THE COMPANIES ACTS 1985, 1989 AND 2006 PRIVATE COMPANY LIMITED BY GUARANTEE

WRITTEN RESOLUTION

Of

IMPROVEMENT FOUNDATION UK LIMITED ("the Company")

We, being all of the members entitled to attend and vote at general meetings of the Company, HEREBY UNANIMOUSLY RESOLVE THAT the following resolution be passed as a written resolution having effect as a special resolution of the Company in accordance with Sections 288 and 289 and 296(1) Companies Act 2006 and Article 4 15 of the Articles of Association of the Company and agree that the said resolution shall for all purposes be valid and effective as if the same had been passed at a general meeting of the Company duly convened and held -

Special Resolutions

That Article 4.1 be deleted and replaced with the following, which shall from the date 1 of this resolution be the new Article 4.1, "No business shall be transacted at any meeting unless a quorum is present. Four persons entitled to vote upon the business to be transacted, each being a Member or a proxy for a Member or a duly authorised representative of a corporation, shall be a quorum "

Agreement

Please read the notes at the end of this document before signifying your agreement to the Resolution

The undersigned being persons entitled to vote on the Resolution on 25 January 2010, hereby irrevocably agrees to the Resolution

Dated this 25 day of January 2010

comber Combu 25/1/10

05/02/2010 COMPANIES HOUSE

Ruth Kennedy

Meera Kulkarni

M. Lawles

Melanie Lawless

25/1/60

Date

25/1/10

Date

25/1/10

Date

Notes

If you agree with the Resolution, please indicate your agreement by signing and dating this document where indicated above and returning the signed version either by hand or by post to The Company Secretary, Improvement Foundation UK Limited, 3rd Floor, 57 Spring Gardens, Manchester, Greater Manchester, England, M2 2BY

You may not return the Resolution to the Company by any other method

If you do not agree to the Resolution, you do not need to do anything you will not be deemed to agree if you fail to reply

- 2 Once you have indicated your agreement to the Resolution, you may not revoke your agreement
- Unless, by 31 March 2010, sufficient agreement has been received for the Resolution to pass, it will lapse If you agree to the Resolution, please ensure that your agreement reaches us before or during this date

The Companies Act 1985

PRIVATE COMPANY LIMITED BY GUARANTEE

ARTICLES OF ASSOCIATION

of

IMPROVEMENT FOUNDATION LIMITED

1 Interpretation

- 1 1 In these regulations
 - 1 1 1 the Act means the Companies Act 1985 including any statutory modification or re-enactment thereof for the time being in force
 - 1 1 2 the Articles means the articles of the Company
 - clear days in relation to the period of a notice means that 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
 - 1 1 4 executed includes any mode of execution
 - 1 1 5 office means the registered office of the Company
 - 1 1 6 the seal means the common seal of the Company
 - 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
 - 1 1 8 the United Kingdom means Great Britain and Northern Ireland
- Unless the context otherwise requires, words or expressions contained in these regulations bear the same meaning as in the Act but excluding any statutory modification thereof not in force when these regulations become binding on the Company

2 General meetings

- 2.1 All general meetings other than annual general meetings shall be called extraordinary general meetings
- The Directors may call general meetings and, on the requisition of Members pursuant to the provisions of the Act, shall forthwith proceed to convene an extraordinary general meeting for a date not later than 8 weeks after receipt of the requisition. If there are not within the United Kingdom sufficient Directors to call a general meeting, any Director or any Member of the Company may call a general meeting.

3 Notice of general meetings

An annual general meeting and an extraordinary meeting called for the passing of a special resolution or a resolution appointing a person as a Director shall be called by

at least 21 days' notice All other extraordinary general meetings by at least 14 clear days' notice but a general meeting may be call by shorte4r notice if it is so agreed

- 3 1 1 In the case of an annual general meeting, by all Members entitled to attend and vote thereat, and
- 3 1 2 In the case of any other meeting by a majority in number of the Members having a right to attend and vote being a majority together holding not less than 95% of the total voting rights sat the meeting of all the Members
- 3 2 Every notice convening a General Meeting shall comply with the provisions of Section 372(3) of the Act as to giving information to Members in regard to their right to appoint proxies
- 3 3 The notice shall specify the time and place of the meeting and the general nature of the business to be transacted and, in case of an annual general meeting, shall specify the meeting as such
- 3.4 The notice shall be given to all the Members and to the Directors and Auditors
- 3.5 The accidental omission to give notice of a meeting to, or the non-receipt of notice of a meeting by, any person entitled to receive notice shall not invalidate the proceedings of that meeting

