



# STATUTES OF THE CONFEDERATION OF INDUSTRY OF THE CZECH REPUBLIC

## ARTICLE 1 INTRODUCTORY PROVISIONS

1. The Confederation of Industry of the Czech Republic (hereinafter referred to as the "Confederation") is a non-governmental voluntary non-political self-governing organization associating employers and entrepreneurs in the Czech Republic.
2. The Confederation is an organization of employers in the sense of § 320 of Act No. 262/2006 Coll., The Labor Code, as amended, § 3025 of Act No. 89/2012 Coll., The Civil Code, and the Convention of the International Labor Organization No. 87.
3. The seat of the Confederation is Prague.
4. The name and logo of the Confederation of Industry of the Czech Republic are protected trademarks.
5. The abbreviated name is, "SP CR". The name "Confederation of Industry of the Czech Republic" is used in English.

## ARTICLE 2 MISSION AND ACTIVITIES OF THE CONFEDERATION

- 1) The mission of the Confederation is in particular:
  - a) to promote and defend the common economic, production, labor, wage, cultural and social interests of members in contact with state bodies, local authorities and social partners at the national, regional and international levels,
  - b) to influence the economic and social policy of the Government of the Czech Republic with the aim of creating optimal conditions for the dynamic development of business in the Czech Republic,
  - c) to ensure interdisciplinary cooperation of its members beyond the scope of individual sectors, disciplines, professions, regions, etc.
- 2) In order to carry out its mission, the Confederation shall in particular:
  - a) promote and protect the interests of its members in negotiations with central and regional public administration bodies, trade unions and the Council of the Economic and Social Agreement of the Czech Republic (the Tripartite),
  - b) cooperate with other domestic and foreign employers', business and professional confederations having common interests with the Confederation,
  - c) create the conditions for the application of the tripartite principles within its membership and represent in collective bargaining those members that empowered it to do so;
  - d) support its members through a wide range of services in information, analytical and technical-organizational areas,

- e) implement projects in the field of research, development and entrepreneurship, employment and education,
  - f) organize trade missions
  - g) present its members at selected trade fairs, exhibitions, conferences and professional seminars, locally as well as abroad,
  - h) support the cultivation of the business environment in the Czech Republic, the creation and codification of its ethical standards and ensure their observance.
- 3) In addition to the above-mentioned main activity, the Confederation provides other paid services, both to members of the Confederation and to other entities.

### ARTICLE 3 MEMBERSHIP

1. Membership in the Confederation is voluntary.
2. Persons who meet the conditions for membership can become members of the Confederation.
3. Membership can be
  - a) collective,
  - b) individual,
  - c) honorary.
4. A collective member may be an entity that associates persons on the basis of sectoral, professional or regional interests (hereinafter referred to as a "collective member").
5. An individual member may be a corporation (hereinafter referred to as an "individual member").
6. Honorary members of the Confederation (hereinafter referred to as "honorary member") may be natural persons, especially from the ranks of outstanding personalities of Czech science, research and public life, who have common interests with the Confederation.
7. A member of a collective member may also be an individual member of the Confederation.
8. Members may use the designation "Member of the Confederation of Industry of the Czech Republic". This designation can also be used by members of a collective member.
9. The list of members is kept electronically at the seat of the Confederation. The members who have given their consent are listed on the Confederation's website.
10. Entries of new members, changes of data and deletions of members in the list of members shall be made by a designated employee of the Secretariat without undue delay.

### ARTICLE 4 ESTABLISHMENT AND TERMINATION OF MEMBERSHIP

1. Collective and individual membership in the Confederation is established on the day of the decision of the Board of Directors on the admission of the member. In the event of a rejection, the applicant for membership in the Confederation has the right to appeal to the Conciliation Committee within 30 days of delivery of the decision of the Board of Directors.

