

Company No.: 03425664

THE COMPANIES ACTS 1985 AND 1989

PRIVATE COMPANY LIMITED BY GUARANTEE

SPECIAL RESOLUTIONS

of

RACE ON THE AGENDA

(the "Company")

WE HEREBY CERTIFY THAT
THIS IS A TRUE COPY OF THE
ORIGINAL OF WHICH IT
PURPORTS TO BE A COPY
THIS 22nd DAY OF December 2008
Arnold & Porter (UK) LLP
ARNOLD & PORTER (UK) LLP
TOWER 42
25 OLD BROAD STREET
LONDON EC2N 1HQ

At an Annual General Meeting of the Company held at The Diana Princess of Wales Memorial Fund, The County Hall, Westminster Bridge Road, London SE1 7PB on 15 December 2008 the following resolutions were passed as special resolutions:-

1. THAT the draft regulations attached to this resolution be adopted as the articles of association of the Company in substitution for, and to the exclusion of, the existing articles of association.
2. THAT the Company's memorandum of association be altered by deleting clauses 3, 4, and 6 and replacing them with the following new clauses:

"3. The Company's objects (the Objects) are:-

To work towards the elimination of racial discrimination and to promote equality of opportunity, human rights and good relations between persons of different groups.

4. In addition to any other powers it may have, the Company has the following powers in order to further the Objects (but not for any other purpose):

- (a) to raise funds. In doing so, the Company must not undertake any substantial permanent trading activity and must comply with any relevant statutory regulations;*
- (b) to buy, take on lease or in exchange, hire or otherwise acquire any property and to construct, maintain and equip it for use;*
- (c) to sell, lease or otherwise dispose of all or any part of the property belonging to the Company. In exercising this power, the Company must comply as appropriate with sections 36 and 37 of the Charities Act 1993, as amended by the Charities Act 2006;*

- (d) *to borrow money and to charge the whole or any part of the property belonging to the Company as security for repayment of the money borrowed. The Company must comply as appropriate with sections 38 and 39 of the Charities Act 1993, as amended by the Charities Act 2006, if it wishes to mortgage land;*
- (e) *to co-operate with other charities, voluntary and private bodies and statutory authorities and to exchange information and advice with them;*
- (f) *to establish or support any charitable trusts, associations or institutions formed for any of the charitable purposes included in the Objects;*
- (g) *to form and register a subsidiary company for trading purposes relating to the Company or to acquire, merge with or to enter into any partnership or joint venture arrangement with any other Company formed for any of the Objects;*
- (h) *to set aside income as a reserve against future expenditure but only in accordance with a written policy about reserves;*
- (i) *to employ and remunerate such staff as are necessary for carrying out the work of the Company. The Company may employ or remunerate a Director only to the extent it is permitted to do so by clause 5 and provided it complies with the conditions in that clause;*
- (j) *to:*
 - (i) *deposit, loan or invest funds;*
 - (ii) *employ a professional fund-manager; and*
 - (iii) *arrange for the investments or other property of the Company to be held in the name of a nominee;**in the same manner and subject to the same conditions as the trustees of a trust are permitted to do by the Trustee Act 2000;*
- (k) *to provide indemnity insurance for the Directors or any other officer of the Company in relation to any such liability as is mentioned in sub-clause 2 of this clause, but subject to the restrictions specified in sub-clause 3 of the clause;*
- (l) *to pay out of the funds of the Company the costs of forming and registering the Company both as a company and as a charity or any subsidiary company formed for trading purposes;*
- (m) *to develop, promote and advocate good policies and practice for the achievement of racial equality and to foster and undertake research into any aspect of the objects of the Company and to disseminate the results of any such research;*
- (n) *to assist members of the Company in their task of advising public, private and third sector bodies and individuals, on race equality, equality and human rights policies and practices;*
- (o) *to facilitate the exchange of relevant information and the sharing of experiences and resources among the third sector, the members of the Company and other*

agencies sharing the same purpose and to maintain an appropriate programme to provide information and education related to the promotion of equality;

- (p) to make such representations as may be appropriate to central, regional and local government, Parliament, employers, commercial institutions and statutory, private and third sector bodies, with a view to encouraging the implementation of policies and practices for the promotion of racial equality and equality;*
- (q) to co-operate with any other body, authority or department, whether national, local or otherwise;*
- (r) to undertake or sponsor research and to promulgate the usual results thereof;*
- (s) to co-ordinate and work with other agencies or bodies having similar aims and encourage the provision and development of appropriate support and educational services;*
- (t) to present, promote, organise, provide, manage and procure entertainment, exhibitions, tutorials, seminars, courses and workshops, whether on any premises of the Company or elsewhere;*
- (u) to procure to be written, printed, published and issued gratuitously or otherwise such papers, books, pamphlets or other documents as shall further the objects of the Company;*
- (v) to establish, operate and maintain or to co-operate with others in establishing, operating and maintaining at such places as may be deemed appropriate by the Company any dining and refreshment rooms, stalls and facilities for the supply of food, drink and refreshments in furtherance of the objects of the Company, provided that such food, drink or refreshments shall only be available to persons participating in the activities of the Company;*
- (w) to form and/or host sub-committees of government and other bodies in connection with the objects of the Company;*
- (x) to do all such other lawful things as are necessary for the achievement of the Objects.*

5. The liabilities:

(a) referred to in sub-clause 4.1(k) are:

- (i) any liability that by virtue of any rule of law would otherwise attach to a director of a company in respect of any negligence, default breach of duty or breach of trust of which he or she may be guilty in relation to the Company;*
- (ii) the liability to make a contribution to the Company's assets as specified in section 214 of the Insolvency Act 1986 (wrongful trading).*

(b) that are excluded from sub-clause 4.2(a) are:

- (i) fines;*

- (ii) *costs of unsuccessfully defending criminal prosecutions for offences arising out of the fraud, dishonesty or willful or reckless misconduct of the Director or other officer;*
 - (iii) *liabilities to the Company that result from conduct that the Director or other officer knew or must be assumed to have known was not in the best interests of the Company or about which the person concerned did not care whether it was in the best interests of the Company or not.*
 - (c) *that are excluded from sub-clause 4.2(b) are any liabilities to make such a contribution where the basis of the Director's liability is his or her knowledge prior to the insolvent liquidation of the Company (or reckless failure to acquire that knowledge) that there was no reasonable prospect that the Company would avoid going into insolvent liquidation.*
6. *In relation the Company:*
- (a) *The income and property of the Company shall be applied solely towards the promotion of the Objects.*
 - (b)
 - (i) *A Director is entitled to be reimbursed from the property of the Company or may pay out of such property reasonable expenses properly incurred by him or her when acting on behalf of the Company.*
 - (ii) *Subject to the restrictions in sub-clause 4, a Director may benefit from trustee indemnity insurance cover purchased at the Company's expense.*
 - (iii) *A Director may receive an indemnity from the charity in the circumstances specified in Article 49.*
 - (c) *None of the income or property of the Company may be paid or transferred directly or indirectly by way of dividend bonus or otherwise by way of profit to any member of the Company. This does not prevent a member who is not also a Director receiving:*
 - (i) *a benefit from the Company in the capacity of a beneficiary of the Company;*
 - (ii) *reasonable and proper remuneration for any goods or services supplied to the Company.*
 - (d) *No Director may:*
 - (i) *buy any goods or services from the Company;*
 - (ii) *sell goods, services, or any interest in land to the Company;*
 - (iii) *be employed by, or receive any remuneration from the Company;*
 - (iv) *receive any other financial benefit from the Company;*

unless:

- (v) *the payment is permitted by sub-clause 5.5, does not exceed an amount that is reasonable in all the circumstances, and does not result in a majority of the Directors having received a financial benefit from the Company; or*
- (vi) *the Directors obtain the prior written approval of the Commission and fully comply with any procedures it prescribes.*
- (e) *A Director may receive a benefit from the Company in the capacity of a beneficiary of the Company.*
- (f)
 - (i) *A Director may enter into a contract for the supply of goods or services to the Company where that is permitted in accordance with, and subject to the conditions in, section 73A of the Charities Act 1993;*
 - (ii) *A Director may receive interest on money lent to the Company at a reasonable and proper rate which must be 2% (or more) per annum below the base rate of a clearing bank to be selected by the Directors.*
 - (iii) *A company of which a Director is a member may receive fees remuneration or other benefit in money or money's worth provided that the shares of the company are listed on a recognised stock exchange and the Director holds no more than 1% of the issued capital of that company.*
 - (iv) *A Director may receive rent for premises let by the Director to the Company if the amount of the rent and the other terms of the lease are reasonable and proper and provided that such Director shall withdraw from any meeting at which such a proposal or the rent or other terms of the lease are under discussion.*
 - (v) *The Directors may arrange for the purchase, out of the funds of the charity, of insurance designed to indemnify the Directors in accordance with the terms of, and subject to the conditions in, section 73F of the Charities Act 1993.*
 - (vi) *The employment or remuneration of a Director includes the engagement or remuneration of any firm or company in which the Director is:*
 - (i) *a partner;*
 - (ii) *an employee;*
 - (iii) *a consultant;*
 - (iv) *a director; or*
 - (v) *a shareholder, unless the shares of the company are listed on a recognised stock exchange and the Director holds less than 1% of the issued capital.*
- (g) *In sub-clauses (b) to (f) of this clause 6:*

- (vi) "Company" shall include any company in which the Company:
- holds more than 50% of the shares; or
 - controls more than 50% of the voting rights attached to the shares; or
 - has the right to appoint one or more directors to the Board of the company
- (vii) "Director" shall include any child, parent, grandchild, grandparent, brother, sister or spouse of the Director or any person living with the Director as his or her partner.
- (h) If a conflict of interests arises for a director because of a duty of loyalty owed to another organisation or person and the conflict is not authorised by virtue of any other provision in this memorandum or the articles, the unconflicted directors may authorize such a conflict of interests where the following conditions apply:
- (i) The conflicted Director is absent from the part of the meeting at which there is discussion of any arrangement or transaction affecting that other organisation or person;
 - (ii) The conflicted Director does not vote on any such matter and is not to be counted when considering whether a quorum of Directors is present at the meeting;
 - (iii) The unconflicted Directors consider it is in the interests of the Company to authorise the conflict of interest in the circumstances applying."

Kahno

CHAIRMAN

Company No 03425664

WE HEREBY CERTIFY THAT
THIS IS A TRUE COPY OF THE
ORIGINAL OF WHICH IT
PURPORTS TO BE A COPY
THIS 23rd DAY OF December 2008
Arnold & Porter (UK) LLP
ARNOLD & PORTER (UK) LLP
TOWER 42
25 OLD BROAD STREET
LONDON EC2N 1HQ

**THE COMPANIES ACT 1985 AND 1989
COMPANY LIMITED BY GUARANTEE**

ARTICLES OF ASSOCIATION

of

RACE ON THE AGENDA

Registered Charity Number 1064975

Adopted on 15 December 2008

ARNOLD & PORTER (UK) LLP

Company No

THE COMPANIES ACT 1985 AND 1989

ARTICLES OF ASSOCIATION of RACE ON THE AGENDA

1. INTERPRETATION

In these articles:

"the 1985 Act" means the Companies Act 1985;

"the 2006 Act" means the Companies Act 2006;

"address" means a postal address or, for the purposes of electronic communication, a fax number, an e-mail address or a text message number in each case registered with the Company;

"the Company" means the company intended to be regulated by these articles;

"clear days" in relation to the period of a notice means a period excluding:

- the day when the notice is given or deemed to be given; and
- the day for which it is given or on which it is to take effect;

"the Commission" means the Charity Commission for England and Wales;

"the memorandum" means the memorandum of association of the Company;

"officers" includes the Directors and the secretary;

"the seal" means the common seal of the Company if it has one;

"secretary" means the secretary of the Company or any other person appointed to perform the duties of the secretary of the Company, including a joint, assistant or deputy secretary;

"the Directors" means the directors of the Company. The directors are charity trustees as defined by Section 97 of the Charities Act 1993;

"the United Kingdom" means Great Britain and Northern Ireland; and

words importing one gender shall include all genders, and the singular includes the plural and vice versa.

