation to a matter (whether before or on the declaration of the result of the show of hands in relation to it). A demand for a poll may be withdrawn by the person or persons who have made the demand.
- (c) Members present in person or (in the case of Individual Members) by proxy shall have the following voting rights:
 - (i) Individual Members shall each have one vote; and

- (ii) In accordance with the provisions set out in the Procedural Rules, Organisational Members shall each have the number of votes specified for that Subcategory of Organisational Member as set out in the Procedural Rules.
- (d) Subject to Article 5(c), no Member shall be entitled to vote at any general meeting unless all moneys immediately payable by them to the Company have been paid.
- (e) No objection shall be raised as to the qualification of any voter except at the meeting or adjourned meeting at which the vote objected to is given or tendered, and every vote not disallowed at such meeting shall be valid for all purposes. Any such objection made in due time shall be referred to the chairperson of the meeting whose decision shall be final and conclusive.
- (f) Unless a poll is so demanded (and the demand not be withdrawn), a declaration by the chairperson of the meeting that a resolution has, on a show of hands (or if the meeting is being held by way of conference or other telecommunication or electronic facility, by way of voice indication or other electronic indication), been carried or carried unanimously or by a particular majority or lost, shall be conclusive evidence of the fact without proof of the number or proportion of the votes recorded in favour of or against such resolution.
- (g) Except as provided in Article 12(i), if a poll is duly demanded (and the demand is not withdrawn) it shall be taken in such manner as the chairperson of the meeting directs and the result of the poll shall be deemed to be the resolution, in relation to the matter concerned, of the meeting at which the poll was demanded.
- (h) Where there is an equality of votes, whether on a show of hands (or if the meeting is being held by way of conference or other telecommunication or electronic facility, by way of voice indication or other electronic indication) or on a poll, the chairperson of the meeting shall be entitled to a second or casting vote.
- (i) A poll demanded on the election of the position of chairperson of the meeting pursuant to Article 10, or on a question of adjournment shall be taken forthwith. A poll demanded on any other question shall be taken at such time as the chairperson of the meeting directs, and any business other than that upon which a poll has been demanded may be proceeded with pending the taking of the poll.

- (j) Subject to Sections 191 to 198 of the Act, a resolution in writing signed by all the Members for the time being entitled to attend and vote on such resolution at a general meeting (or being bodies corporate by their duly authorised representatives) shall be as valid and effective for all purposes as if the resolution had been passed at a general meeting of the Company duly convened and held, and if described as a special resolution shall be deemed to be a special resolution within the meaning of the Act. A resolution in writing made pursuant to this Article may consist of one document or 2 or more documents in like form each signed by one or more Members. For the avoidance of doubt, electronic signature (including email signature) will suffice for written resolutions of the Members.

13 Voting by Proxy

- (a) Individual Members may give their votes either personally, or by proxy. A proxy shall have the same right as the Individual Member appointing the proxy to speak at the meeting and to vote on a show of hands and on a poll. Organisational Members shall not be entitled to vote by proxy and must be represented in the manner prescribed in Article 14.
- (b) An Individual Member shall not be entitled to appoint more than one proxy to attend on the same occasion. A proxy need not be a Member.
- (c) The instrument appointing a proxy (the “instrument of proxy”) shall be in writing under the hand of the appointer or of the appointer’s attorney duly authorised in writing.
- (d) The instrument of proxy and the power of attorney or other authority, if any, under which it is signed, or a notarially certified copy of that power or authority shall be deposited at the registered office of the Company (or at such other place within the State as is specified for that purpose in the notice convening the meeting), and shall be so deposited not later than 48 hours before the time for holding the meeting or adjourned meeting at which the person named in the instrument proposed to vote, or, in the case of a poll, 48 hours before the time appointed for the taking of the poll.
- (e) The depositing of the instrument of proxy (or other document) referred to in Article 13(d) may, rather than posting or delivering it, be effected by communicating the instrument to the Company by electronic means.
- (f) An instrument of proxy shall be in the following form or a form as near thereto as circumstances permit:

National Adult Literacy Agency (the “Company”)

I/We, [insert] (the “Member”) of [insert] in the County of [insert] being a Member/Members of the Company, [insert] appoint [insert] of [insert] or failing them [insert] of [insert] as my/our proxy to attend, speak and vote for me/us on my/our behalf at the (annual or extraordinary, as the case may be) general meeting of the Company to be held on the day of and at any adjournment of that meeting.

