

MEMORANDUM OF ASSOCIATION

THE COMPANIES ACT 2006

COMPANY LIMITED BY GUARANTEE
AND NOT HAVING A SHARE CAPITAL

MEMORANDUM of ASSOCIATION of
LONDON DECOMPRESSION LTD

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COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
CAPITAL
MEMORANDUM of ASSOCIATION
of
LONDON DECOMPRESSION LTD

Each subscriber to this memorandum of association wishes to form a company under the Companies Act 2006 and agrees to become a full member of the company.

Name of each subscriber	Signature of each subscriber
Robert Blakemore	
Hilda Breakspear	

Dated: 6th March 2018 and revised 11th January 2019

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Constitution of company

- 1 The model articles of association as prescribed in Schedule 2 to The Companies (Model Articles) Regulations 2008 are excluded in respect of this company.

Defined terms

- 2 In these articles of association, unless the context requires otherwise:-
 - (a) "Act" means the Companies Act 2006;
 - (b) "electronic form" has the meaning given in section 1168 of the Act;
 - (c) "property" means any property, heritable or moveable, real or personal, wherever situated; and
 - (d) "subsidiary" has the meaning given in section 1159 of the Act.
 - (e) 'Full members' are the active, participating members of the community called [but not exclusively] 'Leads' and 'Uberleads'
 - (f) 'Associate members' are members of the community not fully involved in the organising of community events and who do not have a vote but who may participate in these events.
 - (g) 'Trustees' are the Directors of the company and are thus the officers responsible for the administration of the company. They must also be Full Members.
 - (h) Member refers to all members of the organisation and includes Full members, Associate members and Trustees.
- 3 Any reference to a provision of any legislation (including any statutory instrument) shall include any statutory modification or re-enactment of that provision in force from time to time.

Objects

- 4 The company's objects are:
 - (a) To promote the ethos of the wider Burning Man community.
 - (b) To promote the ten principles of Burning Man.
 - (c) To organise and support events and individuals to participate in celebrations of these principles.

(d) To be registered as a Burning Man regional event organiser.

5 The company's objects are restricted to those set out in article 4 (but subject to article 6).

6 The company may add to, remove or alter the statement of the company's objects in article 4; on any occasion when it does so, it must give notice to the registrar of companies and the amendment will not be effective until that notice is registered on the register of companies.

Powers

7 In pursuance of the objects listed in article 4 (but not otherwise), the company shall have the following powers:-

- (a) To organise and operate events under the heading London Decompression or similar name.
- (b) To carry on any other activities which further any of the above objects.
- (c) To promote companies whose activities may further one or more of the above objects, or may generate income to support the activities of the company, acquire and hold shares in such companies and carry out, in relation to any such company which is a subsidiary of the company, all such functions as may be associated with a holding company.
- (d) To acquire and take over the whole or any part of the undertaking and liabilities of any body holding property or rights which are suitable for the company's activities.
- (e) To purchase, take on lease, hire, or otherwise acquire, any property or rights which are suitable for the company's activities.
- (f) To improve, manage, develop, or otherwise deal with, all or any part of the property and rights of the company.
- (g) To sell, let, hire out, license, or otherwise dispose of, all or any part of the property and rights of the company.
- (h) To lend money and give credit (with or without security) and to grant guarantees and issue indemnities.
- (i) To borrow money, and to give security in support of any such borrowings by the company, in support of any obligations undertaken by the company or in support of any guarantee issued by the company.
- (j) To employ such staff as are considered appropriate for the proper conduct of the company's activities, and to make reasonable

provision for the payment of pension and/or other benefits for members of staff, ex-members of staff and their dependants.

- (k) To engage such consultants and advisers as are considered appropriate from time to time.
- (l) To effect insurance of all kinds (which may include officers' liability insurance).
- (m) To invest any funds which are not immediately required for the company's activities in such investments as may be considered appropriate (and to dispose of, and vary, such investments).
- (n) To liaise with other voluntary sector bodies, local authorities, government departments and agencies, and other bodies, all with a view to furthering the company's objects.
- (o) To establish and/or support any charity, and to make donations for any charitable purpose falling within the company's objects.
- (p) To take such steps as may be deemed appropriate for the purpose of raising funds for the company's activities.
- (q) To accept grants, donations and legacies of all kinds (and to accept any reasonable conditions attaching to them).
- (r) To oppose, or object to, any application or proceedings which may prejudice the company's interests.
- (s) To enter into any arrangement with any organisation, government or authority which may be advantageous for the purposes of the activities of the company, and to enter into any arrangement for co-operation or mutual assistance with any charity.
- (t) To do anything which may be incidental or conducive to the furtherance of any of the company's objects.