Unless the context otherwise requires words or expressions contained in these articles have the same meaning as in the 1985 Act or the 2006 Act but excluding any statutory modification not in force when this constitution becomes binding on the Company.

Apart from the exception mentioned in the previous clause a reference to an Act of Parliament includes any statutory modification or re-enactment of it for the time being in force.

The provisions of the Memorandum to the extent that they could have been contained in the Articles shall take effect as though repeated here.

2. MEMBERS

2.1 Membership is open to individuals or organisations who:

- 2.1.1 apply to the Company in the form required by the Directors; and
- 2.1.2 are approved by the Directors.

2.2

- 2.2.1 The Directors may only refuse an application for membership if, acting reasonably and properly, they consider it to be in the best interests of the Company to refuse the application.
- 2.2.2 The Directors must inform the applicant in writing of the reasons for the refusal within twenty-one days of the decision.
- 2.2.3 The Directors must consider any written representations the applicant may make about the decision. The Directors' decision following any written representations must be notified to the applicant in writing but shall be final.

2.3 Membership is not transferable to anyone else.

2.4 The Directors must keep a register of names and addresses of the members.

3. CLASSES OF MEMBERSHIP

3.1 The Directors may establish classes of membership with different rights and obligations and shall record the rights and obligations in the register of members.

3.2 The Directors may not directly or indirectly alter the rights or obligations attached to a class of membership.

3.3 The rights attached to a class of membership may only be varied if:

- 3.3.1 three-quarters of the members of that class consent in writing to the variation; or
- 3.3.2 a special resolution is passed at a separate general meeting of the members of that class agreeing to the variation.

- 3.4 The provisions in these articles about general meetings shall apply to any meeting relating to the variation of the rights of any class of members.

4. TERMINATION OF MEMBERSHIP

Membership is terminated if:

- 4.1 the member dies or, if it is an organisation, ceases to exist;
- 4.2 the member resigns by written notice to the Company unless, after the resignation, there would be less than two members;
- 4.3 any sum due from the member to the Company is not paid in full within six months of it falling due;
- 4.4 the member is removed from membership by a resolution of the Directors that it is in the best interests of the Company that his or her membership is terminated. A resolution to remove a member from membership may only be passed if:
 - 4.4.1 the member has been given at least twenty-one days' notice in writing of the meeting of the Directors at which the resolution will be proposed and the reasons why it is to be proposed;
 - 4.4.2 the member or, at the option of the member, the member's representative (who need not be a member of the Company) has been allowed to make representations to the meeting.

5. GENERAL MEETINGS

- 5.1 An annual general meeting must be held in each year and not more than fifteen months may elapse between successive annual general meetings.
- 5.2 The Directors may call a general meeting at any time.

6. NOTICE OF GENERAL MEETINGS

- 6.1 The minimum periods of notice required to hold a general meeting of the Company are:
 - 6.1.1 twenty-one clear days for an annual general meeting or a general meeting called for the passing of a special resolution;
 - 6.1.2 fourteen clear days for all other general meetings.
- 6.2 A general meeting may be called by shorter notice if it is so agreed by a majority in number of members having a right to attend and vote at the meeting who together hold not less than 90 percent of the total voting rights.
- 6.3 The notice must specify the date time and place of the meeting and the general nature of the business to be transacted. If the meeting is to be an annual general meeting, the notice must say so. The notice must also contain a statement setting out the right of

members to appoint a proxy under section 324 of the Companies Act 2006 and clause 8 of these articles.

- 6.4 The notice must be given to all the members and to the Directors and auditors.
- 6.5 The proceedings at a meeting shall not be invalidated because a person who was entitled to receive notice of the meeting did not receive it because of an accidental omission by the Company.

7. PROCEEDINGS AT GENERAL MEETINGS

- 7.1 No business shall be transacted at any general meeting unless a quorum is present.
- 7.2 A quorum is 3 members entitled to vote upon the business to be conducted at the meeting.
- 7.3 The authorised representative of a member organisation shall be counted in the quorum;
- 7.4 If:
 - 7.4.1 a quorum is not present within half an hour from the time appointed for the meeting; or
 - 7.4.2 during a meeting a quorum ceases to be present;the meeting shall be adjourned to such time and place as the Directors shall determine.
- 7.5 The Directors must reconvene the meeting and must give at least seven clear days' notice of the reconvened meeting stating the date, time and place of the meeting.
- 7.6 If no quorum is present at the reconvened meeting within fifteen minutes of the time specified for the start of the meeting the members present at that time shall constitute the quorum for that meeting.
- 7.7 General meetings shall be chaired by the person who has been appointed to chair meetings of the Directors.
- 7.8 If there is no such person or he or she is not present within fifteen minutes of the time appointed for the meeting a Director nominated by the Directors shall chair the meeting.
- 7.9 If there is only one Director present and willing to act, he or she shall chair the meeting.
- 7.10 If no Director is present and willing to chair the meeting within fifteen minutes after the time appointed for holding it, the members present and entitled to vote must choose one of their number to chair the meeting.
- 7.11 The members present at a meeting may resolve by ordinary resolution that the meeting shall be adjourned.

