

FILE COPY

CERTIFICATE OF INCORPORATION OF A PRIVATE LIMITED COMPANY

Company No. 8133840

The Registrar of Companies for England and Wales, hereby certifies that

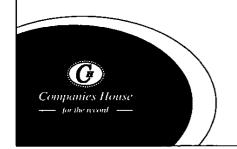
INTERNATIONAL LIBERTY ASSOCIATION LTD

is this day incorporated under the Companies Act 2006 as a private company, that the company is limited by guarantee, and the situation of its registered office is in England/Wales

Given at Companies House on 6th July 2012



N08133840E





	0000001100	
In accordance with Section 9 of the Companies Act 2006	Application to register a company with Direction	Companies House for the record
	A fee is payable with this form Please see 'How to pay' on the last page What this form is for You may use this form to register a private or public company What this form is NOT for You cannot use this form to a limited liability partnership this, please use form LL IN01 A3	COMPANIES HOUSE
Part 1	Company details	Filling in this form Please complete in typescript or in bold black capitals All fields are mandatory unless specified or indicated by *
A1	Company details Please show the proposed company name below	O Duplicate names Duplicate names are not permitted A
Proposed company name in full •	INTERNATIONAL LIBERTY ASSOCIATION LTD	list of registered names can be found on our website. There are various rules that may affect your choice of name More information is available at www.companieshouse.gov.uk
A2	Please tick the box only if the proposed company name contains sensitive or restricted words or expressions that require you to seek comments of a government department or other specified body i confirm that the proposed company name contains sensitive or restricted words or expressions and that approval, where appropriate, has been sought of a government department or other specified body and I attach a copy of their response	O Company name restrictions A list of sensitive or restricted words or expressions that require consent can be found in guidance available on our website www.companieshouse.gov.uk
A3	Exemption from name ending with 'Limited' or 'Cyfyngedig' o	
	Please tick the box if you wish to apply for exemption from the requirement to have the name ending with 'Limited', Cyfyngedig' or permitted alternative I confirm that the above proposed company meets the conditions for exemption from the requirement to have a name ending with 'Limited', 'Cyfyngedig' or permitted alternative	O Name ending exemption Only private companies that are limited by guarantee and meet other specific requirements are eligible to apply for this For more details, please go to our website www.companieshouse.gov.uk
A4	Company type ^o	
	Please tick the box that describes the proposed company type and members' liability (only one box must be ticked) Public limited by shares Private limited by shares Private limited by guarantee Private unlimited with share capital Private unlimited without share capital	◆ Company type If you are unsure of your company's type, please go to our website www.companieshouse gov.uk
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	IN01		
	Application to register a company		
A5	Situation of registered office o	* .	
	Please tick the appropriate box below that describes the situation of the proposed registered office (only one box must be ticked) England and Wales Wales	● Registered office Every company must have a registered office and this is the address to which the Registrar will send correspondence	
	Scotland Northern Ireland	For England and Wales companies, the address must be in England or Wales.	
		For Welsh, Scottish or Northern Ireland companies, the address must be in Wales, Scotland or Northern Ireland respectively	
A6	Registered office address o		
	Please give the registered office address of your company	Registered office address You must ensure that the address	
Building name/number	41	shown in this section is consistent with the situation indicated in	
Street	BEECH DRIVE	section A5	
		You must provide an address in England or Wales for companies to	
Post town	LONDON	be registered in England and Wales	
County/Region	<u> </u>	You must provide an address in Wales, Scotland or Northern Ireland	
Postcode	N2-9NX	for companies to be registered in Wales, Scotland or Northern Ireland respectively	
A7	Articles of association Output Description:		
	Please choose one option only and tick one box only	• For details of which company type	
Option 1	I wish to adopt one of the following model articles in its entirety. Please tick only one box	can adopt which model articles, please go to our website www.companieshouse gov uk	
	Private limited by shares Private limited by guarantee		
	Public company		
Option 2	I wish to adopt the following model articles with additional and/or amended provisions. I attach a copy of the additional and/or amended provision(s). Please tick only one box. Private limited by shares. Private limited by guarantee. Public company		
Option 3			
option 3	I wish to adopt entirely bespoke articles I attach a copy of the bespoke articles to this application		
A8	Restricted company articles o		
	Please tick the box below if the company's articles are restricted	Restricted company articles Restricted company articles are those containing provision for entrenchment for more details, please go to our website www.companieshouse.gov.uk	

Application to register a company

Part 2 Proposed officers

For private companies the appointment of a secretary is optional, however, if you do decide to appoint a company secretary you must provide the relevant details. Public companies are required to appoint at least one secretary.

Private companies must appoint at least one director who is an individual. Public companies must appoint at least two directors, one of which must be an individual.

For a secretary who is an individual, go to Section B1, For a corporate secretary, go to Section C1, For a director who is an individual, go to Section D1, For a corporate director, go to Section E1

Secretary

B1	Secretary appointments •					
	Please use this section to list all the secretary appointments taken on formation For a corporate secretary, complete Sections C1-C5	O Corporate appointments For corporate secretary appointments, please complete				
Title*		section C1-C5 instead of section B				
Full forename(s)		Additional appointments				
Surname		If you wish to appoint more than one secretary, please use				
Former name(s) •		the 'Secretary appointments' continuation page				
		Please provide any previous names which have been used for business purposes in the last 20 years Married women do not need to give former names unless previously used for business purposes				
B2	Secretary's service address Output Description:					
Building name/number		Service address This is the address that will appear				
Street		on the public record This does not have to be your usual residential address				
Post town		Please state 'The Company's Registered Office' if your service				
County/Region		address will be recorded in the proposed company's register				
Postcode		of secretaries as the company's registered office				
Country		If you provide your residential address here it will appear on the public record				
В3	Signature o					
	I consent to act as secretary of the proposed company named in Section A1	O Signature The person named above consents				
Signature	Signature X	to act as secretary of the proposed company				

