

ATA Membership Application Form

11/2024

Membership of the ATA is open to all Businesses actively involved in Australia and New Zealand in manufacturing, wholesaling, distributing, licensing or retailing products for kids & family leisure, learning and entertainment and who also subscribe to the Code of Practice of the ATA, provided that:

- Application for membership is submitted to the Association on the ATA membership form. Please ensure both sides of the form are completed; and
- The applicant complies with appropriate membership criteria.

Your application will be considered at the next meeting of the Board of Directors. Meetings are held approximately every three months. You will be notified if your application has been approved and you will be required to pay your subscription at that time.

NOTE: A non-refundable Application Fee of \$165.00 (inc GST) must accompany this application

Business Name _____

Trading Name _____

Sole Trader Partnership Company Trust ABN _____

Address _____

_____ State _____ Postcode _____ Country _____

Postal Address (if different) _____

_____ State _____ Postcode _____ Country _____

Contact Person _____ Title/Position _____

Telephone _____ Mobile _____

Email _____ Website _____

Nominated by

Please note a financial Member of the association must nominate your Business' application for membership.

(If you do not have a nominee, please forward the application form and a board Member will be in contact with you)

Business _____ Name _____ Signature _____

Type of Business (Please indicate accordingly)

Manufacturer Importer Wholesaler Retailer Licensor Agent

Other (please define) _____

Number of years trading _____

Describe the nature of your Business (Please limit to business type, avenues of distribution, product range and major brands.) _____

Why do you want to join the ATA? _____

Do you intend to Exhibit at next year's Toy Fair? (Please indicate accordingly.)

Yes No Don't know (Note: to qualify for the discount for The Fair, you must be approved at the October/November Board Meeting prior to the year of the Fair.)



ATA Membership Application Form

11/2024

If accepted for membership the Business agrees to abide by the ATA Constitution and Code of Practice. Membership is not transferable.

By this Signature the Business Declares as follows:

- To abide by the Constitution and Code of Practice (as amended from time to time) of the Association
AGREED Yes No
- To not be a declared bankrupt nor a declared insolvent
TRUE & CORRECT Yes No
- That no application of the applicant has been made to and subsequently refused by a Trade or Industrial Association
TRUE & CORRECT Yes No
- That it is agreed that this application is subject to the approval of the Board of Directors of the Association whose decision shall be final
AGREED Yes No
- That the turnover category selected is warranted to be a true and correct turnover category of the applicant
TRUE & CORRECT Yes No
- That based on personal knowledge or reliable internal Business advice, I confirm the current Business' products comply with the Australian Safety and Compliance standards in all material respects and based on Business' current practices all future products ought likewise to comply
AGREED Yes No

Privacy Statement

Privacy Statement ATA is committed to supporting the National Privacy Principles.

We will only collect and store information about you that is necessary. The information you provide may be used to assess your application for membership and if successful, then to offer, provide and improve ATA services to you. ATA will not otherwise, without your consent, use or disclose the information you provide for any other purpose unless it would reasonably be expected that such a purpose is related to the above and where such purpose is permitted or required by law.

You are entitled to request reasonable access to the information the ATA holds about you.

I _____ [name]
as _____ [position]
am authorised to sign on behalf of

[applicant]
and warrant that the above information is true
and correct in every detail.
Signed _____ Dated ____ / ____ / ____

Membership Fees 2025-2026

The ATA Membership year is the financial year. Membership Fees are related to the TOTAL turnover of your Business. The rates shown are inclusive of 10% GST. Fees are shown below. (Pro rata fees apply after November. Except for those exhibiting at the Fair).

Please indicate your turnover category below

Category C – Sales under \$1,000,000 p.a.

Category B – Sales \$1,000,001 - \$5,000,000 p.a.

Category A – Sales over \$5,000,000 p.a.

Membership fee (GST inclusive)

\$486.00

\$1,062.00

\$1,842.00

NOTE: A non-refundable APPLICATION FEE of \$165.00 (inc GST) must accompany this application.

NOTE: Your MEMBERSHIP FEE will be invoiced on acceptance by the ATA Board of your application.

Preferred Payment Method

Direct Deposit - Bank Details: Australian Toy Association Account BSB: 083 419 Acc No: 69-424-1879

Payment by Credit Card - Visa or Mastercard only (payments attract a 1.5% surcharge)

The ATA will call you to process payment - please enter your details if different to above.

Name _____ Telephone _____



For more information please contact the ATA on 03 9320 2600

Australian Toy Association ABN 92 002 682 493 PO Box 7061, Melbourne VIC 3004

E: admin@austoy.com.au www.austoy.com.au

**Australian Toy
Association**

ATA Membership Information Guide

11/2024

What is the ATA?

ATA is an independent, financially strong well resourced industry body representing and servicing Australian industries specialising in products for children & family leisure, learning and entertainment.

ATA Members include manufacturers, distributors, importers, retailers, agents and licensors. The ATA membership accounts for the vast majority of total industry sales in Australia.

ATA has its roots in the toy industry, having been incorporated as the Australian Toy Association Limited in 1983, previously having been the Toy and Games Manufacturers of Australia (TAGMA).

Today ATA's Members are involved in a large variety of children's products ranging across toys, hobbies, nursery, clothing, confectionary, games (board, electronic & video), CDs, books, collectibles, car safety, furniture, sports, lifestyle & licensed products.

This reflects the increasing diversification of ATA's membership as they develop to meet the changing needs of a quickly evolving society.

Also while children's products are the initial focus, this often diversifies into the wider lifestyle & licensed product ranges for adults.

ATA has a major objective of delivering information and services that extend the performance of its industry sectors as they serve the changing needs of the consumer - at an individual level, a national level and as a global industry.

ATA is committed to ensuring that the legitimate interests of its industry sectors are truly represented in relevant Government circles.

Mission Statement

The Association's mission is:

To represent and service Members who specialise in products for children and family leisure, learning and entertainment.

In pursuit of this mission, the ATA aims to:

- Promote compliance with uniform product safety standards.
- Promote the educational and play value of toys and associated products.
- Encourage creativity and sustainability in the design of children's product.
- Encourage respect for intellectual property rights.
- Promote the year round sale of children's products.

- Act as a source of information.
- Improve and maintain the public image of the industry.
- Communicate with Members in a prompt and efficient manner.
- Conduct a successful and profitable Annual Trade Fair.

ATA Governance

The ATA has a Board of Management comprising 11 individuals from Member companies. Eight (8) of these ATA Directors are elected by the membership, the remaining three (3) are appointed by the Board after the end of year Annual General Meeting.

ATA Staff

The ATA is professionally managed by its permanent staff comprising of:

- Alice Sanderson – Executive Manager
- Jacqui Christou – Event Manager
- Valerie McBride – Finance Manager
- Leah Flanagan – Administration & Membership Officer

ATA Membership Requirements

Membership of the ATA is open to businesses actively involved in Australia and New Zealand in manufacturing, wholesaling, distributing or retailing products for children & family leisure, learning and entertainment.

Membership of the ATA is healthy and comprises the vast majority of key players in its industry sectors. We are always actively seeking new Members in all States that satisfy membership criteria.

Applicants for membership must agree to abide by the ATA Code of Practice. A copy of which is included in this kit.

How to become a Member

An application for membership must be made in the prescribed form.

An application fee of \$165 inc GST (non-refundable) must accompany the application form. An application for membership must be signed by both the applicant and the proposer. However, please disregard this if you do not have a nominee.

NOTE - to be eligible for the Member discount for the Australian Toy Hobby & Licensing Fair you must be approved for membership no later than the October/November Board Meeting prior to the Fair.



The Members of the Australian Toy Association are committed to the promotion of a safe play environment for children. To achieve this Members will do all things necessary to adhere to all relevant safety standards, to observe the ethical advertising of children's products and maintain free and fair trade in children's products throughout the country.