4 Proceedings at general meetings

- 4.1 No business shall be transacted at any meeting unless a quorum is present. Four persons entitled to vote upon the business to be transacted, each being a Member or a proxy for a Member or a duly authorised representative of a corporation, shall be a quorum
- If and so long as the Company has only one Member who is entitled to vote upon the business to be transacted at a General Meeting, that Member present in person or by proxy or if that Member is a corporation by a duly authorised representative shall be a quorum
- If such a quorum is not present with 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 Directors may determine, and if at the adjourned General Meeting a quorum is not present within half an hour from the time appointed therefor, such adjourned General Meetings shall be dissolved
- The chairman, if any, of the board of Directors or in his absence some other Director nominated by the Directors shall preside as chairman of the meeting, but if neither the chairman nor the such other Director (if any) be present within 15 minutes after the time appointed for holding the meeting and willing to act, the Directors present shall elect one of their number to be chairman and, if there is only one Director present and willing to act, he shall be chairman
- If no Director is willing to act as chairman, or if no Director is present within 15 minutes after the time appointed for holding the meeting, the Members present and entitled to vote shall choose one of their number to be chairman

- 4 6 A Director shall, notwithstanding that he is not a Member, be entitled to attend and speak at any general meeting
- The chairman 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 14 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. Otherwise it shall not be necessary to give any such notice.
- A resolution put to the vote of a meeting shall be decided on a show of hands unless before, or on the declaration of the result of the show of hands poll is duly demanded Subject to the provisions of the Act, a poil may be demanded
 - 481 by the chairman, or
 - 4 8 2 by at least two Members having the right to vote at the meeting, or
 - 4 8 3 by a Member or Members representing not less than one-tenth of total voting rights of all the Members having the right to vote at the meeting
- Unless a poll is duly demanded a declaration by the chairman that a resolution has been carried or carried unanimously, or by a particular majority, or lost, or not carried by a particular majority and an entry to that effect in the minutes of the meeting shall be conclusive evidence of the fact without proof of the number or proportion of the votes recorded in favour of or against the resolution
- The demand for a poll may, before the poll is taken, be withdrawn but only with the consent of the chairman and a demand so withdrawn shall not be taken to have invalidated the result of the show of hand declared before the demand was made
- A poll shall be taken as the chairman directs and he may appoint scrutineers (who need not be Members) and fix a time and place for declaring the result of the poll. The result of the poll shall be deemed to be the resolution of the meeting at which the poll was demanded.
- 4 12 In the case of an equality of votes, whether on a show of hands or on a poll, the chairman shall be entitled to a casting vote in addition to any other vote he may have
- A poll demanded on the election of a chairman or on a question of adjournment shall be taken forthwith. A poll demanded on any other question shall be taken either forthwith or at such time and place as the chairman direct not being more than thirty days after the poll is demanded. The demand for a poll shall not prevent the continuance of a meeting for the transaction of any business other than the question of which the poll was demanded. If a poll is demanded before the declaration of the result of a how of hands and the demand is duly withdrawn, the meeting shall continue as if the demand had not been made.
- 4 14 No notice need to be given of a poll not taken forthwith if the time and place at which it is to be taken are announced at the meeting at which it is demanded. In any other case at least seven clear days' notice shall be given specifying the time and place at which the poll is to be taken

A resolution in writing executed by or on behalf of each Member who would have been entitled to vote upon it if it had been proposed at a general meeting at which he was present shall be as effectual as if it had been passed at a general meeting duly convened and held and may consist of several instruments in the like form each executed by or on behalf of one or more Members. In the case of a corporate Member a resolution in writing may be signed on its behalf by a Director or the Secretary thereof or but its duly appointed attorney or duly authorised representative

5 Members

- The subscribers to the memorandum of association of the Company and such other persons as are admitted to Membership in accordance with the articles shall be Members of the Company. No person shall be admitted a Member of the Company unless he is approved by the Directors. Every person who wishes to become a Member shall deliver to the Company an application for Membership in such form as the Directors require executed by him.
- Subject to regulation 5 3, a Member may at any time withdraw from the Company by giving at least seven clear days' notice to the Company Membership shall not be transferrable and shall cease on death
- 5 3 The number Members shall not at anytime be less than two

6 Votes of Members

- Subject to regulation 4 12, on a show of hands every Member present shall have one vote. On a poll ever Member present in person or by proxy shall have one vote.
- 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 chairman whose decision shall be final and conclusive.
- An instrument appointing a proxy shall be in writing, 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)

