



**The International Centre for Missing and  
Exploited Children, Australia Ltd**

**A.C.N. 645 682 828**

(A public company limited by guarantee)

# **CONSTITUTION**

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## Preliminary

### 1. Name of the company

The name of the **company** is The International Centre for Missing and Exploited Children Australia Limited (the **company**) established under the Corporations Act which bears the ACN 645 682 828.

### 2. Type of company

The **company** is a not-for-profit public **company** limited by guarantee which is established to be, and to continue as, a charity.

### 3. Limited liability of members

The liability of members is limited to the amount of the guarantee in clause 4.

### 4. The guarantee

Each member must contribute an amount not more than \$1 (the guarantee) to the property of the **company** if the **company** is wound up while the member is a member, or within 12 months after they stop being a member, and this contribution is required to pay for the:

- (a) debts and liabilities of the **company** incurred before the member stopped being a member, or
- (b) costs of winding up.

### 5. Definitions

In this constitution, words and phrases have the meaning set out in clause 73 and clause 75.

## Charitable purposes and powers

### 6. Object

- 6.1 The **company's** Object is to relieve the poverty, distress, suffering, sickness (including mental illness), misfortune, destitution, disability or helplessness of persons in need and persons who are vulnerable or otherwise at risk, including to provide assistance, protection, and relief of suffering for children and young people experiencing sexual abuse, exploitation or human trafficking.
- 6.2 In furtherance of the Object, the Company's activities may include, without limitation:

- (a) partnering with other organisations to provide assistance to children who are exposed to sexual abuse, human trafficking, or other exploitative situations by helping to identify and remove them from such situations and, provide relief with respect to the harm that they may have endured;
- (b) developing data insights, products, programs, tools, and technological solutions applicable to data collected by financial and other organisations to increase the detection and identification of perpetrators of online child sexual exploitation, human trafficking, or abuse;
- (c) collating and analysing information of potential child sexual abuse or exploitation to enhance the ability of financial, law enforcement, and other institutions to prevent, detect, rescue and relieve children who are exposed to sexually abusive, human trafficking, or other exploitative situations;
- (d) building and leading cross-sector coalitions (including between the financial payments industry, telecommunications and social media and technology platforms, regulatory bodies, and law enforcement) to increase the sharing of relevant data and information to counter, prevent and respond to child sexual abuse, human trafficking, or exploitation;
- (e) identifying legal, regulatory, and policy frameworks to effectively respond to child sexual abuse, human trafficking, or exploitation;
- (f) training, and further strengthening and building the capacity of a diverse stakeholder group in the detection, prevention, response, and relief of sexual abuse, human trafficking, or exploitation of children and young people (among others, law enforcement, legal professionals, financial and other commercial

organisations, healthcare workers, education workers, and NGOs), and to address the effects of abuse on children; and

- (g) doing such other things as are incidental or conducive to the attainment of the Object.

## 7. Powers

Subject to clause 8, the **company** has the following powers, which may only be used to carry out its purpose(s) set out in clause 6:

- (a) the powers of an individual, and
- (b) all the powers of a **company** limited by guarantee under the **Corporations Act**.

## 8. Not-for-profit

- 8.1 The **company** must not distribute any income or assets directly or indirectly to its members, except as provided in clause 8.2 and clause 72.
- 8.2 The income and assets of the **company** must be applied solely to further its purpose(s) in clause 6.
- 8.3 Clause 8.1 does not stop 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 or expenses they have properly incurred at fair and reasonable rates or rates more favourable to the **company**, or
  - (b) making a payment to a member in carrying out the **company's** charitable purpose(s).

## 9. Amending the constitution

- 9.1 Subject to clause 9.2, the members may amend this constitution by passing a **special resolution**.
- 9.2 While the **company** is a **registered charity**, the members must not pass a **special resolution** that amends this constitution if passing it causes the **company** to no longer be a charity.

- 9.3 Any modification of this constitution takes effect on the date the **special resolution** is passed, or any later date specified, or provided for, in the resolution.

# Members

## 10. Membership and register of members

- 10.1 The members of the **company** are:
- (a) the **members** at the date of adoption of this constitution, and
  - (b) any other person that the directors allow to be a member, in accordance with this constitution.
- 10.2 The **company** must establish and maintain a register of members. The register of members must be kept by the secretary and must contain:
- (a) for each current member:
    - i. name
    - ii. address
    - iii. any alternative address nominated by the member for the service of notices, and
    - iv. date the member was entered on to the register.
  - (b) for each person who stopped being a member in the last 7 years:
    - i. name
    - ii. address
    - iii. any alternative address nominated by the member for the service of notices, and
    - iv. dates the membership started and ended.
- 10.3 The **company** must give current members access to the register of members.
- 10.4 Information that is accessed from the register of members must only be used in a manner relevant to the interests or rights of members.

## 11. Who can be a member

To be eligible to apply to be a member under clause 12, a person must:

- (a) support the purpose(s) of the **company**;

- (b) consent in writing to become a **member**; and
- (c) agree to comply with the **company's** constitution, including paying the guarantee amount under clause 4 if required.

## 12. How to apply to become a member

A person may apply to become a member by completing an application for membership in such form as the directors may from time to time prescribe, signed by the applicant, and returned to the **company** as directed on the form.

## 13. Directors decide whether to approve membership

- 13.1 The directors must consider an application for membership within a reasonable time after the **company** receives the application.
- 13.2 If the directors approve an application, the secretary must as soon as possible:
  - (a) enter the new member on the register of members, and
  - (b) write to the applicant to tell them that their application was approved, and the date that their membership started (clause 14).
- 13.3 If the directors reject an application, the secretary must write to the applicant as soon as possible to tell them that their application has been rejected but does not have to give reasons.