Application to register a company

Corporate secretary

C1	Corporate secretary appointments o	
	Please use this section to list all the corporate secretary appointments taken on formation	Additional appointments If you wish to appoint more than one corporate secretary, please use the
Name of corporate body/firm		'Corporate secretary appointments' continuation page Registered or principal address
Building name/number		This is the address that will appear on the public record This address
Street		must be a physical location for the delivery of documents it cannot be a PO box number (unless contained within a full address), DX number or
Post town		LP (Legal Post in Scotland) number
County/Region		
Postcode		
Country		
C2	Location of the registry of the corporate body or firm	
	Is the corporate secretary registered within the European Economic Area (EEA)?	
	 → Yes Complete Section C3 only → No Complete Section C4 only 	
C3	EEA companies [⊕]	
	Please give details of the register where the company file is kept (including the relevant state) and the registration number in that register	● EEA A full list of countries of the EEA can be found in our guidance
Where the company/ firm is registered		www.companieshouse.gov.uk This is the register mentioned in Article 3 of the First Company Law Directive (68/151/EEC)
Registration number		Directive (08/131/EEC)
C4	Non-EEA companies	
	Please give details of the legal form of the corporate body or firm and the law by which it is governed. If applicable, please also give details of the register in which it is entered (including the state) and its registration number in that register.	O Non-EEA Where you have provided details of the register (including state) where the company or firm is registered,
Legal form of the corporate body or firm		you must also provide its number in that register
Governing law		
If applicable, where the company/firm is registered •		;
Registration number		
C5	Signature 9	-
	I consent to act as secretary of the proposed company named in Section A1	⊗ Signature
Signature	Signature X	The person named above consents to act as corporate secretary of the proposed company

Application to register a company

Director

D1	Director appointments •		
	Please use this section to list all the director appointments taken on formation For a corporate director, complete Sections E1-E5	• Appointments Private companies must appoint at least one director who is an	
Title*	MR	individual Public companies must appoint at least two directors, or	
Full forename(s)	MEHDI	which must be an individual	
Surname	KHAYYERI	• Please provide any previous names	
Former name(s) •		which have been used for business purposes in the last 20 years Married women do not need to give former names unless previously used	
Country/State of residence 6	LONDON -UK	for business purposes • Country/State of residence	
Nationality	BRITISH	This is in respect of your usual residential address as stated in	
Date of birth	12 0 0 7 1/4 5/2	section D4	
Business occupation (if any) •		O Business occupation If you have a business occupation, please enter here If you do not, please leave blank	
D2	Director's service address Please complete the service address below You must also fill in the director's usual residential address in Section D4	If you wish to appoint more than one director, please use the 'Director appointments' continuation page Service address This is the address that will appear	
Building name/number		on the public record This does not have to be your usual residential	
Street	1 BALLARDS LANE	address. Please state 'The Company's Registered Office if your service	
Post town	London	address will be recorded in the proposed company's register of	
County/Region		 directors as the company's registered office 	
Postcode	N3 ILQ	If you provide your residential address here it will appear on the	
Country	UK	public record	
D3	Signature ⁹		
	I consent to act as director of the proposed company named in Section A1	Signature The person named above consents	
Signature	X Mahdi-Khufferi (X	The person named above consents to act as director of the proposed company	

Application to register a company

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Director		
D1	Director appointments •	
	Please use this section to list all the director appointments taken on formation For a corporate director, complete Sections E1-E5	Appointments Private companies must appoint at least one director who is an
Title*		individual Public companies must appoint at least two directors, one of
Full forename(s)		which must be an individual
Surname		• Former name(s) Please provide any previous names
Former name(s) •		which have been used for business purposes in the last 20 years Married women do not need to give former names unless previously used
Country/State of residence •		for business purposes Country/State of residence
Nationality		This is in respect of your usual residential address as stated in
Date of birth	d d m m y y y y	Section D4
Business occupation (if any) o		O Business occupation If you have a business occupation, please enter here. If you do not, please leave blank
		Additional appointments If you wish to appoint more than one director, please use the 'Director appointments' continuation page
D2	Director's service address [©]	
	Please complete the service address below You must also fill in the director's usual residential address in Section D4	Service address This is the address that will appear
Building name/number		on the public record This does not have to be your usual residential
Street		address Please state 'The Company's
		Registered Office' if your service address will be recorded in the
Post town		proposed company's register of directors as the company's registered
County/Region		office
Postcode		If you provide your residential address here it will appear on the
Country		public record
D3	Signature ^O	
	I consent to act as director of the proposed company named in Section A1	O Signature The person named above consents
Signature	Signature	to act as director of the proposed
	×	company

Application to register a company

Corporate director

E1	Corporate director appointments •	
-	Please use this section to list all the corporate directors taken on formation	Additional appointments If you wish to appoint more than one
Name of corporate body or firm		corporate director, please use the 'Corporate director appointments' continuation page
Building name/number		Registered or principal address
Street		This is the address that will appear on the public record This address must be a physical location for the delivery of documents. It cannot be
Post town		a PO box number (unless contained within a full address), DX number or
County/Region		LP (Legal Post in Scotland) number
Postcode		
Country		
E2	Location of the registry of the corporate body or firm	
	Is the corporate director registered within the European Economic Area (EEA)? → Yes Complete Section E3 only → No Complete Section E4 only	
E3	EEA companies ®	
	Please give details of the register where the company file is kept (including the relevant state) and the registration number in that register	● EEA A full list of countries of the EEA can be found in our guidance
Where the company/ firm is registered €		www.companieshouse.gov.uk
illin is registered •		This is the register mentioned in Article 3 of the First Company Law
Registration number		Directive (68/151/EEC)
E4	Non-EEA companies	
	Please give details of the legal form of the corporate body or firm and the law by which it is governed. If applicable, please also give details of the register in which it is entered (including the state) and its registration number in that register.	O Non-EEA Where you have provided details of the register (including state) where the company or firm is registered,
Legal form of the corporate body or firm		you must also provide its number in that register
Governing law		
If applicable, where the company/firm is registered O		
If applicable, the registration number		
E5	Signature [©]	
	I consent to act as director of the proposed company named in Section A1	⊙ Signature
Signature	Signature X	The person named above consents to act as corporate director of the proposed company