Limited

I/We, , of , being a member/members of the above-named company, hereby appoint of , or failing him, of as my/our proxy vote in my/our name(s) and on my/our behalf at the annual/extraordinary general meeting of the Company to be held on 19 , and at any adjournment thereof

Signed on 20

Where it is desired to afford Members an opportunity of instructing the proxy how he shall act the instrument appointment 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)

. Limited

I/We, of being a member/members of the above-named company, hereby appoint of or failing him, of as my/our proxy vote in my/our name(s) and on my/our behalf at the annual/extraordinary general meeting of the Company to be held on 20, and at any adjournment thereof

6.5 This form is 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 he thinks fit or may abstain from voting

Signed this day of 20

- The instrument appointing a proxy and any authority under which it is executed or a copy of such authority certified notarially or in some other way approved by the Directors may
 - 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 Company 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
 - of 6 2 in the case of a poll taken more than 48 hours after is demanded, be deposited 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
 - 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 chairman or to the Secretary or to any Director

and an instrument of proxy which is not deposited or delivered in a manner so permitted shall be invalid

A vote given to poll demand by proxy or by the duly authorised representative of a corporation shall be valid notwithstanding the previous determination of the authority of the person voting or demanding a poll unless notice of the determination was received by the Company at the office or at such other place at which the instrument of proxy was duly deposited before the commencement of the meeting or adjourned meeting at which the vote is given or the poll demanded or (in the cae of a poll taken otherwise than on the same day as the meeting or adjourned meeting) the time appointed for taking the poll

7 Number of Directors

Unless otherwise determined by ordinary resolution, the number of Directors (other than alternate Directors) shall not be subject to any maximum but shall be not less than two. For the avoidance of doubt, a Director may be a Member

8 Powers of Directors

- Subject to the provisions of the Act, the memorandum and the articles and to any directions given by special resolution, the business of the Company shall be managed by the Directors who may exercise all the powers of the Company. No alteration of the memorandum or articles and no such direction shall invalidate any prior act of the Director which would have been valid if that alteration had not been made or that direction had not been given. The powers given by the regulation shall not be limited by any special power given to the Director by the articles and a meeting of Directors at which a quorum is present may exercise all power exercisable by the Directors.
- The Directors may, by power of attorney or otherwise, appoint any person to be the agent of the Company for such purposes and on such conditions as they determine, including authority for the agent to delegate all or any of his powers

9 Delegation of Directors' powers

The Directors may delegate any of their power to any committee consisting of one or more Directors. They may also delegate to any managing Director or any Director holding any other executive office such of their powers as they consider desirable to be exercised by him. Any such delegation may be made subject to any such conditions the Directors may impose, and either collaterally with or to the exclusion of their own powers an may be revoked or altered. Subject to any such conditions, the proceedings of a committee with two or more Members shall be governed by the articles regulating the proceedings of Directors so far as they are capable of applying

10 Appointment of Directors

- 10.1 No person shall be appointed a Director at any General Meeting unless either
 - 10 1 1 he is recommended by the Directors, or
 - 10 1 2 not less than fourteen nor more than thirty five clear days before the day appointed for the General Meeting, notice signed by a Member qualified to vote at the General Meeting has been given to the Company of the intention to propose that person for appointment, together with notice signed by that person of his willingness to be appointed
- 10.2 Subject to regulation 10.1 above the Company may by Ordinary Resolution in General Meeting appoint any person who is willing to act to be a Director, either to fill a vacancy or as an additional Director
- The Directors may appoint a person who is willing to act to be a Director, either to fill a vacancy or as an additional Director, provided that the appointment does not cause the number of Directors to exceed any number determined in accordance with regulation 7 above as the maximum number of Directors for the time being in force
- 10.4 In any case where as the result of the death of the remaining Members of the Company the Company has no Members and no Directors the personal representatives of such deceased Members shall have the right by notice in writing to appoint a person to be a Director of the Company and such appointment shall be as effective as if made by the Company in general meeting pursuant to regulation 10.2 above

11 Disqualification and removal of Directors

The office of a Director shall be vacated if

- 11.1 He cases to be a Director by virtue of any provision of the Act or he becomes prohibited by law from being a Director, or
- 11.2 He becomes bankrupt or makes any arrangement or composition with his creditors generally, or
- 11.3 He is, or may be suffering from mental disorder and either
 - 11.3.1 is admitted to hospital in pursuance of an application for admission for treatment under the Mental Health Act 1983 or, in Scotland, an application for admission under Mental Health (Scotland) Act 1960, or
 - an order is made by a court having jurisdiction (whether in the United Kingdom or elsewhere) in matters concerning mental disorder for his detention or for the appointment of a receiver, curator bonis or other person to exercise powers with respect to his property or affairs, or
- 11.4 He resigns his office by notice to the Company, or
- He shall for more than six consecutive months have been absent without permission of the Directors from meetings of Directors held during that period and the Director resolve that his office be vacated
- 11.6 He is dismissed by resolution of the Members at a General Meeting

