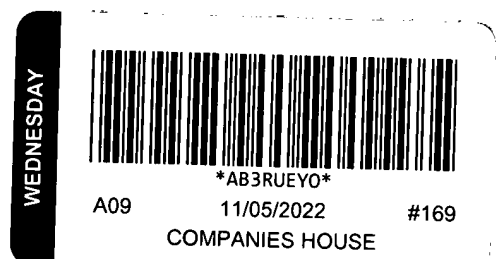


**The Companies Act 2006**  
**Company Limited by Guarantee**  
**and not having a Share Capital**

**Articles of Association**  
**of**  
**THE DHL UK FOUNDATION**



**THE COMPANIES ACT 2006**  
**Company Limited by Guarantee and not having a Share Capital**

**ARTICLES OF ASSOCIATION**  
**OF**  
**THE DHL UK FOUNDATION**

**1 NAME**

The name of the company is The DHL UK Foundation (the “**Charity**”) or such name as shall be stated in any certificate of incorporation on change of name for the Charity issued by Companies House from time to time.

**2 REGISTERED OFFICE**

The registered office of the Charity is to be in England and Wales.

**3 OBJECTS**

3.1 The objects of the Charity (the “Objects”) are, for the public benefit:

- 3.1.1 the advancement of education, training and employment support to young people aged between 5 and 25 years, in particular, but without limitation, those who the Trustees, in their discretion, determine to be disadvantaged;
- 3.1.2 the relief of need by reason of financial hardship, for current and former employees of the DHL Group (or predecessors of any of the DHL Group entities or their business activities) and their families, at the discretion of the Trustees; and
- 3.1.3 the advancement of general purposes which are exclusively charitable under the law of England and Wales.

3.2 This Article 3 may be amended by special resolution but only with the prior written consent of the Commission.

**4 POWERS**

The Charity has the following powers, which may be exercised only in promoting the Objects:

- 4.1 to provide education and employment support to young people, particularly between the ages of 5 and 25;
- 4.2 to provide advice or information;
- 4.3 to carry out campaigning and advocacy, provided that the Trustees are satisfied that any proposed campaigning and advocacy will further the Objects to an extent justified by the resources committed and that such activity is not the dominant means by which the Charity promotes the Objects;
- 4.4 to carry out research and to publish and distribute the useful results;
- 4.5 to provide, publish or distribute information;
- 4.6 to advertise in such manner as may be thought expedient;
- 4.7 to co-operate with other bodies and to exchange information and advice with them;

- 4.8 to support, administer or set up other charities or to establish charitable trusts for any particular purposes of the Charity and to act as trustee of any charity or special charitable trust whether established by the Charity or otherwise and generally to undertake and execute any charitable trust which may lawfully be undertaken by the Charity and may be conducive to its Objects;
- 4.9 to accept gifts and to carry on trade in the course of carrying out the Objects and in its discretion to disclaim any particular contribution;
- 4.10 to receive and administer bequests and donations;
- 4.11 to borrow money and give security for loans or other obligations (but only in accordance with the restrictions imposed by the Charities Act) including entering into any related derivative arrangement, but only where the derivative arrangement is:
  - 4.11.1 ancillary to the transaction;
  - 4.11.2 an integral part of managing the Charity's debt entered into in order to manage risk association with the transaction; and
  - 4.11.3 not a purely speculative transaction;
- 4.12 to acquire or hire property of any kind, and to alter and maintain any such property as may be required from time to time;
- 4.13 to sell, lease or otherwise dispose of property of any kind (but only in accordance with the restrictions imposed by the Charities Act);
- 4.14 to make grants or loans of money and to give guarantees provided that where any payment is made to the treasurer or other proper official of a charity the receipt of such treasurer or official shall be a complete discharge to the Trustees;
- 4.15 to set aside funds for special purposes or as reserves against future expenditure but only in accordance with a written policy about reserves;
- 4.16 to deposit or invest in funds in any manner (but to invest only after suitable review from the Charity's investment committee) provided that the Charity shall have power to retain any investments donated to it;
- 4.17 to delegate the management of investments to the Charity's investment committee, but only on terms that:
  - 4.17.1 the investment committee membership includes at least two Trustees and independent members with significant investment industry experience;
  - 4.17.2 the investment committee is chaired by a Trustee with significant investment industry experience;
  - 4.17.3 the investment committee policy defines how the investment committee operates and is agreed by the Trustees;
  - 4.17.4 the investment committee carefully selects investment managers and banks to manage the investments;
  - 4.17.5 the investment committee utilises advice from investment institutions and the experience of investment committee members;
  - 4.17.6 all investment transactions are reviewed and approved by the investment committee;
  - 4.17.7 a summary of the investment performance is reviewed regularly with the Trustees;
  - 4.17.8 the Trustees are entitled to review the delegation arrangement at any time;
  - 4.17.9 the investment policy and the delegation arrangement are reviewed at least once a year;