2. In case an admitted individual member of the Confederation is an entity, whose main activity is in the field covered by a collective member, the Confederation shall notify the relevant collective member of this fact.
3. Collective and individual membership in the Confederation expires
  - a) by termination of membership upon written request. A member may terminate its membership in the Confederation only at the end of the calendar year. Notice of resignation must be delivered to the Board of Directors no later than two months in advance,
  - b) termination of a member,
  - c) expulsion
    - i. in the event of a member's action against the interests of the Confederation,
    - ii. in the event of a member's delay in concluding an agreement on the payment of the membership fee within the deadline specified in the payment rules for the given year, if the member has not remedied the situation within a reasonable time even after the request,
    - iii. in the event of a member's delay in paying the membership fee or other financial obligation to the Confederation, if the member has not remedied the situation within a reasonable time even after the request.
4. Expulsion of a member according to point 3c) of this Article shall be decided by the Board of Directors based on a motion of the Supervisory Board. The expelled member has the right to appeal to the Conciliation committee within 30 days from receipt of the Board's decision.
5. With the termination of membership, the financial obligations of the member towards the Confederation do not expire. Termination of membership does not give rise to the right to a refund of paid membership fees.
6. Honorary membership in the Confederation arises on the day of approval by the General Meeting. Honorary membership expires on the basis of a decision of an honorary member or the General Meeting. The proposal for approval and termination of honorary membership is submitted by the Board of Directors of the Confederation.

## ARTICLE 5 RIGHTS AND OBLIGATIONS OF MEMBERS

- 1) A member has the right to:
  - a) participate in the activities and events of the Confederation,
  - b) participate in the Annual Congress and the General Meeting in accordance with the Statutes,
  - c) participate in the decisions of the General Meeting in the manner regulated by the Statutes,
  - d) nominate candidates, elect and be elected to the bodies of the Confederation in accordance with the Statutes,
  - e) obtain information on the activities of the Confederation,
  - f) co-decide on the activities of the Confederation,
  - g) promote its views and opinions and thus influence the formation of the opinions of the Confederation,
  - h) require the Confederation to provide or arrange the provision of services resulting from the mission and activities of the Confederation,

i) request from the bodies of the Confederation an explanation of decisions of the Confederation, both at the General Meeting and outside it. The bodies of the Confederation are obliged to ensure that the member receives a response within 30 days of receiving the request.

2) A member is obliged to:

- a) observe the Statutes of the Confederation,
  - b) conclude a contract on the payment of the membership fee within the deadline specified by the payment rules,
  - c) pay membership fees in the amount and deadline set by the payment rules,
  - d) comply with and respect the decisions of the bodies of the Confederation in the area of competence of the Confederation. If a member of the Confederation knowingly acts in contravention of these decisions, s/he is obliged to notify the bodies of the Confederation of this fact,
  - e) promote and defend the good name of the Confederation and refrain from actions damaging its good reputation. If a member acts on behalf of the Confederation, s/he is obliged to promote and explain the program goals and opinions of the Confederation,
  - f) notify the Confederation without undue delay of any changes in the data necessary for keeping membership records and provide the Confederation's bodies with such information as is necessary to ensure the mission and activities of the Confederation, except for information representing a trade secret or classified information under a special law.
- 3) A member who is in arrears with the fulfillment of his obligations under these Statutes shall not have the right to vote in the bodies of the Confederation or to be elected or delegated during this delay.

## ARTICLE 6 PARTNERS AND OBSERVERS

- 1) A partner of the Confederation may be a person representing an important business or employer sector. A partner of the Confederation may also be a member of the Confederation or a member of a collective member of the Confederation. The Board of Directors decides on the conclusion of the partnership agreement on the basis of an application.
- 2) A partner concludes a contract with the Confederation for at least 1 year. The amount of the contribution shall be set by the payment rules. The scope of services provided by the Confederation is set in the contract and may be graded.
- 3) Partners may use the designation "Partner of the Confederation of Industry of the Czech Republic."
- 4) Observer status can be obtained by entities having the same interests as the Confederation. An observer has the right to be informed about the activities of the Confederation and to use the services of the Confederation provided to its members. The Board of Directors decides on the basis of an application on the granting of observer status, the scope of information and services provided and the duration of the observer status, but not for a period longer than one year. Observer status arises on the day of signing the cooperation agreement.

## ARTICLE 7 PRINCIPLES OF FINANCING AND MANAGEMENT OF THE CONFEDERATION

- 1) The financial resources of the Confederation consist of:
  - a) membership fees,
  - b) contributions from partners,
  - c) contributions from observers,
  - d) gifts, grants, subsidies, interest and other income,

- e) income from ancillary economic activities - in particular from intermediation of trade and services, advisory services, consulting, advertising, marketing and media representation, organization of courses and training, including teaching activities.
- 2) Payment rules approved by the General Meeting set for a given calendar year the date for the conclusion of the contract for the payment of the membership fee, the amount and date of payment of the membership fee, the amount of partner and observer contributions.
- 3) The Confederation manages its finances on the basis of the budget approved by the General Meeting and internal rules approved by the Board of Directors of the Confederation.
- 4) The President of the Confederation is responsible for the proper financial management of the Confederation, keeping records, adhering to the set budget and fulfilling payment obligations. The Board of Directors may delegate this responsibility to the Director General.
- 5) The Confederation keeps accounts in accordance with valid legal regulations. The accounting period is a calendar year.

