

1. 'Association of Labour Providers' and 'ALP' are trading names of the Association of Labour Providers Limited.
2. The affairs of ALP shall be directed by the Members' Council in accordance with the Articles of Association.
3. Any labour provider is entitled to become an ALP Member on payment of the appropriate subscription and written agreement to be bound by the Articles of Association and these Membership Regulations.
4. The Members' Council may draw up or endorse any other regulations or codes of practice which shall be optional or binding on members as determined.
5. ALP shall, at the discretion of the Chief Executive, admit as an ALP Associate Member any organisation that does not provide labour but which otherwise has an interest in the business of labour providers. Associate Members shall be entitled to participate in the affairs of the ALP as decided by the Members' Council but will not have voting rights to appoint Members' Council Members.
6. ALP shall, at the absolute discretion of the Chief Executive, refuse to admit any organisation as an ALP member. Such organisations may subsequently put their case in writing to the Chair.
7. ALP shall hold an annual open Members' Council meeting not later than five months after the end of each financial year to which all ALP members shall be invited. In convening such a meeting ALP shall give not less than 21 days' notice to members.
8. All ALP members will be entitled to propose appropriate officers to take up vacant positions on the Members' Council providing they meet the requirements in the Articles of Association. Candidates will be elected at the annual open Members' Council meeting. Each ALP member business present shall have one vote.
9. An ALP member may resign at any time but will not be entitled to any refund of subscription. ALP membership will automatically lapse if a subscription is not paid within three months of the date of the request for payment.
10. ALP members operating in the Gangmasters and Labour Abuse Authority (GLAA) regulated sector are required to hold a GLAA licence.

Where the GLAA revokes a member's licence with immediate effect, membership of the ALP will automatically be suspended, including removal of visibility of member's details from the ALP website, until the GLAA confirms that the member may resume trading. If there is no resumption of trading in the regulated sector the labour provider will cease to be a member.

Where the GLAA revokes a member's licence without immediate effect, membership of the ALP will continue during any appeals process. If the member successfully makes a new application to be licensed or is successful at appeal, membership will continue. If an appeal is unsuccessful and the member's licence remains revoked or the member chooses to cease trading in the regulated sector, the labour provider will cease to be a member.

11. Labour providers who do not hold a GLAA licence, will join the ALP with a provisional status and are required to provide satisfactory evidence to the ALP regarding their operating procedures before their details will be made visible on the ALP website list of members.
12. ALP may, at the discretion of the Chief Executive, suspend membership of an organisation where its activity or omission has the potential to bring the ALP's name or the reputation of our industry into disrepute. Such organisations may put their case in writing to the Chief Executive and ultimately the Chair. Suspension of membership will not entitle a member to refund of subscription fees.