

Easysustainability APS Statute

Statute approved by the extraordinary meeting of the board of directors on 07-06-2023 pursuant to art. 16 of the Italian Civil Code.

Title I general provisions

Art. 1 Name and location

In accordance with current provisions, the non-profit association called “ Easysustainability ” Entity of the third sector is established. The Association is governed by the legislation referred to in the Civil Code and by this Statute, falls within the entities of the third sector as a social promotion association, and any profits must be destined for the realization of the institutional purposes referred to in art. 3. Easysustainability ETS is based in Livorno (provisional headquarters: via lloyd 9), but for the implementation of the program it will be possible to set up secondary offices both in Italy and abroad, provided it is deemed necessary by the national council.

Art. 2 Duration

The duration of the association is unlimited. However, it is possible to dissolve it if the causes defined by art. 13.

Art. 3 Purpose and cause of the association

The mission of Easysustainability ETS is to help young people improve their green skills in order to maximize their chances of finding a green job (green job), therefore work that has a positive environmental impact potential (both direct and indirect), and that aims at the prevention or reduction of general environmental degradation by pursuing at least one of the 17 objectives for sustainable development defined by the Paris agreement. It is part of the mission of Easysustainability ETS also to help improve the green skills of young people who have already obtained a green job, but need additional skills for a possible future promotion. This objective has no profit-making purpose, but aims to satisfy the need of associates to find a green job and / or improve their green skills.

Title II - Institutional Activities

Art. 4 Activities

Easysustainability ETS, in order to pursue the aforementioned purposes, carries out activities that involve young Europeans and help them develop or improve their green skills, both hard and soft, in order to provide them with useful means to maximize their chances of being hired for a green job by a company or external public body. The methods of carrying out these activities will be manifold, project-oriented and constantly evolving, based on collaborations, agreements and partnerships with institutions and public and private subjects, as well as the availability of digital means suitable for carrying out these activities. In any case, each activity will refer to the key competences for lifelong learning of the European Union, listed in the COUNCIL RECOMMENDATION of 22 May 2018 published in the Official Journal of the European Union.

Activities, divided according to skills (many activities require multiple skills) therefore include, but are not limited to:

Functional alphabetic competence

Publication by Easysustainability ETS of digital content such as newsletters, social posts and editorials which will require the associated reader to apply a certain level of understanding of the text and critical spirit. Non-formal educational activities will also be carried out to verify the understanding of these contents through, for example, quizzes with the Kahoot application. Following webinars and other non-formal educational activities will also significantly increase the functional alphabetical competence of the members, who will be actively involved in the discussion of topics related to environmental problems;

Multilingual competence

Publication of digital content in English, such as posts, newsletters and editorials that will push participants, both Italian and European, to develop or improve their language skills. In addition, webinars and seminars in English, in which everyone can both participate and conduct, will give members the opportunity to improve listening and listening respectively . Participation in other projects (for example Erasmus +), mainly held in English, will also tend to improve, at least indirectly, the multilingual skills of the members as there will be contacts with other people of different nationalities;

STEM competence

Easysustainability ETS has a knowledge center (knowledge center) entirely dedicated to STEM graduate projects, through which . These projects include the search for more sustainable solutions for our society, as well as the analysis of qualitative and quantitative data and knowledge of environmental sciences. Although specific qualifications are required to actively participate in these projects, it will also be possible to participate passively for any unqualified associate who is interested in improving their STEM skills;

Digital competence

Since Easysustainability ETS is a highly digitized association, the associates will have access to their personal area on our site, where they can first of all have a general picture of all our projects and even apply online. Our meetings and communications will take place almost entirely online, and digital tools such as Google Drive and LinkedIn will often be required, for which we will organize sessions where we will show how to use them effectively. It will also be possible to deepen this type of competence for members based on projects and courses: for example, a Microsoft Excel course will be created for sustainability professionals;

Personal, social competence and ability to learn to learn

The interaction, both digital and otherwise, required by our projects will lead participants to develop their soft skills. There will be projects that will focus more on these aspects, such as Erasmus + training courses, which will help develop the ability to speak in public and teamwork, in addition to many others;

