

APPROVED

by the General Meeting of Members
of the Non-Profit Organization
“International Professional
Association of Labor Migrants ”

REGULATIONS
ON MEMBERSHIP IN THE NON-PROFIT ORGANIZATION
“INTERNATIONAL PROFESSIONAL ASSOCIATION OF LABOR
MIGRANTS”

1. GENERAL PROVISIONS

1.1. These Regulations on membership (hereinafter “the Regulations”) in the non-profit organization “International Professional Association of Labor Migrants” (hereinafter “the Association”) are based on the Charter of the non-profit organization “International Professional Association of Labor Migrants” (hereinafter “the Charter”) defining the membership and termination of membership rules and procedure in the Association, the members’ rights and obligations and the scheme of their registration in the Association.

1.2. These Regulations are approved by the General Meeting of the Members of the Association and come into force from the moment of their approval. Any changes and amendments to these Regulations are made by the decision of the General Meeting of the Members of the Association.

1.3. Membership in the Association shall not prevent from membership in other professional organizations and public associations.

2. MEMBERSHIP

2.1. The Association membership may be granted to Greek and foreign legal entities, as well as the citizens of Greece and foreign individuals, regardless of their gender, race, ethnicity and religion, of the age of 18 years and not deprived of political rights, who feel like joining the Association and recognize and support the goals and activities of the Association as set out in the Charter.

2.2. Two categories of membership are established in the Association: permanent membership and honorary membership.

2.3. The Association membership includes its founders, the legal entities and individuals who joined the Association after its state registration upon a decision of the Association Governance Board (Board of Directors) as permanent or honorary members.

3. MEMBERSHIP PROCEDEURE

3.1. Before applying the candidates for membership in the Association are to get acquainted with the Charter of the Association and these Regulations. This information is posted on the official website of the Association.

3.2. Permanent members can be registered upon written request for membership in the form as posted on the Association official website.

3.3. The decision of membership in the Association shall be taken by the Governance Board (Board of Directors) of the Association.

3.4. The Association membership decision is taken based on the written application along with appended documents submitted to the Governance Board (Board of Directors) of the Association, in which the applicant undertakes to comply with the provisions of the Charter, decisions of the management bodies of the Association.

3.5. To become a member of the Association, the candidate submits the following documents to the Governance Board (Board of Directors) of the Association:

3.5.1. For legal entities:

- application for membership in the Association (Appendix 1 to the Regulations)
- copy of the registration / incorporation certificate (if prescribed by the laws of the jurisdiction of registration);
- extract from the trade register of the jurisdiction of registration (if provided by the laws of the jurisdiction of registration);
- extract from the Unified State Register of Legal Entities and Individuals - Entrepreneurs (if provided by the laws of the jurisdiction of registration);
- copy of the company's charter as amended;
- credentials of the legal entity representative (power of attorney, protocol of appointment, etc.).

3.5.2. For individuals:

- application for membership (Appendix 2 to the Regulations);
- copy of passport;
- tax payer number reference (if provided by the laws of the jurisdiction of registration).

3.5.3. In addition to the documents listed above, proof is to be attached that the applicant has paid the membership fee.

3.6. The documents are kept in the personal file of the member of the Association. The Association ensures confidentiality of the information contained therein in accordance with Greek laws.

3.7. Not later than thirty (30) days from the date of receipt of the documents specified in clause 3.5. hereof, the Governance Board (Board of Directors) of the Association carried out their verification and takes a decision on admitting a new member to the Association or refusing to do so, detailing the reasons for refusal, and sends or delivers this decision to the candidate. The Governance Board (Board of Directors) of the Association has the right to decide on advisability of personal presence of the candidate's representative when considering his admission to the Association membership. Due after one month, the application is considered approved and the applicant becomes a member. If the decision is rejected by the Governance Board (Board of Directors), the candidate is immediately notified of this by registered mail or e-mail, and the candidate in turn within 30 days from the receipt of the registered mail or e-mail, has the right to file an appeal at the first General Meeting of the Members of the Association, where he has the right to be present in order to support his appeal. The appeal is submitted to the General Meeting, which shall submit it for discussion and decision. The decision of the General Meeting is binding to the parties until canceled by a competent court.

3.8. Within 14 working days from the date of the decision of the Governance Board (Board of Directors) of the Association on membership in the Association, a candidate accepted for membership in the Association is issued a certificate confirming his membership in the Association.

3.9. Honorary Members of the Association are the persons who by their activity and work contributed to significant success in achieving the goals of the Association. Honorary Members of the Association are announced by the decision of the General Meeting based on the proposal of at least three full members who are present and entitled to vote. Honorary Members of the Association may not vote and be elected.

4. RIGHTS AND OBLIGATIONS OF THE ASSOCIATION MEMBERS

All members of the Association have equal rights, provided that only permanent members may have a single vote and be elected.