## 14. When a person becomes a member

An applicant will become a member when they are entered on the register of members.

## 15. Membership terms

- 15.1 From the date of adoption of this constitution, members are admitted for a term of 3 years ending on 30 June following the third anniversary of each member's date of admission or last renewal as a member. At the end of each term of membership, each member may reapply for membership. The

renewal process must be made in accordance with the process prescribed by the directors at the relevant time.

- 15.2 The requirement in clause 15 to renew membership does not apply to:

- (a) a member who is a director, or
- (b) ICMEC US.

## 16. When a person stops being a member:

A person immediately stops being a member if they:

- (a) in the case of an individual, die or, in case of a body corporate, cease to exist;
- (b) resign by written notice to the secretary having immediate effect or with effect from a specified date in the notice;
- (c) are expelled under clause 18.4(d);
- (d) have not responded within 3 months to a written request from the secretary that they confirm in writing that they want to remain a member;
- (e) expire their membership upon the end of the 3-year term of membership, unless the member had applied for and been readmitted as a member for the following term as contemplated in clause 15; or
- (f) cease to be a director.
- (g) No membership interest, benefit or right of any member is capable of being sold or transferred in any manner whatsoever and a membership interest shall automatically lapse if there is any such purported sale or transfer or agreement to effect same.

## Dispute resolution and disciplinary procedures

### 17. Dispute resolution

- 17.1 The dispute resolution procedure in this clause applies to disputes (disagreements)

- under this constitution between a member or director and:
- (a) one or more members,
  - (b) one or more directors, or
  - (c) the **company**.
- 17.2 A member must not start a dispute resolution procedure in relation to a matter which is the subject of a disciplinary procedure under clause 17 until the disciplinary procedure is completed.
- 17.3 Those involved in the dispute must try to resolve it between themselves within 14 days of knowing about it.
- 17.4 If those involved in the dispute do not resolve it under clause 17.3, they must within 10 days:
- (a) tell the directors about the dispute in writing,
  - (b) agree or request that a mediator be appointed, and
  - (c) attempt in good faith to settle the dispute by mediation.
- 17.5 The mediator must:
- (a) be chosen by agreement of those involved, or
  - (b) where those involved do not agree:
    - i. for disputes between members, a person chosen by the directors, or
    - ii. for other disputes, a person chosen by either the Commissioner of the Australian Charities and Not-for-profits Commission or the president of the law institute or society in the state or territory in which the company has its registered office.
- 17.6 A mediator chosen by the directors under clause 17.5(b)(i):
- (a) may be a member or former member of the **company**,
  - (b) must not have a personal interest in the dispute, and
  - (c) must not be biased towards or against anyone involved in the dispute.
- 17.7 When conducting the mediation, the mediator must:
- (a) allow those involved a reasonable chance to be heard,
  - (b) allow those involved a reasonable chance to review any written statements,
  - (c) ensure that those involved are given natural justice, and
  - (d) not make a decision on the dispute.
- ## 18. Disciplining members
- 18.1 In accordance with this clause, the directors may resolve to warn, suspend or expel a member from the **company** if the directors consider that:
- (a) the member has breached this constitution, or
  - (b) the member's behaviour is causing, has caused, or is likely to cause harm to the **company**.
- 18.2 At least 14 days before the directors' meeting at which a resolution under clause 18.1 will be considered, the secretary must notify the member in writing:
- (a) that the directors are considering a resolution to warn, suspend or expel the member,
  - (b) that this resolution will be considered at a directors' meeting and the date of that meeting,
  - (c) what the member is said to have done or not done,
  - (d) the nature of the resolution that has been proposed, and
  - (e) that the member may provide an explanation to the directors, and details of how to do so.
- 18.3 Before the directors pass any resolution under clause 18.1, the member must be given a chance to explain or defend themselves by:
- (a) sending the directors a written explanation before that directors' meeting, and/or
  - (b) speaking at the meeting.
- 18.4 After considering any explanation under clause 18.3, the directors may:
- (a) take no further action,
  - (b) warn the member,

- (c) suspend the member's rights as a member for a period of no more than 12 months,
  - (d) expel the member,
  - (e) refer the decision to an unbiased, independent person on conditions that the directors consider appropriate (however, the person can only make a decision that the directors could have made under this clause), or
  - (f) require the matter to be determined at a **general meeting**.
- 18.5 The directors cannot fine a member.
- 18.6 The secretary must give written notice to the member of the decision under clause 18.4 as soon as possible.
- 18.7 Disciplinary procedures must be completed as soon as reasonably practical.
- 18.8 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.

## General meetings of members

### 19. General meetings called by directors

- 19.1 The directors may call a **general meeting**.
- 19.2 If members with at least 5% of the votes that may be cast at a **general meeting** make a written request to the **company** for a **general meeting** to be held, the directors must:
- (a) within 21 days of the members' request, give all members notice of a **general meeting**, and
  - (b) hold the **general meeting** within 2 months of the members' request.
- 19.3 The percentage of votes that members have (in clause 19.2) is to be worked out as at midnight before the members request the meeting.
- 19.4 The members who make the request for a **general meeting** must:
- (a) state in the request any resolution to be proposed at the meeting,
  - (b) sign the request, and
  - (c) give the request to the **company**.
- 19.5 Separate copies of a document setting out the request may be signed by members if the

wording of the request is the same in each copy.