Restrictions on use of the company's assets

- 8
- (a) The income and property of the company shall be applied solely towards promoting the company's objects.
 - (b) No part of the income or property of the company shall be paid or transferred (directly or indirectly) to the members of the company, whether by way of dividend, bonus or otherwise.
 - (c) No member or trustee of the company shall be appointed as a paid employee of the company; no trustee shall hold any office under the company for which a salary or fee is payable.
 - (d) No benefit (whether in money or in kind) shall be given by the company to any member or trustee except (i) repayment of out-

of-pocket expenses or (ii) reasonable payment in return for particular services actually rendered to the company.

Liability of Members

- 9 Each member undertakes that if the company is wound up while they are a Member (or within one year after they cease to be a Member), they will contribute - up to a maximum of £1 - to the assets of the company, to be applied towards:
- (a) payment of the company's debts and liabilities contracted before they cease to be a Member;
 - (b) payment of the costs, charges and expenses of winding up; and
 - (c) adjustment of the rights of the contributories among themselves.

General structure

- 10 The structure of the company consists of:-
- (a) the ASSOCIATE MEMBERS who have the right to participate in all events organised by the Members and Trustees and to bring a guest to any such event (subject only to their taking full responsibility for that guest) and who have the right to attend the annual general meeting (and any other general meeting) but do not have voting rights.
 - (b) the FULL MEMBERS – who organise and may participate in all events and who have the right to attend the annual general meeting (and any other general meeting) and have important powers under the articles of association and the Act; in particular, the Full Members elect people to serve as trustees and take decisions in relation to changes to the articles themselves.
 - (c) the TRUSTEES – elected by the full members and who hold regular meetings during the period between annual general meetings, and generally control and supervise the activities of the company; in particular, the trustees are responsible for the legal and financial position of the company.

Qualifications for membership

- 11 The Members of the company shall consist of the subscribers to the memorandum of association and such other persons as are admitted to membership under articles 14 to 18.
- 12 Membership shall be open to anyone who agrees to abide by the ethos of the ten principles of Burning Man.
- 13 Employees of the company shall not be eligible for membership; a person who becomes an employee of the company after admission to membership shall automatically cease to be a member.

Application for membership

- 14 Any person who wishes to become a member must complete an application for membership using the company's membership website.
- 15 The trustees may, at their discretion, refuse to admit any person to membership.
- 16 The trustees or deputed membership secretary shall consider each application for membership as soon as is practicable after online application, the trustees or membership secretary shall, within a reasonable time after the application, notify by email the applicant of their decision on the application.
- 17 Membership will not be valid until an email confirming that member's acceptance has been sent by the company and received by the prospective member.
- 18 Members may be invited to become full members by the trustees at anytime or by resolution at the annual general meeting.

Membership subscription

- 19 No membership subscription shall be payable.

Register of members

- 20 The trustees or deputed membership secretary shall maintain a register of members, setting out the full legal name and email address of each member, the date on which they were admitted to membership, and the date on which any person ceased to be a member.

Withdrawal from membership

- 21 Any person who wishes to withdraw from membership shall give using the companies membership website notice to that effect and on receipt of the email notice by the company, they shall cease to be a member.

Expulsion from membership

- 22 Any person may be expelled from membership by special resolution (see article 36) providing the following procedures have been observed:-
- (a) at least 21 days' notice of the intention to propose the resolution must be given to the member concerned, specifying the grounds for the proposed expulsion
 - (b) the member concerned shall be entitled to be heard on the resolution at the general meeting at which the resolution is proposed.

Termination/transfer

- 23 Membership must be renewed annually using the companies membership website.
- 24 Membership shall cease on death.
- 25 A member may not transfer their membership to any other person.