- 7.12 The person who is chairing the meeting must decide the date time and place at which meeting is to be reconvened unless those details are specified in the resolution.
- 7.13 No business shall be conducted at a reconvened meeting unless it could properly have been conducted at the meeting had the adjournment not taken place.
- 7.14 If a meeting is adjourned by a resolution of the members for more than seven days, at least seven clear days' notice shall be given of the reconvened meeting stating the date time and place of the meeting.
- 7.15 Any vote at a meeting shall be decided by a show of hands unless before, or on the declaration of the result of, the show of hands a poll is demanded
- 7.15.1 by the person chairing the meeting; or
- 7.15.2 by at least two members present in person or by proxy and having the right to vote at the meeting; or
- 7.15.3 by a member or members present in person or by proxy representing not less than one-tenth of the total voting rights of all the members having the right to vote at the meeting.
- 7.16 The declaration by the person who is chairing the meeting of the result of a vote shall be conclusive unless a poll is demanded.
- 7.17 The result of the vote must be recorded in the minutes of the Company but the number or proportion of votes cast need not be recorded.
- 7.18 A demand for a poll may be withdrawn, before the poll is taken, but only with the consent of the person who is chairing the meeting.
- 7.19 If the demand for a poll is withdrawn the demand shall not invalidate the result of a show of hands declared before the demand was made.
- 7.20 A poll must be taken as the person who is chairing the meeting directs, who may appoint scrutineers (who need not be members) and who may fix a time and place for declaring the results of the poll.
- 7.21 The result of the poll shall be deemed to be the resolution of the meeting at which the poll is demanded.
- 7.22 A poll demanded on the election of a person to chair a meeting or on a question of adjournment must be taken immediately.
- 7.23 A poll demanded on any other question must be taken either immediately or at such time and place as the person who is chairing the meeting directs.
- 7.24 The poll must be taken within thirty days after it has been demanded.
- 7.25 If the poll is not taken immediately at least seven clear days' notice shall be given specifying the time and place at which the poll is to be taken.

- 7.26 If a poll is demanded the meeting may continue to deal with any other business that may be conducted at the meeting.

8. PROXIES: APPOINTMENT AND VOTING

- 8.1 Any member is entitled to appoint another person as a proxy to exercise all or any of the member's rights to attend and to speak and vote at a general meeting of the charity.
- 8.2 The appointment of a proxy shall be executed by or on behalf of the appointer and shall be in the following form (or in a form as near thereto as circumstances allow or in any other form which is usual or which the directors may approve) -

"Race on the Agenda

I/We,, of, being a member/members of the above-named charity, hereby appoint of, or failing him/her, of, as my/our proxy to vote in my/our name[s] and on my/our behalf at the general meeting of the charity to be held on 20....., and at any adjournment thereof.

Signed on 20.....".

- 8.3 Where it is desired to afford members an opportunity of instructing the proxy how to act the appointment of a proxy shall be in the following form (or in a form as near thereto as circumstances allow or in any other form which is usual or which the directors may approve) -

"Race on the Agenda

I/We,, of, being a member/members of the above-named charity, hereby appoint of, or failing him/her, of, as my/our proxy to vote in my/our name[s] and on my/our behalf at the general meeting of the charity to be held on 20....., and at any adjournment thereof.

This form is to be used in respect of the resolutions mentioned below as follows:

Resolution No. 1 *for *against

Resolution No. 2 *for *against.

*Strike out whichever is not desired.

Unless otherwise instructed, the proxy may vote as s/he thinks fit or abstain from voting.

Signed this day of 20.....".

- 8.4 The appointment of a proxy and any authority under which it is executed (or a copy of such authority certified by a notary or in some other way approved by the directors) may be lodged with the charity as follows:

- 8.4.1 in the case of an instrument in writing be deposited at the office or at such other place within the United Kingdom as is specified in the notice

convening the meeting or in any instrument of proxy sent out by the charity in relation to the meeting not less than 48 hours before the time for holding the meeting or adjourned meeting at which the person named in the instrument proposes to vote; or

- 8.4.2 in the case of an appointment contained in an electronic communication, where an address has been specified for the purpose of receiving electronic communications -

8.4.2.1 in the notice convening the meeting, or

8.4.2.2 in any instrument of proxy sent out by the charity in relation to the meeting, or

8.4.2.3 in any invitation contained in an electronic communication to appoint a proxy issued by the charity in relation to the meeting,

it must be received at such address not less than 48 hours before the time for holding the meeting or adjourned meeting at which the person named in the appointment proposes to vote;

- 8.4.3 in the case of a poll taken more than 48 hours after it is demanded, be deposited or received as aforesaid after the poll has been demanded and not less than 24 hours before the time appointed for the taking of the poll; or

- 8.4.4 where the poll is not taken forthwith but is taken not more than 48 hours after it was demanded, be delivered at the meeting at which the poll was demanded to the person chairing the meeting or to the secretary or to any director.

- 8.5 An appointment of proxy which is not deposited, delivered or received in a manner described in sub-clause 8.4 shall be invalid.

- 8.6 A vote given or poll demanded by proxy or by the duly authorised representative of a member which is an organisation shall be valid even if the authority of the person voting or demanding a poll has been determined unless notice of the determination was received by the charity at:

8.6.1 its registered office, or

8.6.2 at such other place at which the instrument of proxy was duly deposited, or

8.6.3 (where the appointment of the proxy was contained in an electronic communication) at the address at which such appointment was duly received

before the commencement of the meeting or adjourned meeting at which the vote is given or the poll demanded or (in the case of a poll taken otherwise than on the same day as the meeting or adjourned meeting) the time appointed for taking the poll.

9. WRITTEN RESOLUTIONS

A resolution in writing agreed by a simple majority (or in the case of a special resolution by a majority of not less than 75%) of the members who would have been entitled to vote upon it had it been proposed at a general meeting shall be effective provided that a copy of the proposed resolution has been sent to every eligible member and a simple majority (or in the case of a special resolution a majority of not less than 75%) of members has signified its agreement to the resolution in an authenticated document which has been received at the registered office within the period of 28 days beginning with the circulation date. A resolution in writing may comprise several copies to which one or more members have signified their agreement. In the case of a member that is an organisation, its authorised representative may signify its agreement.