*Voting instructions to Proxy– Members’ Resolutions
(Mark your choice with an ‘x’)*

<i>Number or description of resolution:</i>	<i>In favour</i>	<i>Abstain</i>	<i>Against</i>
<i>1</i>			
<i>2</i>			
<i>3</i>			

*Voting instructions to Proxy – Elections
(Write down your Nominees in order of preference)*

<i>Rank</i>	<i>Name of nominee (in order of preference)</i>	<i>Abstain</i>
<i>1</i>		
<i>2</i>		
<i>3</i>		
<i>4</i>		

Unless otherwise instructed, the proxy will vote as they think fit.

Signature of Member.....

Dated: [date].....

- (g) The instrument of proxy shall be deemed to confer authority to demand or join in demanding a poll.
- (h) A vote in accordance with the terms of an instrument of proxy shall be valid notwithstanding the previous death or insanity of the appointer or revocation of the proxy or of the authority under which the proxy was executed, if no notice in writing of such death, insanity or revocation as aforesaid is received by the Company at the registered office of the Company before the commencement of the meeting or adjourned meeting at which the proxy is used.

14 Organisational Members acting by Representatives at Meetings

In accordance with the Procedural Rules, an Organisational Member must nominate such person(s) as it thinks fit to act as its representative(s) at any meeting of the Members. Such authorised person(s) shall be entitled to exercise the same powers on behalf of the Organisation as if they were an Individual Member (subject to the provisions set out at Article 12 in relation to voting rights). The Organisational Member must inform the Company of the name of its nominated representative(s). The Company must be informed of any changes to this nominated representative(s) as soon as practicable and, at a minimum, at least 48 hours before any meeting of the Members.

BOARD OF DIRECTORS

15 Directors' Powers of Management

- (a) The business of the Company shall be managed by the Directors, who may pay all expenses incurred in promoting and registering the Company and may exercise all such powers of the Company as are not, by the Act or by this Constitution, required to be exercised by the Members in general meeting, but subject to:
 - (i) any regulations contained in this Constitution;
 - (ii) the provisions of the Act; and
 - (iii) such directions, not being inconsistent with the foregoing regulations or provisions, as the Members in general meeting may (by special resolution) give.
- (b) The Directors may make, alter or revoke rules and regulations for the management of the business of the Company, other than the regulations of these Articles (provided that no such rule or regulation shall be made that would amount to such an addition or alteration to these Articles as could only legally be made by special resolution of the Members).

16 Appointment and Election of Directors

- (a) The Board shall have at least 6 and no more than 16 Directors.
- (b) Any purported appointment or election of a Director without that Director's consent shall be void.

- (c) The Members may from time to time, by ordinary resolution, increase or reduce the number of Directors.
- (d) The Board of Directors shall comprise:
 - (i) Up to 14 Directors elected by the Members, in accordance with the provisions of Articles 16(e) to (f); and
 - (ii) Up to 2 Directors appointed by the Board, in accordance with the provisions of Articles 16(g) to (i) (the “**Co-Opted Directors**”);
- (e) The Members, in general meeting, may by ordinary resolution elect any Individual Member to be a Director, either to fill a casual vacancy or as an addition to the existing Directors, but so that the total number of Directors elected by the Members shall not at any time exceed 14.
- (f) Individual Members running for election as Directors for the purposes of Article 16(e) above must be nominated and seconded by 2 Members, with such nominations being sent to the office of the Company no later than 30 days prior to the general meeting at which such elections are to take place.
- (g) The Board shall have power at any time, and from time to time, to appoint up to 2 Co-Opted Directors to the Board. The Members shall be informed of the appointment of a Co-Opted Director at the annual general meeting following a Co-Opted Director’s appointment. The Co-Opted Director’s term in office shall, for the purposes of Article 18, be deemed to commence at the next annual general meeting of the Company following the person’s appointment.
- (h) Co-Opted Directors need not be Members.
- (i) When appointing Co-Opted Directors, the Board shall consider the composition of the Board at that time and shall only appoint individuals who have the skills and experience required for undertaking the business of the Company from time to time.
- (j) Casual vacancies arising on the Board between general meetings may be filled by the Directors who may appoint a replacement person to fill such vacancy as follows:

