



FEM Racking and Shelving Special Resolution 7

That the Articles of ERF Ltd. as the FEM R&S Product Group, be amended as follows, as agreed at the Annual General Meetings of both 2015 and 2018:

1. Board Membership

Full Members or 'Group of Full Members' paying the 'Large Country' membership fee, shall be able to nominate their elected representatives for the position of Executive Officer on the Management Board for a period of three years, and nominees will be appointed or re-endorsed, by vote, in rotation, at the appropriate Annual General Meeting. Representation will not normally exceed two terms, i.e. six years, unless requested by their National Association.

Executive Officers should attend all Management Board Meetings during their period of election, to define Racking and Shelving strategy and policies, for endorsement by the Annual General Meeting

Executive Officers with voting rights can vote at the Management Board Meetings. Executive Officers do not have any voting powers at the Annual General Meeting unless they are the nominated representative of their Member country.

The Company's Executive Officers and areas of responsibility are listed below:

Non-voting positions

President

The President's duties include acting as the Chair for the Annual General Meeting and Management Board Meeting, overseeing the work of the Secretariat and representing Racking and Shelving Product Group at FEM level.

Vice-President

The Vice-President shall deputise for the President as necessary and will be chosen from the 'seven senior company executives'.

Immediate Past President

The Immediate Past President shall provide information and advice from his experience as President.

Secretary General

The Secretary General/ Company Secretary's responsibilities shall be as defined by the Memorandum and Articles and as agreed by the Annual General Meeting.

Voting positions (one vote per person)

Up to seven Senior Company Executives

The seven Senior Company Executives shall be elected from Members or 'group of Members' represented on the Management Board who pay the 'Large Country' membership fee.

In addition, medium fee paying countries may nominate one additional representative, in rotation, for a seat on the Management Board, for a period of three years. This representative will also have a vote at the Management Board meetings.

Technical Chairman

The Technical Chairman shall advise Members, Working Groups and External Groups representing the FEM R&S position on all Technical issues. S/he will also have a three year term, with the possibility of re-election for a further three years.

Technical Expert

The Technical Expert shall advise on all Technical issues and assist the Technical Chairman. S/he will also have a three year term, with the possibility of re-election for a further three years.

2. Membership Fees

Special Resolution 5 is amended so that the separate level of fees for New Non-EU Members is removed.

3. Suspension of Members

Members who do not pay their Membership fees or are found to be in breach of FEM R&S rules, articles or resolutions may be suspended from FEM R&S Membership at the discretion of the Secretariat, in consultation with the President and the Management Board. All rights and benefits of FEM R&S Membership will be removed until the issues are resolved in a satisfactory manner.

There will be no reduction of the fees due for any period of suspension and financial penalties may be charged for re-instatement, including the possibility of a charge for a Joining fee being levied against the organisation concerned.