

## STATUTE

The Association under the name

"HELLENIC ASSOCIATION OF MOUNTAIN LEADERS"

### ARTICLE 1

#### ESTABLISHMENT - NAME - HEADQUARTERS - PURPOSE:

It is founded with a professional organization of persons of pan-Hellenic scope who exercise professional activity of Mountain Leaders under the name "HELLENIC ASSOCIATION OF MOUNTAIN LEADERS " which is based in Kalampaka of the Prefecture of Trikala and operates under the present.

The purpose of the Association is:

- A) the association of all those involved in the activities of alternative tourism such as ecotourism, mountain tourism, winter tourism, adventure tourism, mountaineering tourism and in particular with the activities arising from the profession of Mountain Leader (former Mountain Companion) , regardless of religion and gender, in a united organization for joint action for the study, protection and promotion of their financial and professional interests and the development of the spirit of cooperation and solidarity between them.
- B) the safety of the participants in all the mountain activities, which the members carry out.
- C) the preservation and care of the plant and animal wealth of our place.
- D) the spread and spread of mountain tourism in Greece.
- E) the harmonization of the exercise of the professional activities of the members with the national and respectively international and European standards, defending the safety of the client public.

Without amending the Articles of Association, any derogation from it is prohibited.

The fulfillment of the purpose of the Association is achieved through:

- a. The development in the members of professional consciousness and demonstration to them of the advantages of the professional organization of their branch.
- b. The organization of meetings, celebrations, excursions, speeches, events, with moral, social, cultural and sports content.

- c. The development of cooperative relations with associations, federations and sports and cultural authorities at the national and pan-European or world level.
- d. The development of cooperation relations with environmental and other organizations both nationwide and at pan-European or global level.
- e. The development of close bonds of solidarity and cooperation between its members.
- f. The preparation and signing of collective labor agreements.
- g. The faithful application of labor law by any legal means.
- h. The continuous training and professional training and raising the intellectual and social level of the members with lectures, speeches, trainings and seminars as well as any other suitable means.
- i. The cooperation with international organizations related to the profession, in order to upgrade the knowledge and obtain international certification in the members of the association.

The association has administrative and financial autonomy and its operation is governed only by the provisions of these statutes and the current legislation on professional associations. It is provided that the intervention of another union, regardless of its degree, in its autonomy, without a provision of law that provides such a right, is not accepted; it is obligatorily rejected every time by its administration.

The union abstains from any activity of political parties and can not be dependent on any form of political party, as well as propagandize for or against a political party.

The Association exists, as long as the regular members are not less than twenty (20).

7. The Association has a stamp which is circular and in the center a climber is depicted in a mountainous environment. In the periphery of the circle surrounding the mark, the name of the Association is written, ie "ELLINIKO SOMATEIO ARXIGON VOUNOU " and in English "HELLENIC MOUNTAIN LEADERS ASSOCIATION" and in abbreviated form "ESAV" and "HMLA".

## ARTICLE 2

### MEMBERS - REGISTRATION - RIGHTS - OBLIGATIONS - DISCIPLINARY PENALTIES - DELETION - SUBSCRIPTIONS:

**MEMBERS - REGISTRATION:** Members of the association are all those who are mountain escorts certified by the respective competent state BODY IEK, persons who have completed their studies in the said or corresponding specialty in a recognized body by submitting the B.E.K. (Certificate of Vocational Training), regardless of gender or religion, having legal residence for work in Greece and provided they accept the provisions of these statutes, the principles of the Association and meet the conditions provided by law and the statute. In addition, the following may be registered as members: a) persons holding a corresponding foreign title recognized by the legally prescribed procedures; enrollment have the status of student in the said or corresponding specialty, with the obligation to complete their studies within three years of enrollment and submit a certificate of attendance at enrollment. The power of the Board of Directors of the Association is foreseen to judge and approve or reject a request for registration of a person who does not meet the above conditions and who enjoys international recognition. If the application is rejected or thirty days elapse without the decision of the Board of Directors, the interested party is entitled to appeal to the competent single-member Court of First Instance within one month from the notification of the rejection decision or the inactive expiration of thirty days.

- RIGHTS:** The members of the Association, if they are financially sound, are entitled to:
- a) To participate in the General Assemblies and to freely express their opinions, to elect the Administration and the other bodies of the Association, the representatives for the associations and to be elected in them.
  - b) To be elected through the competent bodies of the Association in the Administration and to request information, after submitting a written request as well as to submit relevant proposals.
  - c) To leave the Association with a written statement addressed to the Management. The resignation statement is mandatory for the Management, if all the subscriptions of the year for which it is submitted are paid, and any due subscriptions.
  - d) to exercise their duties in mountain environment activities, freely, with the exclusive restriction of the prohibitions of the law. In the absence of a prohibition, the activities as described in international regulations and practices are automatically carried out.