- (i) If there is a vacant Co-Opted Director position, the Board may appoint a person as a Co-Opted Director in accordance with Articles 16(g) and 16(i). Although that Co-Opted Director shall stand appointed as a Director from the date of appointment by the Board, that person's term in office shall, for the purposes of Article 18, be deemed to commence at the next following annual general meeting of the Company;
- (ii) If there is a vacant position other than a Co-Opted Director position, the Board may appoint an Individual Member as a Director to fill the casual vacancy. Any Director so appointed by the Board shall hold office until the next following annual general meeting of the Company, at which point they may seek election by the Members in accordance with these Articles. The term of office of a Director appointed and then elected in this manner shall be deemed to have commenced at the annual general meeting at which they are elected.

17 **Officers**

- (a) The Chairperson, Vice-Chairperson, Treasurer and (where a Director is appointed to the office of Secretary) the Secretary shall be referred to together as the "**Officers**". However, for the avoidance of doubt, an assistant or deputy Secretary appointed by the Directors in accordance with Article 28(b) shall not be an Officer.
- (b) Any Director elected or appointed in accordance with these Articles may be elected by the Members at annual general meeting as Chairperson, Vice-Chairperson, or Treasurer.
- (c) The Directors shall appoint the Secretary, in accordance with the requirements of the Act, and shall ensure that the Secretary has the skills or resources necessary to discharge their statutory and other duties.
- (d) The term of office of an Officer shall be 3 Years (or such lesser period as is determined by the Members or, in the case of the Secretary, the Directors). Upon expiration of an Officer's 3 Year term in the role of Officer, the Officer shall retire from that role.

- (e) Subject to the maximum term of office of Directors provisions of Article 18(b), a person who has previously served as the Chairperson, Vice-Chairperson or Treasurer shall be eligible for re-election by the Members to the same or another one of those roles for one further term of 3 Years only (or such lesser period of time as is determined by the Members). No person may serve as an Officer, whether in the same role or different roles, for more than 6 Years.
- (f) Casual vacancies arising in the role of Chairperson, Vice-Chairperson or Treasurer between annual general meetings may be filled by the Directors appointing a replacement Director from among their number to that position. Any Chairperson, Vice-Chairperson or Treasurer so appointed shall hold office until the next following annual general meeting only, at which time the Members shall elect a Director to fill the vacancy. Any period of time served by a person in the role of Chairperson, Vice-Chairperson or Treasurer from the date of appointment by the Directors until the annual general meeting shall not be counted towards that person's permitted 3 Year term as an Officer.

18 Term of Office of Directors

- (a) Subject to Article 18(e), the term of office of each Director shall be 3 Years.
- (b) Upon expiration of a Director's first 3 Year term in office, the Director shall retire, following which, the Director shall be eligible for re-election by the Members, or in the case of Co-Opted Directors, re-appointment by the Board, for up to 2 further terms of 3 Years each.
- (c) A Director who has served one term of office as a Co-Opted Director may be requested to put themselves forward for election by the Members (in accordance with Articles 16(e) and (f)) for a second or third term in office provided that such Director is also an Individual Member. Directors shall be encouraged to accede to such a request.
- (d) Directors that have served up to 9 Years on the Board and have been retired as Directors of the Company for a period of not less than 3 Years may, subject to the provisions of Article 16, run again for election (or appointment) as a Director. Any such person elected or appointed as a Director in this manner may be elected as an Officer and may, in accordance with these Articles, serve as an Officer for up to 2 terms of 3 Years each, even if they previously served as an Officer prior to their retirement.
- (e) Notwithstanding any of the above provisions relating to term of office, the following special terms of office shall apply:

- (i) In relation to any Director who is due to retire in 2024, they shall retire in 2024. Any Directors retiring in 2024 may be re-appointed or re-elected to the Board for further terms, of up to 3 Years each, provided that the total number of Years served as a Director does not exceed 9 Years;
- (ii) In relation to all other Directors who stand appointed or elected at the date of adoption of this Constitution, their current term shall be extended to a 3 Year term (with effect from the commencement of that term) in accordance with the provisions of Article 18(a). Any such Director may, upon their retirement, be re-appointed or re-elected for further terms, of up to 3 Years each, provided that the total number of Years served as a Director does not exceed 9 Years;
- (iii) Any Director to whom Articles 18(e)(i) and (ii) apply and who holds an Officer role shall continue to hold that Officer role until the date of cessation of their current term in office. At that time, the Members may elect the same, or a different person, to that Officer role, subject to the Officer term limits set out in this Constitution.