## ARTICLE 8 ORGANIZATIONAL STRUCTURE OF THE CONFEDERATION

1. The organizational structure of the Confederation consists of
  - a) the General Meeting
  - b) Elected bodies
    - i. Board of Directors,
    - ii. President and Vice Presidents,
    - iii. Supervisory Board,
    - iv. Conciliation Committee.
  - c) Advisory bodies
    - i. Board of Collective Members,
    - ii. Board of Individual Members,
    - iii. Expert teams.
  - d) Executive bodies
    - i. Secretariat,
    - ii. Director General.
2. A member of the elected bodies of the Confederation according to point 1 b)i, b)ii. and b)iii. of this article may only be a natural person who is a statutory body, a member of a statutory or supervisory body, an employee or shareholder, a partner or a joint owner of a member of the Confederation, unless stated otherwise in the Statutes of the Confederation. This condition must be met throughout the term of office of the member of the body.
3. The procedure for nominating candidates for members of elected bodies sets out the rules for nominating candidates for the bodies of the Confederation approved by the General Meeting.
4. The term of office of the members of the elected bodies of the Confederation is four years. It begins with the election and ends no later than on the day of the next General Meeting after its expiration. On this date, the term of office also ends for those members of the elected bodies of the Confederation who were elected at an extraordinary date or co-opted to the bodies of the Confederation. A member of the body of the Confederation may be re-elected.

5. Membership in the bodies of the Confederation terminates:
  - a) upon expiry of the term of office,
  - b) by an act of dismissal
    - i. if a member of a body of the Confederation ceases to meet the conditions for membership in the bodies of the Confederation or
    - ii. if the member did not participate in the meetings of the body of the Confederation to which s/he was elected in the calendar year, or
    - iii. if the member acts against the interests of the Confederation, or
    - iv. if the member's actions damage the good name of the Confederation,
  - c) withdrawal on the basis of delivery of a written notice,
  - d) death.
6. A body of the Confederation may suspend the membership of its member in the event that the member begins to perform a public function, the performance of which may be subject to a conflict of interests within the meaning of applicable law.
7. If a member of an elected body ceases to meet the conditions for membership, s/he is obliged to notify the Confederation without undue delay.

## ARTICLE 9 GENERAL MEETING

- 1) The General Meeting is the highest body of the Confederation.
- 2) The General Meeting consists of delegates of members:
  - a) representatives of collective members,
  - b) representatives of individual members in a number corresponding to the number of votes according to point 3 of this article of the Statutes of the Confederation.
- 3) Each collective member has one vote at the General Meeting, unless the payment rules approved by the General Meeting for a given year provide otherwise.

The number of votes of individual members is given by the formula "NUMBER OF COLLECTIVE MEMBERS x SUMMARY OF PAYMENTS OF INDIVIDUAL MEMBERS / SUMMARY OF PAYMENTS OF COLLECTIVE MEMBERS" for the past calendar year, but not more than 1.2 times and not less than 0.6 times the number of collective members.

The number of votes for each collective or individual member is limited to 5% of the total number of votes.
- 4) The number of votes belonging to the members of the Confederation who became a member only in the year of the General Meeting is equal to the number of their votes as set in paragraph 3).
- 5) Honorary members, members of the Board of Directors, the Supervisory Board, the Conciliation Committee, and the Confederation's partners shall have an advisory vote in the General Meeting, while observers, guests invited by the Board of Directors and employees of the Confederation's Secretariat may participate in the General Meeting without an advisory vote.
- 6) The General Meeting decides on all matters that do not fall within the competence of another body, in particular:
  - a) decides on the adoption and amendments to the Statutes of the Confederation, the approval of 2/3 of the delegates present is required for the adoption of such a decision,

