

BYE-LAWS
ANSA MCAL GROUP EMPLOYEES
CREDIT UNION
CO-OPERATIVE SOCIETY LIMITED

1. INTERPRETATION

(a) In these Bye-Law, unless the context otherwise requires:-

- (i) The “Commissioner” means the Commissioner for the Co-operative Development;
- (ii) The words “he”, “his” and “him” shall also mean “she”, “hers” and “her”;
- (iii) “The Board” means the Board of Directors
- (iv) “Meeting of the Society” means any general meeting or any meeting of the Board, Credit Supervisory or Education Committees;
- (v) “The Act” means the Co-operative Societies Act Chapter 81.03
- (vi) “The Regulations “ means the Co-operative Societies Regulations 1971;
- (vii) “The Rules” means the Rules as provided for in Bye-Law No. 32 and
- (viii) “The Society” means the ANSA MCAL GROUP EMPLOYEES CREDIT UNION CO-OPERATIVE SOCIETY LIMITED.
- (ix) “Delinquent Member” means a member who is in default in the repayment of a loan or the payment of an instalment in respect of a loan.
- (x) “Provident Credit” means the purpose of enhancing the member’s standard of living through the acquisition of housing, household items, education, health, motor vehicle, vacation and debt consolidation.
- (xi) “Productive Credit” means loans for agriculture, live stocks, industry, commerce, service industry, and micro enterprises.
- (xii) “Significant Other” means that a member could join his common law relation in keeping with the laws of the land.
- (xiii) An “officer” means the holder of an elected or appointed officer on the Board, Supervisory Committee, Credit Committee, or any other person so defined by the Board.

- (b) These Bye-Laws are supplementary to the provisions of the Act and the Regulations and the Society shall be guided by the Act, the Regulations and the Bye-Laws read together.

2. NAME AND ADDRESS

The Society shall be called "ANSA MCAL GROUP EMPLOYEES CREDIT UNION CO-OPERATIVE SOCIETY LIMITED" The Registered address of the Society shall be at Gordon Street Extension, Eastern Main Road Mount Hope or at such other place as may from time to time be decided by the Board. In the event of any change of the registered address, notice of such change shall be given within thirty (30) days thereafter to the Commissioner.

3. OBJECTS

The objects of the Society shall be:-

- (a) The promotions of the economic and social welfare of its members by:-
- (i) Promoting thrift and savings among members
 - (ii) Providing loans to members upon such terms and conditions as agreed by the Board for provident and production purposes including loan on mortgage of freehold or leasehold property;
 - (iii) Providing insurance coverage for shares held and loans outstanding by members
 - (iv) Purchasing and developing residential lands for resale to members;
 - (v) Purchasing and developing residential lands and constructing homes thereon for sale, lease or rent to members;
- (b) To encourage the spirit and practice of thrift, self-help and co-operation among members and to promote the development of co-operation ideas by:-
- (i) Educating members in co-operative principles and practice;
 - (ii) Affiliating or collaborating with any other co-operative Society or organization
- (c) (i) To hold, purchase, acquire any interest in and exercise all privileges of ownership over any freehold or leasehold land as may be necessary or suitable for the conduct and operation of its business or for the carrying out of any of its objects and may, subject to the terms of the conveyance or lease, sell, exchange, mortgage, lease build upon, or alter, pull down or re-build buildings upon any such freehold or leasehold land.
- (ii) To rent land and may, subject to the terms of the tenancy transfer, assign, sublet or build upon, or alter, pull down or re-build buildings upon any such land.

(d) To do all such lawful things incidental or conducive to the attainment of objects and exercise of the powers of the Society.

4. MEMBERSHIP

Membership shall be open to:-

- (a) (i) All persons who are bona fide employees, pensioners or medically retired employees of ANSA McAI LIMITED and the ANSA Group of Companies and their subsidiaries and any other employees of Companies/Organizations as determined by the Board.
- (ii) Former employees who have retired from their place of employment and not in receipt of a pension. Provided they were members of the Society for a period of one year immediately prior to the date of their retirement.
- (iii) Persons losing their qualifications for membership as stated in 4 (a) (i) by way of retrenchment or resignation will be allowed to retain their membership with the Society.
- (iv) "The immediate family of members of the Society classified in 4 (a) (i) above provided that the membership of any child under the age of 14 years shall be contingent upon the retention of membership in the Society by the sponsoring of that "child" Immediate family means:
 - (a) Spouse
 - (b) Children
 - (c) Brother, sister, grandchildren, father and mother
 - (d) Significant other

Contributions of such members shall be in the form of weekly, fortnightly or monthly deposits and made by duly authorized agencies appointed by such members for this purpose and approved by the Board of Directors.

(b) If any member shall cease to qualify as in 4 (a) he shall forthwith withdraw from the Society, and if he fails to do so, he may be expelled. Provided always that the Board of Directors of the Society shall have power to permit, in its absolute discretion such persons to retain their membership in this Society.

5. ADMISSION

- (a) Applications for membership shall be made on the prescribed form to the Secretary and disposed of by the Board. No application shall be entertained except the applicant is recommended by a member.
- (b) Membership shall commence on the date of approval by the Board, payment of a non-refundable entrance fee fixed by the Board and the value of one (1) full share. All entrance fees shall be credited to the Reserve Fund.