19 **Removal of Directors and Vacation of Office**

- (a) The Members may by ordinary resolution remove any Director before the expiration of their period of office, notwithstanding anything in these Articles or in any agreement between the Company and such Director. Such removal shall be without prejudice to any claim such Director may have for damages for breach of any contract of service between them and the Company.
- (b) The office of Director shall be vacated if:
 - (i) The Director holds any office or place of profit under the Company save as permitted by Section 89 of the Charities Act;
 - (ii) The Director is disqualified from being a charity trustee of any charitable organisation pursuant to Section 55 of the Charities Act;
 - (iii) The Director is adjudged bankrupt or being a bankrupt has not obtained a certificate of discharge in the relevant jurisdiction or makes any arrangement or composition with their creditors generally;
 - (iv) The Director becomes or is deemed to be subject to a disqualification order within the meaning of Chapter 4 of Part 14 of the Act;

- (v) The health of the Director is such that they can no longer be reasonably regarded as possessing an adequate decision-making capacity;
- (vi) The Director resigns their office by notice in writing to the Company;
- (vii) A declaration of restriction is made in relation to the Director and the Directors, at any time during the currency of the declaration, resolve that their office be vacated.
- (viii) The Director is convicted of an indictable offence unless the Board otherwise determines;
- (ix) The Director is absent from half of the meetings of the Board held during a calendar year without an explanation that is considered reasonable by the Board;
- (x) The Director is directly or indirectly interested in any contract with the Company and fails to declare the nature of their interest in manner required by section 231 of the Act;
- (xi) The Director is requested in writing by all their co-Directors to resign; or
- (xii) The Director (not being a Co-Opted Director), ceases to be an Individual Member.

20 **Chairperson and Vice-Chairperson of the Board**

- (a) A Chairperson shall be elected by the Members in accordance with Article 17 and shall hold office in accordance with term of office provisions set out in Article 17. A Vice-Chairperson shall also be elected by the Members in accordance with Article 17 and shall hold office in accordance with term of office provisions set out in Article 17.
- (b) If no such Chairperson is elected, or, if at any meeting the Chairperson is not present within 15 minutes after the time appointed for holding it, the Vice-Chairperson may chair the meeting. If the Vice-Chairperson is not present or is unwilling to act, the Directors present may choose one of their number to be chairperson of the meeting. For the avoidance of doubt the office of Chairperson or Vice-Chairperson shall not entitle a person to serve any additional period in office as a Director over and above their term as determined by these Articles.

POWERS AND DUTIES OF THE BOARD OF DIRECTORS

21 Borrowing Powers

The Board may exercise all the powers of the Company to borrow money and to mortgage or charge its undertaking and property or any part thereof.

22 Specific Duties of the Board

- (a) All cheques, promissory notes, drafts, bills of exchange and other negotiable instruments, and all receipts for moneys paid to the Company, shall be signed, drawn, accepted, endorsed or otherwise executed, as the case may be, by such person or persons and in such manner as the Directors shall from time to time by resolution determine.
- (b) The Directors shall cause minutes to be made in books provided for the purpose:
 - (i) of all appointments of officers made by the Directors;
 - (ii) of the names of the Directors present at each meeting of the Directors and of any committee of the Directors;
 - (iii) of all resolutions and proceedings at all meetings of the Company and of the Directors and of committees of Directors.
- (c) Any such minute, if purporting to be signed by the chairperson of the meeting at which the proceedings were held, or by the chairperson of the next succeeding meeting, shall be evidence of the proceedings.

PROCEEDINGS OF THE BOARD OF DIRECTORS

23 Regulation of Meetings of the Board of Directors

- (a) The Directors may meet together for the dispatch of business, adjourn and otherwise regulate their meetings as they think fit.
- (b) The Board shall hold a minimum of 5 meetings every calendar year.
- (c) A Director may, and the Secretary on the requisition of a Director shall, at any time summon a meeting of the Directors.

