



Health, Safety, Environment and Sustainability Committee Charter

Version 1.4

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1. Introduction and Purpose

The Board of Directors (Board) considers that an integral component of conducting ERM Power's businesses is the management of health, safety, environmental and sustainability matters. The Board is responsible for setting the policies and processes for compliance with all ERM Power's workplace health and safety (WHS) and environmental and sustainability policies (HSES policies).

To facilitate ERM Power's HSES policies, this Charter establishes the Board Health, Safety, Environmental and Sustainability Committee (the Committee). The primary function of the Committee is to assist the Board in enabling ERM Power to operate its businesses safely, responsibly and sustainably. The Committee will oversee and monitor the promotion, establishment and integration across ERM Power of the principles of safety, environmental responsibility and sustainability as the foundations of good management and good business.

The Committee will have oversight of and review of:

- ERM Power's actions to meet its obligation to maintain the health and safety of its people;
- the social, environmental and ethical impact of ERM Power's policies and practices;
- initiatives to enhance ERM Power's sustainable business practices and reputation as a responsible corporate citizen;
- integration of HSES in the formulation of ERM Power's corporate strategy, risk management framework, and people and culture priorities; and
- ERM Power's compliance with all relevant legal obligations on the matters within the Committee's responsibilities.

The Board may from time to time request the Committee to develop general HSES oversight and management policy positions for ERM Power or its subsidiaries for consideration by the Board.

The Committee will operate in accordance with this Charter adopted by the Board in respect of ERM Power, a subsidiary, business or project activity, structure, entity or site.

The Committee may recommend to the Board from time to time that a policy be modified either generally or in relation to a specific activity, entity or site. Definitions and Interpretation

2. Membership

The composition of the Committee shall be as determined by the Board from time to time.

The Chairman of the Committee shall be the Managing Director, or a person delegated by him/her.

3. Responsibilities

The Committee is responsible for:

3.1 General Responsibilities

- Providing ongoing assistance and advice to the Board on HSES matters.
- Monitoring ERM Power's performance on HSES matters.
- Acting as an interface between the Board and management on HSES matters.
- Developing draft policies, reports and other materials on HSES matters for Board consideration.

3.2 Workplace Health and Safety (WHS)

- Overseeing ERM Power's compliance with relevant WHS legislation and ERM Power's Policy.
- Reviewing and monitoring the adequacy and effectiveness of ERM Power's WHS management systems to implement ERM Power's policies, including the adequacy of processes for identifying, assessing and seeking to avoid or minimise WHS risks.
- Monitoring WHS performance, with a view to providing WHS outcomes acceptable to investors, customers, employees and the community.
- Reviewing WHS risks and issues, and action plans put in place to seek to minimise current risks and prevent future incidents.
- Reviewing ERM Power's health and safety initiatives and programs, and their success.
- Considering reports submitted by management on health and safety performance and issues.

3.3 Environmental

- Overseeing ERM Power's compliance with relevant environmental legislation and ERM Power's Policy.
- Reviewing and monitoring the adequacy and effectiveness of ERM Power's environmental management systems to implement ERM Power's policies, including the adequacy of processes for identifying, assessing and seeking to avoid or minimise environmental risks.
- Monitoring environmental performance, with a view to providing outcomes acceptable to investors, customers, employees and the community.
- Reviewing environmental risks and issues, and action plans put in place to seek to minimise current risks and prevent future incidents.
- Considering reports submitted by management on environmental performance and issues.

3.4 Sustainability

- Reviewing ERM Power's sustainability principles and policies.
- Reviewing ERM Power's environmental and greenhouse gas footprint and tracking performance indicator trends.
- Reviewing priority goals and targets and monitoring implementation.
- Considering reports submitted by management on environmental performance and issues.
- Overseeing ERM Power's compliance with relevant legislation and ERM Power policies.

4. Meetings

The Committee shall meet at least four times a year, with additional meetings scheduled on an as needs basis. The Committee will endeavour to hold as many meetings as practicable at ERM Power business unit locations.

The Secretary of the Committee will be the Company Secretary or his/her designated representative.

The Company Secretary shall be responsible for scheduling meetings, co-ordinating the preparation of the agenda, minutes and other supporting documentation for the meeting.

The agenda and supporting documentation will in the ordinary course be circulated to the Committee members within a reasonable period in advance of each meeting. The Secretary of the Committee will circulate minutes of meetings to members of the Committee.

A quorum of any meeting will be a majority of members of the Committee. A duly convened meeting of the Committee at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the Committee.

As considered appropriate by the Committee, representatives of management and other relevant invitees may be invited to attend meetings and accompany Committee members on site visits.

Subject to any provision to the contrary as set out in this Part 4, Committee meetings shall otherwise be conducted in accordance with the Board Charter.

5. Reporting

The Committee will prepare draft reports for Board consideration as required by law or requested by the Board on the matters within its responsibility including regular reports to scheduled Board meetings, relevant sections of the annual report and other shareholder documents.

The Chairman of the Committee or the Chairman's nominee shall attend Board meetings and the Annual General Meeting prepared to respond to any Directors or shareholder questions (as applicable) on the Committee's activities.

6. Other Matters

This Charter and any Policy positions should be reviewed and updated at least every two years and changes required should be recommended to the Board for approval.

The Committee will bi-annually review its own performance.

To the extent the Committee deems necessary, it may, at ERM Power's expense, retain legal, accounting or other advisors. The Committee is authorised to seek any information it requires from any employee of ERM Power in order to perform its duties.

7. Policy Information

Document Number	ERM00153.14_250718
Approval Body	ERM Power Board
Endorsement Body	Office of the CEO Group General Counsel & Company Secretary
Related Policies	Board Charter HSES Policy
Policy Maintained by:	Group General Counsel & Company Secretary cosec@ermpower.com.au



Level 52
111 Eagle Street
Brisbane Q 4000

+61 7 3020 5000

ermpower.com.au