

Adopted on

21 March ^{WW} 2022



ARTICLES OF ASSOCIATION

of

ABLE CLEANING & HYGIENE SUPPLIES LTD

Company number 12533695

The Companies Act 2006

Private Company Limited by Shares

Articles of Association

of

ABLE CLEANING & HYGIENE SUPPLIES LTD

Company number 12533695

(Adopted on 21 March ^{ww}~~12024~~ 2022)

Introduction

1. Interpretation

1.1 In these articles, unless the context otherwise requires:

Act: means the Companies Act 2006.

Alternate Director: has the meaning given in article 11.1.

Appointor: has the meaning given in article 11.1.

articles: means the articles of association of the company for the time being in force.

Business Day: any day (except Saturdays and Sundays) when clearing banks are open for business in London.

Conflict: has the meaning given in article 7.1.

Eligible Director: means a director who would be entitled to vote on the matter at a meeting of directors (but excluding any director whose vote is not to be counted in respect of the particular matter).

Model articles: means the model articles for private companies limited by shares contained in Schedule 1 of the Companies (Model articles) Regulations 2008 (SI 2008/3229) as amended prior to the date of adoption of these articles.

1.2 Save as otherwise specifically provided in these articles, words and expressions which have particular meanings in the Model articles shall have the same meanings in these articles, subject to which and unless the context otherwise requires, words and expressions which have particular meanings in the Act shall have the same meanings in these articles.

1.3 Headings in these articles are used for convenience only and shall not affect the construction or interpretation of these articles.

1.4 A reference in these articles to an "article" is a reference to the relevant article of these articles unless expressly provided otherwise.

- 1.5 Unless expressly provided otherwise, a reference to a statute, statutory provision or subordinate legislation is a reference to it as it is in force from time to time, taking account of:
- (a) any subordinate legislation from time to time made under it; and
 - (b) any amendment or re-enactment and includes any statute, statutory provision or subordinate legislation which it amends or re-enacts.
- 1.6 Any phrase introduced by the terms "**including**", "**include**", "**in particular**" or any similar expression shall be construed as illustrative and shall not limit the sense of the words preceding those terms.
- 1.7 The Model articles shall apply to the company, except in so far as they are modified or excluded by these articles.
- 1.8 Articles 8, 9(1) and (3), 11(2) and (3), 13, 14(1), (2), (3) and (4), 17(2), 44(2), 49, 52 and 53 of the Model articles shall not apply to the company.
- 1.9 Article 7 of the Model articles shall be amended by:
- (a) the insertion of the words "for the time being" at the end of article 7(2)(a); and
 - (b) the insertion in article 7(2) of the words "(for so long as he remains the sole director)" after the words "and the director may".
- 1.10 Article 20 of the Model articles shall be amended by:
- (a) the insertion of the words "(including Alternate Directors)" before the words "properly incur"; and
 - (b) the deletion of the word "may" in the first line and its replacement with the word "must".
- 1.11 In article 25(2)(c) of the Model articles, the words "evidence, indemnity and the payment of a reasonable fee" shall be deleted and replaced with the words "evidence and indemnity".
- 1.12 Article 27(3) of the Model articles shall be amended by the insertion of the words ", subject to article 10," after the word "But".
- 1.13 Article 29 of the Model articles shall be amended by the insertion of the words ", or the name of any person(s) named as the transferee(s) in an instrument of transfer executed under article 28(2)," after the words "the transmittee's name".
- 1.14 Articles 31(1)(a) to (d) (inclusive) of the Model articles shall be amended by the deletion, in each case, of the words "either" and "or as the directors may otherwise decide".

Directors

2. Unanimous decisions

- 2.1 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.

2.2 Such a decision may take the form of a resolution in writing, where each Eligible Director has signed one or more copies of it, or to which each Eligible Director has otherwise indicated agreement in writing.

2.3 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.

3. Calling a directors' meeting

Any director may call a directors' meeting by giving not less than 10 Business Days' notice of the meeting (or such lesser notice as all the directors may agree) to the directors to give such notice.