Application to register a company Part 3 Statement of capital Does your company have share capital? → Yes Complete the sections below → No Go to Part 4 (Statement of guarantee) F1 Share capital in pound sterling (£) Please complete the table below to show each class of shares held in pound sterling If all your issued capital is in sterling, only complete Section F1 and then go to Section F4 Class of shares Amount paid up on Amount (if any) unpaid Number of shares 2 Aggregate nominal value 6 (E g Ordinary/Preference etc) on each share • NA NIA NIA £ £ £ £ Totals £ Share capital in other currencies F2 Please complete the table below to show any class of shares held in other currencies Please complete a separate table for each currency Currency Amount (if any) unpaid on each share Number of shares @ Aggregate nominal value 🥹 Class of shares Amount paid up on (E g Ordinary/Preference etc) each share O **Totals** Currency Amount (if any) unpaid on each share Aggregate nominal value 6 Class of shares Amount paid up on Number of shares @ each share 0 (E.g. Ordinary/Preference etc.) **Totals** F3 **Totals** Please give the total number of shares and total aggregate nominal value of O Total aggregate nominal value issued share capital Please list total aggregate values in different currencies separately For Total number of shares example £100 + €100 + \$10 etc Total aggregate nominal value O O Including both the nominal value and any **Continuation Pages** Number of shares issued multiplied by

nominal value of each share

IN01

share premium

Total number of issued shares in this class

Please use a Statement of Capital continuation

page if necessary

F4	Statement of capital (Prescribed particulars of rights attached to shares)					
	Please give the prescribed particulars of rights attached to shares for each class of share shown in the statement of capital share tables in Sections F1 and F2	• Prescribed particulars of rights attached to shares				
Class of share		The particulars are				
Class of share Prescribed particulars	or share shown in the statement of Capital Share tables in Sections F1 and F2					

Class of share	• Prescribed particulars of rights
Prescribed particulars	attached to shares The particulars are a particulars of any voting rights, including rights that arise only in certain circumstances, b particulars of any rights, as respects dividends, to participate in a distribution, c particulars of any rights, as respects capital, to participate in a distribution (including on winding up), and d whether the shares are to be redeemed or are liable to be redeemed at the option of the company or the shareholder and any terms or conditions relating to redemption of these shares A separate table must be used for each class of share Continuation pages Please use a 'Statement of capital (Prescribed particulars of rights attached to shares)' continuation page if necessary
	CHEPOOD

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1	3	-

Initial shareholdings

This section should only be completed by companies incorporating with share capital

Please complete the details below for each subscriber

The addresses will appear on the public record. These do not need to be the subscribers' usual residential address.

Initial shareholdings Please list the company's subscribers in alphabetical order

Please use an 'Initial shareholdings' continuation page if necessary

subscribers' usual residential address				continuation page if necessary		
Subscriber's details	Class of share	Number of shares	Currency	Nominal value of each share	Amount (if any) unpaid	Amount paid
Name						
Address						
Name						·
Address						
Name						
Address						
Name						
Address						
Name						
Address						
			<u> </u>	<u> </u>	ITPROD.	<u> </u>

Postcode

Amount guaranteed 9

	INO1 Application to register a company	
Part 4	Statement of guarantee	
	Is your company limited by guarantee? → Yes Complete the sections below → No Go to Part 5 (Statement of compliance)	
G1	Subscribers	<u> </u>
	Please complete this section if you are a subscriber of a company limited by guarantee. The following statement is being made by each and every person named below.	Name Please use capital letters Address The addresses in this section will
	I confirm that if the company is wound up while I am a member, or within one year after I cease to be a member, I will contribute to the assets of the company by such amount as may be required for	appear on the public record They do not have to be the subscribers' usual residential address
	- payment of debts and liabilities of the company contracted before I cease to be a member,	Amount guaranteed Any valid currency is permitted
	 payment of costs, charges and expenses of winding up, and, adjustment of the rights of the contributors among ourselves, not exceeding the specified amount below 	Continuation pages Please use a 'Subscribers' continuation page if necessary
	Subscriber's details	
Forename(s) •	MEHDI	
Surname •	KHAYYERI	
Address 9	CENTRAL HOUSE, 1 BAHARDS LAN	Ł
Postcode	N3 ILQ	
Amount guaranteed 9	k 1-00	
	Subscriber's details	
Forename(s) 0		
Surname •		
Address •		
Postcode		
Amount guaranteed •		
	Subscriber's details	
Forename(s) •		
Surname •		
Address 9		

	Subscriber's details	⊙ Name
Forename(s) 0		Please use capital letters
Surname O		Address The addresses in this section will
Address •		appear on the public record They do not have to be the subscribers' usual residential address
Postcode		Amount guaranteed Any valid currency is permitted
Amount guaranteed 0		Continuation pages Please use a 'Subscribers'
	Subscriber's details	continuation page if necessary
Forename(s) o		_
Surname •		_
Address 2		_
Postcode		
Amount guaranteed 9		_
	Subscriber's details	_
Forename(s) o		uguan.
Surname •		
Address 9		
Postcode		
Amount guaranteed 9		
	Subscriber's details	
Forename(s) •		
Surname O		_
Address 2		
Postcode		
Amount guaranteed •		_
	Subscriber's details	-
Forename(s) •		_
Surname •		_
Address @		_
Postcode		
Amount guaranteed 9		
		1

Application to register a company

Statement of compliance Part 5 This section must be completed by all companies Is the application by an agent on behalf of all the subscribers? → No Go to Section H1 (Statement of compliance delivered by the → Yes Go to Section H2 (Statement of compliance delivered by an agent) H1 Statement of compliance delivered by the subscribers 9 Statement of compliance Please complete this section if the application is not delivered by an agent delivered by the subscribers for the subscribers of the memorandum of association Every subscriber to the memorandum of association must sign the statement of compliance I confirm that the requirements of the Companies Act 2006 as to registration have been complied with Subscriber's signature X Subscriber's signature X X Subscriber's signature Signature X X

Subscriber's signature	_Signature	X	Continuation pages Please use a 'Statement of compliance delivered by the subscribers' continuation page if more subscribers need to sign
Subscriber's signature	Signature	X	3
Subscriber's signature	Signature	X	
Subscriber's signature	Signature	X	
H2 9	Statement of compliance delivered by an agent		<u>.</u>
	Please complete this section if this application is delivered by an agent for the subscribers to the memorandum of association		
Agent's name			
Building name/number			
Street			
Post town			
County/Region			
Postcode			
Country			
Ė	I confirm that the requirements of the Companies Act 2006 as to registration		
	have been complied with		