### 20. General meetings called by members

- 20.1 If the directors do not call the meeting within 21 days of being requested under clause 18.2, 50% or more of the members who made the request may call and arrange to hold a **general meeting**.
- 20.2 To call and hold a meeting under clause 20.1 the members must:
- (a) as far as possible, follow the procedures for **general meetings** set out in this constitution,
  - (b) call the meeting using the list of members on the **company's** member register, which the **company** must provide to the members making the request at no cost, and
  - (c) hold the **general meeting** within three months after the request was given to the **company**.
- 20.3 The **company** must pay the members who request the **general meeting** any reasonable expenses they incur because the directors did not call and hold the meeting.

### 21. Annual general meeting

- 21.1 A **general meeting**, called the annual **general meeting**, must be held:
- (a) within 18 months after registration of the **company**, and
  - (b) after the first annual **general meeting**, at least once in every calendar year.
- 21.2 Even if these items are not set out in the notice of meeting, the business of an annual **general meeting** may include:
- (a) a review of the **company's** activities,
  - (b) a review of the **company's** finances,
  - (c) any auditor's report,
  - (d) the election of directors, and
  - (e) the appointment and payment of auditors, if any.
- 21.3 Before or at the annual **general meeting**, the directors must give information to the members on the **company's** activities and

finances during the period since the last annual **general meeting**.

- 21.4 The chairperson of the annual **general meeting** must give members as a whole a reasonable opportunity at the meeting to ask questions or make comments about the management of the **company**.

## 22. Notice of general meetings

- 22.1 Notice of a **general meeting** must be given to:
- (a) each member entitled to vote at the meeting,
  - (b) each director, and
  - (c) the auditor (if any).
- 22.2 Notice of a **general meeting** must be provided in writing at least 21 days before the meeting.
- 22.3 Subject to clause 22.4, notice of a meeting may be provided 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.
- 22.4 Notice of a meeting cannot be provided less than 21 days before the meeting if a resolution will be moved to:
- (a) remove a director,
  - (b) appoint a director in order to replace a director who was removed, or
  - (c) remove an auditor.
- 22.5 Notice of a **general meeting** must include:
- (a) the place, date and time for the meeting,
  - (b) the details of any **virtual meeting technology** that will be used in holding the meeting (if any);
  - (c) the general nature of the meeting's business,
  - (d) if applicable, that a **special resolution** is to be proposed and the words of the proposed resolution,

- (e) a statement that members have the right to appoint proxies and that, if a member appoints a proxy:
  - i. the proxy does not need to be a member of the **company**
  - ii. the proxy form must be delivered to the **company** at its registered address or the address (including an electronic address) specified in the notice of the meeting, and
  - iii. the proxy form must be delivered to the **company** at least 48 hours before the meeting.

- 22.6 If a **general meeting** is adjourned (put off) for one month or more, the members must be given new notice of the resumed meeting.

## 23. Quorum at general meetings

- 23.1 For a **general meeting** to be held, a majority of Members (a quorum) must be present (in person, by proxy or by representative) for the whole meeting. When determining whether a quorum is present, a person may only be counted once (even if that person is a representative or proxy of more than one member).
- 23.2 No business may be conducted at a **general meeting** if a quorum is not present.
- 23.3 If there is no quorum present within 30 minutes after the starting time stated in the notice of **general meeting**, the **general meeting** is adjourned to the date, time and place that the chairperson specifies. If the chairperson does not specify one or more of those things, the meeting is adjourned to:
- (a) if the date is not specified – the same day in the next week,
  - (b) if the time is not specified – the same time, and
  - (c) if the place is not specified – the same place.
- 23.4 If no quorum is present at the resumed meeting within 30 minutes after the starting time set for that meeting, the meeting is cancelled.

## 24. Auditor's right to attend meetings

- 24.1 The auditor (if any) is entitled to attend any **general meeting** and to be heard by the members on any part of the business of the meeting that concerns the auditor in the capacity of auditor.
- 24.2 The **company** must give the auditor (if any) any communications relating to the **general meeting** that a member of the **company** is entitled to receive.

## 25. Representatives of members

- 25.1 An incorporated member may appoint as a representative:
- one individual to represent the member at meetings and to sign circular resolutions under clause [31](#), and
  - the same individual or another individual for the purpose of being appointed or elected as a director.
- 25.2 The appointment of a representative by a member must:
- be in writing,
  - include the name of the representative,
  - be signed on behalf of the member, and
  - be given to the **company** or, for representation at a meeting, be given to the chairperson before the meeting starts.
- 25.3 A representative has all the rights of a member relevant to the purposes of the appointment as a representative.
- 25.4 The appointment may be standing (ongoing).

## 26. Using technology to hold meetings

- 26.1 The **company** may hold a **general meeting** using any **virtual meeting technology** that gives the members, as a whole., a reasonable opportunity to participate, without being physically present in the same place.
- 26.2 Anyone using this **virtual meeting technology** is taken to be present in person at the meeting.

## 27. Chairperson for general meetings

- 27.1 The **elected chairperson** is entitled to chair **general meetings**.

- 27.2 The members present and entitled to vote at a **general meeting** may choose a director or member to be the chairperson for that meeting if:
- there is no **elected chairperson**, or
  - the **elected chairperson** is not present within 30 minutes after the starting time set for the meeting, or
  - the **elected chairperson** is present but says they do not wish to act as chairperson of the meeting.

## 28. Role of the chairperson

- 28.1 The chairperson is responsible for the conduct of the **general meeting**, and for this purpose must give members a reasonable opportunity to make comments and ask questions (including to the auditor (if any)).
- 28.2 The chairperson does not have a casting vote.