- (d) All Directors shall be entitled to reasonable notice of any meeting of the Directors but, if the Directors so resolve, it shall not be necessary to give notice of a meeting of the Directors to any Director who, being resident in the State, is for the time being absent from the State.
- (e) A resolution in writing signed by all the Directors for the time being entitled to receive notice of a meeting of the Directors shall be as valid as if it had been passed at a meeting of the Directors duly convened and held and may consist of several documents in the like form each signed by one or more of the Directors. Any such resolution in writing shall take effect upon receipt at the registered office of the Company of all such several documents, by email or by facsimile transmission or otherwise. For the avoidance of doubt, electronic signature (including email signature) will suffice for written resolutions of the Directors.
- (f) Any Director or member of a committee of the Board may participate in a meeting of the Directors or such committee by means of a conference between some or all of the Directors, or as the case may be, members of the committee who are not all in one place, but each of whom is able, (directly or by means of telephonic, video or other electronic communication) to speak to each of the others and to be heard by each of the others. Any Director or member of a committee participating at such a meeting will be deemed to be present in person at such meeting and shall be entitled to vote and be counted in a quorum accordingly.
- (g) All acts done by any meeting of the Directors or of a committee of Directors or by any person acting as a Director shall, notwithstanding that it be afterwards discovered that there was some defect in the appointment of any such Director or person acting as aforesaid, or that they or any of them were disqualified, be as valid as if every such person had been duly appointed and was qualified to be a Director.

24 **Voting at Meetings of the Board**

- (a) Questions arising at any meeting shall be decided by a majority of votes.
- (b) Where there is an equality of votes, the chairperson of the meeting shall have a second or casting vote.
- (c) A Director may not vote in respect of a contract in which they are interested or any matter arising thereout.

25 Quorum for Meetings of the Board

- (a) The quorum necessary for the transaction of the business of the Directors may be fixed by the Directors, and unless so fixed shall be 5. For the avoidance of doubt, Directors present by way of conference or other telecommunication or electronic facility shall be counted in the quorum.
- (b) The continuing Directors or a sole Director may act notwithstanding any vacancies in their number, but, if the number of Directors is less than the number fixed for the quorum, they may act only for the purposes of filling vacancies or calling a general meeting.

COMMITTEES

26 Establishment and Regulation of Committees

- (a) The Directors may establish one or more committees, consisting of at least one Director and such Members of the Company or other persons as may be appointed by the Board, as they think fit for such purposes. Such committees shall have such functions as the Directors shall determine and, without prejudice to section 40 of the Act, the Directors may delegate any of their powers to such person or persons as they think fit, including committees.
- (b) Any committee formed by the Directors shall, in the exercise of the powers delegated to it, conform to any regulations that may be imposed on it by the Directors.
- (c) All committees established by the Directors shall be responsible to and report to the Directors.
- (d) The Chairperson shall be entitled to be a member of every committee

27 Proceedings of Committees

- (a) A committee may elect a chairperson of its meetings from among their number.
- (b) A committee may meet and adjourn as it thinks proper.
- (c) Questions arising at any meeting of a committee shall be determined by a majority of votes of the members present, and where there is an equality of votes, the chairperson of the committee shall have a second or casting vote.

SECRETARY

28 Company Secretary

- (a) The Secretary shall be appointed by the Directors for a 3 Year term (or such lesser term as the Directors shall determine and upon such conditions as they may think fit, in accordance with the requirements of the Act. Any Secretary so appointed may be removed by the Directors at their absolute discretion.
- (b) The Directors may appoint an assistant or deputy secretary and any provision in these Articles requiring or authorising a thing to be done by or to the Secretary shall be satisfied by it being done by or to the assistant or deputy secretary.
- (c) A provision of the Act or these Articles requiring or authorising a thing to be done by or to a Director and the Secretary shall not be satisfied by its being done by or to the same person acting both as Director and as, or in place of, the Secretary.