All Members of the Association are subscribers to the ATA Code of Practice as follows:

1. We are firmly committed to the development and promotion of a safe play environment for children, and to place only safe products on the market.
We agree to adhere strictly to national and international safety standards and to take prompt, effective and appropriate action should a safety problem arise. Further we agree to notify the Association immediately of any allegation by an enforcement authority that my/our product(s) contravene relevant safety regulations.
2. We are committed to the principle of ethical standards in regard to the advertising to children and adhere to government regulations and requirements. Further we agree to operate under the AANA Principles and Advisory Notes on Advertising to Children (December 2023)
[See the latest rules here.](#)
3. We support and encourage research conducted in regard to any aspect of children's products and will be involved where possible and offer full co-operation.
4. We oppose strongly the practice of counterfeiting not only as an unfair trading practice but one which may expose children to products which do not comply with safety standards.
Further we declare that we do not knowingly market counterfeit product(s) and we understand that a judgement against us whether brought privately or otherwise for copyright or trademark infringement may render us liable to review under ATA procedures.
5. We recognise we have a duty to ensure lawful, fair, safe and healthy working conditions for those employed in the contract manufacture of children's products.

We support the production of safe product in compliance with the Code of Business Practice of International Council of Toy Industries.

To discharge this duty, we agree to have arrangements with vendors or their agents which require and maintain such conditions.
6. We understand that a successful prosecution under relevant safety regulations will be regarded by the Association as a breach of this code and may render us liable to review under ATA procedures.
7. We understand that wilful breaches of the code may lead to my/our expulsion from the Association and the denial of space at the Australian Toy Hobby and Licensing Fair.
8. We shall actively support appropriate children's causes.



Benefits of Membership include:

Annual Trade Fairs

The Australian Toy Hobby and Licensing Fair is held annually in Melbourne in March. With over 5,000 passes going through our doors, this really is the premier event of our industry and completes the circuit of worldwide trade Fairs.

ATA members benefit from a discounted exhibition rate for this Fair and only exhibitors at the Fair can enter the Product of the Year, Environmental and Sustainability, Judges Choice and Kids Choice Awards.

The Sydney Mid-Year Fair is also held annually and exhibiting at this Fair is open to ATA members only. Taking place at the end of June / beginning of July, the event provides members with an extra opportunity to display their product to the market.

Safety & Standards

ATA Members are well represented in this arena. The ATA considers one of its most important duties is the promotion of the highest possible standards of safety in design and manufacture of children's products.

The ATA works closely with regulatory authorities Federal and State on all issues of safety and standards and through this involvement ATA members are recognised as having a prime responsibility and commitment.

We keep members informed about developments and alerts in respect of Safety & Standards in both Australia and New Zealand.

The ATA is also a key participant in the ongoing development of the ISO Global Toy Standard (aligning standards worldwide) and with the Global Issues Taskforce within the International Council of Toy Industries (ICTI).

We offer members a free Compliance query service as well as access to the Compliance Analyser tool which was developed to simplify the determination of requirements applicable to specific products.

Representation

ATA Members' interests are represented by the ATA on several levels addressing issues and commercial problems that could have a profound effect on your business.

Nationally, the ATA monitors government regulation and participates in submissions on relevant issues.

The ATA is involved in a variety of business forums representing the views of its industry sectors.

Federal & State Governments and authorities also recognise the ATA as the first port of call on issues relating to toys and children's products.

The toy industry operates in an increasingly global marketplace. Therefore global issues have an affect on your business. The ATA is a member of the International Council of Toy Industries (ICTI) and the Asian Council of Toy Industries (ACTI).

The ATA actively participates in these forums on your behalf.

Value of Play

The ATA is dedicated to promoting the Value of Play (VOP) to the industry and community at large. Play is essential for the healthy development of children cognitively, emotionally and physically. Our website and social media channels communicate this message and our objective is to be the first point of contact for media on behalf of our members, for all things play.

Logo Identification

The ATA logo is the recognised industry symbol. Its effective use provides Members with tangible evidence of their industry participation. Members are provided with a decal to use at their place of business and also have access to an electronic version for use on business stationery etc.

ATA Website - Member Only Area

The ATA's website www.austoy.com.au is a key communication medium and provides a public face for the ATA in an e-enabled society. It also provides an excellent business tool for Members through use of the Member only area.

Within the Member portal you would have access to:

- Industry Reports
- Safety & Compliance information
- Webinar Archives
- Exclusive Member Benefits & more

ATA Member Benefits / Service Partners

Our Members have exclusive access to a broad range of services and a host of other commercial resources dedicated to expert advice.



Member Resourcing, Assistance and Publications

The ATA acts as a primary information resource for members through monthly newsletters and regular EDM's.

The ATA also publishes a Compliance Grid for ATA members only which outlines the Australian and New Zealand Standards applicable to ATA members' products.

Industry Data

The ATA provides key industry data that assists members in decision making for their business. This includes retail and consumer buying habits both locally and globally as well as trends and forecasts from experts and leaders in this area.

Export Network

Through our international relationships, the ATA is able to assist members in gaining access to export markets via international Fairs.

Public Relations and Promotions

The ATA has an important role to play in the promotion of a positive image of its industry sectors. We are on top of mind as the leading spokesperson for the industry and the annual awards program at Toy Fair garners media interest for what's hot in the Toy Biz.

Hottest Toys for Christmas

ATA members are provided an opportunity to showcase their products to media through our Hottest Toys for Christmas event.

Held around October and leading into the industry's busiest and most important period, the event garners interest from news channels and popular morning shows.

Australian Toy Association Charitable Foundation Ltd

The ATA is committed to helping as many Australian children in need as possible.

The Australian Toy Association Charitable Foundation Ltd was established to coordinate the fund-raising events organised by the Australian Toy Association.

The ATACF aim to assist Disadvantaged Children achieve better health and education outcomes.

Sustainability & Circular Economy

The ATA leads a committee on sustainability where the aim is to source industry wide solutions that assist in a circular economy for toys. By working together, we believe that this is more achievable than tackling such an important issue independently. Through sustainable manufacturing and end of life recovery programs, ATA members will therefore assist in a sustainable future for generations to come.

ATA Mentor/Mentee Program

Mentoring is an invaluable way to nurture talent, benefiting both mentors and mentees involved in the relationship. The primary goal of this program is to inspire, support, and guide the emerging leaders of the Toy & Licensing industry, fostering networking opportunities across different organisations. Effective mentoring programs within organisations have been proven to boost engagement, cultivate more positive and inclusive workplace environments, and enhance leadership development. Individuals who have access to exceptional mentors (and mentees) tend to experience more career advancements, skill development, increased confidence, and improved personal and professional outcomes. This is in harmony with ATA's mission to deliver services that elevate the performance of the toy industry.



The Australian Toy Association have teamed up with our Corporate partners to bring ATA Members commercial benefits that are exclusively offered to you.

Curlett, Cannon & Galbell (CCG)

CCG are specialists in International Trade & Tariffs. Established over 40 years ago in 1976, with its head office in Melbourne and agents in all capital cities, CCG provides its customers with a range of services including:



- Customs Clearance
- Tariff Consulting & Customs Duty Recovery
- Freight Forwarding
- Storage & Distribution

For all enquiries, please contact Tony Bell
Phone +61 (03) 9330 2122 **Email** tony@ccgpl.com.au

Gallagher

Business Insurance, Risk Management & Consulting



Gallagher is a global leader in insurance, risk management and consulting services helping clients face challenges and providing effective solutions.

Our brokers are specialists in insurance and risk management.

No matter what industry you work in or how big your business is, our brokers will get to know your business so they can give you the best advice and risk management solutions available to help protect your business. It is our aim to try and take out some of the confusion that can be felt around insurance and risk management so you can focus on your business or role, with the confidence you are protected by a professional insurance and risk management program.

