

SE Good Start – Choosing a Legal Form and Recommended Practices

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Part I – Background and Basic Information

1. *What is this Guide for?*

This guide is designed for the readers who are interested in setting up social enterprises in Hong Kong. The Guide sets out common legal forms and organisational models of social enterprises with examples and suggestions. **This is not a legal advice.** Please take this Guide as a reference only. Readers are NOT recommended to act upon solely the information contained in this Guide without seeking professional advice.

For commonly asked questions and more resources about social enterprise set up, please refer to the *FAQs and A Practical Guide of Setting up a Social Enterprise* developed by HKCSS-HSBC Social Enterprise Business Centre (SEBC).

2. *What is a ‘Social Enterprise’?*

Social Enterprise is an enterprise that contains social objectives in doing business. It should be distinguished from a charity, which contains social objectives but does not carry on business or adopt commercial elements in its activities. In Hong Kong, it is not uncommon for a charitable institution, which has been granted tax exemption pursuant to section 88 of the Inland Revenue Ordinance (Cap.112 of the Laws of Hong Kong) (hereinafter referred to as “Tax Exemption”) to operate a social enterprise project. In that case, the project itself is a social enterprise whereas other activities and functions of the charitable institution are run as a charity. Social enterprise should also be distinguished from an ordinary enterprise which voluntarily undertakes corporate social responsibility (CSR).

An ordinary enterprise’s main objective is to maximise the profits and interests generated from its business for its owners, whether or not it undertakes CSR. As opposed to an ordinary enterprise, the main objective of a social enterprise is to achieve specific social objectives through business approaches. For example, a social enterprise may provide goods and services that serve particular social or welfare needs (elderly care product) or create employment and training opportunities for the underprivileged.

Another characteristic of a social enterprise distinguishes it from an ordinary enterprise is that a social enterprise reinvests most of its profit in maximising its social impact rather than distributing profits to its investors. As of today, there is no statutory legal definition of social enterprise in Hong Kong.

3. *What are the unique characteristics of a Social Enterprise?*

Social enterprise may exist in different legal forms. A social enterprise is not defined by its legal form but by its nature and ultimate objectives. Generally, social enterprises in Hong Kong share some common features despite their diverse legal forms.

	Ordinary enterprise	Social enterprise
Main objective	- Maximise financial return for business owners	- Achieve ultimate social objective by adopting a sustainable business model
Main objective or nature of business expressly stated in constitutional document	- Optional	- Not mandatory unless the social enterprise has been granted Tax Exemption, but recommended. Please refer to Part III about “Setting out Social Objectives in Constitutional Document”
Business model	- As a means to maximise financial return	- As a means to achieve social objective and self-sustainability
Job creation for underprivileged groups	- Not necessary	- Can be regarded as one of the social objectives, particularly for the Work-Integrated Social Enterprise (WISE)
Profit distribution to owners	- Allowed	- Allowed, unless the social enterprise has been granted Tax Exemption
Maximum cap of profit sharing (ref to p. 23 for details)	- Not compulsory	- (Only applicable to a social enterprise that has not been granted Tax Exemption) Recommended, please refer to Part III about “Setting out Asset Lock and Cap of Profit Sharing in Constitutional Document”

Asset Lock (ref to p. 22-23 for details)	- Not compulsory	- Same as above
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Part II – Structuring and Choosing a Legal Form

1. Structuring

Before a social enterprise is established, the founder(s) should first consider a fundamental question – how the social enterprise be structured. In this context, structuring concerns about who would be the owner(s) of the social enterprise, who would manage it, who would have the right to make different natures of major decisions etc.

Individual Founder(s) – If the founder(s) is an individual or a group of individuals, and he/she/they intend to own and directly manage the social enterprise, they may form a new entity in a legal form that they think most suitable in their particular circumstances, e.g. forming a company limited by shares where founders would be the shareholders (i.e. own the social enterprise) and also the directors (i.e. manage the social enterprise).