- b) elects and removes the President, Vice-Presidents, other members of the Board of Directors, members of the Supervisory Board and the Conciliation committee,
  - c) approves the establishment and termination of honorary membership,
  - d) decides on the acceptance of the program statement of the Confederation,
  - e) approves the annual report of the Board of Directors on the fulfillment of the program statement and the activities of the Confederation,
  - f) approves the proposal for the settlement of the budget surplus or deficit and the proposal for the distribution of profit or coverage of any loss,
  - g) approves the budget and payment rules of the Confederation,
  - h) takes note of the report on the financial management of the Confederation, including the regular financial statements,
  - i) takes note of the report of the Conciliation Committee;
  - j) decides on issues that have been included in the agenda on the basis of a proposal of the Board of Directors, the Supervisory Board or members representing at least 1/3 of the collective members or 1/3 of the individual members,
  - k) approves the strategy for fundamental negotiations of the Confederation,
  - l) decides on the dissolution of the Confederation, including the method of liquidation, the appointment of the liquidator and the method of property settlement.
- 7) The General Meeting is held at least once a year, no later than 6 months after the end of the accounting period.
  - 8) The General Meeting is convened by the Board of Directors. The General Meeting must be convened in writing. The invitation must be sent no later than 20 days before the date of the General Meeting, and sending it electronically is also considered a written form.
  - 9) The agenda of the General Meeting and background materials for its meeting must be sent together with the invitation. Issues that were not included on the agenda may be deliberated at the General Meeting only if the proposal is adopted by all votes present at the General Meeting.
  - 10) The Board of Directors may convene another General Meeting if necessary. The Board of Directors is obliged to convene a General Meeting on the initiative of the Supervisory Board or at least 1/3 of the collective members or 1/3 of the individual members.
  - 11) The General Meeting has a quorum if present delegates represent an absolute majority of the votes set for the General Meeting.
  - 12) If for any reason the General Meeting does not adopt the rules for determining the number of votes or does not approve the payment rules, the existing rules and the payment rules shall apply until a new decision of the General Meeting.
  - 13) Mandates and numbers of votes as set out in the still valid Statutes of the Confederation apply to deliberations and voting at the General Meeting, which decides on the amendment of the Statutes, for the entire duration of the General Meeting, which decides on the amendment.
  - 14) The manner of conducting the General Meeting, the rules of elections and voting, the provisions on the minutes of the meeting, as well as other provisions relating to the General Meeting shall be determined by the Rules of Procedure of the General Meeting approved by the General Meeting.

## ARTICLE 10 BOARD OF DIRECTORS

- 1) The Board of Directors is a statutory body of the Confederation.

- 2) The Board of Directors consists of the President, Vice-Presidents and other members of the Board of Directors elected by the General Meeting and the Director General of the Confederation. There are eighteen elected members of the Board of Directors, the Director General becomes a member of the Board of Directors on the day of his/her appointment to that position.
- 3) If a position of a member of the Board of Directors becomes vacant during the term of office, the Board of Directors may co-opt a new member of the Board of Directors. In the period between General Meetings, a maximum of three new members may be co-opted; co-optation shall be approved by the next General Meeting. The term of office of the co-opted members ends together with the term of office of the other members of the Board of Directors.
- 4) If a member of the Board of Directors is unable to attend a meeting of the Board of Directors due to serious reasons, s/he may delegate a representative who is not entitled to vote at the meeting of the Board of Directors. However, a member of the Board of Directors may, through such a representative, submit his/her written opinion, which counts as a vote.
- 5) Honorary members, the Chairman of the Supervisory Board or a member of the Supervisory Board appointed by him/her and the Chairman of the Conciliation Committee or a member of the Conciliation Committee appointed by him/her and representatives of the Confederation's partners have the right to participate in meetings of the Board of Directors in an advisory capacity.
- 6) The Board of Directors in particular:
  - a) decides on basic issues of implementation of the Confederation's mission,
  - b) submits to the General Meeting a draft program statement for the next period,
  - c) submits to the General Meeting the annual report of the Board of Directors on the fulfillment of the program statement and the activities of the Confederation for the past period,
  - d) submits to the General Meeting, after discussion in the Supervisory Board, the regular financial statements for the past year,
  - e) approves, together with the Supervisory Board, the draft budget for the relevant year and submits it to the General Meeting,
  - f) decides, on the proposal of the Supervisory Board, on the verification of the financial statements by an auditor,
  - g) decides on adjustments of the membership fee, terms of payments, reductions, or exemptions from payment, if there are exceptional reasons for this,
  - h) decides on the purchase, sale, lease and rental of real estate,
  - i) decides on the entry of the Confederation into other organizations and property participation in them,
  - j) convenes the General Meeting on its own initiative or on the initiative of the Supervisory Board or at least 1/3 of the collective members or 1/3 of the individual members,
  - k) convenes the Annual Congress,
  - l) decides on the admission of new collective and individual members,
  - m) decides, on the proposal of the Supervisory Board, on the expulsion of collective and individual members,
  - n) decides on the approval of the partnership and the granting of observer status,
  - o) submits to the General Meeting a proposal for the establishment and termination of honorary membership,
  - p) decides on the possible remuneration of the President of the Confederation and its amount,
  - q) approves the organizational rules of the Secretariat, appoints the Director General of the Confederation and determines his/her salary,