To get in contact,
Email selectnewbusiness@ajg.com.au or
Phone 1800 571 263.

SGS

SGS is the world's leading inspection, verification, testing and certification company. We are recognised as the global benchmark for quality and integrity. With more than 90,000 employees, we operate a network of more than 2,000 offices and laboratories around the world.



Our core services can be divided into four categories:

- Inspection
- Testing
- Certification
- Verification

For further details please contact:

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Mobile +86 13424374077
Email Jan.Sun@sgs.com

Circana



Circana delivers the only point-of-sale and online consumer panel survey data on toys in Australia, helping industry leaders better understand and sell in this complex market.

Discover why leading brands around the world rely on Circana to help them make data-driven decisions with confidence.

For further details please contact
Jim Thach **Email** jim.thach@circana.com



Nexus Point

Nexus Point provides specialised advisory services designed to deliver real value and lasting financial outcomes. With extensive expertise and a client-first mindset, they support businesses in uncovering opportunities, overcoming challenges, and achieving measurable success.



How Nexus Point can support your business:

- Maximise tax benefits with expert guidance
- Optimise global supply chains
- Simplify navigation of complex trade regulations
- Tailor advice to secure funding opportunities
- Provide strategic management consulting

Exclusive for ATA Members:
Enjoy member-only discounts on Nexus Point's services.

Why partner with Nexus Point?

- Independent advisors – not freight forwarders
- Proven results, including six-figure savings through refunds, duty planning, and freight optimisation
- A simple, streamlined process focused on measurable outcomes

Email: trilby.langdon@savingpoint.com.au

Website: <https://www.nexuspointgroup.com.au/welcome-ata-members/>

DreamStoneHR

DreamStoneHr are specialists in people and workplace solutions. Established in 2014, with focus on compliance and risk mitigation, DreamStoneHR partners with businesses of all sizes to create engaged, productive, and supported workplaces.



We provide our clients with a range of services including:

- HR Advice
- Policy Development
- Workplace Compliance
- Workplace Audits
- Workplace Investigations
- Employment Contracts

For further details please contact DreamStoneHR

Phone: (02) 8320 9320

Email: info@dreamstonehr.com.au

Website: www.dreamstonehr.com.au

Don't forget to let us know you are a member of the Toy Association for your exclusive Member benefits!



AUSTRALIAN TOY ASSOCIATION LTD

CONSTITUTION

ACN 002 682 493

Public company limited by guarantee under the *Corporations Act 2001* (Cth)

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AUSTRALIAN TOY ASSOCIATION LTD

CONSTITUTION

PART A — GENERAL

1. Name of the Company

1.1. The name of the Company is Australian Toy Association Ltd.

2. Type of Company

2.1. The Company is a public company limited by guarantee incorporated under the *Corporations Act 2001* (Cth), hereinafter referred to as 'the Act'.

2.2. The assets and income of the Company must be applied solely in furtherance of the Objects and no portion of the income or assets of the Company may be paid or transferred, directly or indirectly, to any Member.

2.3. Clause 2.2 does not prevent the Company from doing the following things, provided they are done in good faith:

- a) paying a Member for goods or services they have provided to the Company at fair and reasonable rates or rates more favourable to the Company,
- b) reimbursing a Member for reasonable expenses they have properly incurred on behalf of the Company,
- c) making a payment to a Member in carrying out the Objects, or
- d) making a payment for any other bona fide reason related to the attainment of the Objects.

2.4. This Constitution comprises a contract between:

- a) the Company and each Member,
- b) the Company and each Director,
- c) the Company and the Secretary or Secretaries, and
- d) a Member and each other Member.

2.5. The replaceable rules set out in the Act do not apply to the Company.

2.6. Each Member must guarantee to pay an amount not more than \$10.00 to the Company if the Company is wound up while the Member is a Member, or within 12 months after they cease being a Member, and this guarantee is required to pay for the:

- a) debts and liabilities of the Company that exceed the Company's assets incurred before the Member stopped being a Member, and
- b) costs of winding up the Company.

3. Objects

3.1. The Objects for which the Company is established are:

- a) To promote the Australian and New Zealand Toy and Licensing Industry locally and elsewhere throughout the world,
- b) To promote and participate in the development of toy safety standards locally and elsewhere throughout the world,
- c) To promote and participate in the development of codes of conduct and ethical standards among persons employed in or either directly or indirectly connected or associated with the Australian and New Zealand Toy and Licensing Industry,
- d) To promote and participate in the development of trade and commerce among persons employed in or either directly or indirectly connected or associated with the business of designing, making, marketing or handling toys and other articles or commodities designed, made, marketed or handled for sporting, recreation, pastimes, educational, scientific purposes or for the benefit of any person,
- e) To promote and participate in consultation with any government or authority supreme local or otherwise for the purpose of encouraging and improving orderly marketing procedures, safety standards, affairs of consumers, health standards, publicity, advertising, packaging and generally to obtain from any such government or authority or from any person any rights, privileges and concessions which the Company may think it desirable to obtain,
- f) To facilitate industry support of charitable organisations and benevolent initiatives, and
- g) To do anything ancillary or incidental to the Objects.

4. Powers of the Company

4.1. The Company has the following powers which may be used only to carry out its Objects:

- a) all the powers of a company limited by guarantee under the Act, and
- b) the power to do all things necessary or convenient to be done for, or in connection with, the attainment of its Objects.

5. Definitions

5.1. In this Constitution, except as so far as the context or subject matter otherwise indicates or requires:

- a) **Act** means *Corporations Act 2001 (Cth)*,
- b) **Appointed Director** means a Director appointed by the Board pursuant to clause 28,
- c) **Associate Member** means a Member who does not have voting rights as described in clause 7.3,

- d) **Board** means some or all the Directors acting as the Board of Directors,
- e) **By-laws** means the rules and regulations made by the Board in accordance with clause 36,
- f) **Code of Practice** means the Code of Practice applicable to Members made by the Board,
- g) **Company** means Australian Toy Association Ltd,
- h) **Constitution** means this Constitution as amended from time to time,
- i) **Director** means an individual elected or appointed as a Director on the Board,
- j) **Elected Director** means a Director elected by the Full Members or appointed by the Board to fill a casual vacancy under clause 25.2,
- k) **Full Member** means a Member with voting rights as described in clause 7.2,
- l) **General Meeting** means a formal meeting of the Members and includes an Annual General Meeting,
- m) **Maximum Continuous Period** means the term limit imposed on Directors under clause 26,
- n) **Member** means a person whose name is entered in the register of Members as a Member of the Company,
- o) **President** means the Director holding this position in accordance with clause 34,
- p) **Representative** means an individual appointed as a Member's representative by a Member that is a body corporate,
- q) **Secretary** means an individual or individuals appointed to undertake the role of Secretary as defined in the Act and this Constitution,
- r) **Special Resolution** means a resolution at a General Meeting that is passed by at least 75% of the votes cast by Members entitled to vote on the resolution,
- s) **Surplus Assets** means any assets of the Company that remains after paying all debts and other liabilities of the Company, including the costs of winding up.

6. Interpretation

- 6.1. Headings are for convenience only and do not affect the interpretation of this Constitution.
- 6.2. The following rules of interpretation apply unless any contrary intention appears in this Constitution or the context requires otherwise:
 - a) mandatory provisions of the Act override any clause in this Constitution, which is inconsistent with that Act,
 - b) reference to an act includes every amendment, re-enactment, or replacement of that act and any subordinate legislation made under that act such as regulations,

- c) a reference to a clause or sub-clause is to a clause or sub-clause of this Constitution,
- d) where a word or phrase is defined, its other grammatical forms or parts of speech have corresponding meaning,
- e) reference to a person is a reference to an individual, company, any other body corporate, partnership, joint venture, association, or other body whether or not incorporated,
- f) the words 'writing' and 'written' include any mode of representing or reproducing, including electronically, words, figures, drawings, or symbols in a visible or communicable form,
- g) the words 'including', 'for example', or similar expressions do not limit the inclusions or examples,
- h) a gender includes all genders,
- i) singular includes plural and vice versa, and
- j) a notice or document required by this Constitution to be signed includes signing by electronic means or may be authenticated by any other manner permitted by law.

