



Board Remuneration, People and Culture
Committee Charter
May 2021

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1. Scope and Duty

The primary objective of the Remuneration, People and Culture Committee is to assist the Board in fulfilling its responsibilities relating to the compensation policies and practices to be introduced throughout the Company and to provide oversight of the organisational capabilities and implementation of its people management frameworks.

Specifically, the Committee will:

1. Undertake and examine various alternative compensation packages available to senior executives of the Company and to recommend appropriate compensation for the Chief Executive and General Managers.
2. Review the remuneration policies and practices to be introduced and maintained by the Company.
3. Review and recommend on the introduction of any incentive schemes for employees including, but not limited to, company share and option schemes, superannuation benefits, health schemes, etc.
4. Review and recommend remuneration and benefit policies for members of the Board
5. Review and recommend policies and practices in respect of human resources including but not limited to occupational health and safety, flexible working, growth and development, equal opportunity, diversity, inclusion and non-discrimination.
6. Review strategies and policies aimed at ensuring that the Company's culture is consistent with the culture desired.
7. Review programs related to executive development and talent management.
8. Review of succession plans for key talent.
9. Ensure that the organisational structure and the operating model of the Company is appropriate to achieve the Company's strategy and objectives.
10. Review and recommend to the Board the statutory remuneration report prepared in accordance with relevant legislation and regulations, and the principles and guidelines recommended by the ASX.

More specific responsibilities of the Committee may be recommended by the Committee and approved by the Board.

2. Composition

- All members of the Committee will be non-executive members of the Board of Directors. A quorum shall be two (2).
- The Committee shall elect a chairman from its members.
- The Chairman must be an independent, non-executive director, who is not the chairman of the Board.
- Members of the Committee shall be appointed by the Board and membership reviewed at regular intervals.

3. Secretary and Meetings

The Company Secretary shall be appointed Secretary of the Committee.

The Secretary, in conjunction with the Chairman, shall draw up an agenda, which will be circulated at least one week prior to each meeting to the members of the Committee. The Chairman will call a meeting of the Committee if so requested by any Committee member or the Chief Executive.

The Chief Executive would normally be expected to attend and speak at such meetings on subjects other than the remuneration of the Chief Executive.

The Chief People Officer would normally be expected to attend and speak at such meetings.

The Secretary will prepare minutes of the meeting of the Committee for the approval of the Chairman at its next meeting. Minutes of the Committee meeting are to be circulated to all directors and reported at the Directors' meeting following the Committee meeting.

Confidential matters may be recorded in a confidential minute book and not be circulated to Directors but reported to Directors at a Directors' meeting.

4. Authority

The Committee discharges its responsibilities by making recommendations to the Board. The Committee does not have any executive powers to commit the Board or Management to their implementation. The Committee is not responsible for supervising the performance of executives and does not become involved in day-to-day operations, management functions or decision making.

The Committee shall have the ability to direct any special investigation and to consult independent experts where necessary to carry out its duties.

Reviewed and Approved 25 May 2021