



**THE ASSOCIATION OF GEOSCIENCES, MINING AND METALLURGY
PROFESSIONALS
(YERMAM)**

DIRECTIVE FOR MEMBERSHIP CRITERIA

1. GENERAL PROVISIONS

1.1. The Directive for Membership in the Association of Geoscience, Mining and Metallurgy Professionals (hereinafter referred as YERMAM) defines the conditions and procedure for admission to Membership in YERMAM, conditions and procedures for expulsions, admonition, suspension and voluntary cessation of membership in YERMAM, and also defines the range of rights and obligations of the YERMAM members.

1.2. Regardless of language, religion and racial distinction; real and legal persons, public institutions and organizations and employees working in the field of geosciences, mining and metallurgy, who are committed to the rules of the Association, including the Charter of the Association and Code of Ethics can become a member of YERMAM.

2. MEMBERSHIP GRADES

2.1. YERMAM shall consist of membership grades of i) Honorary, ii) Professional and iii) Regular, iv) Corporate Member. All members of YERMAM shall be maintained on a Register by the Board of Directors of YERMAM. All members shall be equally entitled to the privileges of membership. All members are entitled to vote at General Meetings.

2.2. All applicants for Professional and Regular Member grades need to document professional status through an undergraduate education and graduation from a university (including the foreign universities recognised by Council of Higher Education of Turkey).

2.3. An individual who has relevant experience in the mineral industry for a period of not less than 5 years shall be eligible for registration in the grade of Regular Membership.

2.4. A member who has at least 7 years' experience in the relevant field of expertise can apply for Professional member grade.

2.5. Those who have provided substantial financial and moral support to YERMAM may be accepted as Honorary Member by a decision of the Board of Directors.

2.6. The Board of Directors may elect as a Corporate Member any company or organization whose activities have a substantial connection with the mining and mineral processing industries. A Corporate Member shall nominate one representative who will have full voting rights, and additionally shall be entitled to vote at Annual and Non-plenary General Meetings.

2.7. Members shall be entitled to use the following post-nominal titles:

- Honorary Member of the YERMAM (Hon -YERMAM)
- Professional Member of the YERMAM (P-YERMAM)
- Regular Member of the YERMAM – (R-YERMAM)
- Corporate Member (C-YERMAM)

3. ADMISSION OR TRANSFER FOR MEMBERSHIP

3.1. Every proposal for admission as a member of any grade in YERMAM with the except of a Honorary member, or for transfer from one grade to another, shall be made on and in accordance with the application form updated from time to time by the Board of Directors of YERMAM.

3.2. All candidates for admission as a member of any grade in YERMAM with the exceptions of an Honorary member or for transfer from one grade to another shall sign the admission application form in writing that will be issued by the Board of Directors of YERMAM, which is taken as a demonstration of acceptance of YERMAM's goals, principles, Charter and Code of ethics.

3.3. All application forms for admission as a member of any grade in YERMAM with the exception of an Honorary member or for transfer from one grade to another shall be submitted to the Board of Directors of YERMAM, as a minimum to include:

- a) a detailed curriculum vitae including current employment status, education and subsequent training, work experience, area of competence, list of publications, language or other relevant skills,
- b) copies of university-level diplomas and degrees,
- c) copies of certificates of academic or science degrees or practical competence degrees (if any),
- d) copies of certificates of participation in specialized seminars and other events (if any),
- e) copy of national ID card from the citizens of the Republic of Turkey or copy of passport in the country of citizenship from the other citizens,
- f) a color photo of candidate (size 3x4 cm).

3.4. For admission as a Regular Member the candidate shall be vouched by two members who are personally familiar with the candidates professional experience. To apply for Professional Membership grade, the candidate is firstly required to be a Regular member. In the case of a transfer to Professional Membership grade, both two signatory sponsors must hold Professional Membership grade status.