Application to register a company

Country	Presenter information	Important information		
## How to pay Afee is payable on this form Make cheques or postal orders payable to 'Companies House' for information on fees, go to www.companieshouse gov.uk Post town Country/Region Post town Country/Region Co	you do it will help Companies House if there is a query on the form. The contact information you give will be	will appear on the public record, apart from information relating to usual residential		
Afee is payable on this form Make cheques or postal orders payable to 'Companies House' For information on fees, go to www.companieshouse gov.uk Where to send You may return this form to any Companies House address, however for expediency we advise you t return it to the appropriate address below To companies registered in England and Wales The Registrar of Companies, Companies House, Crown Way, Cardiff (Wales, CF14 3UZ DX 33050 Cardiff For companies registered in England and Wales The Registrar of Companies, Companies House, Crown Way, Cardiff (Wales, CF14 3UZ DX 33050 Cardiff For companies registered in Scotland The Registrar of Companies, Companies House, Fourth floor, Edinburgh Quay 2, 133 Fountainbridge, Edinburgh, Scotland, EH3 9FF DX ED235 Edinburgh 1 or LP - 4 Edinburgh 2 (Legal Post) For companies registered in Northern Ireland The Registrar of Companies, Companies House, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland, BT2 8BG DX 481 N R Belfast 1 Section 243 exemption If you are applying for, or have been granted a section 143 exemption, please post this whole form to the different postal address below The Registrar of Companies, Companies House, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland, BT2 8BG DX 481 N R Belfast 1 Section 243 exemption If you are applying for, or have been granted a section 143 exemption, please post this whole form to the different postal address below The Registrar of Companies, Companies, Companies, Companies, Companies, Companies, Companies, Companies, Fourther Ireland The Registrar of Companies, Companies House, Second Floor, Edinburgh, Scotland, EH3 9FF DX ED235 Edinburgh 1 or LP - 4 Edinburgh 2 (Legal Post) For companies registered in Northern Ireland The Registrar of Companies, Companies House, Scotland The Registrar of Companies House,		£ How to pay		
Poststown Country/Region Poststown Country/Region Poststown Postst		A fee is payable on this form Make cheques or postal orders payable to 'Companies House' For information on fees, go		
Country Certificate Country		☑ Where to send		
Telephone Certificate We will send your certificate to the presenters address (shown above) or if indicated to another address shown below At the registered office address (Given in Section A6) At the agents address (Given in Section H2) Checklist We may return forms completed incorrectly or with information missing Please make sure you have remembered the following You have checked that the proposed company name is available as well as the various rules that may affect your choice of name More information can be found in guidance on our website If the name of the company is the same as one already on the register as permitted by The Company and Business Names (Miscellaneous Provisions) Regulations 2008, please attach consent You have used the correct appointment sections Any addresses given must be a physical location Crown Way, Cardiff, Wales, CF14 3UZ DX 33050 Cardiff For companies registered in Scotland The Registrar of Companies, Companies House, Fourth floor, Edinburgh 2 (Legal Post) For companies registered in Scotland The Registrar of Companies, Companies House, Fourth floor, Edinburgh 2 (Legal Post) For companies registered in Scotland The Registrar of Companies, Companies House, Fourth floor, Edinburgh 2 (Legal Post) For companies registered in Northern Ireland The Registrar of Companies, Companies House, Fourth floor, Edinburgh 2 (Legal Post) For companies registered in Scotland The Registrar of Companies, Companies House, Fourth floor, Edinburgh 2 (Legal Post) For companies registered in Scotland The Registrar of Companies, Companies House, Fourth floor, Edinburgh 2 (Legal Post) For companies registered in Scotland The Registrar of Companies, Companies House, Fourth floor, Edinburgh 2 (Legal Post) For companies registered in Northern Ireland The Registrar of Companies, Pourth 1 (Pourth Pourth	County/Region Postcode	For companies registered in England and Wales		
We will send your certificate to the presenters address (shown above) or if indicated to another address shown below ☐ At the registered office address (Given in Section A6) ☐ At the agents address (Given in Section H2) ✔ Checklist We may return forms completed incorrectly or with information missing Please make sure you have remembered the following ☐ You have checked that the proposed company name is available as well as the various rules that may affect your choice of name More information can be found in guidance on our website ☐ If the name of the company is the same as one already on the register as permitted by The Company and Business Names (Miscellaneous Provisions) Regulations 2008, please attach consent You have used the correct appointment sections Any addresses given must be a physical location The Registrar of Companies, Companies House, Fourth floor, Edinburgh Quay 2, 139 Fountambridge, Edinburgh, Scotland, EH3 9FF DX ED235 Edinburgh 1 or LP - 4 Edinburgh 2 (Legal Post) For companies registered in Northern Ireland The Registrar of Companies, Companies House, Fourth floor, Edinburgh, Scotland, EH3 9FF DX ED235 Edinburgh 1 or LP - 4 Edinburgh 2 (Legal Post) For companies registered in Northern Ireland The Registrar of Companies, Companies House, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland, BT2 8BG DX 481 N R Belfast 1 Section 243 exemption If you are applying for, or have been granted a section 243 exemption, please post this whole form to the different postal address below The Registrar of Companies, PO Box 4082, Cardiff, CF14 3WE Further information For further information For further information, please see the guidance notes on the website at www companieshouse gov uk or email enquiries@companieshouse gov uk		Crown Way, Cardiff, Wales, CF14 3UZ		
We will send your certificate to the presenters address (shown above) or if indicated to another address shown below ☐ At the registered office address (Given in Section A6) ☐ At the agents address (Given in Section H2) ✔ Checklist We may return forms completed incorrectly or with information missing Please make sure you have remembered the following ☐ You have checked that the proposed company name is available as well as the various rules that may affect your choice of name More information can be found in guidance on our website ☐ If the name of the company is the same as one already on the register as permitted by The Company and Business Names (Miscellaneous Provisions) ☐ Regulations 2008, please attach consent ☐ You have used the correct appointment sections ☐ Any addresses given must be a physical location 139 Fountainbridge, Edinburgh, Scotland, EH3 9FF DX ED235 Edinburgh 1 or LP - 4 Edinburgh 2 (Legal Post) For companies registered in Northern Ireland The Registrar of Companies, Companies, House, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland The Registrar of Companies, Companies House, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland The Registrar of Companies, Companies House, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland The Registrar of Companies, Companies House, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland The Registrar of Companies House, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland The Registrar of Companies house, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland The Registrar of Companies house, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland The Registrar of Companies house, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland The Registrar of Companies house post this whole form to the different postal address below The Registrar of Compan	✓ Certificate	The Registrar of Companies, Companies House,		
The Registrar of Companies, Companies House, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland, BT2 8BG DX 481 N R Belfast 1 Please make sure you have remembered the following You have checked that the proposed company name is available as well as the various rules that may affect your choice of name More information can be found in guidance on our website If the name of the company is the same as one already on the register as permitted by The Company and Business Names (Miscellaneous Provisions) Regulations 2008, please attach consent You have used the correct appointment sections Any addresses given must be a physical location The Registrar of Companies, Companies House, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland, BT2 8BG DX 481 N R Belfast 1 Section 243 exemption If you are applying for, or have been granted a section 243 exemption, please post this whole form to the different postal address below The Registrar of Companies, Companies House, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland, BT2 8BG DX 481 N R Belfast 1 Section 243 exemption If you are applying for, or have been granted a section 243 exemption, please post this whole form to the different postal address below The Registrar of Companies, PO Box 4082, Cardiff, CF14 3WE Further information For further information, please see the guidance notes on the website at www.companieshouse gov.uk or email enquiries@companieshouse gov.uk	(shown above) or if indicated to another address shown below	139 Fountainbridge, Edinburgh, Scotland, EH3 9FF DX ED235 Edinburgh 1		
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www.companieshouse.gov.uk