- 4.17.10 all payments due to the investment managers and banks are on a scale or at a level which is agreed in advance; and
- 4.17.11 the investment committee must not do anything outside the powers of the Trustees;
- 4.18 to arrange for investments or other property of the Charity to be held in the name of a nominee company acting under the direction of the Trustees or controlled by the investment committee acting under their instructions and to pay any reasonable fee required;
- 4.19 to deposit documents and physical assets with a company registered or having a place of business in England or Wales as custodian, and to pay any reasonable fee required;
- 4.20 to insure the property of the Charity against any foreseeable risk and take out other insurance policies to protect the Charity when required;
- 4.21 to provide indemnity insurance for the Trustees in accordance with, and subject to the conditions in, section 189 of the Charities Act;
- 4.22 subject to Article 5 to employ paid or unpaid agents, staff or advisers;
- 4.23 to enter into contracts to provide services to or on behalf of other bodies;
- 4.24 to establish, hold shares in, or acquire subsidiary companies, other companies or entities and to acquire, merge with or enter into any partnership or joint venture arrangement with any other charity for any of the Objects;
- 4.25 to pay out of the funds of the Charity the costs of forming and registering the Charity both as a company and as a charity; and
- 4.26 to do anything else within the law which promotes, helps to promote or is conducive or incidental to the promotion of the Objects.

## **5 BENEFITS AND CONFLICTS FOR MEMBERS AND TRUSTEES**

- 5.1 The property and funds of the Charity must be used only for promoting the Objects and do not belong to the Members or the Trustees.
- 5.2 Subject to compliance with Article 5.5, Members, Trustees and Connected Persons:
  - 5.2.1 may be paid interest at a reasonable rate on money lent to the Charity;
  - 5.2.2 may be paid a reasonable rent or hiring fee for property let or hired to the Charity;
  - 5.2.3 who are beneficiaries may receive charitable benefits in that capacity on the same terms as any other members of the beneficial class; and
  - 5.2.4 may take part in the normal trading and fundraising activities of the Charity on the same terms as members of the public.
- 5.3 A Trustee must not receive any payment of money or other material benefit (whether directly or indirectly) from the Charity except:
  - 5.3.1 as mentioned in Articles 4.21, 5.2 or 5.4;
  - 5.3.2 reimbursement of reasonable out-of-pocket expenses (including hotel and travel costs) actually incurred in running the Charity;
  - 5.3.3 an indemnity pursuant to Article 15 in respect of any liabilities properly incurred in running the Charity;
  - 5.3.4 payment to any company in which a Trustee or a Connected Person has no more than a one per cent shareholding; or
  - 5.3.5 in exceptional cases, other payments or benefits but only with:

- (a) the written consent of the Commission in advance where required under the Charities Act; and
  - (b) the approval or affirmation of the Members where required under the Act.
- 5.4 No Trustee, or Connected Person, may be employed by the Charity except in accordance with Article 5.3.5, but any Trustee or Connected Person may enter into a contract with the Charity, as permitted by the Charities Act to supply goods or services to the Charity in return for a payment or other material benefit but only if:
  - 5.4.1 the contract is in writing and states the maximum to be paid by the Charity;
  - 5.4.2 the goods or services are actually required by the Charity, and the Trustees decide that it is in the best interests of the Charity to enter into such a contract;
  - 5.4.3 the nature and level of the remuneration is no more than is reasonable in relation to the value of the goods or services;
  - 5.4.4 no more than a minority of the Trustees are subject to such a contract in any financial year; and
  - 5.4.5 the Trustee has complied with the procedure set out in Article 5.5.
- 5.5 Subject to Article 5.6, any Trustee who becomes a Conflicted Trustee in relation to any matter must:
  - 5.5.1 declare the nature and extent of his or her interest at or before discussion begins on the matter;
  - 5.5.2 withdraw from the meeting for that item after providing any information requested by the Trustees;
  - 5.5.3 not be counted in the quorum for that part of the meeting; and
  - 5.5.4 be absent during the vote and have no vote on the matter.
- 5.6 When any Trustee is a Conflicted Trustee, the Trustees who are not Conflicted Trustees, if they form a quorum and are satisfied that it is in the best interests of the Charity to do so, may by resolution passed in the absence of the Conflicted Trustee authorise the Conflicted Trustee, notwithstanding any conflict of interest or duty which has arisen or may arise for the Conflicted Trustee:
  - 5.6.1 to continue to participate in discussions leading to the making of a decision and to vote, except where a Conflicted Trustee or a Connected Person is to receive any payment or material benefit; or
  - 5.6.2 to disclose information confidential to the Charity to a third party; or
  - 5.6.3 to take any other action not otherwise authorised, or to refrain from taking any step required to remove the conflict which, in either case, does not involve the receipt by the Conflicted Trustee or a Connected Person of any payment or material benefit.
- 5.7 A Conflicted Trustee who obtains (other than through his or her position as Trustee) information that is confidential to a third party, shall not be in breach of his or her duties to the Charity if he or she declares the conflict in accordance with Article 5.5 and then withholds such confidential information from the Charity.
- 5.8 For any transaction or arrangement authorised under Articles 5.2, 5.3 or 5.4 the Trustee's duty under the Act to avoid a conflict of interest with the Charity shall be disapplied provided the relevant provisions of Article 5.5 have been followed.
- 5.9 This Article 5 may be amended by special resolution provided that where the result would be to authorise a benefit to a Trustee, Member or Connected Person which was not previously

