

Articles of Association of Djøf, as adopted by the Board of Representatives on 29 January 2018

As adopted at the meeting of the Board of Representatives of the Danish Association of Lawyers on 7 September 1971 and at the meeting of the Board of Representatives of the Danish Association of Economists on 31 August 1971, as amended by the Board of Representatives of the Danish Association of Lawyers and Economists on 21 May 1973, 13 December 1973, 29 May 1975, 31 May 1976, 17 January 1977, 28 November 1977, 27 November 1980, 24 November 1981, 30 November 1982, 30 November 1983, 30 November 1984, 28 November 1985, 28 November 1986, 27 November 1987, 28 November 1988, 29 November 1990, 28 November 1991, 26 November 1992, 11 November 1993, 16 November 1994, 17 November 1995, 15 November 1996, 14 November 1997, 25 November 2004, 27 April 2006, 21 November 2006, 28 November 2007, 20 November 2008, 19 October 2009, 18 November 2010, 14 March 2013, 12 March 2015 and as amended for consistency on 16 March 2017 and as amended on 27 April 2017, 29 January 2018

Article 1 Name and registered office

(1) The name of the association is Djøf. The secondary name of the association is the Danish Association of Lawyers and Economists (Djøf).

(2) The registered office of Djøf is situated in the City of Copenhagen.

Article 2 Objects

(1) Djøf is a professional association joining together all academics and students within the areas of social sciences and business economics for the purpose of:

- safeguarding members' professional, economic and social interests;
- promoting the importance to society of education and research within social sciences and business economics;
- promoting and supporting members' maintenance and development of professional training and knowledge;
- enhancing and supporting members' career opportunities;
- facilitating and supporting relationship building and networking among members; and
- negotiating and advising on salary and working conditions as well as copyright-related interests for members.

Article 3 Bodies

(1) Djøf's objects are pursued by:

- (a) the board of representatives;
- (b) the joint board of directors;
- (c) the board of directors;
- (d) the sub-associations existing at the adoption of these articles of association, see appendix, or established later by the board of directors;
- (e) member groups which have been approved by the board of directors; and

- (f) associations and organisations existing at the adoption of these articles of association, see appendix, or recognised later by the board of directors.

(2) The articles of association of the sub-associations and associations mentioned in paras (d) and (f) of sub-article (1) must be submitted to the board of directors for approval.

Article 4 Members

(1) Persons with a Danish academic bachelor degree, master degree, licentiate/PhD degree, doctoral degree or graduate diploma in business administration (HD) are eligible to become members. The board of directors will decide on any changes to the eligibility criteria within the framework of Djøf's objects, see Article 2.

(2) Any person enrolled at a Danish educational establishment on a study programme which may result in a degree that will make the holder eligible to become a member under sub-article (1) is eligible to become a student member. The board of directors may decide that students enrolled at a university college on a bachelor degree study programme which qualifies the holder for enrolment on an academic master degree programme are eligible to join Djøf. In addition, the board of directors may decide that students from educational establishments abroad are eligible to become student members of Djøf.

(3) If so decided by the board of directors, any person having passed an exam abroad which is comparable with a Danish academic degree which makes the holder eligible to become a member of Djøf is eligible to become a member under sub-article (1).

(4) The board of directors may decide to admit as members persons who do not hold an academic degree as mentioned in sub-article (1), if so warranted by their position in terms of job content and working conditions.

(5) Membership is obtained by individual registration. The board of directors may accept that an association or organisation which is recognised under Article 3(f) registers all of its members as members of Djøf.

(6) The members of Djøf who, according to a decision by the board of directors, are eligible to join one of the sub-associations recognised under Article 3(d) will – in addition to being subject to Djøf's articles of association – be subject to the articles of association of the relevant sub-association which have been approved by Djøf.

(7) The members of Djøf who are eligible to join one of the associations or organisations recognised under Article 3(f) will be members of such association concurrently with their membership of Djøf and will – in addition to being subject to Djøf's articles of association – be subject to the articles of association of such association or organisation which have been approved by Djøf.

(8) Members must inform Djøf of any changes to the assumptions underlying his or her allocation to a sub-association, association or organisation.