THE SEAL

29 Use of the Seal

- (a) The Seal shall be used only by the authority of the Board or of a committee of Board authorised by the Board in that behalf.
- (b) Any instrument to which the Seal shall be affixed shall be signed by a Director or by some other person appointed for the purpose by its Directors or by a foregoing committee of them, and shall be countersigned by the Secretary or by a second Director or by some other person appointed by the Directors or by a forgoing committee of them for that purpose.
- (c) Save as otherwise provided by the Constitution, if a registered person has been authorised by the Company under Section 39(1) of the Act, the Company's seal may be used by such person and any instrument to which the Company's seal shall be affixed when it is used by the registered person shall be signed by that person and countersigned:
 - (i) by the Secretary or a Director; or

- (ii) by some other person appointed for the purpose by the Directors or a committee of the Directors authorised by the Directors in that behalf.

ACCOUNTS

30 Preparation and Keeping of Accounts

- (a) The Board shall cause adequate accounting records to be kept relating to:
 - (i) all sums of money received and expended by the Company and the matters in respect of which the receipt and expenditure takes place;
 - (ii) the assets and liabilities of the Company; and
 - (iii) all sales and purchases of goods by the Company.
- (b) The accounting records shall be kept at the registered office of the Company or, subject to Section 283 of the Act, at such other place as the Board thinks fit, and shall at all reasonable times be open to the inspection of the Directors.
- (c) Adequate accounting records shall be deemed to have been maintained if they explain the Company's transactions and facilitate the preparation of financial statements that give a true and fair view of the assets, liabilities, financial position and profit or loss of the Company.
- (d) The Directors shall from time to time determine whether and to what extent and at what times and places and under what conditions or regulations the accounting records of the Company shall be open to the inspection of Members not being Directors, and no Member (not being a Director) shall have any right of inspecting any accounting records or document of the Company except as conferred by statute or authorised by the Directors or by the Company in general meeting.

31 Laying of Accounts Before the Annual General Meeting

- (a) The Directors shall from time to time in accordance with Chapter 4 of Part 6 of the Act cause to be prepared and to be laid before the annual general meeting of the Company such profit and loss accounts, balance sheets, group accounts and reports as are required by that Chapter to be prepared and laid before the annual general meeting of the Company.

- (b) A copy of every balance sheet (including every document required by law to be annexed thereto) which is to be laid before the annual general meeting of the Company together with a copy of the Directors' report and statutory auditors' report shall, not less than 21 days before the date of the annual general meeting, be sent to every person entitled under the provisions of the Act to receive them.

AUDIT

32 Audit

Auditors shall be appointed and their duties regulated in accordance with the provisions of the Act dealing with such matters.

NOTICES

33 Notices

- (a) A notice may be given by the Company to any Member either in writing or by electronic means subject to the provisions of this Article 33.
- (b) A notice in writing may be served on or given to the Member in one of the following ways:
 - (i) By delivering it to the Member;
 - (ii) By leaving it at the registered address of the Member;
 - (iii) By sending it by post in a prepaid letter or by courier to the registered address of the Member; or
 - (iv) By electronic means.
- (c) Any notice served or given in accordance with sub-clause (b) of this Article 33 shall be deemed, in the absence of any agreement to the contrary between the Company and the Member, to have been served or given as follows:
 - (i) In the case of its being delivered, at the time of delivery (or, if delivery is refused, when tendered);
 - (ii) In the case of its being left, at the time that it is left;
 - (iii) In the case of it being posted (to an address in the State) on any day other than a Friday, Saturday or Sunday, 24 hours after dispatch and in the case of its being posted (to such an address) –

1. On a Friday – 72 hours after dispatch; or
 2. On a Saturday or Sunday – 48 hours after dispatch;
- (iv) In the case of it being posted (to an address outside the State) on any day other than a Friday, Saturday or Sunday, 24 hours after dispatch and in the case of its being posted (to such an address) –
3. On a Friday – 168 hours after dispatch; or
 4. On a Saturday or Sunday – 120 hours after dispatch; or,
- (v) In the case of electronic mail, at the time it was sent;

but subject to Section 181(3) of the Act (as reproduced at Article 7(i) of these Articles) regarding notice of general meetings.

WINDING-UP

34 Winding Up

If the Company shall be wound up the provisions contained in clause 9 of the Memorandum of Association shall be performed and have effect in all respects as if the same were repeated in these Articles.