authorised under the Articles, it may only be amended with the prior written consent of the Commission.

## **6 MEMBERSHIP**

6.1 The Charity must maintain a register of the names and address of the Members.

6.2 The Members of the Charity shall be the Trustees.

6.3 Membership is terminated if the Member concerned:

6.3.1 gives written notice of resignation to the Charity unless, after the resignation, there would be less than two members;

6.3.2 is removed from Membership by resolution of the Trustees on the ground that in their reasonable opinion the Member's continued Membership is harmful to the Charity (but only after notifying the Member in writing and considering the matter in the light of any written representations which the Member concerned puts forward within fourteen Clear Days after receiving notice); or

6.3.3 ceases to be a Trustee.

6.4 Membership of the Charity is not transferable.

## **7 LIABILITY OF MEMBERS AND GUARANTEE**

The liability of Members is limited to a sum not exceeding £1, being the amount that each Member undertakes to contribute to the assets of the Charity in the event of its being wound up while he or she is a Member or within one year after he or she ceases to be a Member for:

7.1.1 payment of those debts and liabilities of the Charity incurred before he or she ceased to be a Member;

7.1.2 payment of the costs, charges and expenses of winding up the Charity; and

7.1.3 the adjustment of rights of contributors among themselves.

## **8 GENERAL MEETINGS OF MEMBERS**

### **8.1 Attendance**

8.1.1 Members are entitled to attend general meetings.

8.1.2 A Trustee or Secretary shall, notwithstanding that he or she is not a Member, be entitled to attend and speak at any general meeting.

8.1.3 Nothing in these Articles is to be taken to preclude the holding and conducting of a general meeting by such suitable Electronic Means as the Trustees may decide which provide for all Members who are not present together at the same place to be able to communicate with all the other participants simultaneously, to speak and to vote during the general meeting.

### **8.2 Notice**

8.2.1 A general meeting may be called at any time by the Trustees and must be called on a request from at least five percent of the Members having the right to vote at general meetings of the Charity if the request is issued in accordance with the Act.

8.2.2 Subject to Article 8.2.3, general meetings are called on at least 21 Clear Days' notice (unless the Act requires a longer notice period) specifying:

(a) the time, date and place of the meeting;

(b) the general nature of the business to be transacted;

(c) the terms of any proposed special resolution; and

- (d) notifying Members of their right to appoint a proxy under section 324 of the Companies Act 2006 and Article 8.7.

8.2.3 A general meeting may be called by shorter notice if ninety per cent of the Members entitled to vote upon the business to be transacted agree.

8.2.4 Notice of general meetings should be given to every Member and Trustee, and to the Charity's auditors.

8.2.5 The proceedings at a general 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 Charity.

### 8.3 **Quorum**

8.3.1 No business shall be transacted at any meeting unless a quorum is present. There is a quorum at a general meeting if the number of Members present in person or by proxy is at least three or fifty percent of the total Membership, whichever is the greater, with at least one Member who is also an Independent Trustee and at least one Member who is also a DHL Group Trustee.

8.3.2 If such a quorum is not present within half an hour from the time appointed for the meeting, or if during a meeting such a quorum ceases to be present, the meeting shall stand adjourned to the same day in the next week at the same time and place or to such time and place as the Trustees may determine.

### 8.4 **Chairperson of the Meeting**

8.4.1 The Chairperson or (if the Chairperson is unable or unwilling to do so) some other Trustee elected by the board of Trustees presides at a general meeting.

8.4.2 If no Trustee is willing to act as chairperson, or if no Trustee is present within fifteen minutes after the time appointed for holding the meeting, the Members present and entitled to vote shall choose one of their number to be chairperson.