PART B — MEMBERSHIP

7. Classes of Membership

- 7.1. There are two classes of membership:
 - a) Full Members, and
 - b) Associate Members.
- 7.2. Full Members are persons who:
 - a) are actively involved in Australia and/or New Zealand in manufacturing, wholesaling, distributing, or retailing products or supplying services connected with any one or more of the foregoing activities, for children's & family leisure, learning and entertainment,
 - b) satisfy any additional requirements for Full Membership as prescribed by the Board and set out in the By-laws, and
 - c) have been admitted as Full Members in accordance with this Constitution.
- 7.3. Associate Members are persons who:
 - a) are actively involved in a country other than Australia or New Zealand in manufacturing, wholesaling, distributing, or retailing products or supplying services connected with any one or more of the foregoing activities, for children's & family leisure, learning and entertainment,
 - b) satisfy any additional requirements for being Associate Members as prescribed by the Board and set out in the By-laws, and
 - c) have been admitted as Associate Members in accordance with this Constitution.

- 7.4. The Board may provide for categories of Members within each class on such terms and conditions as the Board determines.
- 7.5. The Board may determine additional requirements for admission as a Member or as a Member in a particular class or category of membership.

8. Rights and Obligations of Members

- 8.1. A Full Member has the right to:
 - a) receive notices of and to attend General Meetings,
 - b) vote at General Meetings on resolutions put to the Members, and
 - c) vote in the election for Elected Directors.
- 8.2. An Associate Member is entitled to receive notices of and to attend General Meetings, but does not have any voting rights at a General Meeting or in the election for Elected Directors.
- 8.3. A Member who has not paid any fees payable by the due date is not entitled to exercise their rights while the fee remains unpaid.
- 8.4. A Member is entitled to exercise their rights if their membership rights are not suspended for any other reason.
- 8.5. The Board may extend benefits and services to Members that may differ between classes and categories of membership and within classes and categories of membership.
- 8.6. Members must comply with:
 - a) this Constitution,
 - b) any By-laws, and
 - c) the Code of Practice.
- 8.7. To maintain membership, Members are required to comply with any continuing membership obligations or conditions as determined by the Board and specified in the By-Laws.
- 8.8. A Member must, within a reasonable time, notify the Secretary of any change to their details as recorded in the register of Members.
- 8.9. A right, privilege or obligation held by reason of being a Member:
 - a) is not capable of being transferred or transmitted to another person, and
 - b) terminates upon cessation of the Member's membership.
- 8.10. The rights of Members are not to be taken as being varied by the admission of more Members or the addition or deletion of classes or categories of membership.
- 8.11. The rights of Members in any class may be varied or cancelled by the Full Members approving amendments to the Constitution by Special Resolution. For clarity, this shall be taken to be the procedure for varying or cancelling rights of Members in any class.

9. Member Representatives

- 9.1. If a Member is a body corporate, the Member will nominate at the time of application for membership the name of one individual, called the Representative, who will represent that Member at General Meetings and in the case of a Full Member, may vote on behalf of that Full Member.
- 9.2. A Member may by notice to the Secretary change its Representative.

10. Application for Membership

- 10.1. Every applicant for membership shall be proposed by another Member. The application for membership shall be made in writing, signed by the applicant and proposer and shall be in such form as the Board from time to time prescribes and includes the applicant agreeing to accept the Code of Practice as adopted and amended by the Board from time to time.
- 10.2. When lodging an application for membership, every applicant must pay any application fee as set by the Board. Application fees are non-refundable and are not offset against the initial membership fee.
- 10.3. At the next meeting of the Board after the receipt of any application for membership, such application shall be considered by the Board.
- 10.4. The Board may approve or reject an application for membership.
- 10.5. The Board may refuse any application for membership without being compelled to give the reasons for such refusal.
- 10.6. Where an application is rejected, any fees paid shall be non-refundable.
- 10.7. Once the outcome of a membership application is determined, written notice of the decision of the Board is to be sent to the applicant within a reasonable time.
- 10.8. The acceptance of an applicant as a Member is subject to the payment of any fees, including the membership fee, and if such payment is not made within two (2) calendar months after the date of the notice, the Board may exercise its discretion to cancel its acceptance of the applicant for membership of the Company. Any application fees paid do not offset the initial membership fee payable.
- 10.9. An applicant who is admitted to membership becomes a Member and is entitled to exercise the rights and privileges of that membership when their name is entered in the register of Members.

11. Membership Fees

- 11.1. The Board may set any application fees and/or membership fees and may determine different fees:
 - a) for different classes or categories of membership,
 - b) within classes or categories of membership, or
 - c) for different Members.
- 11.2. The Board may in its discretion waive or vary the amount of any fee set.
- 11.3. Any fee charged to Members is payable in such manner and at such times as are determined by the Board.

- 11.4. A Member who fails to pay any membership fee(s) by the due date may have their membership terminated if the fee(s) remains unpaid for a period prescribed by the Board. The Board may determine the specific period, and the Member will be notified of the impending termination if payment is not received within this timeframe.
- 11.5. Membership that has been terminated under clause 11.4 may be reinstated at the discretion of the Board upon payment of the outstanding fee(s).

12. Register of Members

- 12.1. The Secretary or another person delegated by the Board must establish and maintain a register of Members, which may be in electronic form, containing:
- a) the name of each Member and the date on which they became a Member,
 - b) the Member's address, which may be an email address, to which notices from the Company may be sent, and
 - c) any other information as determined by the Board or required by the Act.

13. Ceasing to be a Member

- 13.1. A Member ceases to be a Member if they:
- a) resign by written notice to the Secretary,
 - b) are an individual and die,
 - c) are not an individual and are wound up or are dissolved,
 - d) the Member is, or any step is taken for the Member to become, an insolvent under administration,
 - e) have their membership terminated or are expelled under this Constitution,
 - f) no longer satisfy the criteria for their respective class of membership (unless transferred to another class of membership by the Board),
 - g) are convicted of an indictable offence,
 - h) fail to provide any information required by the Board as part of the renewal process, unless the Board resolves otherwise,
 - i) fail to satisfy any undertaking given by the Member upon them being admitted as a Member, unless the Board resolves otherwise, or
 - j) have their membership terminated in any other circumstances prescribed in the terms of membership that are applicable to the Member, unless the Board resolves otherwise.
- 13.2. Any Member ceasing to be a Member:
- a) is not entitled to any refund, in full or part, of any membership fees paid, and

- b) will not be readmitted as a Member until all unpaid fees outstanding at the time they ceased to be a Member are paid, including any interest or other charges levied on any outstanding fees.
- 13.3. Upon ceasing to be a Member, the date on which the Member ceased to be a Member will be recorded in the register of Members.
- 13.4. Any Member ceasing to be a Member remains liable for any fees owing by that Member to the Company and, if the Company is wound up within one year of the date the Member ceases to be a Member, the guarantee under this Constitution.

14. Disciplining a Member

- 14.1. The Board may take disciplinary action against a Member who in the opinion of the Board:
- a) has failed to comply with this Constitution or any By-laws,
 - b) has failed to comply with the Code of Practice,
 - c) refuses to support the Objects,
 - d) acts in a manner prejudicial to the interests of the Company, or
 - e) acts in a manner that the Board considers it as undesirable for the Member to continue to be a Member.
- 14.2. Written notice must be provided to the Member of the proposed disciplinary action at least 28 days before the Board meeting at which the proposal is to be considered by the Board.
- 14.3. At the Board meeting, the Board must:
- a) give the Member an opportunity to make oral representations, and
 - b) give due consideration to any oral and/or written representations submitted to the Board by the Member at or prior to the Board meeting.
- 14.4. After considering any explanation provided by the Member, the Board may decide to:
- a) take no further action,
 - b) warn the Member,
 - c) suspend the Member's rights as a Member for a period of not more than 12 months,
 - d) expel the Member,
 - e) refer the matter to mediation,
 - f) impose such conditions or undertakings upon the Member as it deems appropriate, including but not limited to commitments to cease specified conduct, undertake remedial actions or training, or comply with ongoing conditions, or
 - g) require the matter to be determined at a General Meeting.