3.5. In the case of a transfer to Professional Membership grade, in special circumstances, where a Regular Member cannot obtain a signature of a Professional Member possessing personal knowledge, the Board of Directors of YERMAM may admit the candidate on production of satisfactory evidence as to experience attested by the equivalent of a Professional Member of a Professional Organization (PO) which is equivalent to YERMAM in another country.

3.6. To apply for admission to Regular Member grade or for a transfer to Professional Membership grade, each signatory Sponsor shall submit a written recommendation regarding the applicant's professional experience.

3.7. For approval of transfer to Professional Member grade, the member may be invited to an interview by the Board of Directors of YERMAM. The Board of Directors convenes and reviews the member's application. The successful candidate shall be declared transferred and shall be notified in writing.

3.8. All candidates for admission to Regular Member grade or members for transfer to Professional Member grade shall become members of YERMAM in the grade to which they are elected or transferred upon approval of their application by the Board of Directors of YERMAM.

3.9. The Board of Directors of YERMAM may reject or defer any application for admission to Regular Member grade or transfer to Professional Member grade. The Applicant shall be informed in writing with reasons for such rejection.

3.10. A candidate whose application for admission to Regular Member grade or transfer to Professional Member grade has been rejected may be re-nominated when the matter which caused the rejection has been remedied.

4. RESIGNATIONS AND TERMINATIONS OF MEMBERSHIP

4.1. Members of any grade in YERMAM may resign their membership by written notice to YERMAM in case the member has no debt to the Association, and their resignation shall be considered by the Board of Directors of YERMAM.

4.2. The rights and privileges of a member in any grade shall cease immediately upon removal of a Member's name from the Register.



4.3 Every member in any grade of YERMAM shall observe and be bound by the terms of the Charter, the Code of Ethics, the National Public Reporting of Exploration Results, Mineral Resources and Mineral Reserves Code of Turkey (The UMREK Code), any Code of the YERMAM and any rules published by the Board of Directors from time to time.

4.4. Any alleged breach of the Charter, the Code of Ethics, the National Public Reporting of Exploration Results, Mineral Resources and Mineral Reserves Code of Turkey (The UMREK Code) and any YERMAM rules prevailing at the time a complaint is lodged shall be investigated and dealt with in accordance with the procedure described in Section 7 of this document.

5. MEMBERSHIP FEES

5.1. Each Grades of Member except for Honorary Members shall pay a membership fee once a month.

5.2. Any new Regular and Professional Members that have been admitted shall pay the prescribed entrance fee and the monthly membership fee according to the month of admission.

5.3. The Board of Directors of YERMAM shall remove the name of any Professional Member or Regular Member, whose subscription is six months in arrears from the Register. The Member may be restored to membership on payment of arrears of subscriptions or of a reinstatement fee as determined by the Board of Directors of YERMAM.

5.4. The monthly membership fee for the forthcoming year will be determined by the Board of Directors of YERMAM.

6. RIGHTS AND OBLIGATIONS OF MEMBERS

6.1. All Members of the YERMAM are entitled to:

- a) participate in all activities of YERMAM, make comments, submit complaints and obtain the decisions regarding these,
- b) For All Members who have the right to vote, elect and be elected to the Board of Directors of YERMAM and for Professional Members be elected to committees of YERMAM,
- c) make proposals for YERMAM activities,
- d) receive information about YERMAM activities,
- e) obtain regular support from YERMAM in performance of professional duties,
- f) improve skills by participating in specialized activities, organized and conducted by YERMAM, or other professional organizations, as appropriate,
- g) receive discounts from YERMAM activities including courses, conferences and publication sales where applicable,
- h) in the case of Professional or Regular Members, act as a Sponsor for an admission to membership of YERMAM,
- i) voluntarily cease their membership of YERMAM .

6.2. All Members of YERMAM are obliged to:

- a) comply with the Charter, YERMAM rules, the Code of Ethics, regulations and the decisions of the Board of Directors of YERMAM,
- b) comply with the National Public Reporting of Exploration Results, Mineral Resources and Mineral Reserves Code of Turkey (The UMREK Code),
- c) raise and promulgate the dignity of YERMAM,
- d) respect other Members of YERMAM,
- e) engage in Continuous Professional Development to maintain and improve their professional and personal knowledge,
- f) actively involve themselves in activities organized by YERMAM,
- g) fulfill any assigned responsibilities given by YERMAM,



h) pay membership fee each month.