INDEMNITY

35 Indemnity

Subject to the provisions of the Act every member of the Board or of a committee appointed by it or any agent of the Board or such a committee, auditors, Secretary and every other officer for the time being of the Company shall be indemnified out of the assets of the Company against –

- (a) any liability incurred by them in defending any proceedings, whether civil or criminal, in relation to their acts while acting in such capacity which judgment is given in their favour or in which they are acquitted, or in connection with any application under Section 233 or 234 of the Act in which relief is granted to them by the Court; and
- (b) all losses that they may sustain or incur in or about the execution of the duties of their office or otherwise in relation thereto and no officer shall be liable for any loss, damage or misfortune which may happen to or be incurred by the Company in the execution of the duties of their office or in relation thereto.

36 Optional Provisions

The Optional Provisions of the Act listed in column 1 below shall not apply to the Company. To the extent that a given Optional Provision has been replaced by or restated in or dis-applied by these Articles or by the Memorandum, this is identified in column 2 below.

	COLUMN 1	COLUMN 2
1.	OPTIONAL PROVISION OF THE ACT	CORRESPONDING PROVISION OF THESE ARTICLES (IF ANY)
2.	Section 43(2)(a) and (b) (common seal);	Restated at Article 29(a) and 29(b)
3.	Section 43(3) (common seal);	Restated at Article 29
4.	Section 144(3)(a) (appointment of directors);	Replaced by a bespoke provision at Article 16
5.	Section 144(3)(b) (directors may fill a casual vacancy);	Replaced by a bespoke provision at Article 16(j)
6.	Section 144(3)(c) (directors appointed by casual vacancy hold office until next annual general meeting);	Replaced by a bespoke provision at Article 16(j)
7.	Section 144(3)(d) (company may increase or reduce the number of directors);	Restated by Article 16(c)
8.	Section 144(3)(e) (company may appoint another person in place of a removed director);	Replaced by a bespoke provision Article 16(e)
9.	Section 148(2) (vacation of office);	Replaced by a bespoke provision at Article 19
10.	Section 155(2) (remuneration of directors set by the directors);	Dis-applied – No remuneration for Directors (as detailed at clause 10 of the Memorandum)
11.	Section 155(3) (directors expenses);	Restated at clause 10(d) of the Memorandum
12.	Section 158(1) (business of a company to be managed by its directors);	Restated at Article 15(a)
13.	Section 158(2) (directions given by a company do not invalidate prior acts of the directors);	Restated at Article 15(b)

14.	Section 158(3) (directors of the company may exercise powers to borrow, mortgage or charge);	Restated at Article 21
15.	Section 158(4) (directors may delegate their powers to committees);	Restated at Article 26
16.	Section 159 (managing director);	Dis-applied - No managing director
17.	Section 160(1) (directors may meet for the dispatch of business);	Restated at Article 23(a)
18.	Section 160(2) (questions arising at a meeting of the directors shall be decided by a majority of votes);	Restated at Article 24(a)
19.	Section 160(3) (summoning meetings of the directors);	Restated at Article 23(c)
20.	Section 160(6) (quorum for meeting of directors);	Replaced by a bespoke provision at Article 25(a)
21.	Section 160(7) (directors acting below a quorum);	Restated at Article 25(b)
22.	Section 160(8) (directors may elect a chairperson);	Replaced by a bespoke provision at Article 20
23.	Section 160(9) (directors may establish committees);	Restated at Article 26
24.	Section 160(10) (a committee may elect a chairperson);	Restated at Article 27(a)
25.	Section 160(11) (a committee may meet and adjourn);	Restated at Article 27(b)
26.	Section 160(12) (questions arising at a committee meeting shall be decided by a majority of votes);	Restated at Article 27(c)
27.	Section 161(1) (written resolutions of directors);	Restated with amendments at Article 23(e)
28.	Section 161(5) (taking effect of counterpart resolutions);	Replaced by a bespoke provision at Article 23(e)
29.	Section 161(6) (joining meetings by telephonic or electronic means);	Restated with amendments at Article 23(f)