(9) Djøf may enter into cooperation agreements with other organisations to safeguard their common interests. Such cooperation agreements may require members of the one organisation to also be members of the other organisation.

(10) Assistance to members with regard to cases concerning salary and working conditions will only be available in cases arising after the member has joined Djøf. No assistance will be available to a member who is in arrears with the membership dues. An exemption may be granted in special cases at the board of directors' discretion.

Article 5

(1) Members must:

- respect and promote Djøf's objects and comply with Djøf's articles of association and the rules and regulations issued hereunder;
- respect work stoppages and other collective action taken or accepted by Djøf in accordance with applicable general agreements, and comply with any orders issued by Djøf concerning salary and working conditions;
- comply with the agreements concluded by Djøf concerning salary and working conditions; and
- uphold collegial loyalty.

(2) Collective copyright management

The members grant Djøf a non-exclusive right to leave collective rights management to Copydan and other collecting societies. Djøf may transfer the mandate to the relevant collecting societies, if relevant via the Danish Confederation of Professional Associations.

Article 6

(1) The employer/employee relationship between self-employed lawyers, on the one hand, and employed lawyers and trainee lawyers, on the other hand, falls outside the scope of the sixth limb of Article 2 and the second and third limbs of Article 5(1).

(2) In the absence of consent from the Association of Danish Law Firms, self-employed lawyers and employed lawyers and trainee lawyers cannot be required to contribute to the Djøf Foundation by reason of their profession as lawyers. This does not exclude that self-employed lawyers and employed lawyers and trainee lawyers may be required to contribute to the Djøf Foundation if holding positions which are remunerated according to an agreement negotiated through Djøf or the Danish Confederation of Professional Associations.

Article 7

(1) Members must pay annual membership dues to Djøf. The amount of such dues is determined by the board of representatives with final effect and may vary from one member group to the other.

(2) In special cases, the board of directors may decide to temporarily collect extraordinary membership dues from all members or some member groups, and decide on the amount of such dues and how to collect them.

(3) If a member has fallen into financial difficulties because of sickness, unemployment or the like, the board of directors may decide to waive membership dues or give the member more time to pay.

(4) In the pursuit of Djøf's objects and in accordance with the provisions on amendments to these articles of association, the board of representatives may set up foundations and decide on the amount payable in membership contributions. The provisions of sub-article (3) will apply correspondingly to such contributions.

Article 8

(1) A member who is in breach of Article 5(1) or otherwise acts in contravention of Djøf's objects may be excluded from Djøf. If the infraction is only minor, Djøf may decide to express disapproval with the member instead.

(2) Decisions under sub-article (1) are made by the board of directors. However, before making any such decision, the board of directors must consult the person concerned. The decision, which must be reasoned and issued in writing, may be brought before the board of representatives at its next meeting, and the decision of the board of representatives will then be final.

Article 9

(1) A member may also be excluded from Djøf if, despite having received a reminder, the member is more than three months in arrears with the membership dues or other contributions to Djøf or its recognised sub-associations.

(2) Decisions under sub-article (1) are made by the board of directors and are final.

Article 10

(1) Members may cancel their membership of Djøf by giving three months' notice in writing to expire on the last day of a calendar quarter. However, the board of directors may decide to reduce the notice period.

(2) During the course of an ongoing industrial dispute in which Djøf is involved, cancellation of membership is subject to consent from the board of directors.

(3) A member cannot, by cancelling his or her membership of Djøf, escape any obligations to which the member is subject due to circumstances or events having occurred before the cancellation of membership.

Article 11 Board of representatives, including boards of representatives of sub-associations

(1) The board of representatives is the supreme governing body of Djøf.

(2) The board of representatives is made up of the boards of representatives of Djøf's sub-associations, the representatives elected by Djøf's member groups as well as the chairman. The board of representatives is composed of 256 persons in total.

(3) The boards of representatives of the sub-associations have the following sizes:

- The board of representatives of Djøf Private Sector and the board of representatives of Djøf Public Sector are composed of 70 persons each.
- The board of representatives of Djøf Public-Sector Managers and the board of representatives of Djøf Students are composed of 30 persons each.
- The board of representatives of Djøf Lawyers and the board of representatives of the Djøf Pensioners' Association are composed of 20 persons each.