6.3. All Honorary Members of YERMAM are entitled to:

- a) participate in all activities of YERMAM, make comment and submit complaints,
- b) make proposals for YERMAM activities,
- c) receive information about YERMAM activities,
- d) receive discounts from YERMAM activities including courses, conferences and publication sales where applicable,
- e) voluntarily cease their membership of YERMAM.

6.4. All Honorary Members of YERMAM are obliged to:

- a) comply with the Charter, YERMAM rules, the Code of Ethics, regulations and the decisions of the Board of Directors of YERMAM,
- b) Comply with the National Public Reporting of Exploration Results, Mineral Resources and Mineral Reserves Code of Turkey (The UMREK Code),
- c) raise and promulgate the dignity of YERMAM,
- d) respect other Members of YERMAM.

7. COMPLAINTS

7.1. In this Regulation, “complaint” means any complaint that a member in any grade of membership of YERMAM has breached an obligation in the rules of the Charter, the UMREK Code or any other reporting standard of CRIRSCO, the Code of Ethics, or any rule published by the Board of Directors of YERMAM prevailing at the time of the alleged claim which constitutes the basis for the complaint.

7.2. The Ethics Committee of YERMAM is responsible for processing and adjudicating complaints by submitting these to Board of Directors of YERMAM.

7.3. A real person or legal entity may lodge a complaint in respect of a member in any grade of membership of the YERMAM.

7.4. Every complaint shall be made in writing and shall, be referred to the Ethics Committee.

7.5. The Ethics Committee may seek legal advice or written opinion from independent experts or from the Board of Directors of YERMAM. Moreover, The Ethics Committee may also seek additional evidence relating to the complaint.

7.6. The Ethics Committee must consider every complaint.

7.7. If non-compliance is established as a result of the assessments by the Ethics Committee, the followings penalties may be imposed

- a) Expulsion
- b) Suspension; or
- c) Admonition.

For penalties less than expulsion, for YERMAM will cause the member to complete a mandatory education process on the UMREK Code and its use.

These penalties are not indefinite and will be applied according to the gravity of the violation and the consequences of potential damages. The severest punishment may be imposed in respect of an act committed with the approval of the decision by the Board of Directors that is recommended by Ethics Committee.

7.8. Any Member of YERMAM that causes any harm (the harm may be caused by participating in frauds in mining sector, in public sector or in the financial market; the participation in criminal activities, or any activity incompatible with YERMAM's purposes; among others) to YERMAM's reputation is subject to be expelled from YERMAM's registry, at Board of Directors sole discretion and advisory jurisdiction of the Ethics Committee.

7.9. A Member in any grade of membership about whom a complaint has been made will be immediately notified. In this notification, the accused will be requested to present his defense statement about the subject of the complaint.

7.10. In the absence of an appeal during complaint period, the Ethics Committee evaluates the complaint using the data presented and makes advisory judgement for submission to the Board of Directors.

7.11. The Board of Directors of YERMAM evaluates the advisory judgement of the Ethics Committee and, if any, defense of the complainee and pronounces a decision about the complaint. The accused member shall be notified immediately about the decision of the Board of Directors of YERMAM.

7.12. The accused Member or the Complainant may appeal to a Civil Court of Peace within 15 days from notification of the decisions of the Ethics Committee.

7.13. All deliberations of the Ethics Committee shall be attentive, impartial and confidential.



7.14. All rights and prerogatives of a Competent Person are immediately extinguished upon suspension or expulsion from YERMAM membership.

In this event YERMAM will inform UMREK and request the Competent Person be removed from the UMREK Register.

A Competent Person can reapply for membership after the period of suspension if he\she has not been found to be guilty of any other violations of the Code of Ethics or other breaches of YERMAM rules or obligations.