- r) decides on the establishment of expert teams and other advisory bodies of the Confederation.
- 7) The decision of the Board of Directors may be taken per rollam for time reasons. The Board of Directors convene its meetings as needed, but at least 4 times a year. Between meetings of the Board of Directors, the activities of the Confederation are managed by a Presidium, which consists of the President, Vice-Presidents and the Director General of the Confederation.
  - 8) The meeting format of the Board of Directors, meetings of the Presidium, co-optation of members and decision-making per rollam are regulated by the Rules of Procedure of the Board of Directors approved by the Board of Directors.

## ARTICLE 11 PRESIDENT AND VICE - PRESIDENTS

- 1) The President and Vice-Presidents are elected by the General Meeting. The number of Vice-Presidents, but no less than three, is decided by the General Meeting on the basis of a proposal from the Board of Directors. One of the Vice-Presidents may be elected by the Board of Directors as the First Vice-President.
- 2) The President acts and signs on behalf of the Confederation. The Board of Directors may authorize one of the Vice-Presidents or the Director General to act and sign to a specified extent.
- 3) The President convenes and chairs the meetings of the Board of Directors; in his/her absence, the First Vice-President, if elected, or one of the Vice-Presidents, convenes and chairs the meetings of the Board of Directors.
- 4) If the President ceases to hold office permanently, the Board of Directors shall convene a General Meeting within sixty days in order to elect a new President. The term of office of the President thus elected ends together with the term of office of the other members of the Board of Directors. Until the election of a new President, the rights and duties of the President shall be exercised by the First Vice-President, if elected, or by one of the Vice-Presidents elected by the Board of Directors.
- 5) If a Vice-President ceases to hold office permanently, his/her duties shall be taken over by one of the members of the Board of Directors designated by the Board of Directors. The new Vice-President will be elected from among the members of the Board of Directors at the next General Meeting. The term of office of the Vice-President thus elected ends together with the term of office of the other members of the Board of Directors.

## ARTICLE 12 SUPERVISORY BOARD

- 1) The Supervisory Board is the highest supervisory and audit body of the Confederation.
- 2) The Supervisory Board has five members.
- 3) If a position of a member of the Supervisory Board becomes vacant during the term of office, it may be filled by a member co-opted by the Supervisory Board. In the period between General Meetings, only one new member may be co-opted by the Supervisory Board. The co-optation is approved at the next General Meeting. The term of office of the co-opted member ends together with the term of office of the other members of the Supervisory Board.
- 4) Members of the Supervisory Board elect a chairman from among themselves, who convenes and chairs its meetings, and two vice-chairmen.
- 5) Supervisory Board:
  - a) comments on the draft annual financial statements,
  - b) proposes to the Board of Directors the verification of the financial statements by an auditor,
  - c) approves the draft budget,

- d) expresses its opinion on the proposal for the settlement of the budget surplus or deficit and on the proposal for the distribution of profit or coverage of any loss,
  - e) comments on other materials on the management of the Confederation and membership issues submitted to the General Meeting,
  - f) checks the fulfillment of resolutions adopted by the General Meetings of the Confederation,
  - g) supervises the financial management of the Confederation and the administration of its assets,
  - h) checks the status of the membership base, the correctness and completeness of the payment of membership fees,
  - i) proposes to the Board of Directors the expulsion of members due to non-fulfillment of obligations under these Statutes,
  - j) reports to the General Meeting on its activities.
- 6) The Supervisory Board is entitled to request the Board of Directors to convene a General Meeting.
  - 7) The Supervisory Board meets at least 4 times a year, at least once each quarter. The decision of the Supervisory Board may be taken per rollam for time reasons.
  - 8) The meeting format of the Supervisory Board, co-optation of members and decision-making per rollam are regulated by the Rules of Procedure of the Supervisory Board approved by the Supervisory Board.