Corporate/Organisation Sole Founder – If there is only one founder and the founder is a corporation or organisation, it may choose either one of the following options:

- (i) Establish the social enterprise as an internal department or a branch of the founder. In other words, the social enterprise is not established as a separate legal entity. It cannot, dependently from the founder, own any assets, enjoy any legal right or bear any legal liability. Legally speaking, all assets, legal rights and liabilities belong to the founder, not the social enterprise independently.
- (i) Choose an appropriate legal form and establish a new entity in that legal form as a vehicle to own and operate the social enterprise. For example, if the founder itself is a company limited by guarantee, it may establish a subsidiary in the legal form of a company limited by shares to operate the social enterprise. In this way, the founder and the social enterprise would be two separate legal entities, each of them may own its own assets, enjoy its legal rights and bear its legal liability independently from each other. The social enterprise may also have a governing body (e.g. in the case of a company limited by shares, the board of directors) composing of members different from the governing body of its founder.

Factors to be considered

Readers should take into account of some important factors when structuring and choosing a suitable legal form for the social enterprise, such as:

- **Legal liability** – If the underlying business of the social enterprise has a high legal risk exposure, for example, the underlying business is a restaurant and it is possible for social enterprise to bear certain legal liabilities (e.g. for food poisoning due to inappropriate handling of food), it would be advisable for the founder to set up a separate legal entity to operate the social enterprise, segregating their respective legal liabilities. Besides, different legal forms have legal liability implications to its owners, for example, member of a company limited by guarantee is liable up to the amount of contribution stated in the Articles of Association (AA) to be called upon winding up of the company, whereas the shareholders of limited by shares are liable up to the consideration they need to pay in subscribing for their shares in the company.
- **Source of capital** – If a social enterprise wishes to draw external investment in future, a company limited by shares may be the most suitable legal form, compared to a company limited by guarantee, a society or a co-operative society.
- **Tax exemption** – Social enterprises may apply for tax exemption under section 88 of the Inland Revenue Ordinance if they are qualified as charitable institutions. The Inland Revenue Department lays down requirements for charitable institutions applying for tax exemption, for example, prohibition of the institution from distributing its incomes and properties amongst its members and also prohibition of the members of its governing body (for example, the board of directors) from receiving remuneration. If the founders wish to manage the social enterprise by themselves and need to receive salary from the social enterprise to support their living costs, tax exemption is apparently not an option to them because of the required prohibition.

2. Common Legal Forms of Social Enterprises in Hong Kong

Social enterprises in Hong Kong may be established and registered in different legal forms in meeting their specific needs. Here are some common legal forms of social enterprises for the readers' consideration.

a. Statutory body established by the Hong Kong legislature

Only under very special circumstances or because of historical reasons, an entity would be established by legislature (special ordinance). For example, Tung Wah Group of Hospitals was established by virtue of the Tung Wah Group of Hospitals Ordinance (Cap. 1051 of the Laws of Hong Kong) and The General of The Salvation Army is deemed a corporation and was established by virtue of the Salvation Army Ordinance (Cap.1062 of the Laws of Hong Kong).

Nowadays, it is rare to see an entity actually needs to be established in this legal form. Most charitable institutions may be established in the form of a company limited by guarantee or a society instead. And a social enterprise could hardly be established in this legal form by itself.

Besides, if a statutory body established by legislature decides to establish a social enterprise, it may prefer to set up the social enterprise as an internal department or a branch of the statutory body (i.e. without forming a separate legal entity). For example, “iBakery” is set up as a social enterprise project under Tung Wah Group of Hospitals, and “Family Stores” is also set up as a social enterprise project of The Salvation Army, both of these social enterprises are not separate legal entities independent from their mother organisationorganisations.

In the case a social enterprise is set up as an individual ‘project’ within the mother organisational structure, the social enterprise project is directly governed by the board of directors of the mother organisation and managed by the organisation’s staff. To facilitate better co-ordination among different social enterprise projects, some organisations might choose to set up a dedicated department to oversee the overall development and management of various social enterprise initiatives.

b. Society

“Society” refers to a society registered under the Societies Ordinance (Cap.151 of the Laws of Hong Kong). The government department responsible for handling the registration is the Commissioner of Police (CP) – Licensing Office of the Hong Kong Police’s Societies Office.

A Society is an unincorporated body. Unlike an incorporated body (e.g. a company), an unincorporated body's members and office bearers may be held personally liable for the liabilities incurred by the Society without limit.

The constitutional document of a Society is commonly called the Constitution. It generally regulates the Society's internal affairs and management, such as procedures for board meetings, distribution of entitlements, and the rights and remedies of the members as between themselves or over the Society. For example, the constitution may contain the objects of the Society and the permitted means for fostering such objects. The Societies Ordinance does not stipulate required contents of the constitution of a Society. To ensure the constitution is comprehensive enough for the purpose of the Society and for its effective administration, it is advisable to engage professional adviser to draft the Constitution.