- (c) A copy of the Bye-Laws shall be given free of charge to each person admitted to membership.

6. TERMINATION

- (a) Membership shall be terminated by the death or insanity of a member, by resignation or expulsion in accordance with these Bye-Laws or by loss of the qualification required for membership.
- (b) A member shall have the right to resign from the Society provided that he/she is not indebted to the Society directly or indirectly.

7. EXPULSION

- (a) If any member violates these Bye-Laws or otherwise acts in a manner prejudicial or inimical to the good repute or interest of the Society, the Board may, by a two-thirds (2/3) majority vote of its members present at a meeting convened for the purpose expel the member of the Society. A concise statement in writing of the grounds alleged for such expulsion must first have been served upon the member and he must be given a reasonable opportunity of being heard in his own defence. The member shall be entitled to be represented at any hearing by a person of choice.
- (b) The member shall be at liberty to call witnesses in his defence.
- (c) An appeal from the findings of the Board may be made by an expelled member by letter in writing addressed to the Secretary to reach him within fifteen (15) days of the date of service of the Order of Expulsion upon him.
- (d) Where an expelled member lodges an appeal against his expulsion with the Secretary, the Board shall convene a special general meeting within thirty days (30) of the receipt of the notice of appeal. The special general meeting shall review the facts and issues involved and shall have power by a vote of the majority of members present to confirm or disallow the expulsion of the appellant.
- (e) Where the Board fails to hold a special general meeting within the thirty (30) days allowed under this Bye-Law, the expulsion of the appellant shall automatically be rescinded.
- (f) Pending the determination of any appeal as aforesaid, an expelled member shall continue to enjoy all the rights of membership.
- (g) An expelled member shall be entitled to receive any dividends, patronage refunds or other interests payable to members up to the date on which he ceased to be a member by virtue of his expulsion.
- (h) If any person who is a witness in any proceeding under this Bye-Law or has any direct or indirect interest therein shall sit in the position of Chairman at any Board or Special General Meeting held under this Bye-Law or be present when any charge or appeal is being determined, the whole of such proceedings shall be null and void and of no effect.

- (i) At the hearing of any appeal under this Bye-Law, the appellant shall be at liberty to call witnesses in his defence and to be represented by a person of his choice.
- (j) A member shall have the right to appeal to the Commissioner against the findings of the Board or the Special General Meeting on the grounds that he was denied the right to fair hearing or that the procedures for the hearing and determination of the charge or appeal were contrary to the provisions herein or otherwise contrary to the laws of natural justice or that the penalty imposed on him was harsh or oppressive or not warranted to all.
- (f) Upon such an appeal being lodged with the Commissioner with fourteen (14) days of the service of the Order of Expulsion or the findings of the Special General Meeting upon the member, the Commission or a person nominated by him shall hear and determine the appeal. The findings of the Commissioner shall be final and binding upon the Society and the appellant.

8. UNCLAIMED SHARES/DIVIDENDS/BONUS

- (a) If the whereabouts of any member are not known to the Society and no claim is made within one (1) year from the date of his last transaction with the Society, the Board may transfer his shares and/or interest, after deducting any sum due to the Society, to an unclaimed shares account. Any sums remaining unclaimed in this account for Two (2) years may be transferred to the Reserve Funds.
- (b) The Board may entertain claims made in respect of sums transferred to the Unclaimed Shares Account or Reserve Fund upon the production of such proof as may deem satisfactory.

9. LIABILITY

- (a) The liability of a member for the debts of the Society shall be limited to the value of the shares held by him.
- (b) The liability of a past member for the debts of the Society as they existed at the time when he ceased to be a member, shall continue for a period of two (2) years from the date of his ceasing to be a member.
- (c) The estate of a deceased member shall be liable for a period of two (2) years from the date of his deceased for the debts of the Society as they existed at the time of his death.

10. NOMINATIONS

- (a) Appointment of Nominee
Every member of the Society shall in writing under his hand and attested by two (2) witnesses and delivered to the office of the Society and during his life time, nominate any person or persons to whom or to whose credit the shares or interest, may in the event of his death be paid or transferred. A member shall not be entitled to appoint more than one (1) nominee in respect of each share he holds.

- (b) Revocation
A member may from time to time revoke or vary such nomination in writing under his hand similarly attested and delivered. All such nominations, revocations or variations shall be recorded in a Register of Members.
- (c) Fees
No fee shall be payable for the first nomination made by a member. For each subsequent revocation, nomination or variation, the nominator shall pay a fee to be determined by the Board from time to time.
- (d) Payment to Nominee
On receiving satisfactory proof of the death of the nominator, the Board shall pay to the nominee or nominees, in the manner directed by the nomination or nominations the sum representing the full value of the shares and interest of the deceased member less any sum due to the Society.
- (e) Limit
Provided further, the Society shall, unless prevented by order of a Court of competent jurisdiction, pay to such nominee or nominees or in the absence of such nominee or nominees to the legal personal representative, as the case may be, a sum not exceeding Five Thousand Dollars (\$5,000.00) due to the deceased member from the Society. All other monies due to the deceased member from the Society shall fall into his estate.
- (f) Intestacy
If a member dies intestate without having made any nomination, the Board may without a grant of Letter of Administration pay a sum not exceeding Five Thousand Dollars (\$5,000.00) to such person or persons as may appear to them, on sufficient evidence, to be entitled to receive the same within one (1) year.
- (g) No revocation or variation of a nomination shall be valid unless done in the manner prescribed under (b) of this Bye-Law.