12 Remuneration of Directors

The non-executive Directors shall be entitled to such remuneration as the Company may by ordinary resolution determine and, unless the resolution provides otherwise, the remuneration shall be deemed to accrue from day to day

13 Directors' expenses

The Directors may be paid all travelling, hotel and other expenses properly incurred by them in connection with their attendance at meetings of Directors or committees of Directors or general meetings or separate meetings of the holders of debentures of the Company or otherwise in connection with the discharge of their duties

14 Directors' appointments and interests

14.1 Subject to the provisions of the Act, the Directors may appoint one more of their number to the office of managing Director or to any other executive office under the Company and may enter into an agreement or arrangement with any Director for his employment by the Company or for the provision by him of any service outside the scope of the ordinary duties of a Director. Any such appointment, agreement of arrangement may be made upon such terms as the Directors determine and they may remunerate any such Director for his services as they think fit. Any appointment of a Director to an executive office shall terminate if he ceases to be a Director with without prejudice to any claim to damages for breach of the contract of service between the Director and the Company

- Subject to the provisions of the Act, and provided that he has disclosed to the Directors to the nature and extent of any material interest of his, a Director notwithstanding his office
 - may be partly to, or otherwise interested in, any transaction or arrangement with the Company or in which the Company is otherwise interested,
 - may be a Director or other officer of, or employed by, or partly to any transaction or arrangement with, or otherwise interested in, any body corporate promoted by the Company or in which the Company is otherwise interested, and
 - shall not, by reason of his office, be accountable to the Company for any benefit which he derives from any such office or employment of from any such transaction or arrangement or from any interest in any such body corporate and no such transaction or arrangement shall be liable to be avoided on the ground of any such interest of benefit

14.3 For the purposes of regulation 14.1

- a general notice given to the Directors that a Director is to be regarded as having an interest of the nature and extend specified in the notice in any transaction or arrangement in which a specified person or class of persons is interested shall be deemed to be a disclosure that the Director has an interest in any such transaction of the nature and extent so specified, and
- 14 3 2 an interest of which a Director has no knowledge and of which it is unreasonable to expect him to have knowledge shall not be treated as an interest of his

15 Proceedings of Directors

- Subject to the provisions of the articles, the Directors may regulate their proceedings as they think fit. A Director may, and the Secretary at the request of a Director shall, call a meeting of the Directors. It shall not be necessary to give notice of a meeting to a Director who is absent from the United Kingdom. Questions arising at a meeting shall be decided by a majority of votes. In the case of an equality of votes, the chairman shall have a second or casting vote. A Director who is also an alternate Director shall be entitled in the absence of his appointer to a separate vote on behalf of his appointer in addition to his own vote.
- The quorum for the transaction of the business of the Directors may be fixed by the Directors and unless so fixed at any other number shall be four
- The continuing Directors or a sole continuing Director may act notwithstanding any vacancies in their number, but, if the number of Directors is less than the number fixed as the quorum, the continuing Directors or Director may act only for the purposes of filling vacancies or of calling a general meeting
- The Members only may by ordinary resolution at a General Meeting appoint one of the Director to be the chairman of the board of Directors. The chairman may be removed from office only by ordinary resolution of the Members at a General Meeting. Unless he is unwilling to do so, the Director so appointed shall preside at every meeting of Director at which he is present. However, if the chairman is not present within ten minutes after the time appointed for the meeting, the Directors

present may appoint one of their number to be chairman of the meeting. If there is no Director holding that office, or if the Director holding it is unwilling to preside, the Directors must as soon as practicable call a General Meeting to appoint a new chairman.