### 8.5 **Adjournment**

The Chairperson may, with the consent of a meeting at which a quorum is present (and shall if so directed by the meeting), adjourn the meeting from time to time and from place to place, but no business shall be transacted at an adjourned meeting other than business which might properly have been transacted at the meeting had the adjournment not taken place. When a meeting is adjourned for fourteen days or more, at least seven Clear Days' notice shall be given specifying the time and place of the adjourned meeting and the general nature of the business to be transacted. If the meeting is adjourned for less than fourteen days it shall not be necessary to give any such notice.

### 8.6 **Voting General**

8.6.1 Except where otherwise provided by the Articles or the Act, every issue is decided by an ordinary resolution.

8.6.2 Votes may be given either personally or by proxy in accordance with the provisions of Article 8.7.

8.6.3 Every Member who is present in person or by proxy shall have one vote, unless the proxy is a Member in their own right entitled to vote in which case they shall be entitled to a vote in their own right and a vote as a proxy.

8.6.4 No objection shall be raised to the qualification of any voter except at the meeting or adjourned meeting at which the vote objected to is tendered, and every vote not

disallowed at the meeting shall be valid. Any objection made in due time shall be referred to the Chairperson whose decision shall be final and conclusive.

#### **8.7 Proxy Voting**

- 8.7.1 The appointment of a proxy shall be executed by or on behalf of the appointor and shall be in a form and delivered in a manner approved by the Trustees and in accordance with the Act.

#### **8.8 Written Resolutions**

Subject to the provisions of the Act:

- 8.8.1 A written resolution is passed as an ordinary resolution if it is agreed to by Members representing a simple majority of the total voting rights of Eligible Members.
- 8.8.2 A written resolution is passed as a special resolution if it is agreed to by Members representing not less than seventy five percent of the total voting rights of Eligible Members; and states that it is a special resolution.
- 8.8.3 A Members' resolution under the Act removing a Trustee or an auditor before the expiration of his or her term of office may not be passed by a written resolution.
- 8.8.4 A copy of the written resolution must be sent to every Eligible Member together with a statement informing them of the date by which the resolution must be passed if it is not to lapse, and how to indicate their agreement to the resolution.
- 8.8.5 A Member indicates his or her agreement to a written resolution when the Charity receives from the Member an authenticated document identifying the written resolution and indicating his or her agreement to it:
- (a) by the Member's signature if the document is in Hard Copy Form; or
  - (b) by the Member's signature, or confirmation of the Member's identity in a manner specified by the Charity, if the document is in Electronic Form.
- 8.8.6 A written resolution lapses if the required number of agreements has not been obtained by twenty-eight days beginning with the Circulation Date of the resolution.

### **9 THE TRUSTEES**

- 9.1 The Trustees as Charity Trustees have control of the Charity and its property and funds.
- 9.2 The Trustees shall be comprised of:
- 9.2.1 Ex-officio Trustees in accordance with Article 9.4;
  - 9.2.2 An additional DHL Group Trustee to be appointed in accordance with Article 9.5; and
  - 9.2.3 At least three Independent Trustees to be appointed in accordance with Article 9.6.
- 9.3 No one may be appointed as a Trustee if he or she would be disqualified from acting under the provisions of Article 9.12.
- 9.4 The CEOs of DHL Parcel (UK) Limited, DHL International (UK) Limited, DHL Global Forwarding (UK) Limited and DHL Supply Chain Limited, shall be Trustees ex-officio. In the event that a CEO is unable or unwilling to be a Trustee, he or she may delegate trusteeship in consultation with the Board to a senior executive or a member of his or her senior management team, but only for the period in which the relevant CEO holds office.



- 9.5 The Global DP DHL CSR Team may, at its discretion, nominate one senior executive within that team in consultation with the Board, to be appointed as a Trustee. For the avoidance of doubt, such trustee shall be a DHL Group Trustee.
- 9.6 Independent Trustees shall be appointed by resolution of the Board.
- 9.7 The minimum number of Trustees shall be three but (unless otherwise determined by ordinary resolution) there shall be no maximum number of Trustees that may be appointed.
- 9.8 Neither DHL Group Trustees nor Independent Trustees may constitute more than two-thirds of the total number of Trustees at any one time.
- 9.9 Every Trustee must sign a declaration of willingness to act as a Charity Trustee of the Charity before he or she is eligible to act as a Trustee and/or vote at any meeting of the Trustees.
- 9.10 Except for Trustees appointed ex-officio, Trustees shall be appointed for terms of either two or three years, at the discretion of the Board.
- 9.11 A retiring Trustee shall be eligible for re-election for consecutive periods not exceeding in aggregate nine years from the date of his or her original appointment.
- 9.12 A Trustee's term of office automatically terminates if:
- 9.12.1 he or she dies;
  - 9.12.2 he or she is disqualified under the Charities Act from acting as a Charity Trustee;
  - 9.12.3 a registered medical practitioner who is treating that person gives a written opinion to the Charity stating that he or she has become physically or mentally incapable of acting as a Trustee and may remain so for three months;
  - 9.12.4 he or she is absent without permission of the Trustees from three consecutive meetings and is asked by a majority of the Trustees to resign;
  - 9.12.5 he or she ceases to be a Member;
  - 9.12.6 he or she resigns by written notice to the Trustees (but only if at least three Trustees will remain in office); or
  - 9.12.7 he or she is removed by resolution passed by the Members present and voting at a general meeting after the meeting has invited the views of the Trustee concerned and considered the matter in the light of any such views.
- 9.13 A Trustee may not appoint an alternate Trustee or anyone to act on his or her behalf at meetings of the Trustees.
- 9.14 A technical defect in the appointment of a Trustee of which the Trustees are unaware at the time does not invalidate decisions taken at a meeting.