(4) The member groups Members Resident Abroad, Job-Seekers and Self-Employed Lawyers will each elect five representatives to the board of representatives.

(5) The board of representatives and thus the boards of representatives of the sub-associations, see sub-article (3), as well as the representatives elected by the member groups, see sub-article (4), are elected for terms of two years each with effect from 1 January of even years to the end of odd years, but see sub-article (9). However, Djøf Students may decide to hold annual elections.

(6) The boards of representatives of all sub-associations, see sub-article (3), and the representatives elected by the member groups, see sub-article (4), are elected in October - November of odd years, but see sub-article (9). The nominating body must inform the secretariat of the outcome of the election no later than on 1 December of the election year. Djøf Students may decide to hold annual elections to its board of representatives. In such case, the election will also be held in October - November of even years and take effect on 1 January of odd years.

(7) The sub-associations will determine their own procedure for election of members to the boards of representatives.

(8) The representatives elected by the member group Members Resident Abroad are elected according to rules laid down by the board of directors.

(9) The representatives elected by the member group Job-Seekers are elected for one meeting at a time according to rules laid down by the board of directors.

(10) The representatives elected by the member group Self-Employed Lawyers are elected by the Association of Danish Law Firms.

(11) The chairman is elected for a term of two years at the annual meeting of the board of representatives in March - April of even years.

(12) If a member of the board of representatives retires prematurely, a member will be elected for the rest of the term by the sub-association according to its own rules or by the member groups according to rules laid down by the board of directors, but see sub-article (9).

Article 12 Meetings of the board of representatives

(1) The board of representatives will meet once a year in March - April. In addition, the board of representatives will meet whenever requested by the board of directors, by 20 members of the board of representatives or by all representatives of a sub-association.

(2) Meetings must be convened by communication of a draft agenda at least five weeks before the meeting. In case of urgency, however, meetings may be convened at one day's notice in exceptional cases. If so requested by 20 representatives or by all representatives of a sub-association, an item will be included on the agenda if a reasoned proposal has been submitted in writing and received by the board of directors at least three weeks before the meeting. The final agenda will be communicated at least ten days before the meeting.

(3) The agenda for the annual meeting of the board of representatives in March - April must include the following items:

1. Election of chairman of the meeting
2. Report on Djøf's activities in the past year
3. Presentation of the annual report for the previous financial year, including any comments by the auditors
4. Approval of the annual report of the Djøf Foundation for the previous financial year, including any comments by the auditors
5. Approval of strategy
6. Approval of Djøf's budget for the next financial year, including the amount of membership dues
7. Election of chairman (even years)
8. Election of two vice chairmen (even years)
9. Election of an additional seven members of the board of directors (even years)
10. Supplementary election of new chairman, if applicable (odd years)
11. Supplementary election of new vice chairmen, if applicable (odd years)
12. Supplementary election of new members, if applicable (odd years)
13. Appointment of auditors
14. Any other business

Article 13

(1) The board of representatives will form a quorum when at least half its members are present or represented by proxy.

(2) All decisions of the board of representatives are passed by a simple majority of votes, unless otherwise specifically provided in these articles of association. Voting will be by oral procedure or a show of hands. The representatives may vote on behalf of a fellow representative from the same sub-association or member group if issued with a written proxy.

(3) The chairman or the chairman of a sub-association may demand that an issue be decided by weighted voting according to the sub-associations' membership as at 1 January of the relevant year, with each representative having at least one vote. If weighted voting is used, the vote will be conducted by ballot.

(4) In a weighted voting procedure, the membership of Djøf Students will carry a weight of 50%.

(5) The votes cast by the chairman and the representatives of the member groups will each count as one vote.

(6) All members are entitled to attend meetings of the board of representatives. In exceptional cases, however, the board of directors may decide to bar access to a meeting of the board of representatives, but this does not apply to members of the board of directors and members of the boards of directors of sub-associations who have not been elected to the board of representatives after 1 January of even years.

(7) The board of directors may invite others, including representatives from the media, to attend a meeting of the board of representatives.

