

EMPLOYEE, ENVIRONMENTAL, SOCIAL & SAFETY (EESS) COMMITTEE CHARTER

1. COMPOSITION

The Employee, Environmental, Social & Safety (**EESS**) Committee (**Committee**) comprises at least three Directors. The Chair of the Committee will be an independent Director with sufficient related experience, appointed by the Board from the Committee's members and will not be the Chair of the Board.

An employee of the Company will be invited to sit on the Committee in addition to the Directors, on a 1 year rotating basis, to represent employee ESG concerns at Board level and provide a professional development opportunity outside the employee's ordinary role (**Employee Member**). The Employee Member can be any permanent employee of the Company working at any site, who is:

- a) identified as being high potential and nominated by a Site General Manager;
- b) after considering all nominations from Site General Managers, recommended by the Chief Operating Officer; and
- c) elected for a 1 year term by resolution of the Committee.

From time to time, non-Board members may be invited to attend all or part of any Committee meeting, as appropriate. The Committee may ask management to present at Committee meetings on issues relevant to the Committee's areas of responsibility.

2. ROLE

The function of the EESS Committee is to assist the Board in implementing the Company's Core value of Safety and the Company's Sustainability Vision: *Delivering responsible environmental and social business practice that lead to both the creation of strong economic returns for our Shareholders and shared value for our stakeholders.*

In particular, the EESS Committee will assist the Board in its oversight, monitoring and review of the Company's practices in the following key areas:

- a) ensuring workplace health and safety;
- b) valuing workforce diversity and culture;
- c) minimisation and management of environmental risks and impacts;
- d) physical and transitional climate change related risks;
- e) demonstrating community and social responsibility;
- f) social performance, long term environmental performance, social & community, and safety strategic goals;
- g) sound business ethics and fair and ethical dealings with stakeholders; and
- h) long term EESS strategic goals.

3. OPERATIONS

The Committee shall meet at least four times a year or as required. Committee meetings will be convened and conducted according to the same rules as apply to Board meetings as set out in the Company's constitution.

4. RESPONSIBILITIES

The function of the Committee is to review and make recommendations to the Board, on:

- a) economically, environmentally and socially responsible business practices that align with the Company's Core Values and Sustainability Vision that the Company's stakeholders expect the Company to meet;
- b) providing a safe, healthy, fair and rewarding workplace for the Company's personnel;
- c) the integrity of the Company's safety and sustainability reporting;
- d) compliance with the Company's Safety and Health Policy, Environmental Policy, Stakeholder Policy and Sustainability Vision, and relevant legal and regulatory requirements;
- e) reviewing the effectiveness of the Company's policies and programs in achieving the Company's Sustainability Vision against best practice standards;
- f) any recommendations from management in relation to industry trends and standards in EESS; and
- g) such other functions as assigned by the Board.

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5. AUTHORITY AND RESOURCES

The Company is to provide the Committee with sufficient resources to undertake its duties.

The Committee has the authority, as it deems necessary or appropriate, to obtain advice from external consultants or specialists in relation to safety and sustainability related matters.

6. ANNUAL ACTION POINTS

Item	Action Items	Q1	Q2	Q3	Q4
1	<input type="checkbox"/> Review the Modern Slavery Statement to be lodged together with the Annual Report in August annually (lodgement due by 31 December)	✓			
2	<input type="checkbox"/> Review and approve the sustainability report for the previous calendar year			✓	
3	<input type="checkbox"/> Review the Dow Jones sustainability reporting to be lodged in May annually				✓
4	<input type="checkbox"/> Half- and full-year compliance review of Company's sustainability practices		✓		✓
5	<input type="checkbox"/> Climate change risk register review (twice year)		✓		✓
6	<input type="checkbox"/> ESS strategy review (annually)	✓			
7	<input type="checkbox"/> Review of ESS risk register (annually)	✓			
8	<input type="checkbox"/> ESG benchmarking review (annually)			✓	
9	<input type="checkbox"/> Review culture survey results			✓	
10	<input type="checkbox"/> Review diversity outcomes and plans				✓

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