4. Quorum for directors' meetings

4.1 Subject to article 4.2, the quorum for the transaction of business at a meeting of directors is any two Eligible Directors.

4.2 For the purposes of any meeting (or part of a meeting) held pursuant to article 7 to authorise a director's Conflict, if there is only one Eligible Director in office other than the conflicted director(s), the quorum for such meeting (or part of a meeting) shall be one Eligible Director.

4.3 If the total number of directors in office 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 shareholders to appoint further directors.

5. Casting vote

If the numbers of votes for and against a proposal at a meeting of directors are equal, the chairman or other director chairing the meeting shall not have a casting vote.

6. Transactions or other arrangements with the company

Subject to sections 177(5) and 177(6) and sections 182(5) and 182(6) of the Act and provided he has declared the nature and extent of his interest in accordance with the requirements of the Companies Acts, a director who is in any way, whether directly or indirectly, interested in an existing or proposed transaction or arrangement with the company:

- (a) may be a party to, or otherwise interested in, any transaction or arrangement with the company or in which the company is otherwise (directly or indirectly) interested;
- (b) shall be an Eligible Director for the purposes of any proposed decision of the directors (or committee of directors) in respect of such contract or proposed contract in which he is interested;
- (c) shall be entitled to vote at a meeting of directors (or of a committee of the directors) or participate in any unanimous decision, in respect of such contract or proposed contract in which he is interested;

- (d) may act by himself or his firm in a professional capacity for the company (otherwise than as auditor) and he or his firm shall be entitled to remuneration for professional services as if he were not a director;
- (e) may be a director or other officer of, or employed by, or a party to a transaction or arrangement with, or otherwise interested in, any body corporate in which the company is otherwise (directly or indirectly) interested; and
- (f) shall not, save as he may otherwise agree, be accountable to the company for any benefit which he (or a person connected with him (as defined in section 252 of the Act)) derives from any such contract, transaction or arrangement or from any such office or employment or from any interest in any such body corporate and no such contract, transaction or arrangement shall be liable to be avoided on the grounds of any such interest or benefit nor shall the receipt of any such remuneration or other benefit constitute a breach of his duty under section 176 of the Act.

7. **Directors' conflicts of interest**

- 7.1 The directors may, in accordance with the requirements set out in this article, authorise any matter or situation proposed to them by any director which would, if not authorised, involve a director (an **Interested director**) breaching his duty under section 175 of the Act to avoid conflicts of interest (**Conflict**).
- 7.2 Any authorisation under this article 7 will be effective only if:
 - (a) the matter in question shall have been proposed by any director for consideration at a meeting of directors in the same way that any other matter may be proposed to the directors for consideration at a meeting under the provisions of these articles;
 - (b) any requirement as to the quorum at the meeting of the directors at which the matter is considered is met without counting the Interested director; and
 - (c) the matter was agreed to without his voting or would have been agreed to if the vote of the Interested director had not been counted.
- 7.3 Any authorisation of a Conflict under this article 7 may (whether at the time of giving the authorisation or subsequently):
 - (a) extend to any actual or potential conflict of interest which may reasonably be expected to arise out of the matter or situation so authorised;
 - (b) provide that the Interested director be excluded from the receipt of documents and information and the participation in discussions (whether at meetings of the directors or otherwise) related to the Conflict;
 - (c) provide that the Interested director shall or shall not be an Eligible Director in respect of any future decision of the directors in relation to any resolution related to the Conflict;