**OBLIGATIONS:** All members of the Association are obliged to:

- a) To fulfill their financial obligations
- b) To be disciplined in the provisions of the articles of association, the decisions of the General Assemblies and the Management.
- c) To participate in the general assemblies and to freely express their opinions.
- d) To act in a general way that helps the fulfillment of the purpose of existence and operation of the Association.
- (e) to carry out their duties in a dignified manner and in accordance with international practice.

DISCIPLINARY PENALTIES: The Board of Directors may impose may impose on the members of the Association the disciplinary penalty of verbal or written reprimand and the fine, the amount of which will be determined by it when:

1. the member shows inappropriate behavior in the Offices of the Association and the Assemblies.
2. violates the obligations under the employment contract undertaken by the Association.
3. acts in a way that offends his dignity as a member of the Association.

The punished part may appeal against this decision of the Board of Directors within 15 days from this notification, before the General Meeting that decides irrevocably.

DELETION: Each member of the Association is deleted by a reasoned decision of the Board of Directors, after its approval by the General Assembly and after his summons to a hearing and apology, if:

He delays his subscriptions to the Association for more than six months and unjustifiably refuses to settle them within the deadline set by the Management.

It violates the statutes, disobeys the decisions of the General Assemblies and the Administration, acts in actions that contradict the purpose and interests of the Association and through its general conduct and action harms the interests of the organization.

He resigned from the position of Mountain Leader by virtue of which he became a member of the Association.

He was repeatedly punished with disciplinary penalties.

It is unjustifiably absent from two consecutive regular general meetings.

The deleted member may appeal against the decision of the Board of Directors within thirty days to the competent single-member Court of First Instance. For the person who subscribes for late subscriptions, the membership status is immediately activated with the payment of the dues.

A member of the Association who leaves or is deleted from the register does not have or does not retain any right over the property of the Association nor can he request the return of his subscriptions.

#### SUBSCRIPTIONS:

The annual subscription of all members to the union after a decision of the General Assembly is set at the amount of 20 euros.

The amount of the subscription fee is determined and adjusted by a decision of the Board of Directors.

Members are required to:

- To pay their regular memberships to the union.
- Participate in general meetings and
- To comply with the statutes and regulations of the association

#### ARTICLE 3

#### RESOURCES

Resources of the Association are:

- The amounts resulting from registrations, subscriptions or extraordinary contributions of members
- State, municipal or community grants and
- Donations or bequests, as well as any other collection that comes from a legitimate cause.
- Donations or wills that oblige the association to actions that contradict its purposes are not accepted.

The real estate of the association is acquired, transferred or sold only for its own account and following a decision of the general meeting.

The funds of the association are available only after a justified decision of the Board. recorded in his minutes.

#### ARTICLE 4

##### ASSOCIATION BOOKS

The association keeps the following books:

- A. Member register book,
- B. Book of minutes of general meetings,
- C. Book of practical meetings of the Board of Directors,
- D. Book of minutes of audits of the Audit Committee,
- E. Cash book,
- F. Property book.

#### ARTICLE 5

##### BOARD OF DIRECTORS, 2 CONVOCATION - ADMINISTRATIVE DECISIONS, 3. APPOINTMENTS, 4. REPRESENTATION OF ASSOCIATIONS

**BOARD OF DIRECTORS:** The Association is governed by a seven-member Board of Directors, which is elected by the Assembly of the members of the Association every three years, by secret ballot and by ballot. Those who have the capacity for legal action and meet the requirements of the law take part in the voting.

After the regular members of the Management, two (2) alternates are elected from the successful candidates of the Management.

By decision of the General Assembly, 2 excellent members, of recognized prestige, may be appointed to the power of the elected Board of Directors, in order to assist it without the right to vote.

The Management within ten days from its election and during its first meeting is formed in a House, electing from among its members the President, Vice President, General Secretary and the Treasurer.

The members of the Board are jointly and severally responsible for the fulfillment of the obligations of the Association, which derive from the statute, the decisions of the Assemblies and the Law.

The members must not be related to each other up to the second degree and are not responsible for decisions taken in meetings in which they did not attend or disagreed, and their disagreement is confirmed by the minutes kept.

