

Company number: 02021691

**THE COMPANIES ACT 2006  
PRIVATE COMPANY LIMITED BY SHARES  
ARTICLES OF ASSOCIATION  
OF  
ROWE HANKINS LIMITED (the "Company")**

**(Adopted by special resolution passed on 28 July 2021)**

**INTRODUCTION**

**1. INTERPRETATION**

1.1 The following definitions and rules of interpretation shall apply in these Articles:

"**Act**" means the Companies Act 2006.

"**Articles**" means the Company's articles of association for the time being in force.

"**Business Day**" means a day other than a Saturday, Sunday or public holiday in England on which banks in London are open for business.

"**Conflict**" means a situation in which a director has, or can have, a direct or indirect interest that conflicts, or possibly may conflict, with the interests of the Company.

"**Controlling Shareholder**" means a registered holder for the time being of not less than 75% in nominal value of the equity share capital of the Company from time to time.

"**Eligible Director**" means a director who would be entitled to vote on the matter at a meeting of directors (but excluding any director whose vote is not to be counted in respect of the particular matter).

"**Group**" or "**Group Company**" means the Company, any subsidiary or any holding company of the Company from time to time, and any subsidiary from time to time of a holding company and member of the Group shall mean any of them.

"**holding company**" has the meaning given in article 1.6.

"**Model Articles**" means the model articles for private companies limited by shares contained in Schedule 1 of the Companies (Model Articles) Regulations 2008 (SI 2008/3229), as amended prior to the date of adoption of these Articles and reference to a numbered Model Article is a reference to that article of the Model Articles.

"**subsidiary**" has the meaning given in article 1.6.

"**Trust**" means the Rowe Hankins Employee-Ownership Trust established by the Trust Deed,

"**Trust Deed**" means the trust deed of even date between Rowe Hankins (Holdings) Limited and the Trustee (being the original trustee of that trust), which established the Trust (as amended from time to time), and

"**Trustee**" means the trustee or trustees for the time being of the Trust (and references to the Trustee shall be construed as referring only to such person or persons acting in their capacity as trustee of that trust), being, at the date of these Articles, Rowe Hankins EOT Trustee Limited, a company limited by guarantee registered in England & Wales with registered number 13531764.

1.2 Unless expressly provided otherwise in these Articles, words and expressions which have particular meanings in the Model Articles shall have the same meanings in these Articles, subject to which and unless the context otherwise requires, words and expressions which have particular meanings in the Act shall have the same meanings in these Articles. The final paragraph of Model Article 1 shall not apply to the Company.

- 1.3 Headings in these Articles are used for convenience only and shall not affect the construction or interpretation of these Articles.
- 1.4 A reference in these Articles to a numbered "**Article**" is a reference to the relevant article of these Articles unless expressly provided otherwise.
- 1.5 Unless expressly provided otherwise in these Articles, a reference to a statute, statutory provision or subordinate legislation is a reference to it as it is in force from time to time, taking account of:
- 1.5.1 any subordinate legislation made under it, whether before or after the date of adoption of these Articles; and
- 1.5.2 any amendment or re-enactment, whether before or after the date of adoption of these Articles and includes any statute, statutory provision or subordinate legislation which it amends or re-enacts.
- This article 1.5 shall not apply to the definition of "**Model Articles**" in article 1.1.
- 1.6 A reference to a "**holding company**" or "**subsidiary**" means a holding company or a subsidiary (as the case may be) as defined in section 1159 of the Act.
- 1.7 Any words following the terms "**including**", "**include**", "**in particular**" or any similar expression shall be construed as illustrative and shall not limit the sense of the words, description, definition, phrase or term preceding those terms.
- 1.8 Where the context permits, "**other**" and "**otherwise**" are illustrative and shall not limit the sense of the words preceding them.
- 1.9 The Model Articles shall apply to the Company, except in so far as they are modified or excluded by, or are inconsistent with, these Articles.
- 1.10 Model Articles 8(3), 11(2) and (3), 14(1), (2), (3) and (4), 38, 52 and 53 shall not apply to the Company.
- 1.11 Model Article 7 shall be amended by:
- 1.11.1 the insertion of the words "for the time being" at the end of Model Article 7(2)(a); and
- 1.11.2 the insertion in Model Article 7(2) of the words "(for so long as he remains the sole director)" after the words "and the director may".
- 1.12 In Model Article 8(2), the words "copies of which have been signed by each eligible director" shall be deleted and replaced with the words "of which each Eligible Director has signed one or more copies".
- 1.13 Model Article 20 shall be amended by the insertion of the words "and the company secretary (if any)" before the words "properly incur".
- 1.14 In Model Article 25(2)(c), the words "evidence, indemnity and the payment of a reasonable fee" shall be deleted and replaced with the words "evidence and indemnity".
- 1.15 In Model Article 30(4), the words "the terms on which shares are issued" shall be deleted and replaced with "the rights attached to any shares".
- 1.16 In Model Article 32(a), the words "the terms on which the share was issued" shall be deleted and replaced with "the rights attached to the share".
- 1.17 Model Article 44(3) shall be amended by the insertion of the words "A demand so withdrawn shall not invalidate the result of a show of hands declared before the demand was made" as a new paragraph at the end of that Model Article.