 $\hfill \square$ You have enclosed the correct fee

 $\ \square$ You have enclosed the Memorandum of Association

COMPANY NOT HAVING A SHARE CAPITAL

Memorandum of Association

OF

INTERNATIONAL LIBERTY ASSOCIATION

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

Name of subscriber

Authentication by each subscriber

MEHDI KHAYYERI

Dated: 8TH - MAY - 2012

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PRIVATE COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL

Articles of Association

OF

LIMITED

PART 1 INTERPRETATION AND LIMITATION OF LIABILITY

Defined terms

- 1. In the articles, unless the context requires otherwise -
- "articles" means the company's articles of association,
- "bankruptcy" includes individual insolvency proceedings in a jurisdiction other than England and Wales or Northern Ireland which have an effect similar to that of bankruptcy,
- "chairman" has the meaning given in article 12,
- "chairman of the meeting" has the meaning given in article 25,
- "Companies Acts" means the Companies Acts (as defined in section 2 of the Companies Act 2006), in so far as they apply to the company,
- "director" means a director of the company, and includes any person occupying the position of director, by whatever name called,
- "document" includes, unless otherwise specified, any document sent or supplied in electronic form,
- "electronic form" has the meaning given in section 1168 of the Companies Act 2006,
- "member" has the meaning given in section 112 of the Companies Act 2006,
- "ordinary resolution" has the meaning given in section 282 of the Companies Act 2006,
- "participate", in relation to a directors' meeting, has the meaning given in article 10,
- "proxy notice" has the meaning given in article 31,
- "special resolution" has the meaning given in section 283 of the Companies Act 2006,
- "subsidiary" has the meaning given in section 1159 of the Companies Act 2006, and
- "writing" means the representation or reproduction of words, symbols or other information in a visible form by any method or combination of methods, whether sent or supplied in electronic form or otherwise

Unless the context otherwise requires, other words or expressions contained in these articles bear the same meaning as in the Companies Act 2006 as in force on the date when these articles become binding on the company

Liability of members

- 2. The liability of each member is limited to £1², being the amount that each member undertakes to contribute to the assets of the company in the event of its being wound up while he is a member or within one year after he ceases to be a member, for-
- (a) payment of the company's debts and liabilities contracted before he ceases 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

4

² Alternatively, any other amount can be specified if required

PART 2 DIRECTORS 3

DIRECTORS' POWERS AND RESPONSIBILITIES

Directors' general authority

3 Subject to the articles, the directors are responsible for the management of the company's business, for which purpose they may exercise all the powers of the company

Members' reserve power

- 4. (1) The members may, by special resolution, direct the directors to take, or refrain from taking, specified action
- (2) No such special resolution invalidates anything which the directors have done before the passing of the resolution

Directors may delegate 4

- 5. (1) Subject to the articles, the directors may delegate any of the powers which are conferred on them under the articles -
- (a) to such person or committee,
- (b) by such means (including by power of attorney),
- (c) to such an extent,
- (d) in relation to such matters or territories, and
- (e) on such terms and conditions, as they think fit
- (2) If the directors so specify, any such delegation may authorise further delegation of the directors' powers by any person to whom they are delegated
- (3) The directors may revoke any delegation in whole or part, or alter its terms and conditions

(4) The income and property of the company shall be applied towards the promotion of its objects and no portion thereof shall be paid or transferred by way directly or indirectly by way of dividend, bonus or otherwise howsoever by way of profit to members.

³ Directors are often known by other names in the context of a company limited by guarantee, such as 'Trustees' or 'Council Members' The wording may be changed to suit

⁴ It may be useful to specify particular committees which are to be set up in the Articles

Committees

- 6 (1) Committees to which the directors delegate any of their powers must follow procedures which are based as far as they are applicable on those provisions of the articles which govern the taking of decisions by directors
- (2) The directors may make rules of procedure for all or any committees, which prevail over rules derived from the articles if they are not consistent with them

DECISION-MAKING BY DIRECTORS

Directors to take decisions collectively

- 7 (1) The general rule about decision-making by directors is that any decision of the directors must be either a majority decision at a meeting or a decision taken in accordance with article 8
 - (2) If-
- (a) the company only has one director, and
- (b) no provision of the articles requires it to have more than one director,

the general rule does not apply, and the director may take decisions without regard to any of the provisions of the articles relating to directors' decision-making

Unanimous decisions 5

- 8. (1) A decision of the directors is taken in accordance with this article when all eligible directors indicate to each other by any means that they share a common view on a matter
- (2) Such a decision may take the form of a resolution in writing, copies of which have been signed by each eligible director or to which each eligible director has otherwise indicated agreement in writing
- (3) References in this article to eligible directors are to directors who would have been entitled to vote on the matter had it been proposed as a resolution at a directors' meeting
- (4) A decision may not be taken in accordance with this article if the eligible directors would not have formed a quorum at such a meeting

6

⁵ This article permits directors to take decisions informally by communicating 'by any means' with one another. The previous Form 3C, and the previous Table C under the 1985 Act, permitted unanimous resolutions in writing as the only alternative to holding a meeting. It may be desirable to cut this article down to reflect the previous provisions.