11. CAPITAL

The capital of the Society shall include the following:-

- (a) An unlimited amount of shares subscribed by members.
- (b) Deposits from members only.
- (c) Loans from both members and non-members.
- (d) Any sums capitalized from the annual surplus of the Society with the authority of the General Meeting.

12. SHARES

- (a) Shares shall be valued at Five Dollars (\$5.00) each and may be paid for by weekly, fortnightly or monthly installments.

- (b) No member may hold at any time more than one-fifth (1/5) of the total paid-up share capital of the Society

13. TRANSFER OF SHARES

- (a) Shares may be transferred in writing from one (1) member to another. All transfers shall be in the form prescribed by the Board. A fee to be fixed by the Board from time to time, shall be paid for each transfer.
- (b) No transfer of share shall be valid and effective unless and until such transfer has been registered on the direction of the Board.
- (c) No transfer of shares shall be registered if the request is made by a member who is indebted to the Society without special order of the Board.
- (d) All share transactions shall be at par value.
- (e) On the death of a member, the Board may transfer his shares to the person nominated by him if qualified to be a member or to the heir or legal representative if so qualified.

14. WITHDRAWAL OF SHARES

- (a) Notwithstanding anything to the contrary contained in these Bye-Laws, a member may withdraw any portion of his share capital not pledged to the Society in respect of loans borrowed or endorsed by him or in respect of any other indebtedness to the Society.
- (b) The Board may require a member to give notice not exceeding six (6) months of his intention to withdraw the whole or any part of his shares.

15. DEPOSITS

- (a) In order that the capital may be relatively permanent and subject to few withdrawals, a member may deposit money not less than such sums as determined by the Board from time to time.
- (b) No interest shall be paid on fractional parts of the minimum deposits.
- (c) The Board may require a member wanting to make a withdrawal to give a written notice not exceeding ninety (90) days except for deposits with a fixed maturity date.

16. APPLICATION OF FUNDS

- (a) The funds of the Society shall be used exclusively for achieving the stated objects of the Society.
- (b) The Society may also use its funds to hold, purchase, take on lease in its own name any freehold or leasehold lands, and may sell, exchange, mortgage lease or build upon the same with power to alter and pull down buildings and again rebuild.

17. INVESTMENT

The Society may invest or deposit its funds:-

- (a) In any bank approved by the Commissioner
- (b) In any securities issued or guaranteed by the Government of the Republic of Trinidad and Tobago; or
- (c) In the shares or on the security of any other Society provided that no such investment shall be made in the shares of any Society other than one with limited liability; or
- (d) In any other manner permitted by the Commissioner.

18. LIEN

The Society shall have a lien on the shares, deposits and dividends or bonus of a member for any sum due to the Society or such member or for any loan endorsed by him. For the purpose of enforcing the lien, the Board may transfer to a member or to a person having the necessary qualifications for membership, the shares, deposits and dividends or bonus, the subject of such lien in such manner as it thinks fit but no such transfer shall be made until notice in writing of the intention to transfer shall have been served on such member and default shall have been made by him in the payment of such money for thirty (30) days after service of such notice. The proceeds of such sale shall be applied in or towards the payments of such monies and the residue, if any, applied to the defaulting member.

19. DISTRIBUTION OF SURPLUS

Out of the annual net surplus of the Society, at least ten percent (10%) shall be credited to the Reserve Fund. From the remaining net surplus the General Manager shall have the power to order the following payments/allocations:-

- (a) An amount of not less than five percent (5) may be credited to an Education Fund
- (b) A dividend on shares not exceeding the maximum prescribed in the Regulations. Dividends may be paid to members in cash or otherwise as the general meeting may decide,
- (c) A bonus proportionate to the total amount of business done by each member with the Society during the previous year. The bonus due to members may be paid to them in cash or otherwise as the General Meeting may decide. The bonus due to non-members who are not eligible to become or do not wish to become members shall be carried to a Common Good Fund; the bonus due to non-members eligible in terms of these Bye-Laws for membership may be credited to them as shares within twelve (12) months of the declaration of the said bonus, if such non-members are admitted into the Society.
- (d) A percentage rebate of interest in proportion to the amount paid by each member.

- (e) An honorarium to any non-salaried officer; and
- (f) The balance of the net surplus may be used at the discretion of the general meeting for the constitution of a Share Transfer Fund, Dividend Equalization Fund, Capital Reserve Fund, a Pension Fund or part may be carried forward to the succeeding year.