Citizenship jurisdiction

It will not be directly visible within our projects, but various civic reflections will be included, especially in newsletters and Erasmus projects +, in which the pillars of the European Union will be explained several times, which made this program possible;

Entrepreneurial competence

Easysustainability ETS actively promotes the creation of new spin offs, therefore startups created by its associates. When our projects are completed with the appropriate level of success, we propose to the participating associates to create a new entity (for example, after a project in which our associates collaborate with a company to help it become more sustainable, and achieve very satisfactory results, we will propose the creation and support of a new entity founded by them that continues to carry out the activity covered by this project, in the example cited it can be a consultancy company for sustainability);

Competence in cultural awareness and expression

Easysustainability ETS will also have projects related to this competence, especially organized by the Humanities division. For example, they may be explicit artistic expressions such as the creation by associates of works of art with urban waste or in any case the reuse of materials that would otherwise be destined for disposal, or the project may include artistic and cultural components such as help with hospitality and sustainable cuisine.

Title III – Members

Art. 5 Members

All those, natural or legal persons, who:

They are of age and share the purposes of Easysustainability ETS;

They pay the annual membership fee of 15 euros by registering on the website. The quota may be reduced if evidence of a highly disadvantaged economic situation is provided;

Participants in certain projects may be subject to a verification of the qualifications of the members. These requirements will be verified through an individual interview, carried out by a member of human resources, following the application made on the website.

Easysustainability ETS is divided into four sections: STEM (Science, Technology, Engineering and Mathematics), Economics, Law and Human Sciences. The member will be assigned to the branch closest to his specialization. The leader of each section can recruit new members for projects and make decisions related to administrative matters (meeting days etc). In case of overlapping themes, the various sections can collaborate.

Voluntary members who carry out their activities in a non-occasional way are registered by the Association in a special register and will be covered by special insurance when required by the specifications of the activities carried out in person (es. Erasmus +).

Time dedicated to the NGO: the associate can disclose their weekly availability. The weekly commitment may also be void (0 hours), but when you take responsibility for a project (es: Webinar), this must be completed. In the event of non-compliance, the associate may incur the loss of membership status, as reported in article 7, paragraph 2.

Each member can participate in the activities of the Association by lending his work as a volunteer. In any case, for his voluntary activities he will not be entitled to any compensation. However, you may receive reimbursement of expenses when previously approved by the treasurer.

Volunteers are those who freely and freely carry out activities in favor of the Association by making their time and skills available; the volunteer's activity cannot be paid.

The figure of the volunteer is incompatible with any form of subordinate or autonomous employment relationship and with any other employment relationship paid by the Association.

All members have equal rights and the discipline of the association relationship is uniform. Each adult member has the right to one vote in the Shareholders' Meeting. All members can apply to fill the role of organs of the

Association in the ways provided for by the Articles of Association. The duties of the volunteers will depend on the projects they want to undertake, and could also be regulated by contracts with third parties in the event of collaborations with other entities.

Easysustainability ETS does not intend to take in any way a drift “ woke ” and recognizes the total detachment of these logics from sustainability. Each member is free to express himself as he sees fit, therefore, he recognizes the legal protection of satire and free expression as enshrined in article 21 of the constitution.

The quality of partner and related rights are personal and are in no way transmissible. The Association is equipped with all the necessary tools to ensure the care, maintenance and updating of the list of members, in accordance with the provisions of current regulations.

All those, natural or legal persons, members and non-members, who contribute economically to the support of the Association, are supporters.

Members will have to be honest about their volunteering experiences with Easysustainability ETS towards an employer: it would be incorrect and unprofessional to lie about their work. Accuracy is required in the description of your contribution. Contact the NGO in case of need or any doubts.

The duties of the associate will be determined in relation to the projects undertaken by the same and possibly regulated by an additional contractual agreement.

Art.6 Method of admission of members

The quality of member can be purchased with the registration and payment of the annual fee.