## **10 PROCEEDINGS OF TRUSTEES**

- 10.1 The Trustees must hold at least two meetings each year.
- 10.2 The Chairperson may at any time, and two Trustees jointly may at any time, call a meeting of the Trustees.
- 10.3 Notice of every meeting shall be sent to each Trustee specifying the place, day and hour of the meeting and the business to be discussed.
- 10.4 A quorum at a meeting of the Trustees is at least three or fifty percent of the total number of Trustees, whichever is the greater, including at least one Independent Trustee and at least one DHL Group Trustee, subject to the exclusion of any Conflicted Trustee who has not been authorised to participate in discussions or a vote under Article 5.6.

- 10.5 A meeting of the Trustees may be held either in person or by suitable Electronic Means agreed by the Trustees in which all participants may communicate with all the other participants simultaneously.
- 10.6 The Chairperson or (if the Chairperson is unable or unwilling to do so) some other Trustee chosen by the Trustees present presides at each meeting.
- 10.7 Every issue may be determined by a simple majority of the votes cast at a meeting but a resolution in writing agreed by 75% of the Trustees (other than any Conflicted Trustee who has not been authorised to vote under Article 5.6) is as valid as a resolution passed at a meeting provided that:
- 10.7.1 a copy of the resolution is sent to or submitted to all the Trustees eligible to vote; and
  - 10.7.2 75% of the Trustees have signified their agreement to the resolution in an authenticated document or documents which are received at the Charity's registered office within the period of 28 days beginning with the circulation date.
- For this purpose the resolution may be contained in more than one document and will be treated as passed on the date of the last signature.
- 10.8 Except for the chairperson of the meeting, who has a second or casting vote, every Trustee has one vote on each issue.
- 10.9 A Trustee must declare the nature and extent of any interest, direct or indirect, which he or she 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; and a Trustee must comply with the requirements of Article 5.
- 10.10 A procedural defect of which the Trustees are unaware at the time does not invalidate decisions taken at a meeting.

## **11 POWERS OF TRUSTEES**

The Trustees have the following powers in the administration of the Charity in their capacity as Trustees:

- 11.1 to appoint (and remove) a Chairperson, nominated by the Charity's Remuneration Committee. The Chairperson must be an Independent Trustee, but may have previous experience of working with DHL Group;
- 11.2 to appoint (and remove) a vice-chair, Secretary, treasurer and other honorary officers from among their number on such terms as they shall think fit;
- 11.3 to invite observers to attend meetings of the Trustees, and to pay their reasonable expenses out of the Charity's funds. For the avoidance of doubt, such observers are not Trustees and shall not count towards the quorum for a meeting, shall not have any power to vote on a matter and shall leave the meeting when the Trustees vote on a matter;
- 11.4 to delegate any of their functions to committees consisting of two or more individuals appointed by them (but at least one member of every committee must be a Trustee and all proceedings of committees must be reported promptly to the Trustees). The Trustees may:
  - 11.4.1 impose conditions when delegating, including the conditions that:
    - (a) the relevant powers are to be exercised exclusively by the committee to whom they delegate;
    - (b) no expenditure may be incurred on behalf of the Charity except in accordance with a budget previously agreed with the Trustees;
  - 11.4.2 revoke or alter a delegation;

- 11.5 to delegate the day to day management of the affairs of the Charity in accordance with the directions of the Trustees to any person, by such means, to such an extent, in relation to such matters and on such terms and conditions (including the payment of a salary) as they think fit;
- 11.6 to make such reasonable and proper rules as they may deem necessary or expedient for the proper conduct and management of the Charity. Such rules may regulate the following matters but are not restricted to them:
  - 11.6.1 the conduct of Members in relation to one another and to employees and volunteers;
  - 11.6.2 the procedure at general meetings and meetings of the Trustees in so far as such procedure is not regulated by the Act or these Articles;
  - 11.6.3 generally, all such matters as are commonly the subject matter of company rules;provided that:
  - 11.6.4 the Charity in general meeting has the power to alter, add to or repeal the rules;
  - 11.6.5 no rule shall be inconsistent with, or shall affect or repeal anything contained in, the Articles;and
  - 11.6.6 the rules shall be binding on all Members;
- 11.7 to establish procedures to assist the resolution of disputes within the Charity; and
- 11.8 to exercise any powers of the Charity which are not reserved to the Members.
- 11.9 to change the name of the Charity.