20. PROVISION FOR PUBLIC, CO-OPERATIVE OR CHARITABLE PURPOSE

Out of the net surplus of the Society, after allocations of the prescribed amounts to the Reserve and Education Funds, the Board of Directors, may at their discretion, not exceeding one percent (1%) of such surplus to a Charitable Donation Fund, and at any time utilize that sum in contributing to any public, co-operative or charitable purpose.

21. INTERIM BONUS

- (a) A bonus or rebate may be paid to members before the end of the financial year only with the approval of the Commissioner.
- (b) It is hereby expressly declared that on no account shall any dividends be paid to members except after the end of a financial year as authorized by the general meeting.

22. RESERVE FUND

- (a) The Reserve Fund shall be indivisible and no member shall be entitled to any specific share thereof.
- (b) The Reserve Fund may, subject to the approval of the Commissioner, be used in the business of the Society or be invested in accordance with the provision of the Act.
- (c) The Reserve Fund may, with the approval of the Commissioner, be applied to meet bad debts or losses sustained through extraordinary circumstances over which the Society had no control.

23. GENERAL MEETINGS

- (a) The supreme authority of the Society shall be vested in the properly constituted general meetings of members at which every member has the right to attend and vote on all questions.
- (b) The Annual General Meeting shall be convened by the Board not later than one (1) month after the report on the audit of the accounts of the Society is received by the Board. At least (14) days notice shall be given to all members. The notice shall state the date, time, and venue of the meeting and the business to be transacted thereat.

- (c) A Special General Meeting shall be convened by the Secretary on the request of the President, the Board the Supervisory Committee, the Commissioner or his representative or on receipt by the Secretary of a written demand signed by not less than 10% of the members or fifty (50) members, whichever is less, stating the purpose of the meeting.
- (d) A Special General Meeting shall be held within thirty (30) days of the receipt of the request or demand.
- (e) The quorum of any annual general meeting or special general meeting shall be fifty (50) members or 10 percent (10%) of the total membership, whichever is less.
- (f) No matters other than those stated on the Agenda shall be discussed at any special general meeting even though a majority of the members present vote otherwise.

24. NOTICE OF MEETINGS

- (a) All members shall be given at least fourteen (14) days notice of any special general meeting.
- (b) Notices of all general meetings may be given or served to the addresses of members as recorded in the books of the Society. Members who fail to supply their addresses or any change therein or who are out of the country shall not be entitled to receive notices of any meeting.
- (c) Notwithstanding anything herein contained to the contrary notice of the annual meeting or any special general meeting shall be deemed to have been given or served upon every member of the Society if a notification thereof be stuck up in a conspicuous place at the registered office or place of business of the Society for at least (14) days previous to such meeting and in addition if notice thereof be published once a week in a daily newspaper circulating in the territory during at least (14) days prior to such annual general meeting or special general meeting.

25. ADJOURNMENT/DISSOLUTION OF MEETINGS

- (a) If within one hour after the time fixed for any annual general meeting or special meeting other than a special general meeting convened at the request of the Commissioner, the members present are not sufficient to form a quorum, such meeting shall stand adjourned to a date not less than fourteen (14) days thereafter and members shall be notified accordingly at least seven (7) days before the date thereof, such notification to be made in the same manner as for a general meeting. The decisions of the adjourned meeting shall be final, conclusive and binding on all members irrespective of the members present not constituting a quorum.
- (b) In the case of a member called on the demand of the required number of members, such meeting shall be dissolved if after thirty (30) minutes of the time fixed for the said meeting the members present are not sufficient to form a quorum
- (c) If the Secretary fails to call a special general meeting within thirty (30) days from the receipt of a demand by the required number of members, the members applying for such a meeting shall

have the right to convene and hold the meeting by notice which must contain the objects of the proposed meeting and statement to the effect that the meeting has been convened on the failure of the Secretary to convene the meeting demanded.

- (d) Notwithstanding anything to the contrary in these Bye-Laws, any number of members present at an annual or special general meeting called by or on the demand of the Commissioner shall be deemed to constitute a quorum and all decisions at such meetings be final, conclusive and binding on all of the Society.

26. VOTING

- (a) Save as is otherwise provided in these Bye-Laws, decisions at any meeting of the Society shall be made by a majority of the votes recorded by members present.
- (b) Each member shall give but a single vote irrespective of his share holdings and there shall be no voting by proxy
- (c) A member being a Society shall cast a single vote through a duly delegated agent.
- (d) The Chairman of any meeting of the Society shall, in the event of an equality of votes, have a casting vote in addition to his original vote.
- (e) No persons may be present or vote at any meeting of the Society when any matter is being decided in which he has a direct or indirect interest.

27. POWERS AND DUTIES OF ANNUAL GENERAL MEETING

The powers and duties of the Annual General Meeting shall be:

- (a) To consider the accounts and reports presented by the Board and committees for the preceeding year together with any comments thereon made by the Auditor and or the Commissioner.
- (b) To discuss and recommend changes in the budget for the current financial year.
- (c) To allocated surplus from the previous year subject to the Act, Regulations made hereunder and these Bye-Laws.
- (d) To approve and/or amend any rules made by the Board under Bye-Law No.32.
- (e) To elect a Board of Directors, a Credit Committee and a Supervisory Committee. Such elections shall be by secret ballot only by resolution of a majority of the members present and voting.