10. VOTES OF MEMBERS

- 10.1 Subject to clause 3, every member, whether an individual or an organisation shall have one vote.
- 10.2 Any objection to the qualification of any voter must be raised at the meeting at which the vote is tendered and the decision of the person who is chairing the meeting shall be final.
- 10.3 Any organisation that is a member of the Company may nominate any person to act as its representative at any meeting of the Company.
- 10.4 The organisation must give notice to the Company of the name of its representative. The nominee may continue to represent the organisation until notice to the contrary is received by the Company.
- 10.5 Any notice given to the Company will be conclusive evidence that the nominee is entitled to represent the organisation or that his or her authority has been revoked. The Company shall not be required to consider whether the nominee has been properly appointed by the organisation.

11. DIRECTORS

- 11.1 A Director must be a natural person aged 16 years or older.
- 11.2 No one may be appointed a Director if he or she would be disqualified from acting under the provisions of clause 15.
- 11.3 The number of Directors shall be not less than three but (unless otherwise determined by ordinary resolution) shall not be subject to any maximum.
- 11.4 The first Directors shall be those persons notified to Companies House as the first directors of the Company.
- 11.5 A Director may not appoint an alternate director or anyone to act on his or her behalf at meetings of the Directors.

12. POWERS OF DIRECTORS

- 12.1 The Directors shall manage the business of the Company and may exercise all the powers of the Company unless they are subject to any restrictions imposed by the Act, the memorandum, these articles or any special resolution.
- 12.2 No alteration of the memorandum or these articles or any special resolution shall have retrospective effect to invalidate any prior act of the Directors.
- 12.3 Any meeting of Directors at which a quorum is present at the time the relevant decision is made may exercise all the powers exercisable by the Directors.

13. RETIREMENT

- 13.1 At each annual general meeting one-third of the Directors or, if their number is not three or a multiple of three, the number nearest to one third must retire from office. If there is only one Director he or she is not required to retire.
- 13.2 The Directors to retire by rotation shall be those who have been longest in office since their last appointment. If any Directors became or were appointed Directors on the same day those to retire shall (unless they otherwise agree among themselves) be determined by lot.
- 13.3 If a Director is required to retire at an annual general meeting by a provision of these articles the retirement shall take effect upon the conclusion of the meeting.
- 13.4 A retiring Director shall be eligible for re-election.

14. THE APPOINTMENT OF DIRECTORS

- 14.1 The Company may by ordinary resolution:
 - 14.1.1 appoint a person who is willing to act to be a Director; and
 - 14.1.2 determine the rotation in which any additional Directors are to retire.
- 14.2 No person other than a Director retiring by rotation may be appointed a Director at any general meeting unless:
 - 14.2.1 he or she is recommended for re-election by the Directors; or
 - 14.2.2 not less than fourteen nor more than thirty-five clear days before the date of the meeting, the Company is given a notice that:
 - 14.2.2.1 is signed by a member entitled to vote at the meeting;
 - 14.2.2.2 states the member's intention to propose the appointment of a person as a Director;
 - 14.2.2.3 contains the details that, if the person were to be appointed, the Company would have to file at Companies House; and

14.2.2.4 is signed by the person who is to be proposed to show his or her willingness to be appointed.

- 14.3 All members who are entitled to receive notice of a general meeting must be given not less than seven nor more than twenty-eight clear days' notice of any resolution to be put to the meeting to appoint a Director other than a Director who is to retire by rotation.
- 14.4 The Directors may appoint a person who is willing to act to be a Director.
- 14.5 A Director appointed by a resolution of the other Directors must retire at the next annual general meeting and must not be taken into account in determining the Directors who are to retire by rotation.
- 14.6 The appointment of a Director, whether by the Company in general meeting or by the other Directors, must not cause the number of Directors to exceed any number fixed as the maximum number of Directors.

15. DISQUALIFICATION AND REMOVAL OF DIRECTORS

- 15.1 A Director shall cease to hold office if he or she:
 - 15.1.1 ceases to be a Director by virtue of any provision in the Act or is prohibited by law from being a director;
 - 15.1.2 is disqualified from acting as a Trustee by virtue of section 72 of the Charities Act 1993 (or any statutory re-enactment or modification of that provision);
 - 15.1.3 ceases to be a member of the Company;
 - 15.1.4 becomes incapable by reason of mental disorder, illness or injury of managing and administering his or her own affairs;
 - 15.1.5 resigns as a Director by notice to the Company (but only if at least two Directors will remain in office when the notice of resignation is to take effect); or
 - 15.1.6 is absent without the permission of the Directors from all their meetings held within a period of six consecutive months and the Directors resolve that his or her office be vacated.

16. DIRECTORS' REMUNERATION

The Directors must not be paid any remuneration unless it is authorised by the Memorandum.

17. PROCEEDINGS OF DIRECTORS

- 17.1 The Directors may regulate their proceedings as they think fit, subject to the provisions of the articles.
- 17.2 Any Director may call a meeting of the Directors.