## 29. Adjournment of meetings

- 29.1 If a quorum is present, a **general meeting** must be adjourned if a majority of **members present** direct the chairperson to adjourn it.
- 29.2 Only unfinished business may be dealt with at a meeting resumed after an adjournment.

# Members' resolutions and statements

## 30. Members' resolutions and statements

- 30.1 Members with at least 5% of the votes that may be cast on a resolution may give:
- written notice to the **company** of a resolution they propose to move at a **general meeting** (members' resolution), and/or
  - a written request to the **company** that the **company** give all of its members a statement about a proposed resolution or any other matter that may properly be considered at a **general meeting** (members' statement).
- 30.2 A notice of a members' resolution must set out the wording of the proposed resolution

and be signed by the members proposing the resolution.

- 30.3 A request to distribute a members' statement must set out the statement to be distributed and be signed by the members making the request.
- 30.4 Separate copies of a document setting out the notice or request may be signed by members if the wording is the same in each copy.
- 30.5 The percentage of votes that members have (as described in clause 30.1) is to be worked out as at midnight before the request or notice is given to the **company**.
- 30.6 If the **company** has been given notice of a members' resolution under clause 30.1(a), the resolution must be considered at the next **general meeting** held more than two months after the notice is given.
- 30.7 This clause does not limit any other right that a member has to propose a resolution at a **general meeting**.

### 31. Company must give notice of proposed resolution or distribute statement

- 31.1 If the **company** has been given a notice or request under clause 30:
- (a) in time to send the notice of proposed members' resolution or a copy of the members' statement to members with a notice of meeting, it must do so at the **company's** cost, or
  - (b) too late to send the notice of proposed members' resolution or a copy of the members' statement to members with a notice of meeting, then the members who proposed the resolution or made the request must pay the expenses reasonably incurred by the **company** in giving members notice of the proposed members' resolution or a copy of the members' statement. However, at a **general meeting**, the members may pass a resolution that the **company** will pay these expenses.
- 31.2 The **company** does not need to send the notice of proposed members' resolution or a copy of the members' statement to members if:

- (a) it is more than 1000 words long,
- (b) the directors consider it may be defamatory,
- (c) clause 31.1(b) applies, and the members who proposed the resolution or made the request have not paid the **company** enough money to cover the cost of sending the notice of the proposed members' resolution or a copy of the members' statement to members, or
- (d) in the case of a proposed members' resolution, the resolution does not relate to a matter that may be properly considered at a **general meeting** or is otherwise not a valid resolution able to be put to the members.

### 32. Circular resolutions of members

- 32.1 Subject to clause 32.3, the directors may put a resolution to the members to pass a resolution without a **general meeting** being held (a circular resolution).
- 32.2 The directors must notify the auditor (if any) as soon as possible that a circular resolution has or will be put to members, and set out the wording of the resolution.
- 32.3 Circular resolutions cannot be used:
- (a) for a resolution to remove an auditor, appoint a director or remove a director under section 203D of the **Corporations Act**;
  - (b) for passing a special resolution; or
  - (c) where the **Corporations Act** or this constitution requires a meeting to be held.
- 32.4 A circular resolution is passed if all the members entitled to vote on the resolution sign or agree to the circular resolution, in the manner set out in clause 32.5 or clause 32.6.
- 32.5 Members may sign:
- (a) a single document setting out the circular resolution and containing a statement that they agree to the resolution, or

- (b) separate copies of that document, as long as the wording is the same in each copy.

32.6 The **company** may send a circular resolution by email to members and members may agree by sending a reply email to that effect, including the text of the resolution in their reply.

## Voting at general meetings

### 33. How many votes a member has

Each member has one vote.

### 34. Challenge to member's right to vote

- 34.1 A member or the chairperson may only challenge a person's right to vote at a **general meeting** at that meeting.
- 34.2 If a challenge is made under clause 34.1, the chairperson must decide whether or not the person may vote. The chairperson's decision is final.

### 35. How voting is carried out

- 35.1 At any **general meeting**, voting must be conducted and decided by:
  - (a) a show of hands; or
  - (b) where the meeting is being conducted by **virtual meeting technology**, another method chosen by the chairperson that is fair and reasonable in the circumstances,
 unless a vote in writing is properly demanded under clause 36 and the demand is not withdrawn.
- 35.2 Before a vote is taken, the chairperson must state whether any proxy votes have been received and, if so, how the proxy votes will be cast.
- 35.3 On a show of hands, the chairperson's decision is conclusive evidence of the result of the vote.
- 35.4 The chairperson and the meeting minutes do not need to state the number or proportion of the votes recorded in favour or against on a show of hands.

## 36. When and how a vote in writing must be held

- 36.1 A vote in writing may be demanded on any resolution instead of or after a vote by a show of hands by:
  - (a) at least five **members present**,
  - (b) **members present** with at least 5% of the votes that may be passed on the resolution on the vote in writing (worked out as at the midnight before the vote in writing is demanded), or
  - (c) the chairperson.
- 36.2 A vote in writing must be taken when and how the chairperson directs, unless clause 35.3 applies.
- 36.3 A vote in writing must be held immediately if it is demanded under clause 36.1:
  - (a) for the election of a chairperson under clause 27.2, or
  - (b) to decide whether to adjourn the meeting.
- 36.4 A demand for a vote in writing may be withdrawn.

