

## Rules and Regulations of the Foundation under the name Foundation Work Nations

### Chapter I. General Provisions

#### § 1

1. The Foundation Work Nations was established under a notarial deed drawn up in the office of Ewa Tyndzik, Notary Public, in Warsaw, on 23 June 2015, Repertory A No. 1053/2015.
2. The Foundation operates on the basis of and on the terms set out in:
  - Act of 6 April 1984 on Foundations (Journal of Laws of 1991 No. 46, item 203, as amended)
  - Act of 13 June 2003 on Social Employment (Journal of Laws 03.122.1143)
  - Article 4 of the Act of 24 April 2003 on Public Benefit and Volunteer Work (Journal of Laws of 2003 No. 96, item 873)
  - Act of 2 July 2004 on Freedom of Economic Activity (Journal of Laws 07.155.1095) and the present Rules and Regulations, which have all the characteristics of a social enterprise.

#### § 2

- 1) The Foundation is based in Płońsk.
- 2) The duration of the Foundation is indefinite.
- 3) The area of activity of the Foundation covers the entire territory of the Republic of Poland, but the Foundation may conduct activity also outside the borders of the Republic of Poland.
- 4) The Foundation may establish local offices, divisions, branches and representative offices at home and abroad, taking into account common rules for such newly created establishments:
  - a) Any local offices, divisions, branches and representative offices established at home and abroad are subject to and operate under one and the same Rules and Regulations of the Foundation.
  - b) The name of newly created establishments shall remain unchanged, with the possibility of adding content indicating the town or city (example: Foundation Work Nations – Joniec Local Office).
  - c) Such newly created establishments shall use the same logo, website, social media profiles and any other marketing materials approved by the main Board of the Foundation.
  - d) All the local offices of the Foundation have an account or a sub-account in one and the same bank selected by the main Board of the Foundation.

#### § 3

- 1) The Foundation has legal personality.
- 2) The Foundation is supervised by the Minister of Investment and Development.
- 3) The Foundation manages a social economy entity with the following characteristics:
  - a) The products and services manufactured involve economic and social risks.
  - b) Activity focused on social integration on a local community scale,
  - c) Management founded on partnership and participation,
  - d) Democratic control by stakeholders,
  - e) Any surplus generated and capital accumulated are not appropriated individually, but serve a specific social mission.

#### § 4

1. The Foundation uses stamps with the identification data of the Foundation.
2. The Foundation may use a graphic symbol (logotype).

#### § 5

The Foundation may establish certificates, badges and honorary medals, and award them together with other prizes and distinctions to natural and legal persons of merit for the Foundation who contribute to the achievement of its objectives.

### **Chapter II. Objectives and Rules of Operation of the Foundation**

#### § 6

The objectives of the Foundation, including the Social Enterprise include:

1. Creating conditions conducive to the establishment and development of small and medium-sized enterprises and innovative projects, including start-ups.
2. Supporting education at the stage of formal education and volunteer work.
3. Supporting the implementation of projects oriented on environmental protection, ecology and sustainable economic development.
4. Analysing the needs of the local community and satisfying them by creating social innovations.
5. Conducting activity supporting the development of local communities and societies.

#### § 7

The Foundation pursues its objectives through paid and unpaid public benefit activities in the scope of:

- a. Supporting start-up entrepreneurs and companies,
- b. Organising and participating in events promoting entrepreneurship,
- c. Promoting the development of education in state and non-state schools and employment agencies,
- d. Implementing research, information and publishing programmes for the acquisition and dissemination of knowledge about innovation, European funds and entrepreneurship,
- e. Organising workshops, training sessions and events focused on sporting competition.

### **Chapter III. Assets and Income of the Foundation**

#### § 8

The Foundation's assets consist of the Founding Capital in the amount of PLN 2,000.00 (in words: two thousand zlotys 00/100) and financial resources, immovables and movables acquired by the Foundation in the course of its activity. The amount of PLN 1,000 as part of the Founding Capital (in words: one thousand zlotys 00/100) is allocated to business activity.

#### § 9

The Foundation's income may come from donations, inheritances, bequests, subsidies, income from fundraising and public events, from movable and immovable property, and income from the social enterprise.