General meetings (meetings of Full Members)

- 26 The trustees shall convene an annual general meeting in each year: the first annual general meeting shall be held not later than 18 months after the date of incorporation of the company.
- 27 Not more than 15 months shall elapse between one annual general meeting and the next.
- 28 The business of each annual general meeting shall include:-
- (a) a report by the trustees on the activities of the company
 - (b) consideration of the annual accounts of the company
 - (c) the election/re-election of trustees, as referred to in articles 53 to 56
- 29 Subject to articles 26, 27 and 28, the trustees may convene a general meeting at any time.
- 30 The trustees must convene a general meeting if there is a valid requisition by Full Members (under section 303 of the Act) or a requisition by a resigning auditor (under section 518 of the Act).

Notice of general meetings

- 31 At least 14 clear days' notice must be given of a general meeting.
- 32 The reference to "clear days" in article 31 shall be taken to mean that, in calculating the period of notice, the day after the notice is posted online, (or, in the case of a notice sent by electronic means, the day after it was sent) and also the day of the meeting, should be excluded.

- 33 A notice calling a meeting shall specify the time and place of the meeting; it shall (a) indicate the general nature of the business to be dealt with at the meeting and (b) if a special resolution (see article 36) (or a resolution requiring special notice under the Act) is to be proposed, shall also state that fact, giving the exact terms of the resolution.
- 34 A notice convening an annual general meeting shall specify that the meeting is to be an annual general meeting.
- 35 Notice of every general meeting shall be given
- (a) By email or text to the registered email or phone number of the member.
- OR
- (b) By means of a website (subject to the company notifying members of the presence of the notice on the website, and complying with the other requirements of section 309 of the Act).

Special resolutions and ordinary resolutions

- 36 For the purposes of these articles, a “special resolution” means a resolution passed by 75% or more of the votes cast on the resolution at a general meeting, providing proper notice of the meeting and of the intention to propose the resolution has been given in accordance with articles 31 to 35; for the avoidance of doubt, the reference to a 75% majority relates only to the number of votes cast in favour of the resolution as compared with the total number of votes cast in relation to the resolution, and accordingly no account shall be taken of abstentions or Full Members absent from the meeting.
- 37 In addition to the matters expressly referred to elsewhere in these articles, the provisions of the Act allow the company, by special resolution,
- (a) to alter its name
 - (b) to alter any provision of these articles or adopt new articles of association.
- 38 For the purposes of these articles, an “ordinary resolution” means a resolution passed by majority vote (taking account only of those votes cast in favour as compared with those votes against), at a general meeting, providing proper notice of the meeting has been given in accordance with articles 31 to 35.

Procedure at general meetings

- 39 No business shall be dealt with at any general meeting unless a quorum is present; the quorum for a general meeting shall be six individuals entitled to vote (each being a Full Member or a proxy for a Full Member).

- 40 If a quorum is not present within 20 minutes after the time at which a general meeting was due to commence - or if, during a meeting, a quorum ceases to be present - the meeting shall stand adjourned to such time and place as may be fixed by the chairperson of the meeting.
- 41 The chair of the company shall (if present and willing to act as chairperson) preside as chairperson of each general meeting; if the chair is not present and willing to act as chairperson within 15 minutes after the time at which the meeting was due to commence, the trustees present at the meeting shall elect from among themselves the person who will act as chairperson of that meeting.
- 42 The chairperson of a general meeting may, with the consent of the meeting, adjourn the meeting to such time and place as the chairperson may determine.
- 43 Every Full Member (but not Associate Member) shall have one vote, which (whether on a show of hands or on a secret ballot) may be given either personally or by proxy.
- 44 Any Full Member who wishes to appoint a proxy to vote on their behalf at any meeting (or adjourned meeting):
- (a) shall send by electronic means to the company, at such electronic address as may have been notified to the members by the company for that purpose, an instrument of proxy (in such form as the trustees require)
- providing (in either case), the instrument of proxy is received by the company not less than 48 hours before the time for holding the meeting (or, as the case may be, adjourned meeting).
- 45 An instrument of proxy which does not conform with the provisions of article 44, or which is not lodged or sent in accordance with such provisions, shall be invalid.
- 46 A Full Member shall not be entitled to appoint more than one proxy to attend on the same occasion.
- 47 A proxy appointed to attend and vote at any meeting instead of a Full Member shall have the same right as the Full Member who appointed him/her to speak at the meeting and need not be a Full Member of the company.
- 48 A vote given, or ballot demanded, by proxy shall be valid notwithstanding that the authority of the person voting or demanding a ballot had terminated prior to the giving of such vote or demanding of such ballot, unless notice of such termination sent by electronic means, was received by the company at the address notified by the company to the Full Members for the purpose of electronic communications, before the commencement of the meeting or adjourned meeting at which the vote was given or the ballot demanded.
- 49 If there are an equal number of votes for and against any resolution the chairperson shall not be entitled to a casting vote.

