

Solid'R Charter



1. The primacy of people and social objective over capital

1.1. Social goals are defined and ways to reach them are evaluated at least once a year (in the activity/management report)

1.2. Limitation of return on capital to a dividend of max. 6%

1.3. In case of commercial companies' shares transfer, their revaluation in relation to the nominal value may not exceed the rate of the European consumer price inflation

1.4. In the event of cessation of activity, the net assets may not be distributed among the partners in any case, but must be transferred to a social economy based company

2. Managerial Autonomy

One or more public or capital / private sector partners cannot hold the majority of the shares or votes, at the General Meeting

3. Assignment of the majority of surpluses to the achievement of objectives that promotes sustainable development and serves benefits to members and the general interest

3.1. Surplus assignment in priority to the reserve or equity funds, investments for the maintenance of the production tool and the improvement of working conditions, and support of social goals

3.2. No gross remuneration (statutory and extra-legal benefits included) greater than 5 times the structure lowest salary

4. On the one hand, conciliation of the members and users' interests, and on the other hand, the general interest

Compliance with the social, tax and environmental legislation

5. Voluntary -based and open-based membership

No restrictions may be applied to the admission of a partner, worker or staff member for political, philosophical or religious reasons

6. Democratic control by its members (with the exception of foundations lacking such democratic control)

6.1. No physical person can hold more than 50% of the capital

6.2. The rule "one person, one vote" or by limiting the electing power to 5% is the rule applied for the General Meeting decisions

6.3. The workers are represented at the general meeting or are invited to become members

6.4. The workers are regularly informed and consulted on the organization's results and on its strategic choices

6.5. The workers have the opportunity to attend training courses in their interest and in the interest of their organization

7. Defence and application of solidarity and responsibility principles

Each member cannot put in place any strategy that could harm the activity of another member. It is mandatory to consult with the other members

8. Transparency and communication on the annual accounts / financial statements

8.1. Keep regular accounts / financial statements and prepare the statutory annual accounts: Presentation of annual accounts including the balance sheets as well as profit and loss

8.2. Transparency concerning the means used (provenance and allocation): The quantity of resources used as well as their origin (s) and their assignment (s) according to specific objectives must be able to be determined in financial reports, completed if necessary with comments

8.3. Transparent communication and accounts accessible for donors:

- Provide donors with accounts and comments or inform them of how to access this information
- The information given to donors must reflect reality and make it possible to know both the sources and the allocation of resources
- The activity report must specify how this information is disseminated

Example: public comments via publication in the organization's magazine, mailing to donors or invitation of donors to an information meeting

9. Being a honest organisation and with moral integrity

To guard against fraud and malfeasance, and to ensure that the structure is honest