- 14.5. The Board must give the Member written notice of the Board's decision, and the reasons for the decision, within 14 days after the Board meeting at which the decision is made.
- 14.6. There will be no liability for any loss or injury suffered by the Member as a result of any decision made in good faith under this clause 14.4.
- 14.7. A Member who is suspended is unable to exercise their rights as a Member but must still comply with their duties and obligations as a Member.

PART C — GENERAL MEETINGS

15. Calling a General Meeting

- 15.1. The Board may, whenever it thinks fit, call a General Meeting.
- 15.2. The time, place of, and the virtual meeting technology to be used, if any, at, the General Meeting is to be determined by the Board.
- 15.3. An Annual General Meeting will be held within five months after the end of each financial year.
- 15.4. A General Meeting may be held at one or more venues, or wholly or partly online or virtually, using any virtual meeting technology that provides the Members as a whole with a reasonable opportunity to participate, including the ability to hear and be heard.
- 15.5. A Member who participates in a General Meeting using the virtual meeting technology prescribed by the Board is taken to be present in person at the General Meeting and, if the Member votes at the meeting using the virtual meeting technology prescribed, is taken to have voted in person.
- 15.6. A virtual General Meeting and a General Meeting that is partly held using technology, and partly held at a physical venue or venues, is deemed to have been held at the main physical venue of the meeting as set out in the notice of the meeting.
- 15.7. If a General Meeting is held:
 - a) at only one physical venue (whether or not it is also held using virtual meeting technology), it must be reasonable to hold the meeting at that physical venue,
 - b) at more than one physical venue (whether or not it is also held using virtual meeting technology), it must be reasonable to hold the meeting at its main physical venue as set out in the notice of the meeting,
 - c) using virtual meeting technology, it must be held in such a way as to give the persons entitled to attend the General Meeting, as a whole, a reasonable opportunity to participate in the meeting without being physically present in the same place.
- 15.8. A General Meeting must be held at a reasonable time. A General Meeting is taken to be held at a reasonable time if any of the following applies:

- a) if there is only one physical venue (whether or not it is also held using virtual meeting technology), the meeting is held at a time that is reasonable at the venue,
 - b) if there are two or more physical venues (whether or not it is also held using virtual meeting technology), the meeting is held at a time that is reasonable at the main physical venue for the General Meeting as set out in the notice of the meeting,
 - c) if the General Meeting is held using virtual meeting technology only, the meeting is held at a time that is reasonable in the timezone of the Company's registered office.
- 15.9. A General Meeting must also be convened by the Board upon the requisition of not less than 5% of Full Members.
- 15.10. A requisition for a General Meeting called by Full Members:
- a) must state the purpose or purposes of the General Meeting,
 - b) must be signed by the Full Members making the request, which may include electronic signatures,
 - c) must be lodged with the Secretary, and
 - d) may be in electronic form or may consist of several documents in a similar form, each signed by one or more of the Full Members making the request.
- 15.11. If the Board fails to give notice of a General Meeting called by Full Members within 21 days after the date on which the request for the General Meeting is lodged, any one or more of the Full Members making the request may convene a General Meeting which must be held not later than three months after that date.
- 15.12. A General Meeting called by Full Members must be convened as nearly as is practicable in the same manner as a General Meeting convened by the Board.

16. Notice of a General Meeting

- 16.1. Notice of a General Meeting must be given to:
- a) each Member,
 - b) each Director, and
 - c) the auditor, if any.
- 16.2. Notice of a General Meeting must include:
- a) the time, date, place of, and, if any, the virtual meeting technology to be used to facilitate the General Meeting,
 - b) if virtual meeting technology is to be used to hold the General Meeting, sufficient information to allow the Members to participate in the General Meeting by means of the virtual meeting technology,
 - c) a statement that Members may appoint a proxy, and

- d) if applicable, that a Special Resolution is to be proposed at the General Meeting and the words of the proposed Special Resolution(s).
- 16.3. Notice of a General Meeting shall be given at least 21 days before the date fixed for the holding of the General Meeting.
- 16.4. Notice of a General Meeting may be given less than 21 days before the meeting if:
- a) for an Annual General Meeting, all the Members entitled to attend and vote at the Annual General Meeting agree beforehand, or
 - b) for any other General Meeting, Members with at least 95% of the votes that may be cast at the meeting agree beforehand.
- 16.5. Notice of a General Meeting must not be provided less than 21 days before the General Meeting if it is proposed that a resolution is to be moved to:
- a) remove a Director or appoint a Director to replace a Director who has been removed, or
 - b) remove an auditor.
- 16.6. The accidental failure to give notice of any General Meeting to, or the non-receipt of notice of a General Meeting by, any person entitled to receive notice will not invalidate the proceedings at or any resolution passed at the General Meeting.
- 16.7. A Member's attendance at a General Meeting waives any objection that the Member may have regarding a failure to give notice, or the giving of defective notice, of the General Meeting.

17. Business at a General Meeting

- 17.1. Subject to clause 17.2, no business other than that specified in the notice convening a General Meeting is to be transacted at the General Meeting.
- 17.2. The business of an Annual General Meeting may include any of the following, even if not referred to in the notice of the Meeting:
- a) the consideration of the annual financial report, the Board report and the auditor's report,
 - b) the election or announcement of Directors, and
 - c) the appointment of the auditor.

18. Proxies at a General Meeting

- 18.1. A Member is entitled to appoint a proxy by notice given to the Company at the address stated in the notice of General Meeting, which may be an electronic address, at least 48 hours before the time of the General Meeting in respect of which the proxy is appointed.

- 18.2. The Board may prescribe a form of proxy however a proxy will be valid provided the instrument purporting to appoint a proxy:
- a) is in writing,
 - b) contains the Member's name and address, the Company's name and the proxy holder's name or the office held by the proxy holder,
 - c) contains the details of the meeting at which the appointment may be used, and
 - d) contains the details as to how the proxy holder is to vote on the matters before the General Meeting.
- 18.3. In the event of a Member not nominating a particular person as proxy holder on the proxy form, the proxy is to be exercised by the chairperson of the General Meeting.
- 18.4. Unless the Company receives written notice before the start or resumption of a General Meeting at which a proxy holder votes, a vote cast by the proxy holder is valid even if, before the proxy holder votes, the appointing Member:
- a) revokes the proxy holder's appointment, or
 - b) revokes the authority of a representative or agent who appointed the proxy holder.
- 18.5. A proxy holder need not be a Member or a Representative.
- 18.6. A proxy holder does not have the authority to speak and vote for the Member who appointed that proxy at a General Meeting while that Member is at the General Meeting

19. Quorum at a General Meeting

- 19.1. A quorum for a General Meeting is 5 Full Members present and entitled to vote in person or by Representative, excluding any proxies.
- 19.2. No business may be conducted at a General Meeting if a quorum is not present.
- 19.3. If a quorum is not present within 30 minutes after the time appointed for a General Meeting:
- a) if convened by or on the requisition of Members, the General Meeting is dissolved, and
 - b) in any other case, the General Meeting stands adjourned to such other day, time and place as the Board appoints by notice to the Members and others entitled to notice of the General Meeting.
- 19.4. If at the adjourned General Meeting a quorum is not present within 30 minutes from the time appointed for the General Meeting, the General Meeting will lapse.

