



# ENVIRONMENTAL, SOCIAL & SAFETY COMMITTEE CHARTER

## 1. COMPOSITION

The Environmental, Social & Safety 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.

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 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 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 including any emission reduction targets set by the Board;
- d) human rights, including modern slavery;
- e) community and social responsibility;
- f) native title, cultural heritage and land access;
- g) sound business ethics and fair and ethical dealings with stakeholders; and
- h) long term environmental, social and safety strategic goals.

In addition, the Committee will:

- i) refer any material environmental (including any material climate-related risks and opportunities), social and safety (ESS) related risk exposures or potential risks identified to the Audit & Risk Committee, for review; and
- j) perform such other functions as assigned by the Board.

## 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) business practices that align with the Company's Core Values and ESS strategy that are consistent with the Company's Purpose and business strategy, and address key ESS risks to which the Company has a material exposure;
- b) the integrity of the Company's ESS and sustainability reporting, including any climate-related financial disclosures within the Company's Annual Report;
- c) compliance with the Company's Health and Safety 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; and
- e) any recommendations from management in relation to industry trends and standards in ESS.

## 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 ESS and sustainability related matters.

This charter is subject to annual review by the Environmental, Social & Safety Committee, with any changes recommended to the Board of Directors for approval.

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