

SUSTAINABILITY COMMITTEE CHARTER

1 ROLE AND OBJECTIVES OF THE SUSTAINABILITY COMMITTEE

The Sustainability Committee is a committee of the Board established to monitor, review and make recommendations to the Board with regards to the Company's health, safety and sustainability strategies, processes and considerations to:

- (a) ensure workplace health and safety;
- (b) promote sustainable business practices, including minimising and managing environmental (including climate change) risks and impacts;
- (c) support the Company's culture of diversity, equality and respect, consistent with the Company's values;
- (d) ensure the effectiveness of risk management processes employed by the Company in the areas of health, safety and sustainability;
- (e) ensure compliance with applicable laws, rules, regulations and standards in the areas of health, safety and sustainability;
- (f) promote continuous improvement and Company culture in the areas impacting on health, safety and sustainability; and
- (g) ensure the effectiveness of the Company's health, safety and sustainability processes, policies and standards, programs and initiatives;
- (h) report to the Board on serious health, safety and sustainability incidents, trends and leading indicators;
- (i) external reporting of health, safety and sustainability performance in line with appropriate reporting frameworks.

While the Committee had been formed to monitor, review and make recommendations to the Board with regards to health, safety and sustainability, the Board as a whole is ultimately accountable for such matters.

The Sustainability Committee is empowered to examine any matter in relation to its objectives as it sees fit.

2 MEMBERSHIP OF THE SUSTAINABILITY COMMITTEE

Membership of the Sustainability Committee will be determined by the Board and consist of:

- (a) a minimum of two (2) persons to be appointed from time to time by the Board; and
- (b) exclusively Directors.

A majority of members must be present at meetings to constitute a quorum. Collectively, Sustainability Committee members should possess relevant skills, experience or qualifications as determined by the Board in health, safety and sustainability related matters.

3 CONDUCT OF COMMITTEE MEETINGS

3.1 Chair

The Chair of the Sustainability Committee will be a non-executive Director appointed by the Board.

3.2 Secretarial

The Company Secretary shall be the secretary of the Sustainability Committee.

The Company Secretary, in conjunction with the Chair, will be responsible for drawing up the agenda and circulating the agenda supported by explanatory documents to the Sustainability Committee prior to each meeting.

The Company Secretary will also be responsible for recording the minutes of meetings of the Sustainability Committee and circulating them to the Sustainability Committee members, the Board members, and the Chief Executive.

3.3 Attendance

Sustainability Committee members may not substitute a representative to attend meetings on their behalf. Other Directors are welcome to attend a Sustainability Committee meeting and, where possible, will provide prior written notification to the Chair.

The Chief Executive and other executives as determined by the Chair from time to time may be invited to attend Sustainability Committee meetings. Other executives may be requested to attend Sustainability Committee meetings to discuss or report on particular agenda items.

A standing invitation will be issued to all non-executive directors to attend meetings of the Sustainability Committee.

3.4 Frequency of Meetings

The Sustainability Committee will hold at least two (2) meetings each year and such additional meetings as determined by the Committee to fulfil its duties.

3.5 Engagement of External Resources

The Sustainability Committee has the power to engage external consultants as necessary for the purposes of meeting its objectives.

3.6 Access

The Sustainability Committee shall have unrestricted access to all Company sites, documents, reports, records and personnel in pursuit of its objectives. Enquiries shall be directed to the Chief Executive or Company Secretary.

4 REPORTING REQUIREMENTS

The Chair of the Sustainability Committee shall:

- (a) report to the Board of Directors on the matters discussed during each committee meeting; and
- (b) bring particular matters to the attention of the Board and make recommendations and/or express opinions as appropriate.

The agenda and papers shall be available on request to all members of the Board.

5 REVIEW

The Sustainability Committee will regularly review its Charter.