## DIRECTORS

### 2. DIRECTORS' GENERAL AUTHORITY

Any or all powers of the directors (or any of them) shall be restricted in such respects, to such extent and for such duration as a Controlling Shareholder may from time to time by notice in writing to the Company prescribe.

### 3. QUORUM FOR DIRECTORS' MEETINGS

3.1 Subject to article 3.2, the quorum for the transaction of business at a meeting of directors is any two Eligible Directors or, where there is only one director in office for the time being, that director.

3.2 For the purposes of any meeting (or part of a meeting) held pursuant to article 5 to authorise a Conflict, if there is only one Eligible Director in office other than the Interested Director(s) (as defined in article 5.1), the quorum for such meeting (or part of a meeting) shall be one Eligible Director.

### 4. TRANSACTIONS OR OTHER ARRANGEMENTS WITH THE COMPANY

4.1 Subject to section 177(5) and (6) and section 182(5) and (6) of the Act, and provided he has declared the nature and extent of his interest in accordance with the requirements of the Act, a director who is in any way, whether directly or indirectly, interested in an existing or proposed transaction or arrangement with the Company:

4.1.1 may be a party to, or otherwise interested in, any transaction or arrangement with the Company or in which the Company is otherwise (directly or indirectly) interested;

4.1.2 shall be an Eligible Director for the purposes of any proposed decision of the directors (or committee of directors) in respect of such existing or proposed transaction or arrangement in which he is interested;

4.1.3 shall be entitled to vote at a meeting of directors (or of a committee of the directors) or participate in any unanimous decision, in respect of such existing or proposed transaction or arrangement in which he is interested;

4.1.4 may act by himself or his firm in a professional capacity for the Company (otherwise than as auditor) and he or his firm shall be entitled to remuneration for professional services as if he were not a director;

4.1.5 may be a director or other officer of, or employed by, or a party to a transaction or arrangement with, or otherwise interested in, any body corporate in which the Company is otherwise (directly or indirectly) interested; and

4.1.6 shall not, save as he may otherwise agree, be accountable to the Company for any benefit which he (or a person connected with him (as defined in section 252 of the Act)) derives from any such transaction or arrangement or from any such office or employment or from any interest in any such body corporate and no such transaction or arrangement shall be liable to be avoided on the grounds of any such interest or benefit, nor shall the receipt of any such remuneration or other benefit constitute a breach of his duty under section 176 of the Act.

4.2 The provisions of article 4.1.1 to article 4.1.6 (inclusive) are subject, where applicable, to any terms and conditions imposed by the directors in accordance with article 5.3.

### 5. DIRECTORS' CONFLICTS OF INTEREST

5.1 The directors may, in accordance with the requirements set out in this article 5, authorise any Conflict proposed to them by any director which would, if not authorised, involve a director (an "**Interested Director**") breaching his duty under section 175 of the Act to avoid conflicts of interest.