**MEETING - ADMINISTRATIVE DECISIONS:** The Management meets every 6 months at the invitation of the Chairman and the Secretary General on a regular basis, and as many times as necessary, convened by the Chairman or if requested in writing by three of its advisers and advisors. device. The general assemblies and the boards of directors can meet both outside the headquarters and in the whole Greek territory. After prior information and ensuring the technical possibility for all their members, the collective bodies may also meet by video conference.

The Management is in quorum when at least four of its members are present, necessarily present of the President or the Vice President, decides and acts on all issues concerning the Association, implements the statutes, manages the property of the Association, approves all kinds of expenses approves and dismisses staff and determines their remuneration, implements the decisions of the General Meetings, convenes by its decision and prepares the agenda, signs the minutes of the Meetings, prepares the administrative accountability through the Chairman and the Secretary General; cash accountability through the Treasurer and submits them to the General Assembly for approval.

The decisions of the Management are taken by an absolute majority of the members present.

**APPOINTMENTS:** The Management determines with its announcement the date, the place and the duration of the recruitments and the day until which the desired candidates are obliged to submit for any position to the Board of Directors, the Audit Committee, the representation for the associations etc. λ.π.

Each candidate after his application is obliged to submit a responsible statement according to the provisions of Law 1599/1986 on individual responsibility of the applicant and which includes:

- a. What is provided by article 2 paragraph 1 and 2 on registration of members.

b. that he does not automatically or by a court decision deprive him of his political rights, nor has he been irrevocably convicted of an offense which deprives him of the right to be elected to the Association.

The Administration, after checking the submitted applications and ascertaining the existence of the eligibility qualifications in the persons of the applicants, announces the candidates 5 days before the appointed day for conducting the appointments, for the positions stated in the applications and then prints the ballot paper. , uniform for all, listing the candidates for each position separately.

Nominations are made before a three-member Electoral Commission, elected by the Assembly by show of hands, which assumes its duties immediately after its election.

No candidate can participate in the bodies of the Election Commission.

The Supervisory Committee carries out the nominations for the Board of Directors and all the organs of the Association. To this end, it checks all the applications submitted and is competent to decide on any relevant objection and itself on the exclusion of any of the candidacies, which after accepting the objection, to declare the excluded as a candidate, indicating him on the ballot for the applicant. .

After the end of the voting, the Referendum Committee is obliged to prepare a report, which shows the number of members who voted and the votes received by each candidate.

Announces the first 7 in a row of success as members of the Management and the next two as alternate members, called to replace a vacant position of full member.

It also announces the first three consecutive successful members of the Audit Committee and the next two as alternates.

REPRESENTATION OF ASSOCIATIONS: The Assembly also elects by secret ballot and by ballot the representatives for the Congresses of the Federation to which it may belong. The election of the representatives is done according to the provisions of the statutes of the associations, which are valid in addition and in parallel to the present statute.



## ARTICLE 6

discount

A member of the Board who has been convicted by an irrevocable court decision for an offense that deprives him of the ability of a member of the Association such as the present or who has resigned or who is unjustifiably absent from two consecutive meetings, resigns, is replaced by the alternate advisor. by decision of the Management recorded in the minutes.

## ARTICLE 7

### DUTIES OF THE BOARD OF DIRECTORS

The President represents the Association before any judicial or administrative authority, of any degree and jurisdiction as well as against third parties.

Chairs the meetings of the Council and the Assemblies of the members, convenes the Management in Meetings, directs the discussions, prepares the agenda, signs after the General Secretary the documents, the minutes of the meetings, and any other document related to the Management, signs with the Treasurer the receipts of receipts and payments and oversees the faithful implementation of the decisions of the General Meetings, the Management and the Articles of Association.

The Vice President replaces the President when he is absent or disabled in all his duties and rights.

The General Secretary directs the office of the Association, prepares after the President the agenda of the Meetings of the Board of Directors, proposing the relevant issues and supervises the drafting of his minutes, as well as those of the General Assemblies, conducts the correspondence, keeps the seal, file, the protocol, the Register and co-signs with the President all the documents, the payment and collection orders and the minutes of the General Meetings and the Administration.

When the General Secretary is absent or incapacitated, he is replaced by one of the advisors, appointed by the Management.

By decision of the Management, a special secretary can be hired.

The Treasurer makes every collection and payment, issues the relevant duplicates, or triplicate receipts, based on warrants signed by the President and the Secretary General.

No payment can be validly made without a decision of the Management.

The Treasurer keeps the property of the Association and cannot hold in his hands more than 500 euros without a relevant decision of the Management.