(8) Members of the board of directors are not allowed to participate in the consideration of or decision on the matters mentioned in article 8(1).

(9) Representatives who are permanent judges and representatives of sub-associations or of member groups whose members do not contribute to the Djøf Foundation are not entitled to vote on decisions concerning measures of industrial action.

(10) Minutes must be taken of all decisions passed by the board of representatives.

Article 14 Joint board of directors, including boards of directors of sub-associations

(1) The joint board of directors is made up of the boards of directors of the sub-associations, the representatives elected by the member groups, the chairman as well as members of the board of directors who are not members of the board of directors of a sub-association.

(2) The joint board of directors will meet at least twice a year, such meetings to be convened by the board of directors. The joint board of directors will discuss issues of importance to Djøf in relation to strategy and policy development.

(3) The members of the joint board of directors are appointed at or in connection with the annual meetings of the boards of representatives of the sub-associations in March - April of even years where the sub-associations elect their boards of directors. However, Djøf Students may decide to hold annual elections to its board of directors in March - April.

(4) The maximum size of the boards of directors of the sub-associations is as follows (alternates included):

- The boards of directors of sub-associations with less than 5,000 members may have up to eight members each

- The boards of directors of sub-associations with 5,000 - 10,000 members may have up to ten members each
- The boards of directors of sub-associations with more than 10,000 members may have up to 12 members each

(5) The member groups Members Resident Abroad and Self-Employed Lawyers will each elect one member to the joint board of directors. The election of a member by the member group Members Resident Abroad is subject to rules laid down by the board of directors. The Association of Danish Law Firms will elect one member on behalf of Self-Employed Lawyers. The member group Job-Seekers will elect two members. The election rules will be laid down by the board of directors.

Article 15 Board of directors

(1) Djøf is managed by a board of directors.

(2) The board of directors is made up of ten members: one chairman, two vice chairmen and seven members.

(3) The chairman is an ex officio member of the board of representatives. The chairman does not represent a sub-association or member group.

(4) The vice chairmen as well as the other seven members of the board of directors represent their respective sub-association or member group on the board of representatives. The vice chairmen and the ordinary members of the board of directors may also be members of the board of directors of a sub-association.

(5) At the time of election, the chairman and the two vice chairmen must each belong to a different sub-association or member group.

(6) Of the other seven members of the board of directors, three or more may not belong to the same sub-association or member group, and the members must come from at least five different sub-associations or member groups.

(7) The chairman and the two vice chairmen make up the chairmanship.

(8) The chairman is in charge of the day-to-day political management on behalf of the board of directors.

(9) The board of directors will form a quorum when at least half its members are present. Decisions are passed by a simple majority of votes. In case of a tie, the chairman will have the deciding vote.

(10) Minutes must be taken of all decisions passed by the board of directors.

(11) Any sub-associations and member groups which are not represented on the board of directors are entitled to a meeting with the board of directors on request if a matter is of particular interest to the sub-association or member group concerned.

Article 16 Election of members to the board of directors

(1) The board of directors is elected by the board of representatives.

(2) Members of the board of directors are elected for terms of two years. The election takes place at the annual meeting of the board of representatives in March - April of even years.

(3) Any member is eligible to be chairman. Any representative is eligible to be a vice chairman or ordinary member of the Djøf board of directors. However, a majority of representatives from the sub-association or member group to which the relevant person belongs may decide that he or she is not eligible to be a vice chairman or member of the board of directors.

(4) The chairman is eligible for re-election for no more than two further terms. The other members of the board of directors are eligible for re-election for no more than three further terms. If a member of the board of directors is elected chairman, the term served as an ordinary member of the board of directors will not count towards the term served as chairman. The maximum number of terms is calculated from the first time the person in question is elected at an annual meeting of the board of representatives in March - April of even years.

(5) The retiring board of directors must propose a new board of directors. The list of candidates must meet the requirements set out in articles 15 - 16 concerning composition. The list of candidates must include at least four candidates of each gender.

(6) The list of candidates must be posted on Djøf's website at least five weeks before the meeting of the board of representatives.

(7) Candidates may be nominated either by being included on the list prepared by the retiring board of directors, see sub-article (5), or by the candidate announcing his or her own candidacy if he or she is endorsed by at least 20 other representatives.