- 50 A resolution put to the vote at a general meeting shall be decided on a show of hands unless a secret ballot is demanded by the chairperson (or by at least two persons present in person at the meeting and entitled to vote (whether as Full Members or proxies for Full Members)); a secret ballot may be demanded either before the show of hands takes place, or immediately after the result of the show of hands is declared.
- 51 If a secret ballot is demanded, it shall be taken at the meeting and shall be conducted in such a manner as the chairperson may direct; the result of the ballot shall be declared at the meeting at which the ballot was demanded.

Eligibility

- 52 A person shall not be eligible for election/appointment as a trustee unless they are a Full Member of the company.

Election, retiral, re-election

- 53 At each annual general meeting, the Full Members may elect any Full Member (providing they are willing to act) to be a trustee.
- 54 The trustees may at any time appoint any Full Member (providing they are willing to act) to be a trustee.
- 55 At each annual general meeting, all of the trustees shall retire from office - but shall then be eligible for automatic re-election for up to three consecutive years of office.
- 56 After a trustee has served for three consecutive years they shall retire and must seek formal re-election to office.

Termination of office

- 57 A trustee shall automatically vacate office if:-
- (a) they cease to be a trustee through the operation of any provision of the Act or becomes prohibited by law from being a trustee
 - (b) they become incapable for medical reasons of fulfilling the duties of their office and such incapacity is expected to continue for a period of more than six months
 - (c) they cease to be a member of the company
 - (d) they become an employee of the company
 - (e) they resign office by notice to the company
 - (f) they are absent (without permission of the trustees) from more than three consecutive meetings of the trustees, and the trustees resolve to remove him/her from office

- (g) they are removed from office by resolution of the trustees on the grounds that they are considered to have committed a material breach of the code of conduct for trustees in force from time to time (as referred to in article 84)

58 A resolution under paragraph (f) or (g) of article 57 shall be valid only if:-

- (a) the trustee who is the subject of the resolution is given reasonable prior written notice by the trustees of the grounds upon which the resolution for their removal is to be proposed;
- (b) the trustee concerned is given the opportunity to address the meeting of trustees at which the resolution is proposed, prior to the resolution being put to the vote; and
- (c) at least two thirds (to the nearest round number) of the trustees then in office vote in favour of the resolution.

Register of trustees

59 The trustees or deputed membership secretary shall maintain a register of trustees, setting out full details of each trustee, including the date on which they became a trustee, and also specifying the date on which any person ceased to hold office as a trustee.

Officebearers

60 The trustees shall elect from among themselves a chairperson and a treasurer, and such other office bearers (if any) as they consider appropriate.

61 All of the office bearers shall be eligible for re-election while they remain Full Members of the company.

62 A person elected to any office shall cease to hold that office if they cease to be a trustee, or if they resign from that office by written notice to that effect.

Powers of trustees

63 Subject to the provisions of the Act, and these articles, and subject to any directions given by special resolution, the company and its assets and undertaking shall be managed by the trustees, who may exercise all the powers of the company.