Calling a directors' meeting 6

- 9. (1) Any director may call a directors' meeting by giving notice of the meeting to the directors or by authorising the company secretary (if any) to give such notice
 - (2) Notice of any directors' meeting must indicate-
- (a) its proposed date and time,
- (b) where it is to take place, and
- (c) if it is anticipated that directors participating in the meeting will not be in the same place, how it is proposed that they should communicate with each other during the meeting
- (3) Notice of a directors' meeting must be given to each director, but need not be in writing
- (4) Notice of a directors' meeting need not be given to directors who waive their entitlement to notice of that meeting, by giving notice to that effect to the company not more than 7 days after the date on which the meeting is held. Where such notice is given after the meeting has been held, that does not affect the validity of the meeting, or of any business conducted at it

Participation in directors' meetings

- 10 (1) Subject to the articles, directors participate in a directors' meeting, or part of a directors' meeting, when-
- (a) the meeting has been called and takes place in accordance with the articles, and
- (b) they can each communicate to the others any information or opinions they have on any particular item of the business of the meeting
- (2) In determining whether directors are participating in a directors' meeting, it is irrelevant where any director is or how they communicate with each other
- (3) If all the directors participating in a meeting are not in the same place, they may decide that the meeting is to be treated as taking place wherever any of them is

Quorum for directors' meetings

- 11. (1) At a directors' meeting, unless a quorum is participating, no proposal is to be voted on, except a proposal to call another meeting
- (2) The quorum for directors' meetings may be fixed from time to time by a decision of the directors, but it must never be less than two, and unless otherwise fixed it is two
- (3) If the total number of directors for the time being is less than the quorum required, the directors must not take any decision other than a decision-
- (a) to appoint further directors, or
- (b) to call a general meeting so as to enable the members to appoint further directors

⁶ Note that there is no prescribed period for notice of directors' meetings. It may be desirable to include one

Chairing of directors' meetings

- 12. (1) The directors may appoint a director to chair their meetings
 - (2) The person so appointed for the time being is known as the chairman
 - (3) The directors may terminate the chairman's appointment at any time
- (4) If the chairman is not participating in a directors' meeting within ten minutes of the time at which it was to start, the participating directors must appoint one of themselves to chair it

Casting vote 7

- 13. (1) If the numbers of votes for and against a proposal are equal, the chairman or other director chairing the meeting has a casting vote
- (2) But this does not apply if, in accordance with the articles, the chairman or other director is not to be counted as participating in the decision-making process for quorum or voting purposes

Conflicts of interest 8

- 14 (1) If a proposed decision of the directors is concerned with an actual or proposed transaction or arrangement with the company in which a director is interested, that director is not to be counted as participating in the decision-making process for quorum or voting purposes
- (2) But if paragraph (3) applies, a director who is interested in an actual or proposed transaction or arrangement with the company is to be counted as participating in the decision-making process for quorum and voting purposes
 - (3) This paragraph applies when-
- (a) the company by ordinary resolution disapplies the provision of the articles which would otherwise prevent a director from being counted as participating in the decision-making process,
- (b) the director's interest cannot reasonably be regarded as likely to give rise to a conflict of interest, or
- (c) the director's conflict of interest arises from a permitted cause

⁷ Note that the casting vote provisions only apply to directors' meetings, and not to general meetings

⁸ This article may be amended to permit directors to act notwithstanding conflicts of interest Companies should consider carefully the provisions of section 175, 177 and 182 of the Companies Act 2006 in making any such amendments

- (4) For the purposes of this article, the following are permitted causes-
- (a) a guarantee given, or to be given, by or to a director in respect of an obligation incurred by or on behalf of the company or any of its subsidiaries,
- (b) subscription, or an agreement to subscribe, for securities of the company or any of its subsidiaries, or to underwrite, sub-underwrite, or guarantee subscription for any such securities, and
- (c) arrangements pursuant to which benefits are made available to employees and directors or former employees and directors of the company or any of its subsidiaries which do not provide special benefits for directors or former directors
- (5) For the purposes of this article, references to proposed decisions and decision-making processes include any directors' meeting or part of a directors' meeting
- (6) Subject to paragraph (7), if a question arises at a meeting of directors or of a committee of directors as to the right of a director to participate in the meeting (or part of the meeting) for voting or quorum purposes, the question may, before the conclusion of the meeting, be referred to the chairman whose ruling in relation to any director other than the chairman is to be final and conclusive
- (7) If any question as to the right to participate in the meeting (or part of the meeting) should arise in respect of the chairman, the question is to be decided by a decision of the directors at that meeting, for which purposes the chairman is not to be counted as participating in the meeting (or that part of the meeting) for voting or quorum purposes

Records of decisions to be kept

15. The directors must ensure that the company keeps a record, in writing, for at least 10 years from the date of the decision recorded, of every unanimous or majority decision taken by the directors

Directors' discretion to make further rules

16. Subject to the articles, the directors may make any rule which they think fit about how they take decisions, and about how such rules are to be recorded or communicated to directors

APPOINTMENT OF DIRECTORS

Methods of appointing directors

- 17. (1) Any person who is willing to act as a director, and is permitted by law to do so, may be appointed to be a director-
- (a) by ordinary resolution, or
- (b) by a decision of the directors

- (2) In any case where, as a result of death, the company has no members and no directors, the personal representatives of the last member to have died have the right, by notice in writing, to appoint a person to be a director
- (3) For the purposes of paragraph (2), where 2 or more members die in circumstances rendering it uncertain who was the last to die, a younger member is deemed to have survived an older member