### ARTICLE 13 CONCILIATION COMMITTEE

- 1) The Conciliation Committee is an arbitration body of the Confederation.
- 2) The Conciliation Committee interprets the Statutes of the Confederation, decides in possible disputes between members and the bodies of the Confederation. Upon request, it reviews the decision of the Board of Directors to reject an applicant for membership or to expel a member of the Confederation. Its decisions are final.
- 3) The Conciliation Committee assesses business ethics in the Czech Republic in individual cases, either on its own initiative or at a request of the Confederation's bodies.
- 4) The Conciliation Committee has three members.
- 5) Members of the Conciliation Committee may be personalities from among the members of the Confederation. Members of the Conciliation Committee may not be members of other bodies of the Confederation and employees of the Secretariat. Members of the Conciliation Committee participate in the General Meeting in an advisory capacity. If a position in the Conciliation Committee becomes vacant during the term of office, it may be filled by a member co-opted by the Conciliation Committee. In between General Meetings, only one member may be co-opted by the Conciliation Committee. The co-optation is approved by the next General Meeting. The term of office of the co-opted member shall end together with the term of office of the other members of the Conciliation Committee.
- 6) The members of the Conciliation Committee shall elect a chairman from among themselves, who shall convene and chair its meetings. The chairman of the Conciliation Committee or a member appointed by him/her has the right to participate in the meetings of the Board of Directors in an advisory capacity. The decision of the Conciliation Committee may be taken per rollam, for time reasons.
- 7) The meeting format of the Conciliation Committee, co-optation of members and decision-making per rollam are regulated by the Rules of Procedure of the Conciliation Committee approved by the Conciliation Committee.

ARTICLE 14  
EXECUTIVE BODIES OF THE CONFEDERATION

- 1) The fulfillment of tasks related to the activities of the Confederation and its bodies is ensured by the Secretariat.
- 2) The organizational structure of the Secretariat is approved by the Board of Directors.
- 3) The Director General appointed by the Board of Directors is responsible for the activities of the Secretariat and manages its activities.
- 4) The Director General is a member of the Board of Directors.
- 5) The Director General acts and signs on behalf of the Confederation to the extent delegated by the Board of Directors.
- 6) The Director General is responsible for the proper management of the Confederation, keeping records, adhering to the set budget and fulfilling payment obligations to the extent delegated by the Board of Directors.

ARTICLE 15  
ADVISORY BODIES OF THE CONFEDERATION

- 1) Through advisory bodies, the Confederation ensures the fulfillment of its mission, as well as cooperation and mutual transfer of information between the Confederation and its members.
- 2) The Board of Collective Members
  - a) is a permanent advisory working body composed usually of the leading representatives of collective members, which participates in the processing and preparation of documents for the Confederation's meetings,
  - b) the composition and manner of proceedings shall be governed by the Rules of Procedure of the Board of Collective Members approved by the Board of Collective Members,
  - c) the chairman of the Board of Members is usually one of the members of the Board of Directors.
- 3) The Board of Individual Members
  - a) is a permanent advisory working body composed of representatives of individual members, which participates in the processing and preparation of documents for the Confederation's meetings,
  - b) the composition and manner of proceedings shall be governed by the Rules of Procedure of the Board of Individual Members approved by the Board of Individual Members,
  - c) the chairman of the Board of Individual Members is usually one of the members of the Board of Directors.
- 4) Expert teams
  - a) are advisory bodies set up by the Board of Directors to address specific issues in order to address the common interests of members and to promote them in dealings with third parties,
  - b) members of expert teams are experts from the ranks of members of the Confederation, partners, observers, employees of the Secretariat and other persons cooperating with the Confederation and from relevant professional or scientific workplaces,
  - c) the composition and manner of proceedings of expert teams are regulated by the statute of expert teams approved by the Board of Directors,
  - d) the chairman of the expert team is usually one of the members of the Board of Directors,
  - e) the bodies of the Confederation may request the opinion of an expert team for their decision.
- 5) The Board of Directors may decide to establish another advisory body necessary to ensure the activities of the Confederation.

ARTICLE 16  
ANNUAL CONGRESS OF THE CONFEDERATION

- 1) The Annual Congress of the Confederation discusses fundamental issues concerning the business environment.
- 2) The Annual Congress is convened by the Board of Directors at least once a year.
- 3) Members, partners of the Confederation, observers and, based on the decision of the Board of Directors, the public may participate in the Annual Congress.

ARTICLE 17  
DURATION OF THE CONFEDERATION

The Confederation was founded for an indefinite period.

ARTICLE 18  
FINAL PROVISIONS

These Statutes of the Confederation were approved by the General Meeting of the Confederation on 26 April 2016. They amend and replace the Statutes of the Confederation adopted by the General Meeting held on 14 December 1995, as amended.

The original of the full text of the valid Statutes is deposited with the Director General at the seat of the Confederation.