- All acts done by a meeting of Directors, or of a committee of Directors, or by a person acting as a Director shall, notwithstanding that it be afterwards discovered that there was a defect in the appointment on any Director or that any of them were disqualified from holding office, or had vacated office, or were not entitled to vote, be as valid as if every such person had been duly appointed and was qualified and had continued to be a Director and had been entitled to vote
- A resolution in writing signed by all the Directors entitled to receive notice of a meeting of Directors or of a committee of Directors shall be as valid and effectual as if it had been passed at a meeting of Directors or (as the case may be) a committee of Directors duly convened and held and may consist of several documents in the like form each signed by one or more Directors, but a resolution signed by an alternate Director need not also be signed by his appointer and, if it is signed by a Director who has appointed an alternate Director, it need not be signed by the alternate Director in that capacity
- Save a otherwise provided by the articles a Director shall not vote at a meeting of Directors or of a committee of Directors on any resolution concerning a matter in which he has, directly or indirectly, an interest or duty which is material and which conflicts or may conflict with the interests of the Company unless his interest or duty arises only because the case falls within one or more of the following paragraphs
 - 15.7.1 the resolution relates to the giving to him of a guarantee, security, or indemnity in respect of money lent to, or an obligation incurred by him for the benefit of, the Company or any of its subsidiaries,
 - the resolution relates to the giving to a third party of a guarantee, security, or indemnity in respect of an obligation of the Company or any of its subsidiaries for which the Director has assumed responsibility in whole or part and whether alone or jointly with other under a guarantee or indemnity or by the giving of security
 - his interest arises by virtue of his subscribing or agreeing to subscribe for any debentures of the Company or any of its subsidiaries, or by virtue of his being, or intending to become a participant in the underwriting or sub-underwriting of an offer of any such debentures by the Company or any of its subsidiaries for subscription, purchase or exchange,
 - the resolution in any way to a retirement benefits scheme which has been approved, or is conditional upon approval, by the Board of Inland Revenue for taxation purposes
- For the purposes of this regulation, an interest of a person who is, for any purpose of the Act (excluding any statutory modification thereof not in force when this regulation becomes binding on the Company), connected with a Director shall be treated as an interest of his Director and in relation to an alternate Director, an interest of his appointor shall be treated as an interest of the alternate Director without prejudice to any interest which the alternate Director has otherwise

- 15.9 A Director shall not be counted in the quorum present at a meeting n relation to a resolution on which he is not entitled to vote
- 15 10 The Company may by ordinary resolution suspend or relax to any extent, either by generally or in respect of any particular matter, any provision of the articles prohibiting a Director from voting at a meeting of Directors or of a committee of Directors
- Where proposals are under consideration concerning the appointment of two or more Directors to offices or employment with the Company or any body corporate in which the Company is interested the proposals may be divided and considered in relation to each Director separately and (provided he is not for another reason precluded from voting) each of the Directors concerned shall be entitled to vote and be counted in the quorum in respect of each resolution except that concerning his own appointment
- 15 12 If a question arises at a meeting of Directors or of a committee of Directors as to the right of a Director to vote, the question may, before the conclusion of the meeting, be referred to the chairman of the meeting and his ruling in relation to any Director other than himself be final and conclusive

16 Secretary

Subject to the provisions of the Act, the Secretary shall be appointed by the Directors for such term, at such remuneration and upon such conditions as they may think fit, and any Secretary so appointed may be removed by them

17 Minutes

The Director shall cause minutes to be made in books kept for the purpose

- 17.1 of all appointments of officers made by the Directors, and
- of all proceedings at meetings of the Company, and of Directors, and of committees of Directors, including the names of the Directors present at each such meeting

18 Accounts

No Member shall (as such) have any right of inspecting any accounting record or other book or document of the Company except as conferred by statute or authorised by the Directors or by ordinary resolution of the Company

19 Notices

- Any notice to be given to or by any person pursuant to the articles shall be in writing except that a notice calling a meeting of the Directors need not be in writing
- The Company may give notice to a Member either personally or by sending it by post in a prepaid envelope addressed to the Member at his registered address or by leaving it at that address. A Member whose registered address is not within the United Kingdom and who gives to the Company an address within the United Kingdom at which notices may be given to him shall be entitled to have notices given to him at that address, but otherwise no such Member shall be entitled to receive any notice from the Company

- 19 3 A Member present either in person or by proxy, at any meeting of the Company shall be deemed to have received notice of the meeting and, where requisite, of the purposes for which it was called
- 19.4 Proof that an envelope containing a notice was properly addressed, prepaid and posted shall be conclusive evidence that the notice was given. A notice shall be deemed to be given at the expiration of 48 hours after the envelope containing it was posted.

20 Indemnity

Subject to the provisions of the Act but without prejudice to any indemnity to which a Director may otherwise be entitled, every Director or other officer or auditor of the Company shall be indemnified out of the assets of the Company against any liability incurred by him in defending any proceedings, whether civil or criminal, in which judgement is given in his favour or in which he is acquitted or in connection with any application in which relief is granted to him by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Company