64 A meeting of the trustees at which a quorum is present may exercise all powers exercisable by the trustees.

Personal interests

- 65 A trustee who has a personal interest in any transaction or other arrangement which the company is proposing to enter into, must declare that interest at a meeting of the trustees; they will be debarred (in terms of article 79) from voting on the question of whether or not the company should enter into that arrangement.
- 66 For the purposes of the preceding article, a trustee shall be deemed to have a personal interest in an arrangement if any partner or other close relative of theirs **or** any firm of which they are a partner **or** any limited company of which they are a substantial shareholder or trustee **or** any limited liability partnership of which they are a member **or** any registered society or unincorporated association of which they are a management committee member (or any other party who/which is deemed to be connected with him/her for the purposes of the Act) , has a personal interest in that arrangement.
- 67 Provided
- (a) they have declared their interest
 - (b) they have not voted on the question of whether or not the company should enter into the relevant arrangement and
 - (c) the requirements of article 71 are complied with,
- a trustee will not be debarred from entering into an arrangement with the company in which they have a personal interest (or is deemed to have a personal interest under article 66) and may retain any personal benefit which they gain from their participation in that arrangement.
- 68 The trustees shall be entitled, for the purposes of section 175 of the Act, to authorise (by way of resolution to that effect) any conflict situation (as defined for the purposes of that section of the Act) that may arise (such that the duty of the trustee concerned, under that section, to avoid conflicts of interest is not infringed) and to amend or vary any such authorisation; the trustees may give such authorisation subject to such terms and conditions as they may consider appropriate and reasonable in the circumstances.
- 69 For the avoidance of doubt, the provisions of section 175 of the Act and article 68 do not apply to a conflict of interest relating to a transaction or arrangement with the company; conflicts of that kind are regulated by the provisions of articles 65 to 67 and articles 79 to 82
- 70 No trustee may serve as an employee (full time or part time) of the company, and no trustee may be given any remuneration by the company for carrying out their duties as a trustee.
- 71 Where a trustee provides services to the company or might benefit from any remuneration paid to a connected party for such services, then
- (a) the maximum amount of the remuneration must be specified in a written agreement and must be reasonable

- (b) the trustees must be satisfied that it would be in the interests of the company to enter into the arrangement (taking account of that maximum amount); and
 - (c) less than half of the trustees must be receiving remuneration from the company (or benefit from remuneration of that nature).
- 72 The trustees may be paid all travelling and other expenses reasonably incurred by them in connection with their attendance at meetings of the trustees, general meetings, or meetings of committees, or otherwise in connection with the carrying-out of their duties.

Procedure at trustees' meetings

- 73 Any trustee may call a meeting of the trustees or request the secretary (if appointed) to call a meeting of the trustees.
- 74 Questions arising at a meeting of the trustees shall be decided by a majority of votes; if an equality of votes arises, the matter shall be put to a members committee appointed and agreed by the trustees.
- 75 No business shall be dealt with at a meeting of the trustees unless a quorum is present; the quorum for meetings of the trustees shall be two.
- 76 If at any time the number of trustees in office falls below the number fixed as the quorum, the remaining trustee(s) may act only for the purpose of filling vacancies or of calling a general meeting.
- 77 Unless they are unwilling to do so, the chair of the company shall preside as chairperson at every trustees' meeting at which they are present; if the chair is unwilling to act as chairperson or is not present within 20 minutes after the time when the meeting was due to commence, the trustees present shall elect from among themselves the person who will act as chairperson of the meeting.
- 78 The trustees may, at their discretion, allow any person who they reasonably consider appropriate, to attend and speak at any meeting of the trustees; for the avoidance of doubt, any such person who is invited to attend a trustees' meeting shall not be entitled to vote.
- 79 A trustee shall not vote at a trustees' meeting (or at a meeting of a committee) on any resolution concerning a matter in which they have a personal interest which conflicts (or may conflict) with the interests of the company; they must withdraw from the meeting while an item of that nature is being dealt with.
- 80 For the purposes of article 79 a person shall be deemed to have a personal interest in a particular matter if any partner or other close relative of theirs **or** any firm of which they are a partner **or** any limited company of which they are a substantial shareholder or trustee **or** any limited liability partnership of which they are a member **or** any registered society or unincorporated association of which they are a management committee member has a personal interest in that matter.

- 81 A trustee shall not be counted in the quorum present at a meeting in relation to a resolution on which they are not entitled to vote.
- 82 The company may, by ordinary resolution, suspend or relax to any extent – either generally or in relation to any particular matter – the provisions of articles 79 to 81.