- (f) To elect two (2) substitute each for the Board, Credit and Supervisory Committees for a term of one (1) year. The substitutes shall take office on the Board or any Committee in respect of vacancies arising during the year.
- (g) Where necessary, to amend Bye-Laws
- (h) To approve the maximum liability of the Society.
- (i) To approve or vary the quantum of honorarium recommended by the Board for any unsalaried officer.
- (j) To appoint an Auditor for the ensuing term from the list of auditors approved by the Commissioner.
- (k) To deal with any other business duly brought forward.

28. BOARD OF DIRECTORS

The Board shall consist of twelve (12) members to serve for a term of three (3) years and to be elected at the Annual General Meeting provided however that:

- (a) (1) not more than three (3) members shall be employees of any one of the subsidiaries and associated companies of ANSA MC AL Limited and ANSA Group of Companies
 - (2) "Non-employees shall not at any time constitute more than one-third (1/3) of the number of either the Board of Directors or any other committee of this Society. On the event the number exceeds the one-third (1/3) the person/persons who change status would serve until the next Annual General Meeting."
 - (3) not more than one (1) member of any family shall be eligible to serve on any one (1) committee of the Society.
 - (4) No member of the Board may serve for more than three (3) consecutive terms.
- (b) (1) The Board shall at its first meeting to be held within fourteen (14) days after the date of each annual general meeting elect from its own members a President and Vice President. The Board may also appoint a Secretary, Assistant Secretary, Treasurer and such other officers as may be determined, any or all of whom may not be a member of the Board.
 - i. The Executive Committee of the Board shall comprise of the President, Vice President and three (3) other Directors.
 - ii. The Manager or Treasurer or Secretary shall be an ex-officio member of the Executive Committee and Board but shall have no voting rights.
 - iii. The official/position of Manager or Treasurer or Secretary may be held by the same person.

- (2) No person may be a member of the Board and a salaried employee of the Society at the same time. A member of the Board who takes up paid employment with the Society shall automatically be disqualified from a seat on the Board.
- (3) Any person who is in the paid employment of the Society shall not be eligible for election to the Board
- (4) The payment of an honorarium to an officer is approved by the general meeting or of any allowances for the performances of the specific tasks assigned to him by the Board shall not be deemed to be a salary paid to the officer.

29. DISQUALIFICATION OF BOARD OR COMMITTEE MEMBER

A Board or Committee member shall cease to hold office if he:-

- (a) Ceases to be a member of the Society
- (b) Applies for bankruptcy or is declared bankrupt
- (c) Becomes of unsound mind
- (d) Is employed by the Board and is in receipt of a salary or wage
- (e) Is convicted of any offence involving dishonesty
- (f) Fails to attend three (3) consecutive meetings without tendering a valid and proper excuse there-fore
- (g) Becomes a delinquent.

30. BOARD MEETINGS

- (a) The Board shall meet as often as the business of the Society may require but not less than once each month. At all meetings of the Board, seven (7) members shall constitute a quorum.
- (b) A meeting of the board shall be convened by the secretary on the discretion of the President or at the request of a majority of the Board members.
- (c) The secretary of the Society shall on the request in writing of the Commissioner summon a special meeting of the Board at which the Commissioner or his representative shall be at liberty to attend and discuss any matter touching the affairs of the Society. Any number of members present at a meeting of the Board convened on the request of the Commissioner shall be deemed to constitute quorum
- (d) The commissioner or his representative shall at all times be entitled to a seat at meetings of the Board and to take part in the deliberation thereof but shall not vote.

- (e) At least seven (7) days notice be given to members of any Board Meeting, together with the notice, a copy of the Agenda and various documentation necessary shall be sent to Board members.
- (f) If within half an hour of the time fixed for any meeting of the Board a quorum is not present, the meeting shall be adjourned to the same day in the following week and members shall be notified accordingly at least (5) days in advance. The number of members present at the adjournment meeting shall be deemed to constitute a quorum.

31. POWER AND DUTIES OF THE BOARD

The Board shall exercise all the powers of the Society except those reserved to the general meeting of the members and in particular have the following powers and duties:

- (a) To appoint, suspend or dismiss the Manager of the Society, to determine his duties and powers and to fix the salaries and emoluments of paid staff.
- (b) To appoint, suspend or dismiss other paid employees of the Society. The Board may delegate this power to the Manager subject to such conditions as it may impose.
- (c) To make decisions on applications for membership
- (d) To contract loans and authorize expenditure; and to appoint agents to act for and on behalf of the Society.
- (e) To see that the accounts are accurately kept, to prepare or cause to be prepared, not later than two (2) months after the close of the financial year statements of accounts and a balance sheet and submit these to audit
- (f) To decide on a plan of operation together with a budget before the end of each financial year; to ensure at each Board meeting that the plans and budget are followed or revised according to actual operation.
- (g) To deal with complaints.
- (h) To appoint Board members to represent the Society and vote on its behalf at any meeting of any other society of which it is a member.
- (i) To expel members in accordance with these Bye-Laws.
- (j) To prescribe the security to be given by any employee or officer of the Society.