Generally, it is uncommon for a Society established primarily for operating a social enterprise. More often, a Society is initially formed for a broader mission (e.g. for promoting a religion) and it subsequently establishes a social enterprise to foster its social objectives.

Like statutory bodies established by legislature, in establishing a social enterprise, some Societies may prefer to set up the social enterprise as an internal department or a branch of the Society, rather than setting up a separate legal entity. If so, the Society is recommended to review its legal risk exposure since, as mentioned above, a Society is an unincorporated body. The Society should also ensure that the social objective of its social enterprises is in line with the organisation's mission. Besides, the mother organisations shall be responsible for the legal liabilities of the social enterprises.

For example, “理安心” is a social enterprise project run by Hong Kong Single Parents Association, and “環保精彩大道” is a social enterprise project run by Tuen Mun Youths Association, both of them are not separate legal entities from their mother organisations.

c. Company

‘Company’ is currently the most common legal form of social enterprises in Hong Kong. Under the Companies Ordinance (Cap.622 of the Laws of Hong Kong), there are 5 types of companies (formerly 8 types under the preceding ordinance, Cap.32 of the Laws of Hong Kong), namely:

- private company limited by shares
- public company limited by shares
- company limited by guarantee
- private unlimited company
- public unlimited company

In the context of forming a social enterprise, two types are more relevant – private company limited by shares (simply referred to as “company limited by shares” in this Guide) and company limited by guarantee.

i. Incorporation

In accordance with the Companies Ordinance (Cap.622), all individuals (aged 18 or above) and groups may set up companies for lawful purposes. The Companies Registry administers and enforces most parts of the Companies Ordinance.

ii. Constitutional Document

The constitutional document that a company must have upon its incorporation is the AA. Companies formed before the current Companies Ordinance (Cap.622) in force on 3 March 2014 would also have the Memorandum of Association, which was abolished by the current Ordinance. All information such as the object clause (if any) contained immediately before the Memorandum of Association was abolished shall automatically form part of the AA.

Under the current Companies Ordinance, a company may adopt as its AA any or all of the provisions of the Model Articles prescribed for the type of the company to which it belongs. In other words, the founding members may save much trouble and costs in drafting the company’s AA upon incorporation. The Model Articles could be found in the Companies (Model Articles) Notice (Cap.622H of the Laws of Hong Kong).

iii. Members and Voting Power

Every company must have at least one member, in the case of a company limited by shares, its members are commonly called “shareholders”.

Companies may have different classes of members, for example, voting members and non-voting members. In general, for a company limited by guarantee, each member of the same class would have the same voting power, i.e. one vote per member. For a company limited by shares, a shareholder’s voting power is in proportion to the number of shares that he holds, normally one vote per share.

iv. Directors and Company Secretary

For a company limited by guarantee, it must have at least 2 directors who must be natural persons aged 18 or above. For a company limited by shares, it must have at least 1 director; directors of a company limited by shares may be natural persons or body corporates provided that it must have one director who is a natural person.

Every company must also have a company secretary, who must be either a natural person ordinarily resides in Hong Kong or a body corporate that has its registered office or place of business in Hong Kong.

v. Limited Company

A limited company, as opposed to an unlimited company, means the liability of the members of the limited company for the debts of the company is limited either by shares or by guarantee. In other words, the members will not be held liable for the limited company’s debts as long as those members have fulfilled their commitment to pay for their shares (in case of a company limited by shares) or to contribute the amount stated in the AA.

- *Company limited by guarantee*- The liability of its members is limited by the company’s AA to the fixed amount that the members undertake and members must contribute to the assets of the company in the event of the winding up of the company.

In Hong Kong, social enterprises choose to be formed as a company limited by guarantee mainly because this is a legal form that is eligible to apply for Tax Exemption.

Some social enterprises are formed as a company limited by guarantee and operate as the subsidiary of its mother organisation. In these cases, the social enterprises are governed by an independent board of directors.

E.g., Bright Services Company Limited of the Society of Rehabilitation and Crime Prevention, Hong Kong; Internet Learning Resource Centre Limited (Weborganic) under the Hong Kong Council of Social Service.

