

# Sustainability Committee Charter

24 October 2023

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## 1. Objective

The primary objective of the Sustainability Committee (**SC**) is to assist the Board of Directors (**Board**) in performing its function in relation to health, safety, environment, community and people matters.

## 2. Membership

The SC will comprise no fewer than three members appointed by the Board, preferably a majority of independent, non-executive Directors. The Board will formally approve all changes to members of the SC.

The SC Chair will be appointed by the Board from time to time.

Each member must have:

- A reasonable knowledge of the Company and its long-term strategies;
- An understanding of safety, health, wellbeing, climate and environmental risks, incident prevention and leading environmental management and health, safety and wellbeing performance objectives;
- An understanding of people engagement strategies and employment practices;
- An understanding of the communities in which the Company operates; and
- The ability to dedicate the necessary time to SC meetings and tasks.

## 3. Authority

The SC is authorised by the Board to:

- Perform the activities required to discharge its responsibilities to the Board;
- Determine the terms of engagement of any advisors it deems necessary; and
- Unrestricted access to company officers and executives, including requiring their attendance at SC meetings.

## 4. Meetings

The SC will meet at least four times a year. The SC may call such additional meetings as the Chair decides are necessary for the SC to fulfil its duties.

The Chief Executive Officer may be required to attend SC meetings. Other members of the Board are entitled to attend SC meetings.

## 5. Responsibilities

The SC shall make recommendations to the Board on:

### Health Safety, Wellbeing, Climate and Environment:

- Health, safety and wellbeing objectives and performance;
- Environmental objectives and performance;
- Compliance requirements for relevant health, safety, wellbeing, climate and environment laws and regulations;
- Health, safety, wellbeing, climate and environment policies and procedures aligned with company values;
- Health, safety, wellbeing, climate and environment risks and issues across the company and within the industry;
- Actions to identify, manage and effectively mitigate and control health, safety, wellbeing, climate and environmental risks;
- Plans and processes for auditing of health, safety, wellbeing, climate and environmental matters;
- Reporting on health, safety, wellbeing, climate and environmental issues;
- Sustainability initiatives, governance and reporting with reference to Global Reporting Initiative standards
- Climate-related matters, including overseeing climate change reporting with reference to the Taskforce on Climate-related Financial Disclosures; and
- Health, safety, wellbeing and environmental incident response.

### People (Human Resources):

- Organisation culture
- Employee engagement
- Employee value proposition;
- Group Code of Conduct;
- Employee related risks including workplace relations;
- Management of leadership capability development; and
- Diversity and inclusion targets and practices.

### Community:

- Conduct of and outcomes from community needs analysis;
- Impacts and risks to communities from Company activities;
- Community support programs;
- Community integration and engagement plans;
- Community complaints and feedback;
- Reporting to community; and
- Funding and investment in community infrastructure.

The SC shall consider any other matters referred to it by the Board.

At least annually, in conjunction with the Audit and Risk Committee (**ARC**) and in consultation with relevant Company executives and responsible employees, the SC must review the Company's risk register and risk management framework and agree the allocation of responsibility by respective committee per identified risk. The SC will have primary responsibility for the risks allocated to it. The SC Chair will provide feedback on the status of risks managed by the SC to the ARC Chair on a quarterly basis.

The SC must provide a sign-off to the Board approving any reporting on sustainability matters to be made publicly available.

## 6. Reporting

The SC shall update the Board about SC activities and make appropriate recommendations. Once the minutes have been endorsed by the SC Chair, they will be distributed to the Board.

## 7. Reviews

The SC will review its performance on an annual basis. The SC should also review this charter and its composition annually to ensure that it remains consistent with the Board's objectives and responsibilities.