## **12 RECORDS & ACCOUNTS**

- 12.1 The Trustees must comply with the requirements of the Act and of the Charities Act as to keeping financial records, the audit or independent examination of accounts and the preparation and transmission to the Registrar of Companies and the Commission of:
  - 12.1.1 annual reports;
  - 12.1.2 annual returns; and
  - 12.1.3 annual statements of account.
- 12.2 The Trustees must keep records of:
  - 12.2.1 all proceedings at general meetings;
  - 12.2.2 all proceedings at meetings of the Trustees;
  - 12.2.3 all reports of committees; and
  - 12.2.4 all professional advice obtained.
- 12.3 Accounting records relating to the Charity must be made available for inspection by any Trustee at any reasonable time during normal office hours.
- 12.4 A copy of the Charity's latest available statement of account must be supplied on request to any Trustee or to any other person who makes a written request and pays the Charity's reasonable costs, within two months.

## **13 MEANS OF COMMUNICATION TO BE USED**

(In this Article "Document" includes without limitation a notice, proxy form, guarantee certificate or other information, except where expressly excluded.)

- 13.1 Any Document to be given to or by any person pursuant to these Articles must be in writing and sent or supplied in Hard Copy Form or Electronic Form, or (in the case of communications by the Charity) by making it available on a website, to an address for the time being notified for that purpose to the person giving the Document.
- 13.2 A Document may only be given in Electronic Form where the recipient has agreed (specifically or generally) that the document or information may be sent in that form, and this agreement has not been revoked.
- 13.3 A Document may only be given by being made available on a website if the recipient has agreed (specifically or generally) that the document or information may be sent in that form, or if the recipient is deemed to have agreed in accordance with the Act.
- 13.4 The Charity may deliver a Document to a Member:
- 13.4.1 by delivering it by hand to the postal address recorded for the Member on the register;
  - 13.4.2 by sending it by post or other delivery service in an envelope (with postage or delivery paid) to the postal address recorded for the Member on the register;
  - 13.4.3 by electronic mail (except a guarantee certificate) to an address notified by the Member in writing; or
  - 13.4.4 by a website (except a guarantee certificate) the address of which shall be notified to the Member in writing.
- This Article does not affect any provision in any relevant legislation or these Articles requiring notices or documents to be delivered in a particular way.
- 13.5 If a Document is delivered by hand, it is treated as being delivered at the time it is handed to or left for the Member.
- 13.6 If a Document is sent by post or other delivery service not referred to below, it is treated as being delivered:
- 13.6.1 forty eight hours after it was posted, if first class post was used; or
  - 13.6.2 seventy two hours after it was posted or given to delivery agents, if first class post was not used;
- provided it can be proved conclusively that a Document was delivered by post or other delivery service by showing that the envelope containing the Document was:
- 13.6.3 properly addressed; and
  - 13.6.4 put into the post system or given to delivery agents with postage or delivery paid.
- 13.7 If a Document (other than a guarantee certificate) is sent by electronic mail, it is treated as being delivered at the time it was sent.
- 13.8 If a Document (other than a guarantee certificate) is sent by a website (in the case of communications by the Charity), it is treated as being delivered when the material was first made available on the website, or if later, when the recipient received (or is deemed to have received) notice of the fact that the material was available on the website.
- 13.9 A technical defect in the giving of notice of which the Trustees are unaware at the time does not invalidate decisions taken at a meeting.
- 13.10 A Member present in person, or by proxy at any general meeting of the Charity shall be deemed to have received notice of the meeting, and where necessary of the purpose for which it was called.

- 13.11 A Member who does not register an address with the Charity or who registers only a postal address that is not within the United Kingdom shall not be entitled to receive any notice from the Charity.

#### **14 EXCLUSION OF MODEL ARTICLES**

Any model articles for a company limited by guarantee that may exist (including those constituting Schedule 2 to the Companies (Model Articles) Regulations 2008 are hereby expressly excluded.

#### **15 INDEMNITY**

- 15.1 Subject to Article 15.2, but without prejudice to any indemnity to which they may otherwise be entitled:

15.1.1 every Trustee of the Charity shall be indemnified out of the assets of the Charity in relation to any liability they incur in that capacity; and

15.1.2 every other officer or former officer of the Charity may be indemnified out of the assets of the Charity in relation to any liability they incur in that capacity.