Any amount more than five hundred (500) euros is required to deposit it in a recognized Bank or Savings Bank in an account held in the name of the association. It may withdraw part or all of the amount with a document signed by it and with a relevant excerpt of a decision of the Management.

The Treasurer prepares and submits a report of his management every quarter or as many times as he is called by the Management. He is personally responsible for any loss of money, as well as for any anomaly in its management.

The Treasurer must submit annually through the Management within three months from the end of the financial year to the Assembly of Members, the balance sheet of the year ended and the budget of the following year together with the report of the Audit Committee for approval.

When the Treasurer is hindered, he is replaced by one of the members of the Management, who is nominated by him and under his responsibility.

## ARTICLE 8

### COMPENSATIONS

The President, the General Secretary and the members of the Board of Directors may be granted compensation or daily allowances, if they have dealt with the affairs of the Association, following a decision of the Board of Directors.

The amount of compensation or daily allowances is determined through the budget which is approved by a decision of the General Assembly.

## ARTICLE 9

### AUDIT COMMITTEE

The control and supervision of the Board of Directors is exercised by the Three-Member Audit Committee, which is elected by the General Assembly together with the Management.

The Audit Committee supervises and audits annually the financial management of the Association, the revenues incurred, their origin, as well as the expenses incurred and submits its reports to the Assembly of Members. The management books and all the supporting documents in general are made available to it by the Management, whenever it was requested.

After the regular auditors, two alternate members are elected from the runners-up in order of their success, called to be replaced in case of vacancy of the regular member position.

## ARTICLE 10

### GENERAL ASSEMBLY OF MEMBERS

The Assembly of members is the supreme and sovereign body of the Association and is composed of its regular cash members. It is distinguished into regular and extraordinary.

The Ordinary General Meeting is convened once a year and within three months from the end of the financial year, and are placed under its control and approval by the members:

- A. The Administrative Report of the Board of Directors
- B. The financial report for the year ended and the budget for the following year
- C. The report of the Audit Committee on financial management and
- D. Any other issue to be submitted by the Management.

The Extraordinary General Meeting is convened as many times as the Management deems necessary its convening or requested by 1/5 of the cash members with a written application, which is submitted to the Board of Directors and determines the issues to be discussed. In this case, the Management is obliged to convene the General Meeting within one month from the submission of the application.

The General Assembly is chaired by its presidency, which consists of the President, the Secretary and one of its members, who are elected by the present members after the quorum is determined.

## ARTICLE 11

### GENERAL ASSEMBLY QUOTE - CONVERGENCE - METHOD OF DECISION MAKING

The Assembly of Members is in quorum, if the required number of members who have the right to vote is present at it by Law, and which is determined as follows:

- a. At the first Assembly, the presence of at least 1/3 of the total number of voting members is required.
- b. A quorum not formed during the first Assembly is called new, with the same issues, the next day, with a presumed quorum regardless of the number of members present, but in any case can not be less than 10.

The Assembly is convened by invitation of the members or by an announcement posted on the Wall of the Association or published in a local newspaper ten days ago for a regular Assembly and five days for an extraordinary one, from the specified day of the meeting. The relevant announcement must also inform about the time and place of convening the recurrent assembly in case it is required in the absence of a quorum of the first one.

The Management may allocate from the fund of the Association the necessary expenses for the transfer of the members who live outside the city, in order to facilitate their participation in the Assembly.

The decisions of the General Assembly are taken by an absolute majority of the members present, except for the nominations, for which they are taken by a relative majority. Any amendment to the Articles of Association requires a quorum of at least one-half of the cash-settled members and a majority of three-quarters of that quorum.

Any vote in the Assembly concerning the nomination or election of all kinds of collegial bodies and matters of confidence shall be valid if it is taken by secret ballot.

In order to make it clear that the original purpose of dissolving the Association or amending the articles of association will not change, an Assembly is convened for this purpose, which is quorum when at least  $\frac{1}{2}$  the total number of members who have the right to vote is present and a decision is taken by majority of  $\frac{3}{5}$  of the members present.

The member who delays his subscriptions and the unsettled cashier until the beginning of the work of the Assembly are excluded from the meetings.

## ARTICLE 12

### DISSOLUTION OF A BODY

In case of dissolution of the Association, its property is contained in the regular cash members.

The General Assembly on the dissolution of the Association may decide on a different way of disposing of the property of the Association within the framework of the relevant provisions in force.

## ARTICLE 13

## general provisions

Anything not provided for in these statutes is determined by the Management, in accordance with the spirit of the provisions on Associations that apply. The present statute drafted by the founders was legally approved by the decision number of the Court of First Instance of Trikala, by which the Association was recognized.