- *Company limited by shares*- The liability of its members is limited to any amount unpaid on the shares held by the members. For example, Mr. Chan subscribes for one share of the company at a consideration of HK\$100. He has paid for HK\$70 when the share is issued to him. The company can subsequently call on Mr. Chan to pay the balance of HK\$30. Once Mr. Chan has paid the said HK\$30, he has no liability towards the company in paying its debts even if the company is unable to pay its debts in full.

This legal form is suitable for social enterprises which are desirous to have the flexibility to attract new investors after incorporation because a company limited by shares may, subject to its AA, raise fund by issuing new shares at any time to incoming investors.

E.g. DID HK Limited; Diamond Cab

d. Sole Proprietorship

“Sole Proprietorship” refers to a business that is owned by one individual. Strictly speaking, it is not a legal entity, though the proprietor may engage employees. The proprietor is entitled to all of the profits and is responsible for any debts that the sole proprietorship incurs. In substance, the sole owner has unlimited liability for the debts of his sole proprietorship business, making this legal form an uncommon and unattractive one for social enterprises.

e. Partnership

According to Partnership Ordinance (Cap.38 of the Laws of Hong Kong), partnership is the relation which subsists between persons carrying on a business in common with a view of profit. Persons who have entered partnership with one another are called

collectively a firm. Every partner in a firm is liable jointly with the other partners for all debts and obligations of the firm incurred while he is a partner. Since the extent of liability borne by the partners is unlimited, this legal form is uncommon for setting up a social enterprise.

3. *A Brief Comparison of Three Legal Forms*

‘Society’ (as a mother organisation), ‘Company Limited by Guarantee’ and ‘Company Limited by Shares’ are the most popular forms of social enterprises. Readers may take into account various factors in deciding the most suitable form for their own circumstances.

	Society	Company Limited by Guarantee	Company Limited by Share
Legal identity	No separate legal status in rights and obligations from its owners	Separate legal entity from its owners	Separate legal entity from its owners
Legislation	Societies Ordinance (Cap.151)	Companies Ordinance (Cap.622)	Companies Ordinance (Cap.622)
Government Department for Registration	Commissioner of Police (CP) – Licensing Office of the Hong Kong Police’s Societies Office	Companies Registry	Companies Registry
Business Registration Certificate required for	Yes, unless the Society has been granted Tax Exemption	Yes, unless the company has been granted Tax Exemption	Yes

operating the social enterprise			
Legal liability	All members and office bearers of the Society may be personally liable unlimitedly if assets are not sufficient to meet the liabilities	Every member is liable up to his contribution stated in the AA	The shareholders are liable up to the shares they contributed
Eligibility to apply for tax exemption (section 88 of the Inland Revenue Ordinance)	Eligible	Eligible	In practice, normally not eligible unless the company fulfills all requirements for tax exemption, e.g. prohibits distribution of income and directors' remuneration
Eligibility to draw external investment	In practice, normally not eligible (ref to p. 12-13 for details)	In practice, normally not eligible (ref to p. 12-13 for details)	Yes
Profit distribution to owners	Not allowed if Tax Exemption is granted	Not allowed if Tax Exemption is granted	Yes, unless in the unlikely case that it has been granted Tax Exemption
Eligibility to apply for government's social enterprise funding schemes	Eligible to apply for all existing funding schemes for social enterprises including but not limited to - Enhancing Self-Reliance through District Partnership Programme (ESR)	Eligible to apply for all existing funding schemes for social enterprises including but not limited to - ESR - 3E - SIE Fund	Not eligible to apply for 3E scheme. Eligible to apply for funding of ESR and SIE Fund

	<ul style="list-style-type: none"> - Enhancing Employment of People with Disabilities through Small Enterprises Project (3E project) - Social Innovation and Entrepreneurship Development Fund (SIE Fund) 		
Eligibility to be listed at the Social Enterprise Directory of the SEBC	Yes	Yes	Yes
Website	http://www.police.gov.hk	http://www.cr.gov.hk/	http://www.cr.gov.hk/

This table is a general comparison of three legal forms. Readers are recommended to seek legal advice for more details.

Part III – Safeguarding Social Objectives: Recommended Practices and Examples

There is a rising public awareness of social enterprise and its social value. Since there is no statutory definition or mandatory legal form for the setting-up of social enterprises in Hong Kong, the general public may not be able to identify a social enterprise and understand its social purpose easily.

