

Pursuant to Constitution Rule 8d(iv) "Powers of the Committee", the following by-law with regard to the "Inquiry into the Conduct and/ or Expulsion of Members," has been passed and adopted by the SGS Management Committee on 2 November 2023.

INQUIRY INTO CONDUCT AND/ OR EXPULSION OF MEMBERS

Any matter involving the conduct of any member and/ or his expulsion from the Association shall be referred to the Management Committee or a Disciplinary Committee and/ or Board of Inquiry appointed by the Management Committee (collectively or individually referred to as the "**Committee**").

The Committee shall conduct a preliminary inquiry into the matter and if the Committee is of the view that there are insufficient grounds for a further inquiry, it may take no further action in the matter unless it is of the view that, in the circumstances of the case, a letter of warning ought to be issued to the member in respect of the conduct complained of.

If the Committee is of the view that sufficient grounds exist for further inquiry into whether a member should be expelled as provided for in the Constitution, it shall fix a date for hearing of the matters to be further inquired into. At least seven (7) days' notice of the hearing shall be given to the member concerned and the member shall also be informed of the matter(s) concerning his/ her conduct that the Committee shall be further inquiring into at the hearing.

The Committee may vacate, extend, adjourn, re-fix or hold in abeyance the hearing date.

The Committee may determine the witnesses it wishes to hear and the documents it wishes to examine at the hearing. The Committee may decide to admit statements from witnesses in lieu of the witness's attendance at the hearing.

The member in question shall be entitled to be present and to be heard personally at the hearing. There shall be no legal or other representation for the member at the hearing, and the member may not be accompanied by any other person at the hearing except with the prior written approval of the Committee.

All matters pertaining to the hearing, including all documents and materials provided by the Committee to the member for the purposes of the hearing, are to be kept strictly private and confidential by the member and may not be disclosed to any other person except as required by law.

If a member is absent without proper justification at the hearing, or leaves before the conclusion of the hearing, the Committee shall proceed with the hearing and the decision(s) and/ or recommendation(s) made thereafter by the Committee shall be final and binding.

If a member wishes to have a hearing vacated or adjourned on medical grounds, a letter from a doctor certifying that the member is unfit to attend Court shall be required.

Within thirty (30) days of the conclusion of the hearing, the Committee, if it is not the Management Committee, shall furnish to the Management Committee a written report, signed by all the members of the Committee, of the Committee's findings, reasons for its conclusions and its recommendations as to the penalty to be imposed, if any, on the member concerned. The Management Committee shall within fourteen (14) days of the written report, or within thirty (30) days of the conclusion of the hearing if it is the Committee, decide by majority vote whether the member concerned is guilty of conduct that merits expulsion, and the member has failed to justify or explain it satisfactorily.

If the member is found guilty of conduct that merits expulsion and failed to satisfactorily justify or explain it, the Management Committee shall call upon the member to resign, and if he or she does not resign, shall expel the member.

Where the Management Committee has decided that a member should resign or be expelled, it shall not be required to give reasons in writing therefor.

There shall be no appeal against the decision of the Management Committee to call upon a member to resign or expel a member.