- (k) To review annually the Bye-Laws and if necessary propose amendments to the annual general meeting
- (l) To enter into contracts on behalf of the Society. Such contracts shall bear on behalf of the Society the signatures of the President and the Secretary. Any contracts so signed and/or executed shall notwithstanding that it be afterwards discovered that there was some defect in the appointment of any such President or Secretary of that they or any of them were disqualified, be as valid and binding on the meeting of the members thereof as if every such person had been duly appointed and was duly qualified.
- (m) To determine the rate of interest on savings and deposits amounts
- (n) To determine the rate of interest on loans to members
- (o) To recommend the rate of dividends, bonuses, patronage or rebate of interest to be paid to members.
- (p) To formulate a loans policy
- (q) To have charge of investments other than loans to members

- (r) To appoint an Education Committee
- (s) To designate the bank or banks in which funds of the Society shall be deposited.
- (t) To appoint such sub-committees as may be necessary to determine their terms of reference
- (u) To take all such practical and expedient measures for the good management, supervision and administration of the affairs of the Society for which no provisions have been made in these Bye-Laws.
- (v) In their conduct of the affairs of the Society the members of the Board and Committee shall exercise prudence and diligence of ordinary men of business and shall be responsible for any loss sustained through negligence or acts contrary to the Act, the Regulations, the Bye-Laws or Rules made thereunder.
- (w) From time to time to appoint officers as authorized signatories to cheques instruments and other documents.

32. RULES

The Board shall have power to make such rules for the conduct of the affairs of the Society as to them from time to time may seem necessary, and as would not be repugnant or contradictory to the Bye-Laws of the Society, and shall cause a book containing all such rules to be kept open at all times for inspection by members or any persons authorized by the Commissioner. No such rules shall be valid until ratified by the members in general meeting and approved by the Commissioner for which purpose three (3) copies shall be forwarded to him.

33. NOMINATIONS

- (a) The Board may appoint a Nominating Committee comprising of not more than five (5) members of the Society whose duty shall be the selection of qualified members who are willing to be considered for election to the Board, Supervisory or Credit Committee at the general meeting.
- (b) Notwithstanding the recommendations of the Nominating Committee any member shall have the right to nominate other members for election to the Board, Supervisory or Credit Committees at the annual general meeting.

34. MINUTES OF MEETINGS

- (a) All resolutions passed or decisions made at any meeting of the Society shall be recorded in a Minute Book which shall be signed by the Secretary or other persons recording same and countersigned and dated by the Chairman of the meeting at which the minutes were confirmed.
- (b) The Minute Book should also contain:
 - i. The names of the officers and the number of members present at the meeting
 - ii. The time fixed for the meeting and the time the meeting commenced.
 - iii. The membership of the Society on the date of the meeting

35. MOTIONS

- (a) The Chairman of any meeting of the Society may propose any motion without previous notice provided that the majority of the members present agree thereto, and provided further, that he shall propose any motion when requested by the Commissioner.
- (b) Seven (7) clear days notice shall otherwise be given to the Secretary in writing of any matter other than those on the Agenda at any such meeting, and no member shall be entitled to ask any questions or initiate discussion on any matter except with the consent of the Chairman.
- (c) Notwithstanding the provisions of (a) and (b) above a motion of “no confidence” may only be moved at a meeting specially convened for the purpose.

36. DUTIES OF OFFICERS

President

- (a) The President shall summon and preside at general and Board meetings of the Society and shall in the case of an equality of votes, have a casting vote.
- (b) He shall together with other officers specified in these Bye-Laws sign cheques, instruments and other documents on behalf of the Society.
- (c) He shall sign the Minute Book and shall perform such other duties as appertain to his office.

Vice President

- (a) The Vice President shall perform the duties of the President in the absence or disability of that officer and such other duties as may be assigned to him by the Board.

Secretary

The duties of the Secretary shall be

- (a) To summon all board and general meetings in consultation with the President.
- (b) To attend all general and board meetings and to keep correct minutes of the same
- (c) To conduct the Society’s correspondence
- (d) To have charge of documents and other papers of the Society
- (e) To keep all books or registers required to be kept under these Bye-Laws
- (f) To have custody of the Seal of the Society and
- (g) To do all other acts and things as may be required of him, by these Bye-Laws or as the Board may direct.

Assistant Secretary

- (a) The Assistant Secretary shall assist the Secretary in the performance of his duties and carry out such other duties as may be assigned to him by the Board.

37. DUTIES OF MANAGER OR TREASURER

- (a) The Manager shall be responsible for conducting the day-to-day affairs of the Society, including the management of staff and shall in cases act in the discharge of his duties under the direction and control of the Board.
- (b) He shall be responsible for all cash coming into the Society and shall deposit within forty eight (48) hours after receipt, all funds in his possession in the bank or banks prescribed except such sums as authorized to be kept in hand by the Board. All banking accounts shall be in the name of the society.
- (c) He shall render a proper account of all monies received and paid by him at the end of each month or at such times as the Board may require and shall submit a monthly report on the operations of the Society for consideration of the Board.
- (d) He shall be responsible for the preparation and further consideration of the Board such budgets and financial or other statements as the Board may require.
- (e) He shall be responsible for the proper and punctual keeping of all books, accounts and registers and other documents of the Society under his control.
- (f) He shall sign cheques and other documents of the Society if necessary, together with one (1) or more authorized Board members.
- (g) He shall attend Board and general meetings when requested to do so by the President and provide such information as may be requested by him.