## 37. Appointment of proxy

- 37.1 A member may appoint a proxy to attend and vote at a **general meeting** on their behalf.
- 37.2 A proxy does not need to be a member.
- 37.3 A proxy appointed to attend and vote for a member has the same rights as the member to:
  - (a) speak at the meeting,
  - (b) vote in writing (but only to the extent allowed by the appointment), and
  - (c) join in to demand a vote in writing under clause 36.1.
- 37.4 An appointment of proxy (proxy form) must be signed by the member appointing the proxy and must contain:
  - (a) the member's name and address,
  - (b) the **company's** name,
  - (c) the proxy's name or the name of the office held by the proxy, and
  - (d) the meeting(s) at which the appointment may be used.
- 37.5 A proxy appointment may be standing (ongoing).

- 37.6 Proxy forms must be received by the **company** by the time and address stated in the notice of meeting under clause 22.5(e).
- 37.7 A proxy does not have the authority to speak and vote for a member at a meeting while the member is at the meeting.
- 37.8 Unless the **company** receives written notice before the start or resumption of a **general meeting** at which a proxy votes, a vote cast by the proxy is valid even if, before the proxy votes, the appointing member:
- dies,
  - is mentally incapacitated,
  - revokes the proxy's appointment, or
  - revokes the authority of a representative or agent who appointed the proxy.
- 37.9 A proxy appointment may specify the way the proxy must vote on a particular resolution.

### 38. Voting by proxy

- 38.1 A proxy is not entitled to vote on a show of hands (but this does not prevent a member appointed as a proxy from voting as a member on a show of hands).
- 38.2 When a vote in writing is held, a proxy:
- does not need to vote, unless the proxy appointment specifies the way they must vote,
  - if the way they must vote is specified on the proxy form, must vote that way, and
  - if the proxy is also a member or holds more than one proxy, may cast the votes held in different ways.

## Directors

### 39. Number of directors

The number of directors must be such numbers between 3 and 9 as the members determine. In the absence of any such determination, the number of directors will be 6.

- 39.1 The Chief Executive Officer (CEO) shall be considered a member of the Board of Directors but shall have no voting rights or delegation of authority as a Board member

and shall act solely in an advisory capacity. The CEO's role is to inform the Board, take direction from the Board, and undertake duties as directed by the Board.

### 40. Election and appointment of directors

- 40.1 The members may elect a director by a resolution passed in a **general meeting**.
- 40.2 Each of the directors must be appointed by a separate resolution, unless:
- the members have first passed a resolution that the appointments may be voted on together, and
  - no votes were cast against that resolution.
- 40.3 An individual is eligible for election as a director of the **company** if they:
- are nominated by two members or representatives of members entitled to vote (unless the individual was previously elected as a director at a **general meeting** and has been a director since that meeting),
  - give the **company** their signed consent to act as a director of the **company**,
  - provide their **director identification number**; and
  - are not ineligible to be a director under the **Corporations Act** or the **ACNC Act**.
- 40.4 The directors may at any time appoint an individual as a director to fill a casual vacancy or as an additional director provided the total number of directors does not exceed the number of directors determined under clause 39, and if that individual:
- is a member of the **company**, or a representative of a member of the **company** (appointed under clause 25)
  - has a **director identification number**,
  - gives the **company** their signed consent to act as a director of the **company**, and
  - is not ineligible to be a director under the **Corporations Act** or the **ACNC Act**.
- 40.5 If the number of directors is reduced to fewer than 3 or is less than the number required for a quorum, the continuing directors may act

for the purpose of increasing the number of directors to 3 (or higher if required for a quorum) or calling a **general meeting**, but for no other purpose.

#### 41. Election of chairperson

The directors must elect a director as the **company's elected chairperson**.

#### 42. Term of office

- 42.1 Subject to clause 42.2, a director is elected for a term of 3 years.
- 42.2 At each annual **general meeting**, any director who has held office for 3 years or more since last being elected, must retire from office but subject to clause 42.5 is eligible for reappointment. A retiring director holds office until the conclusion of the meeting at which that director retires.
- 42.3 The members may by ordinary resolution increase or decrease the period of time for which a director holds office under clause 42.1.
- 42.4 In addition to the right to remove directors under section 203D of the **Corporations Act**, the members may by ordinary resolution remove any director before the expiration of that director's period of office and may by an ordinary resolution appoint another individual in the place of that director.
- 42.5 A director who has held office for a continuous period of nine years or more may only be reappointed or re-elected by a special resolution.
- 42.6 The directors may at any time appoint any individual meeting the requirements of clause 40.3 to be a director to fill a casual vacancy, provided the total number of directors does not exceed the number determined in clause 39.
- 42.7 A director appointed under clause 42.6 holds office until the conclusion of the next annual **general meeting** but is eligible for election at that meeting.

#### 43. When a director stops being a director

A director stops being a director if they:

- (a) give written notice of resignation as a director to the **company** having immediate effect or with effect from a date specified in the notice,
- (b) die,
- (c) are removed as a director by a resolution of the members,
- (d) cease to be eligible under clause 40.3,
- (e) are a representative of a member, and that member stops being a member,
- (f) are a representative of a member, and the member notifies the **company** that the representative is no longer a representative,
- (g) are absent for 3 consecutive directors' meetings without approval from the directors, or
- (h) become ineligible to be a director of the **company** under the **Corporations Act** or the **ACNC Act**.

### Powers of directors

#### 44. Powers of directors

- 44.1 The directors are responsible for managing and directing the activities of the **company** to achieve the purposes set out in clause 6.
- 44.2 The directors may use all the powers of the **company** except for powers that, under the **Corporations Act** or this constitution, may only be used by members.
- 44.3 The directors must decide on the responsible financial management of the company including:
- (a) any suitable written delegations of power under clause 45; and
  - (b) how money will be managed, such as how electronic transfers, negotiable instruments or cheques must be authorised and signed or otherwise approved.
- 44.4 The directors cannot remove a director or auditor. Directors and auditors may only be removed by a members' resolution.

