

Sustainability Committee Charter

1. Introduction and Purpose

- 1.1 The Board of Gold Corporation (Corporation) has established the Sustainability Committee (Committee) under section 8 of the *Gold Corporation Act 1987 (WA)*.
- 1.2 The primary purpose of the Committee is to assist the Board in its responsibility for the oversight of the Corporation's health and safety, environmental and other sustainability objectives aimed at leaving a lasting social, economic and environmental legacy for the community.
- 1.3 The Committee's primary areas of focus are health, safety, environmental and sustainability management and compliance with applicable laws and internal policies.
- 1.4 This Committee charter (Charter) sets out the role, responsibilities, membership and operation of the Committee.

2. The Committee

Powers

- 2.1 The Committee is authorised by the Board to investigate any activity within the scope of the Charter and consult independent experts (at the Corporation's expense) if it considers it necessary to fulfil its purposes and carry out its duties.
- 2.2 Subject to any resolution of the Board, the Committee is required to make recommendations to the Board but has no executive powers to commit the Board or the Corporation to the implementation of those recommendations. The Committee's powers in no way limit or modify the duties owed by Directors under applicable Work Health and Safety laws.

Duties and Responsibilities

- 2.3 Without limiting the scope of the Committee or any other matters referred to it by the Board, the principal functions and responsibilities of the Committee include:

Health, Safety, Environment and Sustainability

- (a) promoting proactive health, safety, environment and sustainability culture within the Corporation by monitoring the Corporation's health and safety, environment and sustainability initiatives;
- (b) reviewing the health and safety and environmental performance of the Corporation including incident reports for significant incidents and lead and lag indicators;
- (c) considering, monitoring and providing guidance on the Corporation's health, safety and environment measures and sustainable business practices to improve performance in these areas;

- (d) monitoring the adequacy of proactive health, safety and environment operational systems and processes for the reporting of hazards (including psychosocial hazards), risks and incidents;
- (e) considering and monitoring the impact on the Corporation of external developments in legislation, government policy, trends, significant incidents and stakeholder expectations in relation to health, safety, environment (including climate change) and sustainability matters;
- (f) monitoring any open workers' compensation claims;

Compliance

- (g) providing input into, reviewing, monitoring and making recommendations to the Board in relation to the Corporation's health and safety, environment and sustainability policies, frameworks and systems;
- (h) reviewing and monitor compliance with the Corporation's health and safety, environment and sustainability policies;
- (i) providing input into and recommending to the Board the Corporation's Modern Slavery Statement and monitoring compliance with applicable Modern Slavery laws;
- (j) reviewing results and reports of health, safety, environment and sustainability related assurance activities;
- (k) monitoring any Department of Mines, Industry Regulation and Safety inspections and associated remedial actions;
- (l) monitoring compliance with internal audit reports and associated remedial actions;
- (m) monitoring compliance with the Corporation's duties and obligations under work health and safety obligations, environmental and other applicable laws relating to sustainability;
- (n) recommending to the Board training and other activities to facilitate compliance with the Corporation's applicable obligations;

Reporting to the Board

- (o) providing appropriate, constructive and regular reporting to the Board on its activities by way of a standing verbal report at Board meetings from the Chair and provision of the minutes and papers of Committee meetings to all members of the Board;
- (p) ensuring that the Board is made aware of any significant areas of concern arising from its activities that may, for example, pose a material risk to the Corporation or may significantly impact the Corporation's health, safety, environment or sustainability objectives or reputation;
- (q) ensuring that the Board is made aware of significant issues, and information arising from any external reports; and
- (r) preparing any additional reports for the Board as requested by the Board.

Committee Composition

- 2.4 The Board appoints the Committee, which is comprised of at least three and not more than four members, each a non-executive director of the Board.
- 2.5 The Chair of the Committee is appointed by the Board and must be non-executive director.

3. Committee Meetings and Procedure

Frequency

- 3.1 The Committee must meet as often as appropriate to enable it to discharge its duties but not less than four times per calendar year.

Annual Planner

- 3.2 The Committee must adopt and utilise an Annual Planner which includes all scheduled Committee meetings as well as major Committee activities.
- 3.3 The Chair, in conjunction with the Chief Executive Officer (CEO) and Company Secretary, will endeavour to finalise the Annual Planner for each upcoming calendar year by November of the current calendar year.