Termination of director's appointment 9

- 18. A person ceases to be a director as soon as-
- (a) that person ceases to be a director by virtue of any provision of the Companies Act 2006 or is prohibited from being a director by law,
- (b) a bankruptcy order is made against that person,
- (c) a composition is made with that person's creditors generally in satisfaction of that person's debts,
- (d) a registered medical practitioner who is treating that person gives a written opinion to the company stating that that person has become physically or mentally incapable of acting as a director and may remain so for more than three months,
- (e) by reason of that person's mental health, a court makes an order which wholly or partly prevents that person from personally exercising any powers or rights which that person would otherwise have,
- (f) notification is received by the company from the director that the director is resigning from office, and such resignation has taken effect in accordance with its terms

Directors' remuneration

- 19 (1) Directors may undertake any services for the company that the directors decide
 - (2) Directors are entitled to such remuneration as the directors determine -
- (a) for their services to the company as directors, and
- (b) for any other service which they undertake for the company
 - (3) Subject to the articles, a director's remuneration may -
- (a) take any form, and
- (b) include any arrangements in connection with the payment of a pension, allowance or gratuity, or any death, sickness or disability benefits, to or in respect of that director

⁹ Unlike previous versions of Companies Form 3C, there are no provisions in these Articles for the retirement by rotation of directors. If required, appropriate provisions can be re-inserted

- (4) Unless the directors decide otherwise, directors' remuneration accrues from day to day
- (5) Unless the directors decide otherwise, directors are not accountable to the company for any remuneration which they receive as directors or other officers or employees of the company's subsidiaries or of any other body corporate in which the company is interested

Directors' expenses

- 20 The company may pay any reasonable expenses which the directors properly incur in connection with their attendance at -
- (a) meetings of directors or committees of directors,
- (b) general meetings, or
- (c) separate meetings of the holders of debentures of the company,

or otherwise in connection with the exercise of their powers and the discharge of their responsibilities in relation to the company

PART 3 MEMBERS

BECOMING AND CEASING TO BE A MEMBER

Applications for membership

- 21. No person shall become a member of the company unless -
- (a) that person has completed an application for membership in a form approved by the directors, and
- (b) the directors have approved the application

Termination of membership

- 22. (1) A member may withdraw from membership of the company by giving 7 days' notice to the company in writing
 - (2) Membership is not transferable
 - (3) A persons' membership terminates when that person dies or ceases to exist

11

ORGANISATION OF GENERAL MEETINGS

Attendance and speaking at general meetings

- 23. (1) A person is able to exercise the right to speak at a general meeting when that person is in a position to communicate to all those attending the meeting, during the meeting, any information or opinions which that person has on the business of the meeting
 - (2) A person is able to exercise the right to vote at a general meeting when -
- (a) that person is able to vote, during the meeting, on resolutions put to the vote at the meeting, and
- (b) that person's vote can be taken into account in determining whether or not such resolutions are passed at the same time as the votes for all the other persons attending the meeting
- (3) The directors may make whatever arrangements they consider appropriate to enable those attending a general meeting to exercise their rights to speak or vote at it
- (4) In determining attendance at a general meeting, it is immaterial whether any two or more members attending it are in the same place as each other
- (5) Two or more persons who are not in the same place as each other attend a general meeting if their circumstances are such that if they have (or were to have) rights to speak and vote at that meeting, they are (or would be) able to exercise them

Quorum for general meetings

24. No business other than the appointment of the chairman of the meeting is to be transacted at a general meeting if the persons attending it do not constitute a quorum

Chairing general meetings

- 25. (1) If the directors have appointed a chairman, the chairman shall chair general meetings if present and willing to do so
- (2) If the directors have not appointed a chairman, or if the chairman is unwilling to chair the meeting or is not present within ten minutes of the time at which a meeting was due to start -
- (a) the directors present, or
- (b) (if no directors are present), the meeting,

must appoint a director or member to chair the meeting, and the appointment of the chairman of the meeting must be the first business of the meeting

(3) The person chairing a meeting in accordance with this article is referred to as "the chairman of the meeting"

Attendance and speaking by directors and non-members

- 26. (1) Directors may attend and speak at general meetings, whether or not they are members
- (2) The chairman of the meeting may permit other persons who are not members of the company to attend and speak at a general meeting

Adjournment

- 27 (1) If the persons attending a general meeting within half an hour of the time at which the meeting was due to start do not constitute a quorum, or if during a meeting a quorum ceases to be present, the chairman of the meeting must adjourn it
- (2) The chairman of the meeting may adjourn a general meeting at which a quorum is present if -
- (a) the meeting consents to an adjournment, or
- (b) it appears to the chairman of the meeting that an adjournment is necessary to protect the safety of any person attending the meeting or ensure that the business of the meeting is conducted in an orderly manner
- (3) The chairman of the meeting must adjourn a general meeting if directed to do so by the meeting
 - (4) When adjourning a general meeting, the chairman of the meeting must -
- (a) either specify the time and place to which it is adjourned or state that it is to continue at a time and place to be fixed by the directors, and
- (b) have regard to any directions as to the time and place of any adjournment which have been given by the meeting
- (5) If the continuation of an adjourned meeting is to take place more than 14 days after it was adjourned, the company must give at least 7 clear days' notice of it (that is, excluding the day of the adjourned meeting and the day on which the notice is given) -
- (a) to the same persons to whom notice of the company's general meetings is required to be given, and
- (b) containing the same information which such notice is required to contain
- (6) No business may be transacted at an adjourned general meeting which could not properly have been transacted at the meeting if the adjournment had not taken place

VOTING AT GENERAL MEETINGS

Voting: general

28(2) resolution put to the vote of a general meeting must be decided on a show of hands unless a poll is duly demanded in accordance with the articles

28(2) Every member shall have one vote.

