

1. COMPOSITION

The full Board performs the function of an ESG and Safety Committee. The Chairman 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 Chairman of the Board.

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 ESG and Safety 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 ESG and Safety 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;
- c) minimisation and management of environmental risks and impacts;
- d) demonstrating community and social responsibility;
- e) sound business ethics and fair and ethical dealings with stakeholders;
- f) effective corporate governance; and
- g) long term 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 Company's corporate governance, culture, ethical standards and transparency;
- d) the integrity of the Company's safety and sustainability reporting;
- e) compliance with the Company's Safety and Health Policy, Environmental Policy, Stakeholder Policy and Sustainability Vision, and relevant legal and regulatory requirements;
- f) reviewing the effectiveness of the Company's policies and programs in achieving the Company's Sustainability Vision against best practice standards;
- g) any recommendations from management in relation to industry trends and standards; and
- h) 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

Action Items	Q1	Q2	Q3	Q4
<input type="checkbox"/> Review the sustainability report for the previous financial year			✓	
<input type="checkbox"/> Review relevant sections of Corporate Governance Statement for the previous financial year			✓	
<input type="checkbox"/> Review the Dow Jones sustainability reporting to be lodged in May annually				✓
<input type="checkbox"/> Half- and full-year compliance review of Company's sustainability practices		✓		✓

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