30.	Section 164 (signing, drawing etc of negotiable instruments and receipts);	Restated at Article 22(a)
31.	Section 165 (alternate directors);	Dis-applied – no alternates
32.	Section 181(6) (accidental omission to give notice of a meeting);	Restated at Article 7(e)
33.	Section 182(2) (quorum for general meeting);	Replaced by a bespoke provision at Article 9(a)
34.	Section 182(5) (dissolution and adjournment of general meeting);	Replaced by a bespoke provision at Article 9(c)
35.	Section 183(1) as modified by Section 1205 (proxies);	Replaced by a bespoke provision at Article 13(a)
36.	Section 183(3) (no entitlement to appoint more than one proxy);	Restated at Article 13(b)
37.	Section 183(6) (time for receipt of proxies);	Restated at Article 13(d)
38.	Section 186(d) (business of annual general meeting – election and re-election of directors);	Explicitly adopted at Article 8(a)(iii)
39.	Section 187(2) (chair of general meetings);	Replaced by a bespoke provision at Article 10
40.	Section 187(4) – (6) (proceedings at meetings);	Replaced by a bespoke provision at Article 8
41.	Section 187(7)(a) and (b) (resolutions put to vote at general meeting);	Replaced by bespoke provisions at Article 12(a) and 12(f)
42.	Section 187(8) (chairperson entitled to a second or casting vote at general meeting);	Restated at Article 12(h)
43.	Section 188(6) as modified by Section 1206 (entitlement of members to vote at general meeting where monies payable to the company are in arrears);	Restated at Article 5(c) and within the Procedural Rules
44.	Section 188(7) (objections to the qualification of voters);	Restated at Article 12(e)
45.	Section 188(8) (objection to be referred to the chairperson);	Restated at Article 12(e)

46.	Section 189(4) (taking of polls in such manner as the chairperson directs);	Restated at Article 12(g)
47.	Section 189(5) (certain polls to be taken forthwith);	Restated at Article 12(i)
48.	Section 189(6) (certain polls to be taken at such time as the chairperson directs);	Restated at Article 12(g)
49.	Section 218 (notices);	Replaced by a bespoke provision at Article 33
50.	Section 230(b) (power of director to act in a professional capacity for the company);	Modified by clause 10 of the Memorandum
51.	Section 618(1)(b) (distribution of property of a company on a winding up);	Dis-applied - not applicable to a charity (distribution of assets addressed at clause 9 of the Memorandum)
52.	Section 1196 (rotation of directors);	Dis-applied
53.	Section 1197(2) (remuneration of directors set by the company);	Dis-applied – No remuneration for Directors (as detailed at clause 10 of the Memorandum)
54.	Section 1197(3) (directors expenses);	Restated at clause 10 of the Memorandum
55.	Section 1199(8) (directors may require a member to resign by service of notice);	Restated at Article 4(f)
56.	Section 1199(9) (every member shall have one vote);	Replaced by a bespoke provision at Article 12(c)
57.	Section 1206(a) (modifying Section 188(2)) (votes of members);	Replaced by a bespoke provision at Article 4(d)

NAMES, ADDRESSES AND DESCRIPTIONS OF SUBSCRIBERS

1. Mary Maher, 10 Glenmore Road, North Circular Road, Dublin 1
Director, Dublin Adult Learning Centre
Mary Maher
2. Margaret Burke, 3 Sundrive Park, Kimmage, Dublin 12
Librarian, South Dublin Library Service
Margaret Burke
3. Mairin Kenny, 8 Oakwood Drive, Finglas East, Dublin 11
Project Worker, Local Employment Service, Ballymun.
Mairin Kenny
4. Jean McCord, 15 Kilmore Drive, Artane, Dublin 5
Adult Literacy Organiser, City of Dublin VEC
Jean McCord
5. Pauline Breslin, 74 Balglass Road, Howth, Co. Dublin
Nurse's Aid, The Mater Hospital
Pauline Breslin
6. Noel Dalton, Station House, Batterstown, Co. Meath
Adult Education Organiser, Co. Kildare VEC
Noel Dalton
7. Mary Kett, 42 Mountan View Road, Ranelagh, Dublin 6
~~Co-ordinator, Prison Education Service~~
Assistant Co-ordinator National Reading Initiative
Mary Kett

Dated this 31 day of January 2001

Witness to the above Signatures:-

Anez Bailey