5.2 Any authorisation under this article 5 will be effective only if:

- 5.2.1 to the extent permitted by the Act, the matter in question shall have been proposed by any director for consideration in the same way that any other matter may be proposed to the directors under the provisions of these Articles or in such other manner as the directors may determine;
  - 5.2.2 any requirement as to the quorum for consideration of the relevant matter is met without counting the Interested Director; and
  - 5.2.3 the matter was agreed to without the Interested Director voting or would have been agreed to if the Interested Director's vote had not been counted.
- 5.3 Any authorisation of a Conflict under this article 5 may (whether at the time of giving the authorisation or subsequently) impose on the Interested Director such conditions or limitations, or be granted subject to such terms, as the directors may think fit for the purposes of dealing with the Conflict and the Interested Director will be obliged to conduct himself in accordance with any such terms and conditions.
- 5.4 The directors may revoke or vary such authorisation at any time, but this will not affect anything done by the Interested Director, before such revocation or variation, in accordance with the terms of such authorisation.
- 5.5 A director, notwithstanding his office, may be a director or other officer of, employed by, or otherwise interested (including by the holding of shares) in, any member of the Group and no further authorisation under article 5.1 shall be necessary in respect of any such interest.
- 5.6 A director is not required, by reason of being a director (or because of the fiduciary relationship established by reason of being a director), to account to the Company for any remuneration, profit or other benefit that he derives from or in connection with a relationship involving a Conflict which has been authorised by the directors in accordance with these Articles, by the Company or by these Articles (subject in each case to any terms, limits or conditions attaching to that authorisation) and no contract shall be liable to be avoided on such grounds.

## **6. RECORDS OF DECISIONS TO BE KEPT**

Where decisions of the directors are taken by electronic means, such decisions shall be recorded by the directors in a form that enables the directors to retain a copy of such decisions.

## **7. NUMBER OF DIRECTORS**

Unless otherwise determined by ordinary resolution, number of directors shall not be subject to any maximum but shall not be less than one. A sole director shall have all the powers, duties and discretions conferred on or vested in the directors by these Articles.

## **8. APPOINTMENT AND REMOVAL OF DIRECTORS**

- 8.1 A Controlling Shareholder may at any time and from time to time by notice in writing to the Company appoint one or more persons to be a director or directors of the Company and to remove any director or directors from office (whether or not appointed pursuant to this article 8).
- 8.2 Model Article 18 shall be amended by the inclusion of the words "notification of the director's removal is received by the Company from a Controlling Shareholder pursuant to Article 8.1" as a new paragraph (g) at the end of that Model Article.
- 8.3 Any removal of a director pursuant to article 8.1 shall be without prejudice to any claim for breach of contract under any employment agreement between the Company and the director so removed.

## **9. SECRETARY**

The directors may appoint any person who is willing to act as the secretary for such term, at such remuneration and on such conditions as they may think fit and from time to time remove such person and, if the directors so decide, appoint a replacement, in each case by a decision of the directors.

## MATTERS REQUIRING SPECIAL CONSENT

### 10. MATTERS REQUIRING SPECIAL CONSENT

The following matters shall each require the prior consent in writing of the Trustee:

- 10.1 the grant of any right to subscribe for shares in the capital of the Company or any other Group Company otherwise than pursuant to the Share Option Plan or an Employee Share Scheme;
- 10.2 an issue of any shares in the capital of the Company otherwise than pursuant to the exercise of a right granted in accordance with Article 10.1 and authorised pursuant to this Article 10 or a right granted in accordance with Article 10.10 below and otherwise authorised pursuant to this Article 10;
- 10.3 the transfer of any shares in the capital of the Company to any person other than an existing member of the Company;
- 10.4 dispose of, any shares in the capital of any other company;
- 10.5 form, enter into, terminate or withdraw from any partnership, consortium, joint venture or any other incorporated association;
- 10.6 merge any part of its business with any other business or entity or propose to do so;
- 10.7 a winding-up of the Company or of any other Group Company (other than a company which is dormant);
- 10.8 the disposal of the whole or a substantial part of the undertaking or assets of the Company;
- 10.9 any change of status of the Company to a public limited company or application for any shares in the Company or in any parent undertaking of the Company to be dealt in on a public market;
- 10.10 the grant of any right to subscribe for shares in the capital of the Company pursuant to an Share Option Plan;
- 10.11 the acquisition by the Company or by any other Group Company (including by the Trustee) of an interest in the equity share capital of the Company;
- 10.12 the payment of dividends;
- 10.13 incur any indebtedness or borrowings in excess of the borrowing limits in place at the date of adoption of these Articles;
- 10.14 vary the rights attaching to any class of its shares;
- 10.15 the payment to an employee or employees of a bonus out of the profits of the Company which would otherwise be available for distribution (in accordance with section 830 of the Act);
- 10.16 the payment or award to any employee of a bonus (in cash or kind) of an amount which represents more than 25 per cent of the annual rate of basic salary payable to such employee, being a bonus paid otherwise than in accordance with a binding obligation to make such payment or award under the terms of such employee's contract of employment;
- 10.17 paying any salary (including any bonus, car allowance or dividend) to any employee of any Group Company in any financial year ("**Relevant Year**") in excess of 110% of the total amount of salary (including any bonus, car allowance or dividend) paid to them by any Group Company in the 12 months immediately preceding the Relevant Year;
- 10.18 the disposal or the entering into of a binding agreement to dispose, to a person who is not a Group Company, of:
  - 10.18.1 shares or securities in any Group Company; or

- 10.18.2 any business or assets with a value in excess of 10 per cent of the net asset value of the Group;
- 10.19 any Group Company ceasing to carry on its business;
- 10.20 take any step to place any Group Company into administration or otherwise wind up a Group Company;
- 10.21 borrow or raise money otherwise than in the ordinary course of business (other than pursuant to banking facilities of any Group Company that are in place as at the date of adoption of these Articles);
- 10.22 incur any capital expenditure (including obligations under hire-purchase and leasing arrangements) exceeding £50,000 in any 12 month period;
- 10.23 the making of a loan to any person in excess of 10 per cent of the net asset value of the Group Companies (together); or
- 10.24 any substantial change to the nature and scope of the business.

## **SHARES AND SHAREHOLDERS**

### **11. ISSUE OF NEW SHARES**

The directors shall not exercise any power of the Company to allot shares or other securities in, or to grant rights to subscribe for, or convert into, shares or other securities of, the Company without the prior written consent of a Controlling Shareholder (if any). Without limitation, the powers of the directors under section 550 of the Act are limited accordingly.

### **12. QUORUM FOR GENERAL MEETINGS**

- 12.1 No business other than the appointment of the chairman of the meeting is to be transacted at a general meeting unless a quorum is present at the commencement of the meeting and also when that business is voted on.
- 12.2 Where the Company has only one shareholder for the time being, one qualifying person (as defined in section 318 of the Act) present at the meeting shall be a quorum. In any other case, the quorum shall be:
  - 12.2.1 a Controlling Shareholder present in person, by proxy or by authorised representative; or
  - 12.2.2 if the Company does not have a Controlling Shareholder for the time being, any two shareholders present in person, by proxy or by authorised representative.

### **13. PROXIES**

- 13.1 Model Article 45(1)(d) shall be deleted and replaced with the words "is delivered to the Company in accordance with the Articles not less than 48 hours before the time appointed for holding the meeting or adjourned meeting at which the right to vote is to be exercised and in accordance with any instructions contained in the notice of the general meeting (or adjourned meeting) to which they relate".
- 13.2 Model Article 45(1) shall be amended by the insertion of the words "and a proxy notice which is not delivered in such manner shall be invalid , unless the directors, in their discretion, accept the notice at any time before the meeting" as a new paragraph at the end of that Model Article.

## **ADMINISTRATIVE ARRANGEMENTS**

### **14. CHANGE OF COMPANY NAME**

- 14.1 The name of the Company may be changed by:
  - 14.1.1 a decision of the directors; or

14.1.2 a special resolution of the shareholders,  
or otherwise in accordance with the Act.