MKh

Errors and disputes

- 29. (1) No objection may be raised to the qualification of any person voting at a general meeting except at the meeting or adjourned meeting at which the vote objected to is tendered, and every vote not disallowed at the meeting is valid
- (2) Any such objection must be referred to the chairman of the meeting whose decision is final

Poll votes

- 30.- (1) A poll on a resolution may be demanded -
- (a) in advance of the general meeting where it is to be put to the vote, or
- (b) at a general meeting, either before a show of hands on that resolution or immediately after the result of a show of hands on that resolution is declared
 - (2) A poll may be demanded by -
- (a) the chairman of the meeting,
- (b) the directors,
- (c) two or more persons having the right to vote on the resolution, or
- (d) a person or persons representing not less than one tenth of the total voting rights of all the members having the right to vote on the resolution
 - (3) A demand for a poll may be withdrawn if -
- (a) the poll has not yet been taken, and
- (b) the chairman of the meeting consents to the withdrawal
- (4) Polls must be taken immediately and in such manner as the chairman of the meeting directs

Content of proxy notices

- 31. (1) Proxies may only validly be appointed by a notice in writing (a "proxy notice") which -
- (a) states the name and address of the member appointing the proxy,
- (b) identifies the person appointed to be that member's proxy and the general meeting in relation to which that person is appointed,
- (c) is signed by or on behalf of the member appointing the proxy, or is authenticated in such manner as the directors may determine, and
- (d) is delivered to the company in accordance with the articles and any instructions contained in the notice of the general meeting to which they relate
- (2) The company may require proxy notices to be delivered in a particular form, and may specify different forms for different purposes

- (3) Proxy notices may specify how the proxy appointed under them is to vote (or that the proxy is to abstain from voting) on one or more resolutions
 - (4) Unless a proxy notice indicates otherwise, it must be treated as -
- (a) allowing the person appointed under it as a proxy discretion as to how to vote on any ancillary or procedural resolutions put to the meeting, and
- (b) appointing that person as a proxy in relation to any adjournment of the general meeting to which it relates as well as the meeting itself

Delivery of proxy notices

- 32.- (1) A person who is entitled to attend, speak or vote (either on a show of hands or on a poll) at a general meeting remains so entitled in respect of that meeting or any adjournment of it, even though a valid proxy notice has been delivered to the company by or on behalf of that person
- (2) An appointment under a proxy notice may be revoked by delivering to the company a notice in writing given by or on behalf of the person by whom or on whose behalf the proxy notice was given
- (3) A notice revoking a proxy appointment only takes effect if it is delivered before the start of the meeting or adjourned meeting to which it relates
- (4) If a proxy notice is not executed by the person appointing the proxy, it must be accompanied by written evidence of the authority of the person who executed it to execute it on the appointor's behalf

Amendments to resolutions

- 33.- (1) An ordinary resolution to be proposed at a general meeting may be amended by ordinary resolution if -
- (a) notice of the proposed amendment is given to the company in writing by a person entitled to vote at the general meeting at which it is to be proposed not less than 48 hours before the meeting is to take place (or such later time as the chairman of the meeting may determine), and
- (b) the proposed amendment does not, in the reasonable opinion of the chairman of the meeting, materially alter the scope of the resolution
- (2) A special resolution to be proposed at a general meeting may be amended by ordinary resolution if -
- (a) the chairman of the meeting proposes the amendment at the general meeting at which the resolution is to be proposed, and
- (b) the amendment does not go beyond what is necessary to correct a grammatical or other non-substantive error in the resolution
- (3) If the chairman of the meeting, acting in good faith, wrongly decides that an amendment to a resolution is out of order, the chairman's error does not invalidate the vote on that resolution

PART 4 ADMINISTRATIVE ARRANGEMENTS

Means of communication to be used

- 34. (1) Subject to the articles, anything sent or supplied by or to the company under the articles may be sent or supplied in any way in which the Companies Act 2006 provides for documents or information which are authorised or required by any provision of that Act to be sent or supplied by or to the company
- (2) Subject to the articles, any notice or document to be sent or supplied to a director in connection with the taking of decisions by directors may also be sent or supplied by the means by which that director has asked to be sent or supplied with such notices or documents for the time being
- (3) A director may agree with the company that notices or documents sent to that director in a particular way are to be deemed to have been received within a specified time of their being sent, and for the specified time to be less than 48 hours

Company seals

- 35. (1) Any common seal may only be used by the authority of the directors
- (2) The directors may decide by what means and in what form any common seal is to be used
- (3) Unless otherwise decided by the directors, if the company has a common seal and it is affixed to a document, the document must also be signed by at least one authorised person in the presence of a witness who attests the signature
 - (4) For the purposes of this article, an authorised person is -
- (a) any director of the company,
- (b) the company secretary (if any), or
- (c) any person authorised by the directors for the purpose of signing documents to which the common seal is applied

No right to inspect accounts and other records

36. Except as provided by law or authorised by the directors or an ordinary resolution of the company, no person is entitled to inspect any of the company's accounting or other records or documents merely by virtue of being a member

Provision for employees on cessation of business

37. The directors may decide to make provision for the benefit of persons employed or formerly employed by the company or any of its subsidiaries (other than a director or former director or shadow director) in connection with the cessation or transfer to any person of the whole or part of the undertaking of the company or that subsidiary

DIRECTORS' INDEMNITY AND INSURANCE

Indemnity

- 38. (1) Subject to paragraph (2), a relevant director of the company or an associated company may be indemnified out of the company's assets against -
- (a) any liability incurred by that director in connection with any negligence, default, breach of duty or breach of trust in relation to the company or an associated company,
- (b) any liability incurred by that director in connection with the activities of the company or an associated company in its capacity as a trustee of an occupational pension scheme (as defined in section 235(6) of the Companies Act 2006),
- (c) any other liability incurred by that director as an officer of the company or an associated company
- (2) This article does not authorise any indemnity which would be prohibited or rendered void by any provision of the Companies Acts or by any other provision of law
 - (3) In this article -
- (a) companies are associated if one is a subsidiary of the other or both are subsidiaries of the same body corporate, and
- (b) a "relevant director" means any director or former director of the company or an associated company

Insurance

- 39. (1) The directors may decide to purchase and maintain insurance, at the expense of the company, for the benefit of any relevant director in respect of any relevant loss
 - (2) In this article -
- (a) a "relevant director" means any director or former director of the company or an associated company,
- (b) a "relevant loss" means any loss or liability which has been or may be incurred by a relevant director in connection with that director's duties or powers in relation to the company, any associated company or any pension fund or employees' share scheme of the company or associated company, and
- (c) companies are associated if one is a subsidiary of the other or both are subsidiaries of the same body corporate