(8) Members or representatives who wish to put themselves forward as candidates for the board of directors must inform the secretariat of their candidacy at least three weeks before the meeting of the board of representatives. In the event of subsequent changes to the list of candidates or in the event of a contested election, see sub-article (12), members in relation to the office of chairman or representatives may put themselves forward without observing the three-week time-limit.

(9) All ten seats on the board of directors will be elected by a simple majority of votes.

(10) A representative may run for the office of chairman, vice chairman and ordinary member of the board of directors.

(11) The votes will be cast in the following order:

- The chairman
- Two vice chairmen
- Seven ordinary members

(12) In the event of a contested election, during the election process the retiring board of directors must maintain a list of the remaining seats on the board of directors which meets the requirements to the composition of the board, except as regards gender.

(13) In case of a tie, the election will be decided by a drawing of lots by the Djøf CEO.

(14) Additional rules on election procedure may be laid down by the board of representatives in a set of election regulations.

Article 17 Supplementing the board of directors

(1) If necessary, new members to replace any members retiring from the board of directors prematurely may be elected at the annual meeting of the board of representatives in odd years. In between meetings, the board of directors will co-opt members, if necessary.

(2) In the following situations the board of directors must elect/co-opt members to supplement itself, see sub-article (1), with regard to the offices of vice chairman and ordinary member:

- (a) When a vice chairman or an ordinary member retires from the board prematurely;
- (b) When a vice chairman or an ordinary member is to change member group due to a job change which requires the person in question to leave the board; or
- (c) When a vice chairman or an ordinary member is no longer backed by a majority of the representatives of his or her own sub-association/member group.

The member of the board of representatives thus joining the board of directors part way into a term must belong to the same sub-association or member group as the retiring vice chairman/ordinary member.

(3) If the chairman retires from the board of directors prematurely, the board of directors must elect a new chairman from among its members to serve until the next meeting of the board of representatives. The board of directors and the board of representatives are not required to elect or co-opt a chairman from the same sub-association or member group as the retiring chairman.

(4) Unlike the vice chairmen and the ordinary members, the chairman is not required to retire as chairman in case of a job change which would otherwise require him or her to join another sub-association or member group.

Article 18 Committees under the board of directors – The public-sector coordination committee

(1) A committee is set up under the board of directors to be responsible for coordination of collective bargaining in relation to the public sector. The committee will decide on proposed bargaining positions and results and generally handle all matters regarding collective bargaining and agreements concerning the public sector. Any requests to draw on the funds of the Djøf Foundation must be submitted to the board of directors for approval.

(2) The committee mentioned in sub-article (1) is composed of the chairman and representatives of Djøf Public Sector and Djøf Public-Sector Managers.

Article 19 Committees under the board of directors – the Djøf labour market and employment committee

(1) A labour market and employment committee is set up under the board of directors, headed by a member of the Djøf board of directors. The committee is an open forum for all of Djøf's job-seeking members. The committee is tasked with advising the board of directors on Djøf's employment strategy as well as anchoring and evaluating employment promotion projects etc.

(2) The committee also elects representatives to the board of representatives as well as members to the joint board of directors, see article 11(9) and article 14(5).

Article 20 Setting up and closing a sub-association

(1) The board of directors may decide to set up a sub-association or close a sub-association existing pursuant to article 3(d).

(2) The decision of the board of directors under sub-article (1) must be submitted to the board of representatives for approval within eight weeks. The approval by the board of representatives of the board of directors' decision must observe the procedure governing amendments to these articles of association, see article 25.

Article 21 Generally on allocation of members in Djøf

(1) The board of directors may re-allocate members of Djøf between the individual sub-associations.

(2) The relevant sub-associations are entitled to demand within four weeks (July excluded) that a decision under sub-article (1) be brought before the board of representatives. The decision of the board of directors to re-allocate members must then be approved by the board of representatives by a two-thirds majority. The decision of the board of representatives is final.

(3) Members who do not belong to one of the sub-associations will be organised according to the decision of the board of directors.