- (d) impose upon the Interested director such other terms for the purposes of dealing with the Conflict as the directors think fit;
 - (e) provide that, where the Interested director obtains, or has obtained (through his involvement in the Conflict and otherwise than through his position as a director of the company) information that is confidential to a third party, he will not be obliged to disclose that information to the company, or to use it in relation to the affairs of the company where to do so would amount to a breach of that confidence; and
 - (f) permit the Interested director to absent himself from the discussion of matters relating to the Conflict at any meeting of the directors and be excused from reviewing papers prepared by, or for, the directors to the extent they relate to such matters.
- 7.4 Where the directors authorise a Conflict, the Interested director will be obliged to conduct himself in accordance with any terms and conditions imposed by the directors in relation to the Conflict.
- 7.5 The directors may revoke or vary such authorisation at any time, but this will not affect anything done by the Interested director, prior to such revocation or variation, in accordance with the terms of such authorisation.
- 7.6 A director is not required, by reason of being a director (or because of the fiduciary relationship established by reason of being a director), to account to the company for any remuneration, profit or other benefit which he derives from or in connection with a relationship involving a Conflict which has been authorised by the directors or by the company in general meeting (subject in each case to any terms, limits or conditions attaching to that authorisation) and no contract shall be liable to be avoided on such grounds.
- 8. Records of decisions to be kept**
- Where decisions of the directors are taken by electronic means, such decisions shall be recorded by the directors in permanent form, so that they may be read with the naked eye.
- 9. Number of directors**
- Unless otherwise determined by ordinary resolution, the number of directors (other than Alternate Directors) shall not be more than nine and shall not be less than two.
- 10. Appointment of directors**
- In any case where, as a result of death or bankruptcy, the company has no shareholders and no directors, the transmittee(s) of the last shareholder to have died or to have a bankruptcy order made against him (as the case may be) have the right, by notice in writing, to appoint a natural person (including a transmittee who is a natural person), who is willing to act and is permitted to do so, to be a director.

11. Appointment and removal of Alternate Directors

11.1 Any director (**Appointor**) may appoint any other director, or any other person approved by resolution by the directors as an alternate (**Alternate Director**), to:

- (a) exercise that director's powers; and
- (b) carry out that director's responsibilities,
in relation to the taking of decisions by the directors, in the absence of the Alternate Director's Appointor.

11.2 Any appointment or removal of an Alternate Director must be effected by notice in writing to the company signed by the Appointor, or in any other manner approved by the directors.

11.3 The notice must:

- (a) identify the proposed Alternate Director; and
- (b) in the case of a notice of appointment, contain a statement signed by the proposed Alternate Director that the proposed Alternate Director is willing to act as the Alternate Director of the director giving the notice.

12. Rights and responsibilities of Alternate Directors

12.1 An Alternate Director may act as Alternate Director to more than one director and has the same rights in relation to any decision of the directors as the Alternate Director's Appointor.

12.2 Except as the articles specify otherwise, Alternate Directors:

- (a) are deemed for all purposes to be directors;
- (b) are liable for their own acts and omissions;
- (c) are subject to the same restrictions as their Appointor; and
- (d) are not deemed to be agents of or for their Appointor,

and, in particular (without limitation), each Alternate Director shall be entitled to receive notice of all meetings of directors and of all meetings of committees of directors of which his Appointor is a member.

12.3 A person who is an Alternate Director but not a director:

- (a) may be counted as participating for the purposes of determining whether a quorum is present (but only if that person's Appointor is not participating);
- (b) may participate in a unanimous decision of the directors (but only if his Appointor is an Eligible Director in relation to that decision, but does not participate); and
- (c) shall not be counted as more than one director for the purposes of article 12.3(a) and article 12.3(b).

12.4 A director who is also an Alternate Director is entitled, in the absence of his Appointor, to a separate vote on behalf of his Appointor, in addition to his own vote on any decision of the directors (provided that his Appointor is an Eligible Director in relation to that decision).

- 12.5 An Alternate Director may be paid expenses and may be indemnified by the company to the same extent as his Appointor but shall not be entitled to receive any remuneration from the company for serving as an Alternate Director except such part of the remuneration of the Alternate Director's Appointor as the Appointor may direct by notice in writing made to the company.

13. Termination of alternate directorship

An Alternate Director's appointment as an Alternate Director terminates:

- (a) when the Alternate Director's Appointor revokes the appointment by notice to the company in writing specifying when it is to terminate;
- (b) on the occurrence, in relation to the Alternate Director, of any event which, if it occurred in relation to the Alternate Director's Appointor, would result in the termination of the appointment of the Appointor as a director;
- (c) on the death of the Alternate Director's Appointor; or
- (d) when appointment of the Alternate Director's Appointor terminates.