## **15. MEANS OF COMMUNICATION TO BE USED**

15.1 Subject to article 15.2, any notice, document or other information shall be deemed served on, or delivered to, the intended recipient:

- 15.1.1 if delivered by hand, on signature of a delivery receipt or at the time the notice, document or other information is left at the address; or
- 15.1.2 if sent by pre-paid United Kingdom first class post, recorded delivery or special delivery to an address in the United Kingdom, at 9.00 am on the second Business Day after posting; or
- 15.1.3 if sent by pre-paid airmail to an address outside the country from which it is sent, at 9.00 am on the fifth Business Day after posting; or
- 15.1.4 if sent by reputable international overnight courier to an address outside the country from which it is sent, on signature of a delivery receipt or at the time the notice, document or other information is left at the address; or
- 15.1.5 if sent or supplied by e-mail, one hour after the notice, document or information was sent or supplied; or
- 15.1.6 if sent or supplied by means of a website, when the material is first made available on the website or (if later) when the recipient receives (or is deemed to have received) notice of the fact that the material is available on the website; and
- 15.1.7 if deemed receipt under the previous paragraphs of this article 15.1 would occur outside business hours (meaning 9.00 am to 5.30 pm Monday to Friday on a day that is not a public holiday in the place of deemed receipt), at 9.00 am on the day when business next starts in the place of deemed receipt. For the purposes of this article, all references to time are to local time in the place of deemed receipt.

15.2 To prove service, it is sufficient to prove that:

- 15.2.1 if delivered by hand or by reputable international overnight courier, the notice was delivered to the correct address; or
- 15.2.2 if sent by post or by airmail, the envelope containing the notice was properly addressed, paid for and posted; or
- 15.2.3 if sent by e-mail, the notice was properly addressed and sent to the e-mail address of the recipient.

## **16. INDEMNITY AND INSURANCE**

16.1 Subject to article 16.2, but without prejudice to any indemnity to which a relevant officer is otherwise entitled:

- 16.1.1 each relevant officer shall be indemnified out of the Company's assets against all costs, charges, losses, expenses and liabilities incurred by him as a relevant officer:
  - (a) in the actual or purported execution and/or discharge of his duties, or in relation to them; and
  - (b) in relation to the Company's (or any associated company's) activities as trustee of an occupational pension scheme (as defined in section 235(6) of the Act),

including (in each case) any liability incurred by him in defending any civil or criminal proceedings, or regulatory investigation or action, in which judgment is given in his favour or in which he is acquitted or the proceedings are, or the investigation or action is, otherwise disposed of without any finding or admission of any material breach of duty on his part or in connection with any application in which the court grants him, in his capacity as a relevant officer, relief from liability for negligence, default, breach of duty or breach of trust in relation to the Company's (or any associated company's) affairs; and

- 16.1.2 the Company may provide any relevant officer with funds to meet expenditure incurred or to be incurred by him in connection with any proceedings, investigation, action or application referred to in article 16.1.1 and otherwise may take any action to enable any such relevant officer to avoid incurring such expenditure.
- 16.2 This article 16 does not authorise any indemnity to the extent that such indemnity would be prohibited or rendered void by any provision of the Companies Acts or by any other provision of law and any such indemnity is limited accordingly.
- 16.3 The directors may decide to purchase and maintain insurance, at the expense of the Company, for the benefit of any relevant officer in respect of any relevant loss.
- 16.4 In this article 16:
  - 16.4.1 **"associated company"** means any member of the Group and **"associated companies"** shall be construed accordingly;
  - 16.4.2 a **"relevant loss"** means any loss or liability which has been or may be incurred by a relevant officer in connection with that relevant officer's duties or powers in relation to the Company, any associated company or any pension fund or employees' share scheme of the Company or associated company; and
  - 16.4.3 a **"relevant officer"** means any director or other officer or former director or other officer of the Company or an associated company (including any company which is a trustee of an occupational pension scheme (as defined by section 235(6) of the Act), but excluding in each case any person engaged by the Company (or associated company) as auditor (whether or not he is also a director or other officer), to the extent he acts in his capacity as auditor).