



NEW HOPE GROUP

Health, Safety, Environment and People Charter

22 March 2021

1. OBJECTIVE

The primary objective of the New Hope Health, Safety, Environment and People Committee (**HSEPC**) is to assist the Board of Directors (**Board**) in performing its function in relation to health, safety, environment and people matters.

2. MEMBERSHIP

The HSEPC will comprise of no fewer than three members appointed by the Board, preferably a majority of independent non-executive Directors. The Board will formally approve all changes to members of the Committee.

The Chair of the Committee will be appointed by the Board from time to time.

Each member must have:

- A reasonable knowledge of the Company and its long-term strategies;
- An understanding of safety, health and environmental risks, incident prevention and leading environmental management and safety performance objectives;
- An understanding of current remuneration issues, people engagement strategies and employment practices; and
- The ability to dedicate the necessary time to Committee meeting and tasks.

3. AUTHORITY

The Committee is authorised by the Board to:

- Perform the activities required to discharge its responsibilities to the Board;
- Determine the terms of engagement of any advisors it deems necessary; and
- Unrestricted access to company officers and executives, including requiring their attendance at Committee meetings.

4. MEETINGS

The Committee will meet at least four times a year. The Committee may call such additional meetings as the Chair decides are necessary for the Committee to fulfil its duties.

The Chief Executive Officer may be required to attend Committee meetings. Other members of the Board are entitled to attend Committee meetings.

5. RESPONSIBILITIES

The HSEPC shall make recommendations to the Board on:

Health Safety and Environment:

- Health and safety objectives and performance;
- Environmental objectives and performance;
- Compliance requirements for relevant health, safety and environment laws and regulations;
- Health, safety and environment policies and procedures aligned with company values;
- Health, safety and environment risks and issues across the company and within the industry;
- Actions to identify, manage and effectively mitigate and control health, safety and environmental risks;
- Plans and processes for auditing of health, safety and environmental matters;
- Reporting on health, safety and environmental issues; and
- Health, safety and environmental incident response.

People (Human Resources and Remuneration):

- Appropriateness of senior executive compensation arrangements;
- Remuneration policies and practices across the company;
- Board remuneration;
- Policies and reporting relating to employee equity incentive programs;
- Compliance with statutory obligations relating to employee relations and human resources as well as remuneration related disclosures;
- Annual performance assessment of the CEO and overall company performance;
- Employee related risks including industrial relations;
- Management of succession planning at the senior level and other business critical roles;
- Management of leadership capability development; and
- Management of diversity and inclusion and other cultural development.

The HSEPC shall consider any other matters referred to it by the Board.

At least annually, in conjunction with the Audit and Risk Committee (**ARC**) and in consultation with relevant Company executives and responsible employees, the HSEPC must review the Company's risk register and risk management framework and agree the allocation of responsibility by respective committee per identified risk. The HSEPC will have primary responsibility for the risks allocated to it.

The HSEPC must provide a sign-off to the Board approving the annual Remuneration Report which forms part of the Annual Report and any health and safety and environmental reporting to be made publicly available.

6. REPORTING

The HSEPC shall update the Board about Committee activities and make appropriate recommendations. Once the minutes have been endorsed by the HSEPC Chair, they will be distributed to the Board.

7. REVIEWS

The HSEPC will review its performance on an annual basis. The Committee should also review this charter and its composition annually to ensure that it remains consistent with the Board's objectives and responsibilities.