Social enterprises may adopt some practices to enable the general public better understand their values and operation. This section introduces a few recommended practices which could be adopted by social enterprises established in the legal forms of societies or companies.

1. Setting out Social Objectives in Constitutional Document

Social objectives are said to be the soul of a social enterprise since their existence distinguishes the social enterprise from an ordinary enterprise. Therefore, regardless the legal form that is chosen for setting up a social enterprise, it is always recommended that the social objectives be incorporated in the constitutional document though this is not mandatory by law (but is a requirement for Tax Exemption).

If a society or a company is formed afresh solely for a specific social enterprise project, this would be straight forward – the social objectives of the social enterprise can be expressly stated in the society’s constitution or the company’s AA.

However, in many cases, a society or a company (or even a statutory body established by legislature setting up a social enterprise in the form of an internal department or a branch) is established for broader social objectives than those of its social enterprise, or it has established more than one social enterprise with social objectives not identical with each other. For example, the key social objective of a charitable institution in the form of a society is to help relieve poverty, and its social enterprise’s social objective is narrower which is to create job opportunity for the unemployed youth. In those cases, it is advisable for the society or the company to ensure that:

- (a) the social objectives of its social enterprise are in line with its own social objectives; in case of doubt, the society or the company is recommended to amend and broaden its own social objectives so as to clearly cover the social objectives of its social enterprise; and
- (b) the social objectives of its social enterprise are expressly set out in the society’s or the company’s constitutional document (e.g. “the social objectives of the company is ... to form a social enterprise for [specific social objectives of the social enterprise]...”) or at least expressly set out in the specific social enterprise’s business plan, proposal or similar document, which should be duly adopted by the entity’s governing body (e.g. board of directors) and made easily accessible to the public.

The provision setting out the social objectives in a constitutional document is generally called the “**object clause**”. Before the preceding Companies Ordinance (Cap.32) was amended in 1997, all companies must have an object clause. Now, under the Companies Ordinance (Cap.622), object clause is optional but as explained above, in order to address public’s concern about its social objectives (and for applying for Tax Exemption, as the case may be), any social enterprise regardless the legal form it has chosen, is recommended to include an object clause in its AA.

In drafting an object clause, some people may find it easier to first examine the nature of the underlying social objectives concerned. Here are two common types of social enterprises categorized by their different nature of social objectives:

- a. ***Work Integrated Social Enterprise (WISE)*** - WISE is a type of social enterprise that focuses on improving employability of the deprived groups. WISE offers training and job opportunities for those people who are difficult to be engaged in the mainstream labour market, such as people with disabilities and the ex-offenders. WISE plays an important role in the Hong Kong’s social enterprise sector, especially during the initial stage. Majority of social enterprises operated by non-profit making organisations in Hong Kong are WISE.

Some government funding schemes make the creation of jobs for the deprived groups a prerequisite and set out concrete requirements. For the social enterprises funded under 3E Project, for example, are required to employ not less than 50% of people with disabilities of the total number of persons on the payroll of the Business.

WISEs are recommended to state their social objective clearly in their constitutional document and other official documents which are easily accessible by the public.

Examples of Object Clause:

A recycling company targets to create jobs for ex-offenders

‘The objects of the Company are:

- (i) *to operate for the benefit of the HK society by providing job opportunities for the ex-offenders;*
- (ii) *to operate the business of recycling with a mission to arouse public awareness of environmental protection in HK; and*
- (iii) *to empower the ex-offenders by offering training sessions and capacity building programmes.’*

A social enterprise restaurant targets to create jobs for visually impaired persons

'The objects of the Company are:

- (i) to operate the business as a restaurant and catering center;*
- (ii) to enhance the work ability and raise the self-esteem of visually impaired persons by providing training and job opportunities; and*
- (iii) to serve as a springboard for the visually impaired persons to engage in the open job market. It is guaranteed that no less than 50% of total number of full time staff is visually impaired.'*

b. ***Non-Work Integrated Social Enterprise (Non-WISE)*** – Non-WISE is a type of social enterprise that does not focus on improving employability of the deprived groups but for other social purposes. In Hong Kong, there is a growing number of non-WISEs in recent years, such as:

- (i) Fair Circle: promote the idea of fair-trading by selling social enterprise products
- (ii) Eldpathy: raise public understanding about the need of the elderly through the delivery of aging experiential programmes
- (iii) Light-Be: provide single-parent families with a decent home at affordable rent
- (iv) GoodGoods: advocate responsible consumption by trading social enterprise products for individual and corporate customers