Article 22 Membership ballot

(1) Any matter of relevance to Djøf may, after prior consideration at a meeting of the board of representatives, be submitted to a ballot among Djøf's members, if so requested by the board of representatives or if so required by the board of directors.

(2) At least 200 members may require in writing that a matter be submitted to the membership for a ballot, unless the matter concerns issues which, according to these articles of association, are to be finally decided by the board of representatives or the board of directors. If the request concerns a decision passed by the board of directors or the board of representatives, the request for a membership ballot must be received by the board of directors no later than eight weeks after the announcement of the decision.

(3) The membership ballot must be held no later than one month after the decision to this effect was made or after a request to this effect under sub-article (2). The result of the ballot is advisory to the board of representatives and the board of directors, but see articles 25 - 26.

(4) The ballot procedure must be electronic, unless otherwise decided by the board of directors.

(5) Guidelines for determining the result of the electronic ballot must be submitted to Djøf's auditors for approval.

(6) The result of the membership ballot will be announced to the members as soon as possible on Djøf's website and, where relevant, in any other manner decided by the board of directors.

Article 23 Secretariat

(1) Djøf conducts its activities through the secretariat, which is managed by a CEO employed by the board of directors.

(2) The CEO participates in the meetings of the board of directors, the board of representatives and the joint board of directors, but has no right to vote. Neither the CEO nor any secretariat employees may be a member of the board of directors, the joint board of directors or the board of representatives.

Article 24 Power to bind Djøf, financial statements and auditors

(1) Djøf is bound by the joint signatures of the chairman and the Djøf CEO. Djøf is also bound by the joint signatures of the chairmanship, see article 15(7), and by the joint signatures of the entire board of directors.

(2) Djøf's financial year runs from 1 July - 30 June.

(3) The financial statements must be audited by an auditor, who is a state-authorized public accountant and appointed by the board of representatives for terms of one year.

(4) In addition to the financial statements auditor, the board of representatives will each year appoint for a term of one year a propriety auditor whose task it is to assess the propriety of the political and administrative management's dealings and consider the financial statements auditor's opinion on business processes and controls. The propriety auditor may, if discussed in advance with the Djøf CEO, ask the financial statements auditor to initiate special investigations and may, of its own motion, ask the financial statements auditor to procure any information in or about Djøf which is necessary for his or her work.

(5) The propriety auditor appointed pursuant to sub-article (4) must not be dependent on or related to Djøf or the administrative management to such an extent as to prevent a state-authorized public accountant from issuing an assurance report.

(6) The audit must be completed and the auditors' report on the financial statements must be submitted to the chairman on or before 1 November.

(7) The financial statements must be submitted to the board of directors for approval before the end of December. The financial statements will then be posted on Djøf's website.

Article 25 Amendments to the articles of association

(1) A resolution to amend these articles of association will be valid only if passed by a majority of two-thirds of the board of representatives and by at least half of the votes present and voting. If this number of votes has not been cast, but two-thirds of the votes cast are in favour of the amendment, the resolution to amend these articles of association will be duly passed by a two-thirds majority at a new meeting of the board of representatives to be held within one month.

(2) If the proposal is submitted to the membership under article 22, it will be duly passed by a majority of two-thirds of the votes cast.

Article 26 Dissolution

(1) A resolution to dissolve Djøf will be valid only if passed by two-thirds of the votes cast, initially at a meeting of the board of representatives and then by a membership ballot. Notwithstanding the resolution to dissolve Djøf, however, the members must pay their dues for as long as necessary to enable Djøf to pay its debts as and when they fall due.

(2) If a resolution to dissolve Djøf has been passed by a membership ballot, the board of directors must convene a meeting of the board of representatives within two weeks after the votes have been counted, and the board of representatives will decide with final effect at that meeting how to deal with Djøf's funds.

Provision on effective date

The amendments to these articles of association will be effective immediately.