To join the association it is necessary to be genuinely passionate about sustainability and its multiple aspects.

As soon as you register on the website, the member will have to pay the membership fee to access the benefits reserved for members. Otherwise it will only be considered a member candidate, who will not be able to participate in the projects, take courses and more.

The administrators of the site (members of the board of directors) will officially approve the status of associates to candidates who have always paid the fee through the website.

The annual registration fee amounts to 15 euros and is valid for one year from the acceptance of the payment. However, if the candidate proves that he cannot afford this amount, he will not be charged and will still be accepted as a member.

A month before the expiry of the annual registration, the member will receive a reminder to renew it by email or message. If it is not renewed, the status of the member will lapse and will again be considered a candidate, who will be able to re-associate by paying again.

Membership in the association is annual, except for the member's right of withdrawal provided for in the following article.

Art.7 Loss of membership status

The quality of member is lost due to death or following the withdrawal of the member, who may manifest himself either following the non-payment of the annual membership fee or in writing.

The exclusion of shareholders is resolved by the Shareholders' Meeting:

for violations of this Statute and regulations;

for behavior contrary to the purposes of Easysustainability ETS;

for behavior contrary to shareholders' resolutions;

for damage to the image of the Association;

In any case, before proceeding with the exclusion, the violations or charges that are moved to the member must be contested in writing, allowing the right to reply.

The member withdrawn or excluded is not entitled to the return of the membership fees paid (see art. 24 of the Italian Civil Code).

No right belongs to the withdrawn or excluded member, much less to his successors in the event of death.

Art.8 Rights and duties of members

All members have the right:

To actually participate in the life of the Association;

To participate in the Assembly with voting rights;

To access the membership offices;

To examine the social books: the member can request a photostatic copy at his own expense limited to the part of the books he interests, declaring in writing that where personal data of other shareholders are reported, it is responsible for the non-disclosure of the same and that the examination of the books themselves is carried out for the sole purpose of guaranteeing their knowledge of the facts of the organization.

All members are required:

to observe this statute, any internal regulations and resolutions legally adopted by the associative bodies;

to attend the Association, collaborating with the corporate bodies for the realization of the associative purposes;

to always maintain correct behavior towards the Association and not to implement initiatives that prove to be in contrast with the aspirations that animate its activity;

to pay the annual membership fee.

Title IV Organization

Art.9 Bodies of the Association

The organization of the association will be inspired by the principles of democracy and equality of the rights of all members, with the prediction of the electivity of corporate offices. There will be horizontal leadership and anyone can bring their own ideas, assuming they are not against the ways and purposes of Easysustainability ETS.

They are official bodies of the Association: The Assembly of members; The Governing Council; The President of the Association; The Vice-President; The Treasurer; The secretary; The councilor.

The election of the organs of the Association cannot be tied or limited in any way and is informed of criteria of maximum freedom of participation in the active and passive electorate.

Since Easysustainability ETS is a social promotion association (APS), the association will mainly make use of the activities provided in voluntary form, free and free of charge by its associates for the pursuit of institutional purposes and, only in case of particular need, they can hire employees or take advantage of self-employment services, also using their associates (art. 18 of Law 383/00). Therefore, the absolutely necessary roles will be defined by the board of directors unanimously.

Art.10 The Assembly of Members

It is the sovereign organ of the Association. The Assembly is made up of all members. The Assembly is chaired by the President of the Association, or by the vice-president in case of absence of the president. The resolutions are taken by electronic vote on the website and do not require the physical presence of the shareholders, but the vote must be expressed within a certain period of time indicated in the relative communication. The resolutions relating to matters deemed urgent and / or complicated by the board of directors must be voted by the absolute majority of the shareholders. The meeting will be communicated on the website at least 5 days before, together with the matters to be treated. Eventually, a remote meeting may be required via the Zoom or Google meet platform, and the link to that meeting will be present in the communication. Anyone can always propose changes through the site, and they can be voted by the members.