Examples of Object Clause:

A retail shop aims to provide quality daily goods to low income families

'The objects of the Company are:

- (i) to operate the business as a retail shop selling daily products;*
- (ii) to operate for the benefit of the low income families by sourcing and offering daily goods at low and affordable price; and*
- (iii) to provide networking opportunities for the low income families by providing free interest classes and activities.'*

An upcycling company aims to raise eco-awareness and promote Hong Kong design

'The objects of the Company are:

- (i) to operate the business of upcycling with a mission to upgrade wasted materials to high quality bags and accessories;*
- (ii) to arouse public awareness of environmental protection in HK by conducting upcycling workshops to the general public; and*
- (iii) to encourage public appreciation of the design products of HK by organizing education and promotion events.'*

2. Setting out Asset Lock and Cap of Profit Sharing in Constitutional Document

Another increasing common question is how a social enterprise uses its assets and distributes its profits to safeguard its social objectives. To address such questions, the concepts of “asset lock” and “cap of profit sharing” emerge.

It should be noted that in Hong Kong these concepts are only relevant to social enterprises that are not granted with Tax Exemption (i.e. mostly companies limited by shares). To enable a social enterprise be granted Tax Exemption, it must have been included in its constitutional document the following provisions: (a) clause prohibiting distributions of its incomes and properties among its members; (b) clause prohibiting its directors from receiving remuneration; and (c) clause specifying how its assets should be dealt with upon its dissolution, normally be donated to other charities. As such, the assets of social enterprises granted Tax Exemption must be locked and profit sharing among its members is totally prohibited, not even at a cap.

For social enterprises that are not granted Tax Exemption, they may on a voluntary basis adopt “asset lock” and “cap of profit sharing” provisions in its constitutional document. The way and to the extent that the assets are locked and the profits can be shared may vary. Some social enterprises in Hong Kong make reference to Community Interest Companies (CICs) introduced by UK as a benchmark.

In general, being its key characteristics, a CIC includes the following provisions in its AA:

- *Asset Lock* – The CIC’s assets must either be retained within the company to be used for the community purposes for which it was formed, or if the assets are transferred out of the CIC, the transfer must be made:
 - for full market value so that the CIC retains the value of the assets transferred;
 - to another asset-locked body (e.g. another CIC or a charity); or
 - for the benefit of the community.
- *Cap of Profit Sharing* - The CIC presets a ceiling percentage (currently set at 35%) by which the company may distribute its profits to their owners by way of dividends.

For example, in Hong Kong, L plus H Community Interest Company Limited 綿德社利有限公司 includes “asset lock” and “maximum cap of profit sharing” provisions in its AA.

At Clause 2. (a) under the section 'Interpretation, it provides that,

'Asset Lock' – Means the assets of the Company (including any profits or other surpluses generated by its activities), subject to meeting its obligations and provision of its articles, shall be permanently retained with the entity and used for the community purposes and the transfer of the assets of the Company is restricted at a price not less than the market value unless for the community purposes or to an entity with similar asset locked nature or charity; (p.7)

At Clause 97 to 99, under the section 'Dividend Capping and Assets Lock', it provides that,

97. The income and property of the Company, whence ever derived, shall be applied towards the promotion of the objectives of the Company as set forth in the Memorandum of Association. Dividend payable to the members per financial year is capped at the maximum of 35% of net profit after tax of the Company subject to a maximum return to members of not more than 10% on their investment amounts per financial year.

98. The Company is an asset locked company. Transfer of asset from the Company at less than market value is prohibited unless to another asset locked body or otherwise for the benefit of the community.

99. The Articles therein in respect of dividend payment and transfer of assets of the Company shall be subject to Article 97 and 98.

Part IV – Useful Information and Disclaimer

Useful links:

Companies Registry

<http://www.cr.gov.hk/>

Commissioner of Police (CP) – Licensing Office of the Hong Kong Police’s Societies Office

http://www.police.gov.hk/ppp_en/11_useful_info/licences/societies.html

Inland Revenue Department – A Tax Guide for Charitable Institutions and Trusts of a Public Character

http://www.ird.gov.hk/eng/tax/ach_tgc.htm

ICAC’s Internal Control in Social Enterprise

http://www.icac.org.hk/filemanager/en/Content_1031/internalcontrol.pdf

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