Appendix 1

List of recognised sub-associations, member groups and associations

Sub-associations:

Djøf Public Sector (*Djøf Offentlig*)

Djøf Public-Sector Managers (*Offentlige chefer i Djøf*)

Djøf Lawyers (*Djøf Advokat*)

Djøf Private Sector (*Djøf Privat*)

Djøf Students (*Djøf Studerende*)

Djøf Pensioners' Association (*Pensionistforeningen i Djøf*)

Member groups:

Job-Seekers (*Arbejdssøgende medlemmer i Djøf*)

Self-Employed Lawyers (*Selvstændige Advokater*)

Members Resident Abroad (*Medlemmer med bopæl i udlandet*)

Associations:

The Danish Association of Judges (*Den Danske Dommerforening*)

The Danish Association of Assistant Judges (*Dommerfuldmægtigforeningen*)

The Danish Association of Military Prosecutors (*Foreningen af Forsvarets Auditører*)

The Danish Association of Prison Governors and Vice Governors (*Foreningen af Fængselsinspektører og Vicefængselsinspektører*)

The Danish Association of Prosecuting Police Attorneys (*Foreningen af Politadvokater*)

The Danish Association of Police Commissioners (*Foreningen af Politidirektører i Danmark*)

The Danish Association of State Prosecutors (*Foreningen af Statsadvokater*)

The Danish Association of County Authority Lawyers (*Foreningen af Statsamtsjurister*)

The Danish Association of Assistant State Prosecutors (*Foreningen af Vicesstatsadvokater*)

The Danish Association of Public Prosecutors (*Foreningen af Offentlige Anklagere – FOAN*)

Appendix 2

Articles of Association of the Danish Association of Lawyers and Economists' Foundation

As adopted on 28 November 2007, 18 November 2010, 12 March 2015 and as amended for consistency on 16 March 2017.

Objects and registered office

Article 1

(1) The Danish Association of Lawyers and Economists' Foundation is established to enhance Djøf's ability in accordance with article 1 of Djøf's articles of association to safeguard the professional, economic and social interests of everyone having an education within social sciences or working on a social sciences basis.

(2) Another object of the Foundation is to provide financial support to Djøf members in need of such support and to surviving spouses of such members.

Article 2

(1) The registered office of the Foundation is situated in the City of Copenhagen.

Raising the Foundation's funds

Article 3

(1) The Foundation's funds are raised by a separate contribution collected together with the ordinary Djøf membership dues, see article 7(4) of Djøf's articles of association. The board of directors is entitled at any time to change the amount of the contribution with immediate effect.

(2) As a general rule, contributions to the Foundation are not collected from the following member groups, but see sub-article (3):

- (1) Permanent judges;
- (2) Self-employed lawyers;
- (3) Members allocated to Djøf Lawyers;
- (4) Members who are in national military service or have given up their profession due to age, sickness or other circumstances; and

(5) Student members.

(3) The Djøf board of representatives may decide to collect contributions to the Foundation from other Djøf members than the member categories mentioned in sub-article (1), see sub-article (2).

(4) The Foundation's funds include any financial contributions provided by other organisations of academics to Djøf in a situation of industrial dispute.

(5) The Foundation's funds further include any amounts received by the Foundation by way of inheritance or gift.

(6) Any proceeds from the Foundation's funds which do not go towards covering the Foundation's administrative costs will be included in the Foundation's funds.

Application of the Foundation's funds

Financial support in the event of industrial dispute

Article 4

(1) Djøf members who, in the course of an industrial dispute in which Djøf is involved, have resigned from their jobs, participate in work stoppages or are otherwise involved in such dispute or who, by the other party to the dispute, are given notice of termination of employment, locked out or the like are entitled, subject to the board of directors' discretion in each case, see article 13, to financial support and/or loan(s) if they have been members of Djøf for at least one year and are not in arrears with their membership dues and contributions before the initiation of the dispute.

(2) At the board of directors' sole discretion in each case, other Djøf members may be granted financial support and/or loan(s), such support and/or loan(s) not to exceed in the aggregate the financial support provided for under sub-article (1).

(3) The financial support will be calculated according to principles laid down for each industrial dispute based on the reduction in earned income caused by the dispute, and cannot exceed such reduction in earned income.

(4) In extraordinary cases, Djøf members who receive financial support during an industrial dispute as a result of a reduction in earned income may be compensated for the income reduction other than in accordance with sub-article (3), and they may also be compensated for any expenses caused by the industrial dispute.

(5) The board of directors will lay down all terms and conditions for any loans granted to members under sub-article (1) or (2).

