

TRANSLATION FROM FRENCH:

Ref. 2014147

BY-LAWS OF THE ASSOCIATION

PART I: CREATION AND PURPOSE OF THE ASSOCIATION _____

Section 1: It is hereby set up an association forming an international learned society named "*Society of Hair Testing*". Its registered Office shall be located in Strasbourg, 11, rue Humann.

It is registered with the Register of Associations of the Court of Instance of Strasbourg and governed by Articles 21 to 79 of the local Civil Code, kept in force by the Statute on the Introduction of the French Civil Legislation dated June 1st, 1924.

Section 2: Purpose: The Association's purpose is to promote the development of the analysis of hair, to standardize and to improve the techniques both on the level of research and on the one of toxicological expertise. The Association shall also propose to its members the participation in programs of quality control. The members of the Association shall thus benefit from the Association's technical support, its bibliographical references and its scientific material.

PART II: COMPOSITION _____

Section 3: The Association shall include founding members and members who are up to date with the payment of their membership fee.

Section 4: The membership fee to be paid by each member shall be determined every year by the General Assembly.

Section 5: The admission of new members is proclaimed by the Executive Board and shall require the sponsorship of two already registered members.

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- Section 6: The membership is lost:
- 1) By resignation;
 - 2) By the exclusion pronounced by the General Assembly, for any deed that may morally or materially harm the Association;
 - 3) By the removal ruled by the Executive Board for the non-payment of the membership fee. Regarding the exclusion and the removal, the concerned member may be invited to provide explanations.

PART III: MANAGEMENT AND FUNCTIONING_____

Section 7: The Association shall be managed by an Executive Board composed of eleven members, elected by the General Assembly for a two-year term and selected among the members of said assembly. The members of the Executive Board may be reelected indefinitely.

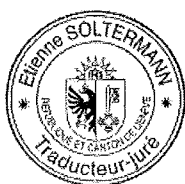
Section 8: Among its members, the Executive Board shall choose, by secret ballot, a Bureau composed of the following:

- a President
- a Vice-President
- a Secretary
- a Treasurer

This Bureau shall be elected for a two year term. It shall meet as often as necessary.

Section 9: The Executive Board shall meet at least twice a year and as often as it is convened by the President or upon the request by one third of its members. Minutes shall be kept of its meetings. The minutes shall be signed by the President and by the Secretary and shall be recorded, without any blanks or strikeouts, in a register kept for this purpose.

The members of the Board may not receive any compensation for the functions they are entrusted with.



Section 10: The Association's General Assembly is composed of all members who paid their membership fee.

The Assembly shall meet once a year as well as whenever it is convened by the Executive Board. The invitation to the Assembly must be made by individual letter sent to each member at least 15 days before the date of the meeting.

Minutes shall be kept of the Assembly's deliberations. These minutes shall be signed by the President and by the Secretary and shall be recorded, without any blanks or strikeouts, in a register kept for this purpose.

The agenda of the meeting shall be determined by the Executive Board.

The General Assembly shall acknowledge the moral and financial reports and shall deliberate on them. It shall approve the accounts of the past business year, vote on the budget of the following year, discuss the questions on the agenda and renew the terms of the members of the Executive Board. It shall appoint a Audit Commission of a member chosen outside of the Executive Board.

Section 11: The expenses are handled by the President. The President shall represent the Association before the Courts as well as within all deeds of civil life.

Upon consulting with the Executive Board, he/she may delegate his/her powers to another member of the Executive Board. The Association's representative must have his/her full capacity to act and to exercise his/her civil rights.

Section 12: The Association's resources are the following:

- The income generated by its assets;
- The membership fees and subscriptions by its members;
- Subsidies and donations;
- The resources created exceptionally and, if necessary, with the approval of the appropriate authorities.

Section 13: There shall be a day-to-day bookkeeping of the income and the expenses and, if necessary, stock records.