- 17.3 The secretary must call a meeting of the Directors if requested to do so by a Director.
- 17.4 Questions arising at a meeting shall be decided by a majority of votes.
- 17.5 No decision may be made by a meeting of the Directors unless a quorum is present at the time the decision is purported to be made.
- 17.6 The quorum shall be three or such larger number as may be decided from time to time by the Directors.
- 17.7 A Director shall not be counted in the quorum present when any decision is made about a matter upon which that Director is not entitled to vote.
- 17.8 If the number of Directors is less than the number fixed as the quorum, the continuing Directors or Director may act only for the purpose of filling vacancies or of calling a general meeting.
- 17.9 The Directors shall appoint a Director to chair their meetings and may at any time revoke such appointment.
- 17.10 If no-one has been appointed to chair meetings of the Directors or if the person appointed is unwilling to preside or is not present within ten minutes after the time appointed for the meeting, the Directors present may appoint one of their number to chair that meeting.
- 17.11 The person appointed to chair meetings of the Directors shall have no functions or powers except those conferred by these articles or delegated to him or her by the Directors.
- 17.12 A resolution in writing signed by all the Directors entitled to receive notice of a meeting of Directors or of a committee of Directors and to vote upon the resolution shall be as valid and effectual as if it had been passed at a meeting of the Directors or (as the case may be) a committee of Directors duly convened and held provided that:
- 17.12.1 A copy of the resolution is sent or submitted to all the Directors eligible to vote; and
- 17.12.2 A simple majority of Directors has signified its agreement to the resolution in an authenticated document or documents which are received at the registered office within the period of 28 days beginning with the circulation date.
- 17.13 The resolution in writing may comprise several documents containing the text of the resolution in like form each signed by one or more Directors.

18. DELEGATION

- 18.1 The Directors may delegate any of their powers or functions to a committee of two or more Directors but the terms of any delegation must be recorded in the minute book.
- 18.2 The Directors may impose conditions when delegating, including the conditions that:

- 18.2.1 the relevant powers are to be exercised exclusively by the committee to whom they delegate;
- 18.2.2 no expenditure may be incurred on behalf of the Company except in accordance with a budget previously agreed with the Directors.
- 18.3 The Directors may revoke or alter a delegation.
- 18.4 All acts and proceedings of any committees must be fully and promptly reported to the Directors.
- 18.5 A Director must declare the nature and extent of any interest, direct or indirect, which s/he has in a proposed transaction or arrangement with the charity or in any transaction or arrangement entered into by the charity which has not previously been declared. A Director must absent himself or herself from any discussions of the Directors in which it is possible that a conflict will arise between his or her duty to act solely in the interests of the charity and any personal interest (including but not limited to any personal financial interest).
- 18.6 Subject to clause 18.7, all acts done by a meeting of Directors, or of a committee of Directors, shall be valid notwithstanding the participation in any vote of a Director:
 - 18.6.1 who was disqualified from holding office;
 - 18.6.2 who had previously retired or who had been obliged by the constitution to vacate office;
 - 18.6.3 who was not entitled to vote on the matter, whether by reason of a conflict of interest or otherwise;if without:
 - 18.6.4 the vote of that Director; and
 - 18.6.5 that Director being counted in the quorum;the decision has been made by a majority of the Directors at a quorate meeting.
- 18.7 Clause 18.6 does not permit a Director to keep any benefit that may be conferred upon him or her by a resolution of the Directors or of a committee of Directors if, but for clause 18.6, the resolution would have been void, or if the Director has not complied with clause 18.5.
- 19. **SEAL**
 - 19.1 If the Company has a seal it must only be used by the authority of the Directors or of a committee of Directors authorised by the Directors. The Directors may determine who shall sign any instrument to which the seal is affixed and unless otherwise so determined it shall be signed by a Director and by the secretary or by a second Director.

20. MINUTES

The Directors must keep minutes of all:

- 20.1 appointments of officers made by the Directors;
- 20.2 proceedings at meetings of the Company;
- 20.3 meetings of the Directors and committees of Directors including:
 - 20.3.1 the names of the Directors present at the meeting;
 - 20.3.2 the decisions made at the meetings; and
 - 20.3.3 where appropriate the reasons for the decisions.

21. ACCOUNTS

- 21.1 The Directors must prepare for each financial year accounts as required by the 2006 Act. The accounts must be prepared to show a true and fair view and follow accounting standards issued or adopted by the Accounting Standards Board or its successors and adhere to the recommendations of applicable Statements of Recommended Practice.
- 21.2 The Directors must keep accounting records as required by the 2006 Act.

22. ANNUAL REPORT AND RETURN AND REGISTER OF CHARITIES

- 22.1 The Directors must comply with the requirements of the Charities Act 1993 with regard to:
 - 22.1.1 the transmission of the statements of account to the Company;
 - 22.1.2 the preparation of an annual report and its transmission to the Commission;
 - 22.1.3 the preparation of an annual return and its transmission to the Commission.
- 22.2 The Directors must notify the Commission promptly of any changes to the Company's entry on the Central Register of Charities.
- 22.3 Any notice to be given to or by any person pursuant to the articles:
 - 22.3.1 must be in writing; or
 - 22.3.2 must be given using electronic communications.
- 22.4 The Company may give any notice to a member either:
 - 22.4.1 personally; or
 - 22.4.2 by sending it by post in a prepaid envelope addressed to the member at his or her address; or

- 22.4.3 by leaving it at the address of the member; or
- 22.4.4 by giving it using electronic communications to the member's address.
- 22.5 A member who does not register an address with the Company or who registers only a postal address that is not within the United Kingdom shall not be entitled to receive any notice from the Company.
- 22.6 A member present in person at any meeting of the Company shall be deemed to have received notice of the meeting and of the purposes for which it was called.
- 22.7 Proof that an envelope containing a notice was properly addressed, prepaid and posted shall be conclusive evidence that the notice was given.
- 22.8 Proof that a notice contained in an electronic communication was sent in accordance with guidance issued by the Institute of Chartered Secretaries and Administrators shall be conclusive evidence that the notice was given.
- 22.9 A notice shall be deemed to be given:
 - 22.9.1 48 hours after the envelope containing it was posted; or
 - 22.9.2 in the case of an electronic communication, 48 hours after it was sent.

23. INDEMNITY

The Company shall indemnify every Director or other officer or auditor of the Company against any liability incurred by him or her in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour of the Director or in which the Director is acquitted or in connection with any application in which relief is granted to the Director by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Company.