Article 5

(1) Djøf members receiving financial support during an industrial dispute with no obligation to repay must make their time and skills available to Djøf free of charge to carry out the measures initiated by Djøf as a result of the industrial dispute; otherwise, they may lose the right to receive such support.

Article 6

(1) The amount of financial support will be reduced by any income received by the member from work which, in whole or in part, replaces the work affected by the industrial dispute.

(2) If, at the end of an industrial dispute, a member receives pay for the period of the dispute in whole or in part, any overpaid financial support must be repaid to the Foundation.

(3) The obligations of Djøf members under the provisions of these articles of association who receive financial support and/or loan(s) will also apply in cases where, instead of receiving financial support and/or loan(s) directly from the Foundation, the member receives financial support and/or loan(s) from a joint foundation or from a third party where the Foundation's funds serve as security.

Article 7

(1) Financial support or compensation under article 4 will be available on application. The application must provide details on how the income reduction or the expenses caused by the industrial dispute have been calculated.

(2) Any person who receives payments from the Foundation under article 4 must notify Djøf of his or her own motion about any changes which may cause the payments to be reduced.

(3) Any financial support granted will be paid in arrears for every salary period. However, for Djøf members whose salary is usually paid in advance, the financial support may also be paid in advance.

Payment of Djøf's expenses for cases about salary and working conditions

Article 8

(1) Where the determination of individual members' cases about dismissal or other employment-related aspects is deemed to be of fundamental legal importance to a large group of members or to the profession as a whole, a decision may be made to use the Foundation's funds to provide financial support to the member in question during legal proceedings before a court of law or a tribunal, disciplinary proceedings under the Danish Public Servants Act (*tjenestemandsløven*) or any other administrative proceedings, and to bear the expenses incurred in that regard.

Article 9

(1) The Foundation's funds may also be used to pay the expenses incurred by Djøf for imminent or pending collective bargaining processes concerning salary or working conditions for groups of Djøf members or by reason of a threatened or actual industrial dispute if such expenses cannot be paid out of Djøf's ordinary income. In addition, the funds may be used to support other organisations of academics in similar circumstances.

Promotion of members' occupational opportunities

Article 10

(1) Part of the funds must be used to pay for extraordinary activities intended to promote members' occupational opportunities.

Members in need

Article 11

(1) The Foundation may provide financial support to members in need of such support and to surviving spouses of such members.

Guarantee commitments

Article 12

(1) Moreover, the Foundation must use its funds to ensure performance of any guarantee commitments assumed by Djøf in favour of other organisations of academics or the Danish Confederation of Professional Associations.

Authority

Article 13

(1) The Djøf board of directors will decide on the application of the Foundation's funds.

(2) The board of directors is free to decide the form and amount of any financial support granted under articles 4 and 11.

Administrative management, power to bind, etc.

Article 14

(1) The Djøf secretariat is responsible for the day-to-day management of the Foundation, see article 23(1) of Djøf's articles of association.

(2) The Foundation is bound by the joint signatures of the chairman and the Djøf CEO. The Foundation is also bound by the joint signatures of the chairmanship and by the joint signatures of the entire board of directors.

(3) The Foundation's funds will be invested by the Djøf secretariat according to guidelines issued by the board of directors.

Financial statements and administrative management

Article 15

(1) The Foundation's financial year runs from 1 July - 30 June. The financial statements must be prepared in the same way as Djøf's ordinary financial statements and must be audited by Djøf's auditors, see article 24 of Djøf's articles of association. The financial statements must be submitted to the board of representatives for approval.

(2) A report on the Foundation's activities in the past year must be presented as a separate item on the agenda at the annual meeting of the Djøf board of representatives.

Amendments to the articles of association; dissolution

Article 16

(1) Any resolutions to amend the Foundation's articles of association, to dissolve the Foundation and to spend the Foundation's funds after dissolution will be subject to the provisions of Djøf's articles of association concerning amendments to articles of association and dissolution.

Effective date

The amendments to these articles of association will be effective on adoption at the meeting of the Djøf board of representatives on 12 March 2015 / have been amended for consistency (with regard to names) on 16 March 2017.