PART IV: AMENDMENT TO THE BY-LAWS AND DISSOLUTION_____

Section 14: These By-Laws may be amended only upon proposal made by the Executive Board or by one quarter of the active members who are up to date with the payment of their membership fees.

The Extraordinary General Assembly convened to decide upon such amendments must be composed of at least one quarter of its members. If this quorum is not reached, the General Assembly shall be convened anew, but within a period of fifteen days. It may then take its decisions validly no matter how many members are present.

A 2/3 majority of the members present is necessary to adopt the amendment.

Section 15: The General Assembly convened to decide on the dissolution of the Association shall be convened specifically for this purpose. It must be composed of at least one half plus one of the members that compose the Association. If this quorum is not reached, the General Assembly shall be convened anew, but within a period of fifteen days. It may then take its decisions validly no matter how many members are present.

A 2/3 majority of the members present is necessary to take the decision.

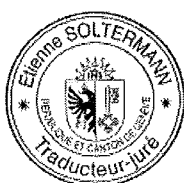
Section 16: In the event of the dissolution of the Association, the General Assembly shall appoint one or several Commissioners in charge of the liquidation of the assets of the Association. It shall attribute the net assets to one or several associations that pursue a similar purpose.

It shall determine the transfer of the assets after the payment of the Association's debts and its liquidation costs; this with the exclusion of the assets provided to the Association by its members and which are excluded from the Association's own assets.

Section 17: Within three months, the President must inform the Strasbourg Court of Instance of the declarations regarding:

- any changes that occurred regarding the composition of the Executive Board;
- any changes of the By-Laws;
- any relocation of the Association's registered office;
- its dissolution.

Section 18: Internal Regulations shall be established by the Executive Board and submitted to the General Assembly.



Established in Strasbourg, on December 14, 1995

M. CASSANI

(signature)

M. CHIAROTTI

(signature)

C. JURADO

(signature)

P. KINTZ

(signature)

P. MANGIN

(signature)

M. MOELLER

(signature)

H. SACHS

(signature)

J. SEGURA

(signature)

C. STAUB

(signature)

M. UHL

(signature)

R. WENNIG

(signature)



LIST OF THE MEMBERS OF THE EXECUTIVE BOARD

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Born on August 24, 1954 in Geneva
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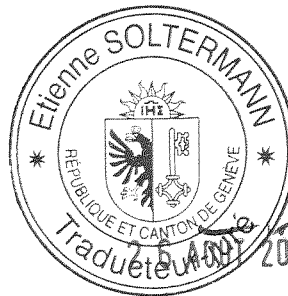
Michael UHL

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ROLF WENNIG

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Luxembourg citizen

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Strasbourg, December 14, 1995

MINUTES OF THE CONSTITUENT ASSEMBLY

On December 14, 1995 several persons met in Strasbourg in order to set up an Association.

After the reading of the draft By-Laws, the final By-Laws were adopted unanimously.

In compliance with the text of the By-Laws, the following ladies and gentlemen:

- **Mario CASSANI** (Italy)
- **Marcello CHIAROTTI** (Italy)
- **Carmen JURADO** (Spain)
- **Pascal KINTZ** (France)
- **Patrice MANGIN** (France)
- **Manfred MOELLER** (Germany)
- **Hans SACHS** (Germany)
- **Jordi SEGURA** (Spain)
- **Christian STAUB** (Switzerland)
- **Michael UHL** (Germany)
- **Rolf WENNIG** (Luxembourg)

were elected as members of the **Executive Board**.

Among its ranks, the Executive Board elected by secret ballot a **Bureau**, composed of the following:

- a President: **Mr. Hans SACHS** (Germany)
- a Vice-President: **Mr. Christian STAUB** (Switzerland)
- a Secretary: **Mr. Pascal KINTZ** (France)
- a Treasurer: **Mr. Michael UHL** (Germany)

Upon the Executive Board' proposal, the annual membership has been fixed at 30 ECUS.

The President:
(signature)

The Secretary:
(signature)

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