20. Chairperson of a General Meeting

- 20.1. The President will preside as chairperson of each General Meeting.

- 20.2. If there is no President, or the President is not present within 15 minutes after the time appointed for the commencement of the General Meeting, or the President is unable or unwilling to act as chairperson of the General Meeting or of part of the General Meeting, then the following persons will preside as chairperson of the General Meeting in the order of precedence:
- a) the Vice President,
 - b) any other Director present who has been appointed as chairperson by the other Directors present, or
 - c) a Full Member or Representative of a Full Member present chosen by a majority of the Full Members present.
- 20.3. The chairperson of a General Meeting is responsible for the conduct of the General Meeting and any question arising at a General Meeting relating to the order of business, procedure or conduct of the General Meeting must be referred to the chairperson whose decision is final.
- 20.4. The chairperson of a General Meeting may at any time they consider it necessary or desirable for the proper and orderly conduct of the General Meeting:
- a) impose a limit on the time that a person may speak on a motion or other item of business, question or resolution being considered by the General Meeting,
 - b) terminate debate or discussion at the General Meeting, and
 - c) adopt any procedures for casting or recording votes at the General Meeting whether on a show of hands or a poll.
- 20.5. The chairperson of a General Meeting may at any time during a General Meeting, adjourn the General Meeting from time to time and from place to place, but no business may be transacted at any adjourned General Meeting other than the business left unfinished at the General Meeting from which the adjournment took place.
- 20.6. When a General Meeting is adjourned for 30 days or more, notice of the adjourned General Meeting must be given as in the case of an original General Meeting.
- 20.7. The chairperson of an Annual General Meeting must allow a reasonable opportunity for the Members as a whole at the meeting to ask questions about or make comments on the management of the Company.

21. Voting at a General Meeting

- 21.1. A Full Member is not entitled to vote at a General Meeting unless all fees due and payable by the Member to the Company have been paid.
- 21.2. Associate Members are not entitled to vote at a General Meeting.
- 21.3. Upon any motion arising at a General Meeting, a Full Member entitled to vote has one vote.
- 21.4. A proxy or Representative is entitled to a separate vote for each Full Member the person represents in addition to any vote the person may have as a Full Member in their own right.

- 21.5. Votes must be given in person, by proxy, by the Representative or when applicable by direct vote.
- 21.6. Proxies must not be counted on a vote by a show of hands.
- 21.7. A Member entitled to vote at a General Meeting may vote by direct vote where such an option is offered by the Board. A direct vote includes a vote delivered to the Company by any means approved by the Board, which may include postal or electronic means.
- 21.8. The Board may prescribe By-laws in relation to direct voting, including specifying the form, method, and timing of giving a direct vote at a General Meeting in order for the vote to be valid.
- 21.9. An objection to the qualification of a Member to vote at a General Meeting:
 - a) must be raised before or at the General Meeting at which the vote objected to is given or tendered, and
 - b) must be referred to the chairperson of the General Meeting whose decision on the qualification to vote is final.
- 21.10. If virtual meeting technology is used to hold a General Meeting and a document is required or permitted to be tabled at the General Meeting, the document is taken to have been tabled at the General Meeting if the document is:
 - a) given to the persons entitled to attend the General Meeting, whether physically or by using virtual meeting technology, before the General Meeting, or
 - b) made accessible to the persons attending the General Meeting, whether physically or by using virtual meeting technology, during the General Meeting.

22. Decisions at a General Meeting

- 22.1. Motions arising at a General Meeting are to be decided by ordinary resolution unless otherwise required by this Constitution or the Act.
- 22.2. An ordinary resolution is a resolution passed by a simple majority of the votes cast.
- 22.3. In the case of an equality of votes upon any proposed resolution, the chairperson of the General Meeting, in addition to any deliberative vote, does not have a casting vote, and the proposed resolution is not passed.
- 22.4. A resolution put to the vote of a General Meeting must be decided on a show of hands unless a poll is demanded in accordance with this Constitution. On a show of hands, the declaration by the chairperson of the General Meeting is conclusive evidence of the result.
- 22.5. A poll may be demanded before the vote is taken or before or immediately after the declaration of the result of the show of hands by:
 - a) the chairperson of the General Meeting,
 - b) at least two Full Members entitled to vote on the resolution present in person, by proxy or by Representative at the General Meeting, or

- c) Full Members with at least 5% of the votes that may be cast on the resolution present in person, by proxy or by Representative at the General Meeting.
- 22.6. Neither the chairperson of the General Meeting nor the minutes of the General Meeting need to state the number or proportion of the votes recorded in favour or against.
- 22.7. The demand for a poll at a General Meeting may be withdrawn.
- 22.8. A demand for a poll at a General Meeting does not prevent the continuation of a General Meeting for the transaction of any business other than the question on which the poll has been demanded.
- 22.9. A poll demanded at a General Meeting must be taken when and in the manner the chairperson of the General Meeting directs including in relation to how votes of Members attending by technology are to be collected.
- 22.10. A poll on the election of a chairperson of a General Meeting or on the question of an adjournment of a General Meeting must be taken immediately.

23. Cancellation or Postponement of a General Meeting

- 23.1. The Board may cancel, postpone, or change the venue of a General Meeting at any time prior to the meeting except in the case of a General Meeting called upon by the requisition of Members.
- 23.2. The Board must give notice of the postponement, cancellation or change of venue of a General Meeting to all persons entitled to receive notices of a General Meeting.

PART D — BOARD OF DIRECTORS

24. Board Composition

- 24.1. The Board will comprise the following Directors:
 - a) at least five and up to eight **Elected Directors** elected by the Full Members, and
 - b) up to three **Appointed Directors** appointed by the Board.
- 24.2. At least two Directors must ordinarily reside in Australia.
- 24.3. No more than one Directors on the Board may be employees or directors of the same Member.
- 24.4. Where the office of a Director becomes vacant, the continuing Directors may continue to act except where the number of Directors is reduced to fewer than five Elected Directors, in which case the continuing Directors may act only:
 - a) to appoint Directors for the purpose of increasing the number of Elected Directors to five or higher,
 - b) to convene a General Meeting, or
 - c) in an emergency.

25. Terms of Office for Directors

- 25.1. A term of an Elected Director is three years from the close of the Annual General Meeting at which their election is declared or announced until the close of the third following Annual General Meeting. A retiring Elected Director may stand for re-election if nominated and otherwise eligible and approved by the Nominations Committee.
- 25.2. If a casual vacancy in the position of an Elected Director occurs, the Board may, at their discretion and subject to clause 24.4, appoint an eligible individual to fill the vacancy until the expiration of the remainder of the predecessor's term.
- 25.3. An Appointed Director is to serve a term of up to three years as determined by the Board and may, if eligible, be reappointed as Appointed Director at the discretion of the Board.
- 25.4. If a casual vacancy in the position of an Appointed Director occurs, the Board may, at their discretion, appoint a new Appointed Director for a term of up to three years as determined by the Board.

26. Term Limits of Directors

- 26.1. The Maximum Continuous Period that a Director may serve as a Director is as follows:
 - a) an Elected Director may serve up to three consecutive terms, and
 - b) no Director may serve more than nine consecutive years.
- 26.2. A person who has held office as a Director for the Maximum Continuous Period is eligible for re-election or reappointment after a period of three years from the date that the person last held office as a Director.
- 26.3. The Maximum Continuous Period does not include any period of a Director's appointment to fill a casual vacancy of an Elected Director under clause 25.2.

27. Eligibility of Directors

- 27.1. A person is eligible for election or appointment as a Director if they:
 - a) are over the age of 18 years,
 - b) provide their signed consent to act as a Director,
 - c) are not ineligible to be a Director under law, including under the Act,
 - d) have a Director Identification Number, and
 - e) are not an employee of the Company.
- 27.2. An Elected Director must be:
 - a) a Full Member or an employee or director of a Full Member, and
 - b) approved by the Nominations Committee as a candidate who has met the requirements of this clause 27 and any additional eligibility criteria referred to in clause 29.2.