24. RULES

- 24.1 The Directors may from time to time make such reasonable and proper rules or bye laws as they may deem necessary or expedient for the proper conduct and management of the Company.
- 24.2 The bye laws may regulate the following matters but are not restricted to them:
 - 24.2.1 the admission of members of the Company (including the admission of organisations to membership) and the rights and privileges of such members, and the entrance fees, subscriptions and other fees or payments to be made by members;
 - 24.2.2 the conduct of members of the Company in relation to one another, and to the Company's employees and volunteers;
 - 24.2.3 the setting aside of the whole or any part or parts of the Company's premises at any particular time or times or for any particular purpose or purposes;

- 24.2.4 the procedure at general meetings and meetings of the Directors in so far as such procedure is not regulated by the Act or by these Articles;
- 24.2.5 generally, all such matters as are commonly the subject matter of company rules.
- 24.3 The Company in general meeting has the power to alter, add to or repeal the rules or bye laws.
- 24.4 The Directors must adopt such means as they think sufficient to bring the rules and bye laws to the notice of members of the Company.
- 24.5 The rules or bye laws, shall be binding on all members of the Company. No rule or bye law shall be inconsistent with, or shall affect or repeal anything contained in, the memorandum or the articles.

The Companies Act 1985 & 1989

COMPANY LIMITED BY GUARANTEE AND NOT HAVING

MEMORANDUM OF ASSOCIATION

of

RACE ON THE AGENDA

AS AMENDED BY RESOLUTION DATED 15 DECEMBER 2008

1. The name of the Company (hereinafter called "the Company") is RACE ON THE AGENDA

2. The registered office of the Company shall be situate in England and Wales.

3. The Company's objects (the Objects) are:-

To work towards the elimination of racial discrimination and to promote equality of opportunity, human rights and good relations between persons of different groups.

4. In addition to any other powers it may have, the Company has the following powers in order to further the Objects (but not for any other purpose):

- (a) to raise funds. In doing so, the Company must not undertake any substantial permanent trading activity and must comply with any relevant statutory regulations;
- (b) to buy, take on lease or in exchange, hire or otherwise acquire any property and to construct, maintain and equip it for use;
- (c) to sell, lease or otherwise dispose of all or any part of the property belonging to the Company. In exercising this power, the Company must comply as appropriate with sections 36 and 37 of the Charities Act 1993, as amended by the Charities Act 2006;
- (d) to borrow money and to charge the whole or any part of the property belonging to the Company as security for repayment of the money borrowed. The Company must comply as appropriate with sections 38 and 39 of the Charities Act 1993, as amended by the Charities Act 2006, if it wishes to mortgage land;
- (e) to co-operate with other charities, voluntary and private bodies and statutory authorities and to exchange information and advice with them;
- (f) to establish or support any charitable trusts, associations or institutions formed for any of the charitable purposes included in the Objects;

WE HEREBY CERTIFY THAT
THIS IS A TRUE COPY OF THE
ORIGINAL OF WHICH IT
PURPORTS TO BE A COPY
THIS 23rd DAY OF December 2008
Arnold & Porter (UK) LLP
ARNOLD & PORTER (UK) LLP
TOWER SHARE CAPITAL
28 OLD BROAD STREET
LONDON EC2N 1HQ

- (g) to form and register a subsidiary company for trading purposes relating to the Company or to acquire, merge with or to enter into any partnership or joint venture arrangement with any other Company formed for any of the Objects;
- (h) to set aside income as a reserve against future expenditure but only in accordance with a written policy about reserves;
- (i) to employ and remunerate such staff as are necessary for carrying out the work of the Company. The Company may employ or remunerate a Director only to the extent it is permitted to do so by clause 5 and provided it complies with the conditions in that clause;
- (j) to:
 - (i) deposit, loan or invest funds;
 - (ii) employ a professional fund-manager; and
 - (iii) arrange for the investments or other property of the Company to be held in the name of a nominee;in the same manner and subject to the same conditions as the trustees of a trust are permitted to do by the Trustee Act 2000;
- (k) to provide indemnity insurance for the Directors or any other officer of the Company in relation to any such liability as is mentioned in sub-clause 2 of this clause, but subject to the restrictions specified in sub-clause 3 of the clause;
- (l) to pay out of the funds of the Company the costs of forming and registering the Company both as a company and as a charity or any subsidiary company formed for trading purposes;
- (m) to develop, promote and advocate good policies and practice for the achievement of racial equality and to foster and undertake research into any aspect of the objects of the Company and to disseminate the results of any such research;
- (n) to assist members of the Company in their task of advising public, private and third sector bodies and individuals, on race equality, equality and human rights policies and practices;
- (o) to facilitate the exchange of relevant information and the sharing of experiences and resources among the third sector, the members of the Company and other agencies sharing the same purpose and to maintain an appropriate programme to provide information and education related to the promotion of equality;
- (p) to make such representations as may be appropriate to central, regional and local government, Parliament, employers, commercial institutions and statutory, private and third sector bodies, with a

view to encouraging the implementation of policies and practices for the promotion of racial equality and equality;

- (q) to co-operate with any other body, authority or department, whether national, local or otherwise;
- (r) to undertake or sponsor research and to promulgate the usual results thereof;
- (s) to co-ordinate and work with other agencies or bodies having similar aims and encourage the provision and development of appropriate support and educational services;
- (t) to present, promote, organise, provide, manage and procure entertainment, exhibitions, tutorials, seminars, courses and workshops, whether on any premises of the Company or elsewhere;
- (u) to procure to be written, printed, published and issued gratuitously or otherwise such papers, books, pamphlets or other documents as shall further the objects of the Company;
- (v) to establish, operate and maintain or to co-operate with others in establishing, operating and maintaining at such places as may be deemed appropriate by the Company any dining and refreshment rooms, stalls and facilities for the supply of food, drink and refreshments in furtherance of the objects of the Company, provided that such food, drink or refreshments shall only be available to persons participating in the activities of the Company;
- (w) to form and/or host sub-committees of government and other bodies in connection with the objects of the Company;
- (x) to do all such other lawful things as are necessary for the achievement of the Objects.