#### 45. Delegation of directors' powers

- 45.1 The directors may delegate any of their powers and functions to a committee, a director, an employee of the **company** (such as a chief executive officer) or any other person, as they consider appropriate.
- 45.2 The delegation must be recorded in the **company's** minute book.

#### 46. Committees

- 46.1 The directors may delegate any of their powers and functions to a committee consisting of two or more directors and such other persons as they think fit and may revoke the delegation at any time.
- 46.2 A committee to which any powers or functions have been delegated under clause 46.1 must exercise these powers or functions:
- 46.3 in accordance with the terms and subject to any restrictions and any directions of the directors; and
- 46.4 so as to be concurrent with, or to the exclusion of, the powers of the directors, and a power so exercised is taken to have been exercised by the directors.

#### 47. Payments to directors

- 47.1 The **company** must not pay fees to a director for acting as a director.
- 47.2 The **company** may:
- (a) pay a director for 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, or
  - (b) reimburse a director for expenses properly incurred by the director in connection with the affairs of the **company**.
- 47.3 Any payment made under clause 47.2 must be approved by the directors.
- 47.4 The **company** may pay premiums for insurance indemnifying directors, as allowed

for by law (including the **Corporations Act**) and this constitution.

#### 48. Execution of documents

- The **company** may execute a document without using a common seal if the document is signed by:
- (a) two directors of the **company**, or
  - (b) a director and the secretary, or
  - (c) by any other means provided by the **Corporations Act**.

### Duties of directors

#### 49. Duties of directors

- 49.1 Subject to clause 49.2, the directors must comply with their duties as directors under legislation and common law (judge-made law).
- 49.2 While the **company** is a **registered charity**, the directors must comply with the duties described in governance standard 5 of the regulations made under the **ACNC Act** which are:
- (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 charitable purpose(s) of the **company** set out in clause 6,
  - (c) not to misuse their position as a director,
  - (d) not to misuse information they gain in their role as a director,
  - (e) to disclose any perceived or actual material conflicts of interest in the manner set out in clause 50,
  - (f) to ensure that the financial affairs of the **company** are managed responsibly, and
  - (g) not to allow the **company** to operate while it is insolvent.

## 50. Conflicts of interest

- 50.1 A director must disclose the nature and extent of any actual or perceived material conflict of interest in a matter that is being considered at a meeting of directors (or that is proposed in a circular resolution):
- (a) to the other directors, or
  - (b) if all of the directors have the same conflict of interest, to the members at the next **general meeting**, or at an earlier time if reasonable to do so.
- 50.2 The disclosure of a conflict of interest by a director must be recorded in the minutes of the meeting.
- 50.3 Each director who has a material personal interest in a matter that is being considered at a meeting of directors (or that is proposed in a circular resolution) must not, except as provided under clauses 50.4:
- (a) be present at the meeting while the matter is being discussed, or
  - (b) vote on the matter.
- 50.4 A director may still be present and vote if:
- (a) their interest arises because they are a member of the **company**, and the other members have the same interest,
  - (b) their interest relates to an insurance contract that insures, or would insure, the director against liabilities that the director incurs as a director of the **company** (see clause 68),
  - (c) their interest relates to a payment by the **company** under clause 67, or any contract relating to an indemnity that is allowed under the **Corporations Act**,
  - (d) the **ASIC** makes an order allowing the director to vote on the matter, or
  - (e) the directors who do not have a material personal interest in the matter pass a resolution that:
    - (i) identifies the director, the nature and extent of the director's interest in the matter and how it relates to

- (ii) the affairs of the **company**, and says that those directors are satisfied that the interest should not stop the director from voting or being present.

## Directors' meetings

### 51. When the directors meet

The directors may decide how often, where and when they meet.

### 52. Calling directors' meetings

- 52.1 A director may call a directors' meeting by giving reasonable notice to all of the other directors.
- 52.2 A director may give notice in writing or by any other means of communication that has previously been agreed to by all of the directors.

### 53. Chairperson for directors' meetings

- 53.1 The **elected chairperson** is entitled to chair directors' meetings.
- 53.2 The directors at a directors' meeting may choose a director to be the chairperson for that meeting if the **elected chairperson** is:
- (a) not present within 30 minutes after the starting time set for the meeting, or
  - (b) present but does not want to act as chairperson of the meeting.

### 54. Quorum at directors' meetings

- 54.1 Unless the directors determine otherwise, the quorum for a directors' meeting is a majority of directors holding office, or 3, whichever is greater.
- 54.2 A quorum must be present for the whole directors' meeting.

### 55. Using technology to hold directors' meetings

- 55.1 The directors may hold their meetings by using any technology (such as **virtual meeting technology**, video or teleconferencing) that is agreed to by all of the directors.

55.2 The directors' agreement may be a standing (ongoing) one.

55.3 A director may only withdraw their consent within a reasonable period before the meeting.

### 56. Passing directors' resolutions

A directors' resolution must be passed by a majority of the votes cast by directors present and entitled to vote on the resolution.

### 57. Circular resolutions of directors

57.1 The directors may pass a circular resolution without a directors' meeting being held.

57.2 A circular resolution is passed if all the directors entitled to vote on the resolution sign or otherwise agree to the resolution in the manner set out in clause 57.3 or clause 57.4.