- 15.2 This Article does not authorise any indemnity to the extent that such indemnity would be prohibited or rendered void by any provision of the Companies Act 2006 or by any other provision of law and any such indemnity is limited accordingly.

- 15.3 In this Article a "Trustee" means any Trustee or former Trustee of the Charity.

#### **16 DISSOLUTION**

- 16.1 If the Charity is dissolved the assets (if any) remaining after provision has been made for all its liabilities must be applied in one or more of the following ways as the Trustees may decide:

16.1.1 by transfer to one or more other bodies established for exclusively charitable purposes within, the same as or similar to the Objects;

16.1.2 directly for the Objects or for charitable purposes which are within or similar to the Objects; or

16.1.3 in such other manner consistent with charitable status as the Commission approves in writing in advance.

- 16.2 A final report and statement of account must be sent to the Commission.

- 16.3 This Article may not be amended without the prior written consent of the Commission.

#### **17 INTERPRETATION**

- 17.1 References to an act of parliament are references to that act as amended or re-enacted from time to time and to any subordinate legislation made under it.

- 17.2 In these Articles expressions not otherwise defined which are defined in the Act have the same meaning.

- 17.3 In these Articles words importing one gender shall include all genders, and the singular includes the plural and vice versa.

- 17.4 In these Articles:

**"Act"** means the Companies Acts as defined in section 2 of the Companies Act 2006, in so far as they apply to the Charity;

**"Address"** means a postal address or, for the purposes of electronic communication, an e-mail or postal address or a telephone

	number for receiving text messages in each case registered with the Charity;
<b>“these Articles”</b>	means these articles of association;
<b>“Board”</b>	means the Charity’s Board of Trustees;
<b>“Chairperson”</b>	means the Trustee appointed by the Trustees to act as Chairperson under Article 11.1;
<b>“the Charities Act”</b>	means the Charities Act 2011
<b>“Charity Trustee”</b>	has the meaning prescribed by section 177 of the Charities Act;
<b>“Circulation Date”</b>	has the meaning prescribed by section 290 of the Companies Act 2006;
<b>“Clear Day”</b>	in relation to the period of 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;
<b>“the Commission”</b>	means the Charity Commission for England and Wales or any body which replaces it;
<b>“Conflicted Trustee”</b>	means a Trustee in respect of whom a conflict of interest arises or may reasonably arise because the Conflicted Trustee or a Connected Person stands to receive a benefit from the Charity, or has some separate interest or duty in a matter to be decided, or in relation to information which is confidential to the Charity;
<b>“Connected Person”</b>	means, in relation to a Trustee, a person connected with a director within the meaning of the Act or a person connected with a Charity Trustee or a trustee for a charity within the meaning of the Charities Act;
<b>“DHL Group”</b>	means the following companies and any subsidiary or successor of those companies: DHL Parcel (UK) Limited (company number: 00965783); DHL International (UK) Limited (company number: 01184988); DHL Air Limited (company number: 01671114); DHL Aviation Limited (company number: 02096375); DHL Express (UK) Limited (company number: 02275780); Gerlach Customs Services UK Limited (company number: 08214408); DHL Trade Fairs and Events (UK) Limited (company number: 03304685); DHL GBS (UK) Limited (company number: 01598313); DHL Global Forwarding (UK) Limited (company number: 04056042); Deutsche Post Global Mail (UK) Limited (company number: 02104109); DHL Global Match (UK) Limited (company number: 02110134); DHL Supply Chain Limited (company number: 00528867); DHL Services Limited (company number: 03324664).

<b>“DHL Group Trustee”</b>	means a Trustee who is a partner of, is an employee of or is otherwise a Connected person in relation to DHL Group;
<b>“document”</b>	includes, unless otherwise specified, any document sent or supplied in electronic form;
<b>“Electronic Form” and “Electronic Means”</b>	have the meanings respectively prescribed to them in the Act;
<b>“Eligible Member”</b>	has the meaning prescribed by the Companies Act 2006;
<b>“executed”</b>	includes any mode of execution;
<b>“Financial Expert”</b>	means an individual, company or firm who is authorised to give investment advice under the Financial Services and Markets Act 2000;
<b>“firm”</b>	includes Limited Liability Partnership;
<b>“Hard Copy Form”</b>	has the meaning prescribed by the Companies Act 2006;
<b>“indemnity insurance”</b>	means insurance against personal liability incurred by any Trustee for an act or omission which is or is alleged to be a breach of trust or breach of duty, unless the act or omission amounts to a criminal offence or the Trustee concerned knew that, or was reckless whether, the act or omission was a breach of trust or breach of duty;
<b>“Independent Trustee”</b>	means a Trustee who is neither a partner, an employee of, nor otherwise a Connected Person in relation to DHL Group;
<b>“material benefit”</b>	means a benefit, direct or indirect, which may not be financial but has monetary value
<b>“Member” and “Membership”</b>	refer to company membership of the Charity;
<b>“Memorandum”</b>	means the Charity's memorandum of association;
<b>“month”</b>	means calendar month;
<b>“Objects”</b>	“Objects” means the Objects of the Charity as defined in Article 3;
<b>“Remuneration Committee”</b>	means the committee established by the Board under these Articles to consider the remuneration and performance of staff working on behalf of the Charity;
<b>“Secretary”</b>	means any person appointed to perform the duties of the secretary of the Charity;