Decision making by shareholders

14. Poll votes

- 14.1 A poll may be demanded at any general meeting by any qualifying person (as defined in section 318 of the Act) present and entitled to vote at the meeting.
- 14.2 Article 44(3) of the Model articles shall be amended by the insertion of the words "A demand so withdrawn shall not invalidate the result of a show of hands declared before the demand was made" as a new paragraph at the end of that article.

15. Proxies

- 15.1 Article 45(1)(d) of the Model articles shall be deleted and replaced with the words "is delivered to the company in accordance with the articles not less than 48 hours before the time appointed for holding the meeting or adjourned meeting at which the right to vote is to be exercised and in accordance with any instructions contained in the notice of the general meeting (or adjourned meeting) to which they relate".
- 15.2 Article 45(1) of the Model articles shall be amended by the insertion of the words "and a proxy notice which is not delivered in such manner shall be invalid, unless the directors, in their discretion, accept the notice at any time before the meeting" as a new paragraph at the end of that article.

Administrative arrangements

16. Means of communication to be used

- 16.1 Any notice, document or other information shall be deemed served on or delivered to the intended recipient:
- (a) if properly addressed and sent by prepaid United Kingdom first class post to an address in the United Kingdom, 48 hours after it was posted (or five Business Days after posting either to an address outside the United Kingdom or from outside the United Kingdom to an address within the United Kingdom, if (in each case) sent by reputable international overnight courier addressed

to the intended recipient, provided that delivery in at least five Business Days was guaranteed at the time of sending and the sending party receives a confirmation of delivery from the courier service provider);

- (b) if properly addressed and delivered by hand, when it was given or left at the appropriate address;
- (c) if properly addressed and sent or supplied by electronic means, one hour(s) after the document or information was sent or supplied; and
- (d) if sent or supplied by means of a website, when the material is first made available on the website or (if later) when the recipient receives (or is deemed to have received) notice of the fact that the material is available on the website.

16.2 For the purposes of article 16.1, no account shall be taken of any part of a day that is not a working day.

16.3 In proving that any notice, document or other information was properly addressed, it shall be sufficient to show that the notice, document or other information was delivered to an address permitted for the purpose by the Act.

17. Indemnity

17.1 Subject to article 17.2 but without prejudice to any indemnity to which a relevant officer is otherwise entitled:

- (a) each relevant officer shall be indemnified out of the assets of the company against all costs, charges, losses, expenses and liabilities incurred by him as a relevant officer:

- (i) in the actual or purported execution and/or discharge of his duties, or in relation to them; and
- (ii) in relation to the activities of the company (or any activities of an associated company) as trustee of an occupational pension scheme (as defined in section 235(6) of the Act),

including (in each case) any liability incurred by him in defending any civil or criminal proceedings, in which judgment is given in his favour or in which he is acquitted or the proceedings are otherwise disposed of without any finding or admission of any material breach of duty on his part or in connection with any application in which the court grants him, in his capacity as a relevant officer, relief from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the company (or any affairs of an associated company); and

- (b) the company may provide any relevant officer with funds to meet expenditure incurred or to be incurred by him in connection with any proceedings or application referred to in article 17.1(a) and otherwise may take any action to enable any such relevant officer to avoid incurring such expenditure.

17.2 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.

17.3 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 officer**" means any director or other officer or former director or other officer of the company or an associated company (including any company which is a trustee of an occupational pension scheme (as defined by section 235(6) of the Act), but excluding in each case any person engaged by the company (or associated company) as auditor (whether or not he is also a director or other officer), to the extent he acts in his capacity as auditor).

18. Insurance

18.1 The directors may decide to purchase and maintain insurance, at the expense of the company, for the benefit of any relevant officer in respect of any relevant loss.

18.2 In this article:

- (a) a "**relevant officer**" means any director or other officer or former director or other officer of the company or an associated company (including any company which is a trustee of an occupational pension scheme (as defined by section 235(6) of the Act), but excluding in each case any person engaged by the company (or associated company) as auditor (whether or not he is also a director or other officer), to the extent he acts in his capacity as auditor);
- (b) a "**relevant loss**" means any loss or liability which has been or may be incurred by a relevant officer in connection with that relevant officer'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.