28. Appointment of Appointed Directors

- 28.1. The Board may appoint up to three Appointed Directors.
- 28.2. An Appointed Director may be but does not need to be a Member or an employee or director of a Member.
- 28.3. In appointing any Appointed Directors, the Board will have regard to the overall skills mix of the Board, aiming for a mix of skills, experience, diversity and perspectives that the Board requires to effectively govern the Company.
- 28.4. Where there are 3 Appointed Directors, at least one Appointed Director must have direct involvement in licensing activities that are associated with products or supplying services for children's and family leisure, learning and entertainment.

29. Nominations Committee

- 29.1. The Board will establish a committee of the Board to be called the Nominations Committee.
- 29.2. The Nominations Committee will:
 - a) identify, consider, and approve candidates for election as Elected Directors based on the requirements in clause 27 and any additional eligibility criteria determined by the Nominations Committee and approved by the Board, and
 - b) perform any other functions and responsibilities as prescribed in this Constitution or as determined by the Board from time to time and set out in the Committee's terms of reference.
- 29.3. In fulfilling its role under clause 29.2, the Nominations Committee will have regard to the overall skills mix of the Board, aiming for a mix of skills, experience, diversity and perspectives that the Board requires to effectively govern the Company.

30. Election of Elected Directors

- 30.1. Elections are to be held prior to the Annual General Meeting in accordance with any By-laws.
- 30.2. Prior to an Annual General Meeting, the Board or delegated person will:
 - a) give notice to the eligible Full Members of the number of vacancies that may be filled, and
 - b) invite nomination of candidates for election as Elected Directors from the eligible Full Members.
- 30.3. A Full Member may nominate one candidate for election.
- 30.4. Nominations must be:
 - a) in writing on the form prescribed by the Board,
 - b) signed by the candidate expressing their consent to serve as an Elected Director, and
 - c) lodged with the Secretary by the prescribed time.

- 30.5. Only those candidates who satisfy the requirements in clauses 27 and 30.4 are eligible to stand for election as an Elected Director.
- 30.6. If the number of eligible candidates exceeds the number of vacancies to be filled, a ballot will be held prior to the Annual General Meeting, which may be an electronic ballot as determined by the Board.
- 30.7. Each Full Member that is entitled to vote may vote in the ballot.
- 30.8. Results of an election of Elected Directors are to be announced at the Annual General Meeting.
- 30.9. If the number of eligible candidates received is equal to or less than the number of vacancies to be filled, then the candidates are to be declared elected at the Annual General Meeting following the close of nominations without the need for a ballot.
- 30.10. Any unfilled positions for election as Elected Directors because of insufficient nominations are to be deemed as casual vacancies.

31. Ceasing to be a Director

- 31.1. In addition to any other way a Director vacates office under the Act or this Constitution, a Director ceases to be a Director if they:
 - a) resign by written notice to the President or the Secretary,
 - b) are a Member and have their membership suspended or they are expelled pursuant to clause 14,
 - c) die,
 - d) become bankrupt or make any arrangement or composition with their creditors generally, unless, subject to the Act, the Board resolves otherwise,
 - e) are convicted on indictment of an offence and the Board does not at the next meeting of the Board after that conviction resolve to confirm the Director's appointment to the position of Director,
 - f) are absent from three consecutive Board meetings or at least four (4) meetings over a period of 12 months without leave of absence approved by the Board,
 - g) fail to disclose a material personal interest in breach of the law unless at its next meeting the Board resolves otherwise,
 - h) are removed from the position of Director by the Full Members,
 - i) become an employee of the Company,
 - j) are found guilty by a tribunal, industrial commission, court of competent jurisdiction or other similar authority of engaging in discriminatory conduct or harassment towards employees of the Company or other Members or their Representatives,
 - k) are an Elected Director and cease to be a Full Member or an employee or director of a Full Member, unless the Board resolves otherwise, or

- l) are an Elected Director and the Full Member by whom they are employed or are a director of ceases to be a Full Member, unless the Board resolves otherwise.

32. Removing a Director

- 32.1. The Full Members may by ordinary resolution at a General Meeting remove a Director from their position as Director before the expiration of the Director's term of office.

33. No Alternate Directors

- 33.1. Directors are not entitled to appoint alternate directors.

34. President and Vice President

- 34.1. The Board will appoint from amongst the Directors the following Office Bearers:
 - a) a President, and
 - b) a Vice President.
- 34.2. The President must be a Full Member or an employee or director of a Full Member.
- 34.3. The Board may determine the period for which a Director holds office as an Office Bearer subject to clauses 34.4 and 34.5. For clarity, the Board may by resolution remove an Office Bearer from their position as Office Bearer, in which case the person so removed would remain a Director.
- 34.4. The President will not hold office beyond their retirement, resignation or removal from the Board as a Director or if they otherwise cease to be a Director under this Constitution.
- 34.5. No Director may hold office as President for more than four consecutive years. A Director who serves four consecutive years as President is not eligible to be re-appointed as President again until a period of at least two years.
- 34.6. The President will have such powers and duties as specified in this Constitution, as required by law, and as determined by the Board.

35. Powers of the Board

- 35.1. The powers of the Board are, subject to the Act and this Constitution, to:
 - a) control and manage the affairs of the Company,
 - b) exercise all the functions as may be exercised by the Company other than those functions that are required by this Constitution or the Act to be exercised by a General Meeting, and
 - c) perform all such acts and do all such things as appear to the Board to be necessary or desirable for the proper management of the affairs of the Company.
- 35.2. The Board may delegate any of its powers to:
 - a) a committee,

- b) a Director,
 - c) an employee of the Company, or
 - d) any other person,
- and may revoke that delegation.

35.3. The delegate must exercise the powers delegated in accordance with any directions, terms, and conditions as set by the Board.

36. By-Laws

36.1. The Board may make, amend, or repeal such By-laws as it determines are appropriate for the purposes of giving effect to any provision of this Constitution or to govern the procedures and activities of the Company.

36.2. Any By-laws:

- a) must be consistent with the provisions in this Constitution, and
- b) when in force, are binding on all Members.

37. Duties of Directors

37.1. The Directors must comply with their duties as Directors under legislation and common law which includes the duty:

- a) to exercise their powers and discharge their duties with the degree of care and diligence that a reasonable individual would exercise if they were a Director of the Company,
- b) to act in good faith in the best interests of the Company and to further the Object of the Company,
- c) not to misuse their position as a Director,
- d) not to misuse information they gain in their role as a Director,
- e) to maintain the confidentiality of information received in their role as a Director,
- f) to disclose any material personal interest in a matter that relates to the affairs of the Company,
- g) to disclose any conflict of interest which may prevent them from properly fulfilling their duties as a Director,
- h) to ensure that the financial affairs of the Company are managed responsibly, and
- i) not to allow the Company to trade while it is insolvent.

37.2. The Board may make By-laws or adopt a policy consistent with the Act dealing with the disclosure and management of Directors' conflicts of interest.

38. Payments to Directors

38.1. Directors are entitled to:

- a) be reimbursed for reasonable expenses properly incurred by the Director in connection with the affairs of the Company, and

- b) be paid for any work they do for the Company, other than as a Director, if the amount is no more than a reasonable fee for the work done.
- 38.2. Directors are not entitled to be paid fees for being a Director.
- 38.3. Any payment made to Directors must be approved by the Board.