<b>“Trustee”</b>	means a director of the Charity and “Trustees” means the directors;
<b>“written” or “in writing”</b>	means the representation or reproduction of words, symbols or other information in a visible form by any method or combination of methods, whether sent or supplied, without limitation by, Hard Copy Form, Electronic Means or otherwise; and
<b>“year”</b>	means calendar year.



CC03

Statement of compliance where amendment of  
articles restricted

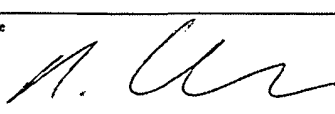


Companies House

☒ **What this form is for**  
You may use this form to state that  
the restrictions to change articles  
have been observed.

☒ **What this form is NOT for**  
You cannot use this form for  
notifying a change of articles that  
are not restricted.

For further information, please  
refer to our guidance at  
[www.companieshouse.gov.uk](http://www.companieshouse.gov.uk)

<b>1</b>		<b>Company details</b>
Company number	0 2 2 2 3 3 7 3	
Company name in full	The DHL UK Foundation	
		<b>Filling in this form</b> Please complete in typescript or in bold black capitals.  All fields are mandatory unless specified or indicated by *
<b>2</b>		<b>Statement of compliance <sup>⓪</sup></b>
The above company certifies that the amendment has been made in accordance with the company's articles and, where relevant, any applicable order of a court or other authority.		<b>Please note:</b> This form must accompany the document making or evidencing the amendment.
<b>3</b>		<b>Signature</b>
Signature	I am signing this form on behalf of the company.	
	<b>Signature</b> <input checked="" type="checkbox"/>  <input checked="" type="checkbox"/>	
This form may be signed by: Director <sup>⓪</sup> , Secretary, Person authorised <sup>⓪</sup> , Liquidator, Administrator, Administrative receiver, Receiver, Receiver manager, Charity Commission receiver and manager, CIC manager, Judicial factor.		<b>Societas Europaea</b> If the form is being filed on behalf of a Societas Europaea (SE) please delete 'director' and insert details of which organ of the SE the person signing has membership.  <b>Person authorised</b> Under either section 270 or 274 of the Companies Act 2006.

CC03

## Statement of compliance where amendment of articles restricted

**Presenter information**

You do not have to give any contact information, but if you do it will help Companies House if there is a query on the form. The contact information you give will be visible to searchers of the public record.

Contact name	Nicole Reed
Company name	Stone King LLP
Address	Boundary House
	91 Charterhouse Street
Post town	London
County/Region	
Postcode	E C I M 6 H R
Country	
DX	
Telephone	

**Checklist**

We may return forms completed incorrectly or with information missing.

Please make sure you have remembered the following:

- ☐ The company name and number match the information held on the public Register.
- ☐ You are also sending with this form the document making or evidencing the amendment.
- ☐ You have signed the form.

**Important information**

Please note that all information on this form will appear on the public record.

**Where to send**

You may return this form to any Companies House address, however for expediency we advise you to return it to the appropriate address below:

**For companies registered in England and Wales:**  
The Registrar of Companies, Companies House,  
Crown Way, Cardiff, Wales, CF14 3UZ.  
DX 33050 Cardiff.

**For companies registered in Scotland:**  
The Registrar of Companies, Companies House,  
Fourth floor, Edinburgh Quay 2,  
139 Fountainbridge, Edinburgh, Scotland, EH3 9FF.  
DX ED235 Edinburgh 1  
or LP - 4 Edinburgh 2 (Legal Post).

**For companies registered in Northern Ireland:**  
The Registrar of Companies, Companies House,  
Second Floor, The Linenhall, 32-38 Linenhall Street,  
Belfast, Northern Ireland, BT2 8BG.  
DX 481 N.R. Belfast 1.

**Further information**

For further information, please see the guidance notes on the website at [www.companieshouse.gov.uk](http://www.companieshouse.gov.uk) or email [enquiries@companieshouse.gov.uk](mailto:enquiries@companieshouse.gov.uk)

This form is available in an alternative format. Please visit the forms page on the website at [www.companieshouse.gov.uk](http://www.companieshouse.gov.uk)