19. Rights attaching to the shares

19.1 This article 19 sets out certain rights attaching to the shares and if any provision or other article contained within these articles is inconsistent with the provisions of this article 19, this article 19 shall prevail.

19.2 The share capital of the company at the date of adoption of these articles consists of: Ordinary shares of £1 each, Ordinary A shares of £1 each, Ordinary B shares of £1 each, Ordinary C shares of £1 each, Ordinary D shares of £1 each, Ordinary E shares of £1 each, Ordinary F shares of £1 each, Ordinary G shares of £1 each and Ordinary H shares of £1 each.

- 19.3 Except as otherwise provided in these articles, all shares shall rank *pari passu* in all respects but shall constitute separate classes of shares.
- 19.4 The shares shall have the following voting rights:
- (a) **Ordinary shares** - one vote per Ordinary share;
 - (b) **Ordinary A shares** - one vote per Ordinary A share;
 - (c) **Ordinary B shares** - one vote per Ordinary B share;
 - (d) **Ordinary C shares** - one vote per Ordinary C share;
 - (e) **Ordinary D shares** - one vote per Ordinary D share;
 - (f) **Ordinary E shares** - one vote per Ordinary E share;
 - (g) **Ordinary F shares** - one vote per Ordinary F share;
 - (h) **Ordinary G shares** - one vote per Ordinary G share; and
 - (i) **Ordinary H shares** - one vote per Ordinary H share.
- 19.5 The rights as regards income attaching to the shares shall be as set out in this article:
- (a) **Ordinary shares** - the company shall, without resolution of the board of directors of the company or the company in a general meeting, pay all the holder(s) of the Ordinary shares a dividend equal to such sum as shall be agreed by the directors of the company per share to the person registered as its holder on the relevant date. Each such dividend shall be distributed to the holders of the Ordinary shares pro rata according to the number of shares held by them respectively and shall accrue daily (assuming a 365-day year). All such dividends are expressed net and shall be paid in cash notwithstanding any other provision of the articles of the company and in particular notwithstanding that there has not been a recommendation of the directors or resolution of the company in general meeting;
 - (b) **Ordinary A shares** - the company shall, without resolution of the board of directors of the company or the company in a general meeting, pay all the holder(s) of the Ordinary A shares a dividend equal to such sum as shall be agreed by the directors of the company per share to the person registered as its holder on the relevant date. Each such dividend shall be distributed to the holders of the Ordinary A shares pro rata according to the number of shares held by them respectively and shall accrue daily (assuming a 365-day year). All such dividends are expressed net and shall be paid in cash notwithstanding any other provision of the articles of the company and in particular notwithstanding that there has not been a recommendation of the directors or resolution of the company in general meeting;
 - (c) **Ordinary B shares** - the company shall, without resolution of the board of directors of the company or the company in a general meeting, pay all the holder(s) of the Ordinary B shares a dividend equal to such sum as shall be agreed by the directors of the company per share to the person registered as its holder on the relevant date. Each such dividend shall be distributed to the

holders of the Ordinary B shares pro rata according to the number of shares held by them respectively and shall accrue daily (assuming a 365-day year). All such dividends are expressed net and shall be paid in cash notwithstanding any other provision of the articles of the company and in particular notwithstanding that there has not been a recommendation of the directors or resolution of the company in general meeting;