38. SUPERVISORY COMMITTEE

- (a) The Supervisory Committee shall consist of three (3) members to be elected annually by the members at each annual general meeting, none of whom shall be eligible for service on the Board or the Credit Committee, provided however that not more than one(1) member shall be an employee of any one of the subsidiaries and Associated Companies of ANSA McAL Limited and the ANSA Group of Companies.
- (b) No member shall serve for more than three (3) consecutive terms.
- (c) A Chairman and Secretary shall be chosen by and from the members of the Committee at their first meeting after each annual general meeting.
- (d) Two (2) members shall constitute a quorum
- (e) Any vacancies occurring in the interim between annual general meetings shall be filled by substitutes elected at the annual general meeting

- (f) The Supervisory Committee shall:
 - i. Make an examination of the affairs of the Society, including an audit of its books at least semi annually and if necessary convene a special general meeting and submit its report at such meeting.
 - ii. Make an annual report of its audit and submit same to the members.
By the unanimous vote of all its members if it deems such action to be necessary to the proper conduct of the affairs of the Society, suspend any Board or Committee member and convene a special general meeting within (30) days to act on such suspension. The members present at that meeting may, by majority vote sustain such suspension and remove such member or reinstate such member.
 - (iv) If it deems such action necessary, call a special general meeting of the members to consider any matter which the committee will submit to the meeting
 - (v) Attest (at least one (1) member) the monthly financial statement prepared by the Treasurer or Manager of the Society.

- (g) The members of the Supervisory Committee shall keep themselves fully informed as to the financial conditions of the Society by examining at least every six (6) months, the share and deposit accounts and loan balances, the securities, cash and accounts and all applications for loans made during the period under examination. They shall also satisfy themselves that for each loan, proper documents are on file, that each application embodies the purpose for which the relative loan was made and that the security offered is adequate. They shall also satisfy themselves that for each loan application approved bears the signatures of at least three (3) members of the Credit Committee. At least one (1) member of this committee shall attest the balance sheet required to be submitted to the Commissioner

39. CREDIT COMMITTEE

- (a) The Credit Committee shall be responsible for the approval and general supervision of all loans to members.

- (b) The Committee shall consist of five (5) members elected by the members at each annual general meeting provided that not more than two (2) employees of any one subsidiaries and Associated Companies ANSA McAL Limited and the ANSA Group of companies.

- (c) No member may serve for more than five (5) consecutive terms.
Provided that, at the first General Meeting to be held, after registration of these Bye-Laws, two (2) members of the said committee shall be elected to serve until the next Annual General Meeting. Thereafter all elections shall be for a term of one (1) year.

- (d) Three (3) members shall constitute a quorum.

- (e) The Committee shall meet not less than once a week and act in accordance with the with the loan policy set down by the Board. Additional meetings shall be held from time to time as business may require.

- (f) The Committee shall enquire fully into the financial position of borrowing members and their endorsers so as to ascertain their ability to repay and promptly the obligations assumed by them, and ascertain whether the loan promised to be the benefit to the borrower. The Committee shall determine the terms upon which the loan shall be repaid.
- (g) When there are pending more loan applications than can be granted with the funds available, preference shall be given to applications for smaller loans if the credit factors are nearly equal.

40. LOANS

- (a) The Society shall make loans exclusively to its own members and solely for a provident or productive purpose. The interest rates on loans shall be determined by the Board from time to time.
- (b) An application for a loan shall be made on the prescribed form signed by the member desiring the loan showing the name of the applicant, date, amount required, time and method of repayment, the purpose for which the loan is required, the security offered (if any) and any other relevant information required by the Credit Committee.
- (c) No loan shall be made unless approved by a majority of the members of the Credit Committee who are present at the meeting at which the application is considered. If there is a difference of opinion concerning the granting of a loan the decision shall be arrived at by ballot.
- (d) The Board may appoint a Loan Officer and specify the limits of their authority. Loan to officers of the Society shall be outside of the jurisdiction of such Loan Officers.
- (e) No loan shall be made to a member who is indebted to the Society which results in the member remaining indebted to the Society on two (2) separate loans, neither of which is secured by a mortgage or charge on property owned by the member.
- (f) No loan to an officer of this Society shall exceed the amount of his holdings in the Society as represented by shares, deposits and accumulated dividends and interest thereon; nor may any officer endorse for borrowers beyond the amount of his holdings as aforesaid; provided however, that a loan (or endorsement) in excess of such holdings may be made (or accepted) if approved by the vote of two-thirds (2/3) majority of all other members of the Board, Credit and Supervisory Committees sitting together or with the consent in writing of all the said members other than the borrowing officer.

