

1. COMPOSITION

The Environmental, Social & Safety (ESS) 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.

One or more employees of the Company may be invited to attend part of Committee meetings 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 Members). The Employee Member can be any permanent employee of the Company working at any site, who are:

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

2. ROLE

The function of the ESS Committee is to assist the Board in implementing the Company's, environmental, social and safety strategies and ensuring responsible and sustainable business practices. In particular, the ESS Committee will assist the Board in its oversight, monitoring and review of the Company's practices in the following key areas:

- a) workplace health and safety;
- b) environmental management;
- c) physical and transitional climate change;
- d) community and social responsibility;
- e) sound business ethics and fair and ethical dealings with stakeholders; and
- f) long term ESS 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. Minutes of all meetings of the Committee are to be kept and tabled at the next meeting of the full Board for noting.

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 ESS strategy;
- b) the integrity of the Company's safety and sustainability reporting;
- c) compliance with the Company's Safety and Health Policy, Environmental Policy, Stakeholder Policy, Human Rights Policy and Climate Change Policy, and relevant legal and regulatory requirements;
- d) reviewing the effectiveness of the Company's policies and programs in achieving the Company's ESS strategy against best practice standards;
- e) any recommendations from management in relation to industry trends and standards in ESS; and
- f) such other functions as assigned by the Board.

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.

This charter is subject to annual review by the ESS Committee.

Prepared by:	Senior Legal Counsel & Assistant Company Secretary	Document Status:	Uncontrolled
Approved by:	Environmental, Social & Safety Committee	Review Date:	25/08/2024
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Document No:	NSR-COR-029-CHA
Revision No:	5.0
Issue Date:	25/08/2022
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