39. Board Meetings

- 39.1. The Board may meet, including by technological means, for the dispatch of business, and adjourn and otherwise regulate its meetings as it thinks fit.
- 39.2. The President, or any Director, may convene a Board meeting.
- 39.3. At a Board meeting:
- a) the President or, in the President's absence, the Vice President is to preside as chairperson, or
 - b) if the President and the Vice President are absent or unwilling to act, one of the remaining Directors may be chosen by the Directors present at the Board meeting to preside as chairperson.
- 39.4. Questions arising at any Board meeting are to be decided by a simple majority of votes of those Directors present and entitled to vote.
- 39.5. Directors are to have one vote on any question at a Board meeting.
- 39.6. Directors may not assign proxies at a Board meeting.
- 39.7. In the event of an equality of votes on any question at a Board meeting, the chairperson of the Board meeting does not have a casting vote and the motion is not passed.
- 39.8. A Board meeting may be held using technology that allows the Directors in attendance to communicate with each other clearly and simultaneously.
- 39.9. A Director who participates in a Board meeting using technology is taken to be present at the Board meeting and, if the Director votes at the Board meeting, is taken to have voted in person.
- 39.10. The Board may invite third parties to attend a Board meeting as observers.

40. Notice of a Board Meeting

- 40.1. Subject to clause 40.3, notice of a Board meeting must be given to each Director at least seven days, or such other period as may be unanimously agreed upon by the Directors, before the time appointed for the holding of the Board meeting.
- 40.2. Notice of a Board meeting must be given by such means as agreed by the Directors.
- 40.3. In cases of urgency, a Board meeting can be held without the usual notice provided that as much notice as practicable is given to each Director by the quickest means practicable.

40.4. Non receipt of any notice of a Board meeting by a Director does not affect the validity of the convening of the Board meeting.

41. Quorum at a Board Meeting

41.1. To transact business at a Board meeting, a quorum of Directors is required during the time in which the business is dealt with at the Board meeting.

41.2. The quorum for a Board meeting is a majority of the Directors currently in office.

42. Decisions of the Board without a Board Meeting

42.1. The Board may pass a Board resolution without a Board meeting being held. The passing of such resolutions:

- a) requires a majority of Directors assenting to the resolution within the time specified,
- b) may be through the use of technology, and
- c) must comply with any policies and procedures regarding the passing of Board resolutions as determined by the Board.

43. Validity of Acts of Directors

43.1. All acts done at any Board meeting or by any individual acting as a Director are valid even if it is later discovered that there was a defect in the appointment of a person as a Director or the person not being entitled to vote.

PART E — ADMINISTRATIVE MATTERS

44. Secretary

44.1. The Board must appoint at least one Secretary.

44.2. The Secretary must provide written consent to act as the Secretary prior to appointment.

44.3. The Secretary holds office on such terms and conditions as the Board determines.

44.4. The Board may remove any Secretary, subject to the terms of any contract and the law.

44.5. The Secretary has such powers and duties as specified in this Constitution, the Act, and as determined by the Board.

45. Minutes

45.1. The Company must keep minutes of:

- a) proceedings and resolutions of General Meetings,
- b) proceedings and resolutions of Board meetings,
- c) proceedings of committee meetings, and
- d) resolutions passed by the Board without a meeting.

- 45.2. The Company must ensure that the minutes of a meeting are signed within a reasonable time after the meeting, which is usually within one month, by the chairperson of the meeting at which the proceedings were held, or by the chairperson of the next meeting.
- 45.3. A minute that is so recorded and signed shall be conclusive evidence of the proceeding, resolution or declaration to which it relates, unless the contrary is proved.

46. Service of Notices to Members

- 46.1. A notice may be given by the Company to a Member by:
- a) serving it on the Member personally,
 - b) sending it by post to the Member's address as shown in the register of Members,
 - c) sending it to an electronic contact address such as an e-mail address, that the Member has supplied to the Company or to an address which the Member has contacted the Company in the past, or
 - d) making a copy of it accessible electronically and advising the Member of its availability via the electronic contact address.
- 46.2. Where a notice is sent by post, service of the notice is taken to be effected three days after it is posted.
- 46.3. Where a notice is sent by email or by other electronic means, service of the notice is taken to be effected on the day it is sent or on the day the Member is advised via the electronic contact address that the notice is accessible electronically.

47. Accounts and Audit

- 47.1. The Company must make and keep written financial records that:
- a) correctly record and explain its transactions and financial position and performance, and
 - b) enable true and fair financial statements to be prepared and to be audited if required.

48. Inspection of Records

- 48.1. A Member other than a Director does not have the right to inspect any books, records, or documents of the Company except as provided by law or authorised by the Board.

49. Common Seal

- 49.1. The common seal of the Company, if any, must not be used without the express authority of the Board.
- 49.2. The affixing of the common seal of the Company must be witnessed by any two Directors.
- 49.3. Documents may be executed without the common seal if signed by authorised signatories.

50. Indemnity of Directors

- 50.1. The Company indemnifies each officer of the Company out of the assets of the Company, to the relevant extent, against all losses and liabilities (including costs, expenses and charges) incurred by that person as an officer of the Company.
- 50.2. In this clause 50, 'officer' means a Director or Secretary and includes a Director or Secretary after they have ceased to hold that office.
- 50.3. In this clause 50, 'to the relevant extent' means:
- a) to the extent that the Company is not precluded by law including the Act from doing so,
 - b) to the extent that the conduct of the officer did not constitute serious and wilful misconduct, and
 - c) for the amount that the officer is not otherwise entitled to be indemnified and is not actually indemnified by another person including an insurer under an insurance policy.
- 50.4. The indemnity is a continuing obligation and is enforceable by an officer even though that person is no longer an officer of the Company.
- 50.5. To the extent permitted by law, the Company may:
- a) purchase and maintain insurance, and
 - b) pay or agree to pay a premium for an insurance,
- against any liability incurred by the officer as an officer including, but not limited to, a liability for negligence or for reasonable costs and expenses incurred in defending proceedings, whether civil or criminal.

51. Changes to the Constitution

- 51.1. The Company may modify or repeal this Constitution, or a provision of this Constitution, by the Full Members passing a Special Resolution and following the requirements of the Act.

52. Winding Up the Company

- 52.1. Voluntary dissolution of the Company may only be achieved by a Special Resolution of Full Members and following all the requirements of the Act.
- 52.2. If the Company is wound up, any Surplus Assets must not be distributed to a Member or a former Member in their capacity as a Member.
- 52.3. Subject to the Act, any other applicable laws, and any court order, any Surplus Assets that remain after the Company is wound up must be distributed to one or more organisations:
- a) with purposes similar to, or inclusive of, the Objects, and
 - b) which prohibits the distribution of any income and/or assets to its members to at least the same extent as the Company.
- 52.4. The decision as to the organisation or organisations to be given the Surplus Assets must be made by a Special Resolution of Full Members at or before the time of winding up.

- 52.5. If the Full Members do not make this decision, the Company may apply to the Supreme Court to make this decision.

53. Transitional Arrangements

Existing Members

- 53.1. Upon this Constitution becoming effective, any Members on the register of Members remain Members. For clarity:
- a) Any Full Member will continue to be classified as a Full Member.
 - b) Any Associate Member will continue to be classified as an Associate Member.

Board of Directors

- 53.2. Upon this Constitution becoming effective:
- a) The Directors in office may serve out the remainder of their terms pursuant to the constitution that this Constitution replaces, and if eligible may stand for re-election if nominated and approved by the Nominations Committee.
 - b) Despite clause 53.2.c), a Director in office at the time this Constitution becomes effective who is re-elected may serve a full term under clause 25, even if this results in the Director serving more than the Maximum Continuous Period permitted under clause 26.1.
 - c) Any time served as a Director immediately prior to the adoption of this Constitution will be taken into account in determining the Maximum Continuous Period under clause 26.1.

President and Committees

- 53.3. Upon this Constitution becoming effective:
- a) The Director holding the position of President will continue as President until they are otherwise replaced or vacate office in accordance with this Constitution.
 - b) Any committee established under the constitution that this Constitution replaces will continue until otherwise dissolved or ceased by the Board.

END OF CONSTITUTION