- (d) **Ordinary C shares** - the company shall, without resolution of the board of directors of the company or the company in a general meeting, pay all the holder(s) of the Ordinary C shares a dividend equal to such sum as shall be agreed by the directors of the company per share to the person registered as its holder on the relevant date. Each such dividend shall be distributed to the holders of the Ordinary C shares pro rata according to the number of shares held by them respectively and shall accrue daily (assuming a 365-day year). All such dividends are expressed net and shall be paid in cash notwithstanding any other provision of the articles of the company and in particular notwithstanding that there has not been a recommendation of the directors or resolution of the company in general meeting;
- (e) **Ordinary D shares** - the company shall, without resolution of the board of directors of the company or the company in a general meeting, pay all the holder(s) of the Ordinary D shares a dividend equal to such sum as shall be agreed by the directors of the company per share to the person registered as its holder on the relevant date. Each such dividend shall be distributed to the holders of the Ordinary D shares pro rata according to the number of shares held by them respectively and shall accrue daily (assuming a 365-day year). All such dividends are expressed net and shall be paid in cash notwithstanding any other provision of the articles of the company and in particular notwithstanding that there has not been a recommendation of the directors or resolution of the company in general meeting;
- (f) **Ordinary E shares** - the company shall, without resolution of the board of directors of the company or the company in a general meeting, pay all the holder(s) of the Ordinary E shares a dividend equal to such sum as shall be agreed by the directors of the company per share to the person registered as its holder on the relevant date. Each such dividend shall be distributed to the holders of the Ordinary E shares pro rata according to the number of shares held by them respectively and shall accrue daily (assuming a 365-day year). All such dividends are expressed net and shall be paid in cash notwithstanding any other provision of the articles of the company and in particular notwithstanding that there has not been a recommendation of the directors or resolution of the company in general meeting;

- (g) **Ordinary F shares** - the company shall, without resolution of the board of directors of the company or the company in a general meeting, pay all the holder(s) of the Ordinary F shares a dividend equal to such sum as shall be agreed by the directors of the company per share to the person registered as its holder on the relevant date. Each such dividend shall be distributed to the holders of the Ordinary F shares pro rata according to the number of shares held by them respectively and shall accrue daily (assuming a 365-day year). All such dividends are expressed net and shall be paid in cash notwithstanding any other provision of the articles of the company and in particular notwithstanding that there has not been a recommendation of the directors or resolution of the company in general meeting;
- (h) **Ordinary G shares** - the company shall, without resolution of the board of directors of the company or the company in a general meeting, pay all the holder(s) of the Ordinary G shares a dividend equal to such sum as shall be agreed by the directors of the company per share to the person registered as its holder on the relevant date. Each such dividend shall be distributed to the holders of the Ordinary G shares pro rata according to the number of shares held by them respectively and shall accrue daily (assuming a 365-day year). All such dividends are expressed net and shall be paid in cash notwithstanding any other provision of the articles of the company and in particular notwithstanding that there has not been a recommendation of the directors or resolution of the company in general meeting; and
- (i) **Ordinary H shares** - the company shall, without resolution of the board of directors of the company or the company in a general meeting, pay all the holder(s) of the Ordinary H shares a dividend equal to such sum as shall be agreed by the directors of the company per share to the person registered as its holder on the relevant date. Each such dividend shall be distributed to the holders of the Ordinary H shares pro rata according to the number of shares held by them respectively and shall accrue daily (assuming a 365-day year). All such dividends are expressed net and shall be paid in cash notwithstanding any other provision of the articles of the company and in particular notwithstanding that there has not been a recommendation of the directors or resolution of the company in general meeting.

19.6 On a liquidation, winding up or dissolution, the holders of the shares shall be entitled to receive the following amounts in the following order of priority:

- (a) first, the holders of the Ordinary shares, Ordinary A shares, Ordinary B shares, Ordinary C shares, Ordinary D shares, Ordinary E shares, Ordinary F shares, Ordinary G shares and Ordinary H shares shall be entitled to the aggregate amount credited as paid up on each share; and

- (b) second, the holders of the Ordinary shares, Ordinary A shares, Ordinary B shares, Ordinary C shares, Ordinary D shares, Ordinary E shares, Ordinary F shares, Ordinary G shares and Ordinary H shares shall share in any surplus remaining available for distribution to shareholders pro rata to the number of Ordinary shares, Ordinary A shares, Ordinary B shares, Ordinary C shares, Ordinary D shares, Ordinary E shares, Ordinary F shares, Ordinary G shares and Ordinary H shares held as though the Ordinary shares, Ordinary A shares, Ordinary B shares, Ordinary C shares, Ordinary D shares, Ordinary E shares, Ordinary F shares, Ordinary G shares and Ordinary H shares constituted one class of share.