41. EDUCATION COMMITTEE

- (a) The Board shall at its first meeting after the Annual General Meeting appoint a committee of five (5) persons who may also be members of the Board or any other committee, to be known as the Education Committee. This Committee shall be in charge of publicity and education. The committee will arrange for the purchase of books and magazines and for the maintenance of a library for the use of members. The committee shall arrange for educational publications for circulation among members, for the exhibition of films and the holding of seminars and conferences.

- (b) The Chairman and Secretary shall be chosen by and from among the members of the committee at its first meeting after its appointment. The committee shall be empowered to co-opt persons to be members who shall take part in all discussions but shall not have a right to vote.
- (c) The committee shall, from time to time, submit to the Board a requisition to cover cost of literature, etc., and be careful to see that the amount allocated is used for the purpose for which it is intended.
- (d) The members of the committee shall meet at least once a month and shall continue to serve until replaced.
- (e) The Committee shall submit an annual report of its activities to the Board for presentation to the annual general meeting.

42. AGE QUALIFICATION OF OFFICERS

An individual who has not attained the age of (18) years shall not be an officer of the Society but may be an employee of the Society.

43. FINANCIAL YEAR

The financial year of the Society shall end on 31st December in each year.

44. SEAL

The Seal of the Society shall bear legibly engraved on it at length the registered name of the Society. It shall not be affixed to any instrument except by the authority of the Board and in the presence of the President and Secretary or such other person as the Board may appoint for the purpose, and the President and Secretary or other persons as aforesaid shall sign and date every instrument to which the Seal of the Society is so affixed in their presence. The Secretary shall make a proper record of the date and the reason for which the seal is used.

45. BOOKS AND REGISTERS TO BE MAINTAINED

The Society shall keep and maintain such books and registers as approved by the Commissioner.

46. STATEMENTS OF ACCOUNTS

- (a) Every member or depositor shall be issued with a quarterly statement containing his financial transactions with the Society including the balances contained herein. In this statement shall be recorded all monies paid to the Society towards shares, deposits, repayments of loans, interest and fines in separate columns. Loans paid out and shares or deposits withdrawn shall also be recorded herein.

47. AUDIT OF ACCOUNTS

The Board shall submit the books of accounts of the Society for audit within two (2) months after the close of the financial year.

48. AMMENDMENTS

- (a) A resolution to amend the Bye-Laws of this Society in accordance with Section 20 of the Act shall not be valid unless it was passed by a majority of not less than three-fourths of the members present at the general meeting at which the resolution was proposed.
- (b) If the resolution referred to in (a) above is not passed by the required majority the same resolution unaltered be proposed at another general meeting convened for the purpose, not earlier than one (1) month or later than two (2) months after the general meeting at which it was first proposed and it is then passed by a majority of members the resolution shall be valid for the purpose of Section 20 of the Act.
- (c) A copy of every resolution passed under (a) and (b) above shall be forwarded to the Commissioner together with three (3) copies of the amendment.
- (d) No amendments shall be valid or effective until approved and registered by the Commissioner.

49. BORROWING POWERS

- (a) The Board may borrow money on behalf of the Society to an amount not exceeding the maximum liability fixed by members in general meeting and approved by the Commissioner.
- (b) The Society may borrow loans from persons who are not members for the purpose of meeting any of its obligations or discharging any of its functions or objects.

50. SECRECY

All transactions of the Society with its members and all information respecting their personal affairs shall be held in strictest confidence by all members of the Board, and Committee and employees.

51. BONDING OF FINANCIAL OFFICERS

- (a) Every officer or employee having receipt or charge of money or goods belonging to the Society shall take upon himself the execution of this office becomes bound with one (1) sufficient surety or give the security of a guarantee Society or company in such sums as the Board directs and the Commissioner approves conditioned for his rendering a just and true account of all monies received and paid by him on account of the Society and such times as its Bye-Laws appoint or as the Society or the Board thereof require him to do and for the payment by him of all sums due from him to the Society.

(b) Both the principal and the surety shall make statutory declaration testifying to the sufficiency of the security furnished by the Bond.

52. DISPUTES

Any disputes touching the affairs of the Society shall be referred to the Commissioner for decision in accordance with Section 67 of the Act and No. 53 of the Regulations.

53. CONTRACTS OF EMPLOYMENT

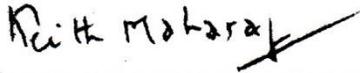
Every employee of the Society shall enter into a contract of employment which shall contain such terms and conditions of service as may be mutually agreed upon between the Board and the employee.

54. INTERPRETATION

Any doubts arising in respect of the meaning or interpretation of any of the provisions of these Bye-Laws shall be referred to the Commissioner for clarification.

I, KEITH R. MAHARAJ, Commissioner for Co-operative Development do hereby certify that the foregoing amendments to Bye-Laws Nos. 1,4,5,10,12,13,23,25,28,39 and 40 of the ANSA McAL GROUP EMPLOYEES CREDIT UNION CO-OPERATIVE SOCIETY LIMITED Registered No. 239 have been approved and certified by me.

Dated this 15th day of December 2004



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Commissioner for Co-operative Development