The Assembly of Members:

Vote from the second president onwards, the first being the founder to ensure continuity in the objectives;

It has the power to withdraw members of the board of directors through an absolute majority of the vote;

It deliberates on every topic that the Governing Council submits it;

It has the power to create real referendums on any matter inherent in the association through the website, therefore in this way also revisions of the articles of association and statute, which will then be examined by the board of directors.

The convocation of the Shareholders' Meeting can be requested by a tenth of the shareholders entitled to vote.

Art.11 The board of directors and strictly necessary roles

The board of directors:

Appoint and revoke the members of the other corporate bodies;

Approves the annual budget and the social budget;

Resolution on the exclusion of members;

Resolution on the amendments to the articles of association or the articles of association;

Deliberates the dissolution, transformation, merger or demerger of the association;

Unanimously decides which roles are strictly necessary for carrying out activities, and deliberates;

It ensures that the activities carried out by the association are always in line with its purposes.

The roles strictly necessary for carrying out the association's activities, identified by the board of directors on 08/03/2023 are: The president, The vice-president, The treasurer, The secretary, The councilor

Art.12 The president

The president: He makes strategic decisions regarding the implementation of the projects, or delegates the competent people among the associates to do so; He takes care of international relations; Lead the association in the realization of its objectives, and must request consultation of the board of directors before making important decisions.

The office of president lasts 2 years. The shareholders' meeting can appoint an honorary President from among the personalities who have supported and shared the ideals of the Association.

Art.13 The treasurer

The Treasurer checks and guarantees compliance with the legal requirements of the Association's economic-financial and fiscal management. The charge lasts two years.

In particular, the Treasurer: It has the function of checking the accounting records and the application of the Council's decisions in administrative matters; Ensures the publicity of financial statements in the prescribed forms of law and on the Association's website; Illustrates the financial statements to the Shareholders' Meeting and / or to the board of directors.

Art.14 The vice-president

In the absence of the president, the vice-president: He makes strategic decisions regarding the realization of the projects, or delegation of the competent people among associates to do so; He takes care of international relations; He leads the association in the realization of its objectives, and must request consultation of the board of directors before making important decisions.

Art.15 The secretary

The secretary: He takes care of transcribing and reporting all the meetings of the board of directors and the shareholders' meetings; He is responsible for internal communications and the organization of events.

Title V - Economic Resources

Art.11 Obligation to draw up economic and financial statements

Directors will meet once every six months to discuss the financial situation, priorities and possibly approve the financial statements.

Art.16 Heritage and economic resources

The economic resources of the Association are represented by:

Quotas paid by members on an annual basis, contributions, disbursements, donations and various bequests;

From movable or immovable property received by the Association for any reason, Fundraisers and the like;

State and public bodies contributions, including community bodies;

Revenue from services or activities provided by the Association;

Proceeds from different activities pursuant to art. 6 of Legislative Decree no. 117/2017;

Any other type of entry provided it is aimed at pursuing the aims of the Association.

Art.17 Financial year

The financial year begins on 1 (first) January and ends on 31 (thirty-one) December of each year. The financial statements, prepared according to the provisions of art. 13 of Legislative Decree no. 117/17, must be published online once approved.

If extraordinary situations require it, the approval of the financial statements can take place within the maximum term provided for by art. 2364 of the Italian Civil Code. Any profits or operating surpluses are intended exclusively for the realization of the institutional activities (including the possible payment of workers necessary for their performance) and those strictly connected to them also through the establishment or implementation of reserves.

Title VI - Dissolution

Art.18 Dissolution of the Association

In addition to the hypotheses provided for by law, the NGO dissolves in relation to the following dynamics:

When the social goal will be achieved; When the organizational structure is no longer functional and the impossibility of finding new members to replace the previous ones occurs; In the event of debts contracted in excess of 1000 euros, which must be offset by the funds left available.

Art.19 Devolution of assets

If the association dissolves, the devolution of the assets will go to the limit established by law to the founding members, and the rest will go to another association or partner body with similar purposes.