5. The liabilities:

- (a) referred to in sub-clause 4.1(k) are:
 - (i) any liability that by virtue of any rule of law would otherwise attach to a director of a company in respect of any negligence, default breach of duty or breach of trust of which he or she may be guilty in relation to the Company;
 - (ii) the liability to make a contribution to the Company's assets as specified in section 214 of the Insolvency Act 1986 (wrongful trading).
- (b) that are excluded from sub-clause 4.2(a) are:
 - (i) fines;

- (ii) costs of unsuccessfully defending criminal prosecutions for offences arising out of the fraud, dishonesty or willful or reckless misconduct of the Director or other officer;
 - (iii) liabilities to the Company that result from conduct that the Director or other officer knew or must be assumed to have known was not in the best interests of the Company or about which the person concerned did not care whether it was in the best interests of the Company or not.
- (c) that are excluded from sub-clause 4.2(b) are any liabilities to make such a contribution where the basis of the Director's liability is his or her knowledge prior to the insolvent liquidation of the Company (or reckless failure to acquire that knowledge) that there was no reasonable prospect that the Company would avoid going into insolvent liquidation.

6. In relation the Company:

- (a) The income and property of the Company shall be applied solely towards the promotion of the Objects.
- (b)
 - (i) A Director is entitled to be reimbursed from the property of the Company or may pay out of such property reasonable expenses properly incurred by him or her when acting on behalf of the Company.
 - (ii) Subject to the restrictions in sub-clause 4, a Director may benefit from trustee indemnity insurance cover purchased at the Company's expense.
 - (iii) A Director may receive an indemnity from the charity in the circumstances specified in Article 49.
- (c) None of the income or property of the Company may be paid or transferred directly or indirectly by way of dividend bonus or otherwise by way of profit to any member of the Company. This does not prevent a member who is not also a Director receiving:
 - (i) a benefit from the Company in the capacity of a beneficiary of the Company;
 - (ii) reasonable and proper remuneration for any goods or services supplied to the Company.
- (d) No Director may:
 - (i) buy any goods or services from the Company;
 - (ii) sell goods, services, or any interest in land to the Company;
 - (iii) be employed by, or receive any remuneration from the Company;

- (iv) receive any other financial benefit from the Company;

unless:

- (v) the payment is permitted by sub-clause 5.5, does not exceed an amount that is reasonable in all the circumstances, and does not result in a majority of the Directors having received a financial benefit from the Company; or

- (vi) the Directors obtain the prior written approval of the Commission and fully comply with any procedures it prescribes.

- (e) A Director may receive a benefit from the Company in the capacity of a beneficiary of the Company.

- (f) (i) A Director may enter into a contract for the supply of goods or services to the Company where that is permitted in accordance with, and subject to the conditions in, section 73A of the Charities Act 1993;

- (ii) A Director may receive interest on money lent to the Company at a reasonable and proper rate which must be 2% (or more) per annum below the base rate of a clearing bank to be selected by the Directors.

- (iii) A company of which a Director is a member may receive fees remuneration or other benefit in money or money's worth provided that the shares of the company are listed on a recognised stock exchange and the Director holds no more than 1% of the issued capital of that company.

- (iv) A Director may receive rent for premises let by the Director to the Company if the amount of the rent and the other terms of the lease are reasonable and proper and provided that such Director shall withdraw from any meeting at which such a proposal or the rent or other terms of the lease are under discussion.

- (v) The Directors may arrange for the purchase, out of the funds of the charity, of insurance designed to indemnify the Directors in accordance with the terms of, and subject to the conditions in, section 73F of the Charities Act 1993.

- (vi) The employment or remuneration of a Director includes the engagement or remuneration of any firm or company in which the Director is:

- (i) a partner;

- (ii) an employee;

- (iii) a consultant;
 - (iv) a director; or
 - (v) a shareholder, unless the shares of the company are listed on a recognised stock exchange and the Director holds less than 1% of the issued capital.
- (g) In sub-clauses (b) to (f) of this clause 6:
 - (vi) "Company" shall include any company in which the Company:
 - holds more than 50% of the shares; or
 - controls more than 50% of the voting rights attached to the shares; or
 - has the right to appoint one or more directors to the Board of the company
 - (vii) "Director" shall include any child, parent, grandchild, grandparent, brother, sister or spouse of the Director or any person living with the Director as his or her partner.
- (h) If a conflict of interests arises for a director because of a duty of loyalty owed to another organisation or person and the conflict is not authorised by virtue of any other provision in this memorandum or the articles, the unconflicted directors may authorize such a conflict of interests where the following conditions apply:
 - (i) The conflicted Director is absent from the part of the meeting at which there is discussion of any arrangement or transaction affecting that other organisation or person;
 - (ii) The conflicted Director does not vote on any such matter and is not to be counted when considering whether a quorum of Directors is present at the meeting;
 - (iii) The unconflicted Directors consider it is in the interests of the Company to authorise the conflict of interest in the circumstances applying.

7. The liability of the members is limited

8. Every member of the Company undertakes to contribute such amount as may be required (not exceeding £10) to the assets of the Company, if it should be wound up while he or she is a member, or within one year after he or she ceases to be a member, for payment of the debts and liabilities of the Company

contracted before he or she ceased to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves

9. If upon the winding up or dissolution of the Company there remains, after the satisfaction of all its debts and liabilities, any property whatsoever, it shall not be paid to or distributed among the members of the Company, but shall be given or transferred to some other charity or charities the governing instrument of which prohibits the distribution of its or their income and property among its or their members to an extent at least as great as is imposed on the Company under or by virtue of Clause 4 hereof, such charity or charities to be determined by the members of the Company at or before the time of dissolution, and if and so far as effect cannot be given to such provision, then to some other charitable object subject to the prior approval of the Charity Commissioners for England and Wales.