57.3 Each director may sign:

- (a) a single document setting out the resolution and containing a statement that they agree to the resolution, or
- (b) separate copies of that document, as long as the wording of the resolution is the same in each copy.

57.4 The **company** may send a circular resolution by email to the directors and the directors may agree to the resolution by sending a reply email to that effect.

57.5 A circular resolution is passed when the last director signs or otherwise agrees to the resolution in the manner set out in clause 57.3 or clause 57.4.

## Secretary

### 58. Appointment and role of secretary

58.1 The **company** must have at least one secretary, who may also be a director.

58.2 A secretary must be appointed by the directors (after giving the **company** their signed consent to act as secretary of the **company**) and may be removed by the directors.

58.3 The directors must decide the terms and conditions under which the secretary is appointed, including any remuneration.

58.4 The role of the secretary includes:

- (a) maintaining a register of the **company's** members, and
- (b) maintaining the minutes and other records of **general meetings** (including notices of meetings), directors' meetings and circular resolutions.

## Minutes and records

### 59. Minutes and records

59.1 The **company** must, within one month, make and keep the following records:

- (a) minutes of proceedings and resolutions of **general meetings**,
- (b) minutes of circular resolutions of members,
- (c) a copy of a notice of each **general meeting**, and
- (d) a copy of a members' statement distributed to members under clause 30.

59.2 The **company** must, within one month, make and keep the following records:

- (a) minutes of proceedings and resolutions of directors' meetings (including meetings of any committees), and
- (b) minutes of circular resolutions of directors.

59.3 To allow members to inspect the **company's** records:

- (a) the **company** must give a member access to the records set out in clause 59.1, and
- (b) the directors may authorise a member to inspect other records of the **company**, including records referred to in clause 59.2 and clause 59.1.

59.4 The directors must ensure that minutes of a **general meeting** or a directors' meeting are signed within a reasonable time after the meeting by:

- (a) the chairperson of the meeting, or
- (b) the chairperson of the next meeting.

59.5 The directors must ensure that minutes of the passing of a circular resolution (of members or directors) are signed by a director within a reasonable time after the resolution is passed.

## 60. Financial and related records

- 60.1 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.
- 60.2 The **company** must also keep written records that correctly record its operations.
- 60.3 The **company** must retain its records for at least 7 years.
- 60.4 The directors must take reasonable steps to ensure that the **company's** records are kept safe.

## By-laws

### 61. By-laws

- 61.1 The directors may pass a resolution to make by-laws to give effect to this constitution.
- 61.2 Members and directors must comply with by-laws as if they were part of this constitution.

## Notice

### 62. What is notice

- 62.1 Anything written to or from the **company** under any clause in this constitution is written notice and is subject to clauses 62 to 64, unless specified otherwise.
- 62.2 Clauses 62 to 64 do not apply to a notice of proxy under clause 37.6.

### 63. Notice to the company

Written notice or any communication under this constitution may be given to the **company**, the directors or the secretary by:

- (a) delivering it to the **company's** registered office,
- (b) posting it to the **company's** registered office or to another address chosen by the **company** for notice to be provided,
- (c) sending it to an email address or other electronic address notified by the **company** to the members as the **company's** email address or other electronic address,
- (d) any other means provided by the **Corporations Act**.

### 64. Notice to members

- 64.1 Written notice or any communication under this constitution may be given to a member:
- (a) in person,
  - (b) by posting it to, or leaving it at the address of the member in the register of members or an alternative address (if any) nominated by the member for service of notices,
  - (c) sending it to the email or other electronic address nominated by the member as an alternative address for service of notices (if any), or
  - (d) if agreed to by the member, by notifying the member at an email or other electronic address nominated by the member, that the notice is available at a specified place or address (including an electronic address),
  - (e) by any other means provided by the **Corporations Act**.
- 64.2 If the **company** does not have an address for the member, the **company** is not required to give notice in person.
- 64.3 A member may elect to be sent notices of general meetings and certain other documents that are required or permitted to be sent to a member by the company under the Corporations Act either:
- (a) in physical form; or
  - (b) in electronic form,
- by notifying the company of the election.

## 65. When notice is taken to be given

A notice:

- (a) delivered in person, or left at the recipient's address, is taken to be given on the day it is delivered,
- (b) sent by post, is taken to be given on the third day after it is posted with the correct payment of postage costs,
- (c) sent by email, fax or other electronic method:
  - i. is taken to have been given by properly addressing and transmitting the electronic transmission; and
  - ii. is taken to have been given on the business day after it is sent,
- (d) given under clause 64.1(d) is taken to be given on the business day after the notification that the notice is available is sent, and
- (e) given in any other way permitted under the **Corporations Act** is taken to have been given under the **Corporations Act**.

## Financial year

### 66. Company's financial year

The **company's** financial year is from 1 January to 31 December, unless the directors pass a resolution to change the financial year.

## Indemnity, insurance and access

### 67. Indemnity

- 67.1 The **company** must indemnify 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**.
- 67.2 In this clause, 'officer' means a director or secretary and includes a director or secretary after they have ceased to hold that office.
- 67.3 In this clause, 'to the relevant extent' means:

- (a) to the extent that the **company** is not precluded by law (including the **Corporations Act**) from doing so, and
- (b) 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).

67.4 The indemnity is a continuing obligation and is enforceable by an officer even though that person is no longer an officer of the **company**.

### 68. Insurance

To the extent permitted by law (including the **Corporations Act**), and if the directors consider it appropriate, the **company** may pay or agree to pay a premium for a contract insuring a person who is or has been an officer of the **company** against any liability incurred by the person as an officer of the **company**.