Conduct of trustees

- 83 Each of the trustees shall, in exercising their functions as a trustee of the company, act in the interests of the company; and, in particular, must
- (a) seek, in good faith, to ensure that the company acts in a manner which is in accordance with its objects.
 - (b) act with the care and diligence which it is reasonable to expect of a person who is managing the affairs of another person
 - (c) in circumstances giving rise to the possibility of a conflict of interest of interest between the company and any other party
 - (i) put the interests of the company before that of the other party, in taking decisions as a trustee; or
 - (ii) where any other duty prevents him/her from doing so, disclose the conflicting interest to the company and refrain from participating in any discussions or decisions involving the other trustees with regard to the matter in question
- 84 Each of the trustees shall comply with any code of conduct (incorporating detailed rules on conflict of interest) prescribed by the board of trustees from time to time.
- 85 For the avoidance of doubt, the code of conduct shall be supplemental to the provisions relating to the conduct of trustees contained in these articles of association; and the relevant provisions of these articles shall be interpreted and applied in accordance with the provisions of the code of conduct in force from time to time.

Delegation to sub-committees

- 86 The trustees may delegate any of their powers to any sub-committee consisting of one or more trustees or such other member as the trustees may determine; they may also delegate to the chair of the company (or the holder of any other post) such of their powers as they may consider appropriate.
- 87 Any delegation of powers under article 86 may be made subject to such conditions as the trustees may impose and may be revoked or altered.
- 88 The rules of procedure for any sub-committee shall be as prescribed by the trustees.

Operation of bank accounts

- 89 The signature of a trustee shall be required in relation to all operations (other than lodgement of funds) on the bank and building society accounts held by the company.

Secretary

- 90 The trustees may (notwithstanding the provisions of the Act) appoint a company secretary, and on the basis that the term of the appointment, the remuneration (if any) payable to the company secretary, and the such conditions of appointment shall be as determined by the trustees; the company secretary may be removed by them at any time.

Minutes

- 91 The trustees shall ensure that minutes are made of all proceedings at general meetings, trustees' meetings and meetings of committees; a minute of any meeting shall include the names of those present.

Accounting records and annual accounts

- 92 The trustees shall ensure that proper accounting records are maintained in accordance with all applicable statutory requirements.
- 93 The trustees shall prepare annual accounts, complying with all relevant statutory requirements; if an audit is required under any statutory provisions or if they otherwise think fit, they shall ensure that an audit of such accounts is carried out by a qualified auditor.
- 94 No member shall (unless they are a trustee) have any right of inspecting any accounting or other records, or any document of the company, except as conferred by statute or as authorised by the trustees or as authorised by ordinary resolution of the company.

Notices

- 95 Any notice which requires to be given to a member under these articles shall be given either in writing or by electronic means; such a notice may be given personally to the member *or* may be given to the member by electronic means.
- 96 Any notice, if sent by post, shall be deemed to have been given at the expiry of 24 hours after posting; for the purpose of proving that any notice was given, it shall be sufficient to prove that the envelope containing the notice was properly addressed and posted.
- 97 Any notice sent by electronic means shall be deemed to have been given at the expiry of 24 hours after it is sent; for the purpose of proving that any notice sent by electronic means was indeed sent, it shall be sufficient to provide any of the evidence referred to in the relevant

guidance issued from time to time by the Chartered Institute of Secretaries and Administrators.

Winding-up

- 98 If on the winding-up of the company any property remains after satisfaction of all the company's debts and liabilities, such property shall be transferred to such body or bodies (whether incorporated or unincorporated) as may be determined by the Full Members of the company at or before the time of dissolution (or, failing such determination, by such court as may have or acquire jurisdiction), to be used solely for a charitable purpose or charitable purposes.
- 99 To the extent that effect cannot be given to article 98, the relevant property shall be applied to some charitable purpose or purposes.

Indemnity

- 100 Every trustee or other officer or auditor of the company shall be indemnified (to the extent permitted by sections 232, 234, 235, 532 and 533 of the Act) out of the assets of the company against any loss or liability which they may sustain or incur in connection with the execution of the duties of their office; that may include, without prejudice to that generality (but only to the extent permitted by those sections of the Act), any liability incurred by him/her in defending any proceedings (whether civil or criminal) in which judgement is given in their favour or in which they are acquitted **or** any liability in connection with an application in which relief is granted to him/her by the court from liability for negligence, default or breach of trust in relation to the affairs of the company.
- 101 The company shall be entitled to purchase and maintain for any trustee insurance against any loss or liability which any trustee or other officer of the company may sustain or incur in connection with the execution of the duties of their office; and such insurance may extend to liabilities.