4.1. In accordance with the Charter of the Association, the members of the Association have the right to:

- participate in the management of the Association;
- request for and receive full information about the run of the Association;
- submit for consideration by the General Meeting of the Association members the proposals, comments, programs and projects aimed at implementing the goals of the Association;
- exercise control and make observations at the General Meetings;
- make use – in the prescribed manner – of the property, technical means and privileges to be provided with by the Association (if any) to the extent and on the conditions stipulated by the Association's internal documents;
- participate in the implementation of projects, programs and other activities of the Association;
- make – with consent of the Governance Board (Board of Directors) – voluntary property contributions for the purpose of the statutory activity of the Association. The property transferred to the Association by its members shall be the property of the Association;
- attend seminars, conferences, round tables, discussion clubs and other regular events held by the Association;
- have free access to the Association website materials available for members only;
- participate in the business of committees and work groups created by the Association with the purpose of implementation of stand-alone projects and activities;
- use the links to name of the Association, as well as the Association graphic logo in accordance with the Association internal documents;
- withdraw – at sole discretion – from the Association.

4.2. Members of the Association may have other rights provided for by the Charter of the Association.

4.3. Further to the rights set out in Clause 4.1. hereof, members of the Association are at liberty to:

- post important information and / or news on their respective company / organization in appropriate sections of the Association website, as well as their logos and the information pertaining to their activities.

4.4. The rights of the Members of the Association may not be transferred to third parties.

4.5. The rights of the members of the Association are defined by the Charter of the Association and these Regulations.

4.6. Any member of the Association may not demand return of the property transferred by him to the Association, or termination of rights of the Association to use the property granted by him, or transfer to him of a part of the property after disaffiliation from the Association.

4.7. Members of the Association shall comply with the provisions of the Charter of the Association and these Regulations.

4.8. Members of the Association may have other rights and bear other obligations in accordance with the Regulations of the Association and agreements entered into with the Association.

4.9. Members of the Association shall voluntarily assume the following responsibilities:

- comply with the provisions of the Charter of the Association and its internal document and implement the decisions of the Association's managing bodies;
- refrain from any actions that may harm the interests of the Association, its prestige and public image, and the interests of the members of the Association;
- support and promote the Association's goals and ideas;
- refrain from disclosure of any confidential information about the Association activities;
- provide information necessary to resolving issues of the Association activities;

- pay the admission fee at the time of admission, the annual membership fees when due as well as any extraordinary fees in the manner and amount set out in the Regulations on the Membership Fees of the Association and decisions of the General Meeting or the Governance Board (Board of Directors) of the Association;
- promptly (within 10 working days from the date of the amendment) inform the Association of by amendments to the data reported on the member form for maintaining the Association members' register;
- comply with the principles, rules and standards of professional activity and professional ethics adopted by the Association in relation to both other Association members and third parties;
- participate in regular and extraordinary General Meetings;
- meet one's own financial obligations towards the Association;
- avoid any discussions and disputes of political or partisan nature on the premises of the Association;
- consider it mandatory and implement the decisions of the General Meeting of the Members of the Association, the Governance Board(Board of Directors) of the Association adopted within their competence;
- bear other obligations stipulated by the Charter of the Association and the internal documents of the Association.

5. CONDITIONS AND PROCEDURE FOR WITHDRAWAL FROM THE ASSOCIATION

5.1. Membership in the Association is terminated in the event of:

- voluntary withdrawal of a member of the Association from the Association;
- disenrollment from the Association.

5.2. Members of the Association have the right of withdrawal upon written application to the Governance Board. The decision on voluntary termination of membership in the Association is taken by the Governance Board of the Association based upon a written application of a member of the Association on voluntary withdrawal if and when all his obligations to the Association are fulfilled. After leaving the Association, a member of the Association is responsible

to the Association for the entire period of his membership in the Association. The obligations of the members to the Association are fulfilled personally and not through a representative.

5.3. The grounds for exclusion from the Association are the following:

- actions contradicting the goals and objectives of the Association;
- non-compliance with the provisions of the Charter of the Association, the Regulations and other internal documents of the Association;
- non-payment of the annual membership fee beyond 2 months from the deadline, with any member who fails to pay membership fees without a good reason being expelled for six months;
- other violations of this Charter as well as in case that his activity conflicts with the goals of the Association and leads to discrediting the Association as a whole or one or several of its members individually.

A member who expresses indignation at the aspirations and goals of the Association, or does not comply with the Charter of the Association and decisions of the bodies of the Association, or interferes with the implementation of these decisions, and in general with his attitude and behavior demonstrates disregard for the prestige and reputation of the Association, or who has been convicted of a grave or criminal offense that resulted in the loss of his political rights or legal capacity, shall be deleted from the list of the Association by the decision of the Governance Board.

5.4. The expulsion decision can be appealed by the member before the General Meeting. The expelled member may be re-registered by the decision of the Governance Board, with simultaneously paying all his debts towards the Association. However, he may not be eligible to re-register if deleted twice for any reason.

5.5. A member shall also be expelled from the Association after a reasoned decision of the Governance Board, the basis of which will be the proven falseness of his registration and application. The resolution of the Governance Board is subject to approval at the first ordinary General Meeting.

5.6. The Governance Board, always taking into account the seriousness of the violation, may impose the following penalties on members:

- reproach;
- temporary exemption up to one year;
- final exclusion.

Decisions on temporary and permanent exclusion is to be approved by the General Meeting based on the decision of the majority of the members present.

5.7. Members who leave the Association at their request or by expulsion shall not retain any rights towards the property of the Association.

6. FINAL CLAUSE

6.1. The approval and amendments to these Regulations are carried out by the General Meeting of the Association members.

6.2. All issues not regulated by these Regulations shall be governed by the legislative and regulatory acts of Greece, the Charter of the Association, the Regulations and other internal documents of the Association.