### 69. Directors' access to documents

- 69.1 A director has a right of access to the financial records of the **company** at all reasonable times.
- 69.2 If the directors agree, the **company** must give a director or former director access to:
  - (a) certain documents, including documents provided for or available to the directors, and
  - (b) any other documents referred to in those documents.

## Winding up

### 70. Surplus assets not to be distributed to members

If the **company** is wound up, any **surplus assets** must not be distributed to a member or a former member.

### 71. Distribution of surplus assets

- 71.1 Subject to clauses 8.2, 71.2 and 72, the **Corporations Act** and any other applicable Act, and any court order, any **surplus assets** that remain after the **company** is wound up must be distributed to one or more funds or institutions:

- (a) with charitable purpose(s) similar to, or inclusive of, the purpose(s) in clause 6.1; and
- (b) that are not-for-profit entities whose governing documents prohibit the distribution of any **surplus assets** to its members to at least the same extent as the **company** under this constitution.

71.2 The decision as to the funds or institutions to be given the **surplus assets** must be made by the directors at or before the time of winding up.<sup>1</sup> If the directors do not make this decision, the **company** may apply to the Supreme Court to make this decision.

## 72. Distribution of surplus assets if deductible gift recipient

Where the **company** has been endorsed as a deductible gift recipient under Subdivision 30-BA of the **Tax Act** as an entity, and:

- (a) the company is wound up; or
- (b) the endorsement under Subdivision 30 BA of the **Tax Act** is revoked;

then, after satisfaction of all debts and liabilities, any surplus:

- (c) gifts of money or property for the principal purpose of the **company**;
- (d) contributions of money or property as described in item 7 or item 8 of the table in section 30-15 of the **Tax Act** in relation to a fundraising event held for the principal purpose of the **company**; and
- (e) money received by the company because of such gifts or contributions;

must be transferred to one or more funds or institutions that comply with clause 71.1 and are each deductible gift recipients.

## Definitions and interpretation

<sup>1</sup> It is intended that this is a substantive requirement for the purpose of section 50-50(2)(a) of the Tax Act.

## 73. Definitions

In this constitution:

**ACNC Act** means the *Australian Charities and Not-for-profits Commission Act 2012* (Cth)

**ASIC** means the *Australian Securities and Investments Commission*

**company** means the **company** referred to in clause 1

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

**director identification number** has the same meaning it has in the **Corporations Act**

**elected chairperson** means an individual elected by the directors to be the **company's** chairperson under clause 40

**general meeting** means a meeting of members and includes the annual **general meeting**

**ICMEC US** means The International Centre for Missing and Exploited Children, registered on 20 January 1999 in the State of New York as a Not-for-Profit Corporation, which bears the Federal Tax ID 22-3630133, with the address 2318 Mill Road, Suite 1010, Alexandria VA 22314, USA

**member present** means, in connection with a **general meeting**, a **member present** in person, by representative or by proxy at the venue or venues for the meeting

**registered charity** means a charity that is registered under the **ACNC Act**

**special resolution** means a resolution:

- i. of which notice has been given under clause 22.5(d), and

- ii. that has been passed by at least 75% of the votes cast by **members present** and entitled to vote on the resolution

**surplus assets** means any assets of the **company** that remain after paying all debts and other liabilities of the **company**, including the costs of winding up

**Tax Act** means the *Income Tax Assessment Act 1997* (Cth), and

**virtual meeting technology** means any technology that allows a person to participate in a meeting without being physically present at the meeting.

#### 74. Reading this constitution with the Corporations Act

- 74.1 The replaceable rules set out in the **Corporations Act** are displaced by this constitution and accordingly do not apply to the **company**.
- 74.2 While the **company** is a **registered charity**, the **ACNC Act** and the **Corporations Act** override any clauses in this constitution which are inconsistent with those Acts.
- 74.3 If the **company** is not a **registered charity** (even if it remains a charity), the **Corporations Act** overrides any clause in this constitution which is inconsistent with that Act.
- 74.4 A word or expression that is defined in the **Corporations Act**, or used in that Act and covering the same subject, has the same meaning as in this constitution.

#### 75. Interpretation

- 75.1 In this constitution:
  - (a) the singular includes the plural and vice versa;
  - (b) the words 'including', 'for example', or similar expressions mean that there may be more inclusions or examples than those mentioned after that expression,
  - (c) 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),
- (d) a reference to a meeting includes a meeting by technology provided the technology gives the persons entitled to attend the meeting, as a whole, reasonable opportunity to participate without being physically present in the same place, and includes a general meeting:
  - i. at one or more physical venues;
  - ii. at one or more physical venues and using **virtual meeting technology**; or
  - iii. using **virtual meeting technology** only;
- (e) a reference to a person being present includes an individual participating in a meeting in person or through a proxy, attorney or representative of a member (appointed under clause 26);
- (f) a reference to a "place" includes the place or location where a general meeting may be held, is held or is taken to be held under the Corporations Act if **virtual meeting technology** is used in holding the meeting;
- (g) a reference to a person includes a natural person, corporation or other body corporate; and
- (h) "writing" and "written" includes printing, typing and other modes of reproducing words in a visible form including, without limitation, any representation of words in a physical document or in an electronic communication or form or otherwise.

#### 76. Signing and electronic communication

Where, by a provision of this constitution, a document including a notice is required to be signed or communicated, that requirement may be satisfied in any manner permitted by the applicable law of a state or territory or the Commonwealth relating to electronic signing and transmission of documents.