#### § 9

Business activities in the following fields:

- A. 5320Z OTHER POSTAL AND COURIER ACTIVITIES



- B. 8559B OTHER OUT-OF-SCHOOL FORMS OF EDUCATION, NOT ELSEWHERE CLASSIFIED
- C. 4719Z OTHER RETAIL SALE IN NON-SPECIALISED STORES
- D. 4765Z RETAIL SALE OF GAMES AND TOYS IN SPECIALISED STORES
- E. 4778Z RETAIL SALE OF OTHER NEW GOODS IN SPECIALISED STORES
- F. 4791Z RETAIL SALE VIA MAIL ORDER HOUSES OR VIA INTERNET
- G. 8560Z EDUCATIONAL SUPPORT ACTIVITIES
- H. 6832Z MANAGEMENT OF REAL ESTATE ON A FEE OR CONTRACT BASIS
- I. 5310Z POSTAL ACTIVITIES UNDER UNIVERSAL SERVICE OBLIGATION
- J. 8299Z OTHER BUSINESS SUPPORT SERVICE ACTIVITIES NOT ELSEWHERE CLASSIFIED

Apart from pursuing its own projects, the Foundation cooperates with other institutions, organisations and individuals to achieve common statutory objectives. Such cooperation may have the form of organisational support, partial or total financing of an enterprise or assistance in obtaining necessary funds from other sources.

#### § 10

Income from subsidies, donations, inheritances and bequests may be used for any purpose chosen by the Foundation, unless agreed otherwise by the donors.

#### § 11

If the Foundation is eligible for inheritance, the Board submits a declaration of acceptance of the inheritance with the benefit of inventory only if, at the time of submitting this declaration, it is obvious that the assets of succession significantly exceed the inherited debts.

### **Chapter IV. The Authorities of the Foundation**

#### § 12

The authorities of the Foundation include:

The Board of the Foundation, hereinafter referred to as the Board.

#### § 13

- 1) The Board of the Foundation consists of 1 to 3 persons appointed for an indefinite period.
- 2) The first Board consists of the President of the Foundation
- 3) Membership of the Board shall cease as a result of:
  - a) submission of a written resignation to the Board,
  - b) death of a Board Member,
  - c) dismissal by the President of the Board in a situation where a Board Member acts against the Foundation.
- 4) A Board Member may be employed by the Foundation on the basis of an employment contract or a civil law contract.
- 5) The Board of the Foundation appoints the President of the Board.
- 6) The function of the President of the Management Board shall cease as a result of:
  - a) submission of a written resignation to the Board,
  - b) death of the President of the Board,

#### § 14

- 1) The work of the Board of the Foundation is managed by the President of the Board. The Deputy President of the Board is the Vice-President of the Board representing the Foundation before third parties.
- 2) The competences of the Board include the following:
  - a) managing the current activities of the Foundation,
  - b) implementing statutory objectives,
  - c) preparing work plans and budgets,
  - d) managing the Foundation's assets,
  - e) representing the Foundation before third parties,
  - f) hiring employees and determining their remuneration,
  - g) adopting amendments to the Rules and Regulations,
  - h) appointing new members of the Board,
  - i) making decisions on the merger and liquidation of the Foundation,
  - j) approving financial statements,
  - k) establishing new local offices, branches and divisions at home and abroad,
  - l) determining the organisational structure of the Foundation

#### § 15

- 1) The Board shall meet as required, but not less frequently than once every six months.
- 2) Meetings of the Board shall be convened by at least one of the members of the Board by sending information about the date by e-mail or, if not possible, by registered mail at least 3 days before the planned meeting.
- 3) All members of the Board must be informed about the meeting.
- 4) Any decisions shall be made by the Board consisting of at least 2 Board Members or, if there is only one Board Member on the current Board of the Foundation, decisions shall be made by the President of the Board.
- 5) Decisions within the Foundation shall be consulted and made jointly with the employees of the social enterprise.

#### § 16

Any decisions shall be made by the Board consisting of at least 2 members of the Board or, if there is only one Board member on the current Board of the Foundation, any decisions shall be made solely by the President of the Board, acting individually as a representative until the other Board member is appointed.

### **Chapter V. Final Provisions**

#### § 17

After the Foundation has been registered, the Rules and Regulations may be amended at the request of the President of the Foundation.

#### § 18

1. The Foundation may merge with another foundation for the effective pursuit of its objectives.
2. Any decisions regarding a merger with another foundation shall be made by the President of the Foundation.

#### § 19

1. The Foundation shall be liquidated if its financial resources and assets have been exhausted.
2. The Board of the Foundation shall notify the Minister of Investment and Development about the liquidation of the Foundation.

3. The decision on liquidation shall be made by the President of the Foundation.
4. The financial resources and assets remaining after the liquidation of the Foundation may be allocated under a resolution of the Board for the benefit of organisations with similar objectives operating in Poland.

The Rules and Regulations shall come into force as of the date of registration of the document in the District Court for the Capital City of Warsaw, National Court Register.

Signatures:

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