Convening and chairing

- 3.4 The Chair must chair the Committee meetings.
- 3.5 If the Chair is absent from a meeting, then a member elected by the members present must chair the meeting.
- 3.6 The Chair may convene a meeting of the Committee at any time and must do so at the request of any Committee member or the CEO.

Notice and Agenda

- 3.7 The Company Secretary is responsible, in conjunction with the Chair, for drawing up the agenda for each meeting.
- 3.8 At least one week prior to the date of each meeting, the Company Secretary must cause a notice of the meeting to be circulated to each Committee member confirming the date, time and venue of the meeting. The notice must include the agenda and relevant supporting papers for the agenda items to be discussed.

Attendance and Location

- 3.9 The following persons are permanent attendees (but will not have a vote at Committee meetings):
- (a) Chief Sustainability, Safety and Security Officer;
 - (b) CEO;
 - (c) Company Secretary; and
 - (d) General Counsel.
- 3.10 The Committee may extend an invitation to any person to attend all or part of the meeting which it considers appropriate, including an directors or external advisors. In particular, the Committee may extend an invitation to the:
- (a) Chief Operating Officer;
 - (b) Chief People and Reputation Officer;
 - (c) General Manager – Refinery;
 - (d) General Manager – Production;
 - (e) Group Manager – Health, Safety and Training;
 - (f) Manager – Sustainability;
 - (g) Manager – Environment;
 - (h) Manager – Health and Safety;

(i) Manager – Site Closure;

- 3.11 All Board members are invited to attend all Committee meetings and are invited to attend any deep dive sessions held by the Committee.
- 3.12 The Committee shall endeavour to hold physical meetings at the offices of the Corporation, however attendance is permitted to be in-person or electronically.

Conduct

- 3.13 Meetings are conducted to allow a full and frank exchange of views by the members.
- 3.14 Members must ensure that a positive Committee culture is maintained and that members adhere to the Corporation's Code of Conduct and values.

Quorum and Voting

- 3.15 The quorum for a Committee meeting is any two Committee members.
- 3.16 A decision supported by a majority of the votes cast at a meeting of the Committee at which quorum is present shall be the decision of the Committee, but the Chair will report the fact of a dissenting vote when reporting the decision to the Board.
- 3.17 The Chair has a casting vote in addition to his or her deliberative vote.

Minutes and Resolutions

- 3.18 The Committee is to ensure that accurate minutes of each meeting of the Committee are recorded and preserved.
- 3.19 Minutes and resolutions of the Committee meetings are kept by the Company Secretary.
- 3.20 Draft minutes must be provided to the Chair for review and approval as soon as reasonably practicable following the Committee meeting.

Confidentiality

- 3.21 All proceedings of the Committees are confidential.
- 3.22 The Committee must keep Committee discussions and papers confidential and must not be disclosed to a third party unless authorised by the Board or required by law or for the purpose of seeking advice as described in clause 4.2.

4. Access to Corporation and Advice

- 4.1 Each Committee member can seek independent expert advice, following consultation with the Board, where a member considers it necessary to carry out their duties.
- 4.2 Committee members have the right to obtain, at their own expense, legal or other professional advice at any time.
- 4.3 Committee members are entitled to rely on information, advice and assurances provided by the CEO and senior management on matters within their responsibility, and on the expertise of independent experts, provided that such reliance is made in good faith, they have independently assessed the information and are not aware of any of any reasonable basis upon which to question its accuracy and completeness.
- 4.4 The Committee shall have unlimited access to the records, senior management and the Corporation's information in the possession of management as appropriate.

5. Committee performance and succession

Performance

- 5.1 The Board must evaluate the performance of the Committee and its members on an annual basis.
- 5.2 On an annual basis, the Committee must perform a self-evaluation of its performance, having regard to this Charter, and report this to the Board.

Succession

- 5.3 The Board must reconsider the composition of the Committee as appropriate and at least every two years.

6. Disclosure of Interest

- 6.1 Committee members must follow the Corporation's Conflicts of Interest Policy and have an obligation to disclose to the Committee any other interest that the member believes is appropriate to disclose to ensure there is no actual or perceived conflict of interest. Such disclosures are recorded in the minutes of the Committee.
- 6.2 The Corporation maintains a register of declarations of interests.

7. Charter Publication and Review

- 7.1 The latest version of this Charter is made available on the Corporation's website.
- 7.2 Unless review and amendment is required sooner, this Charter must be reviewed by the Company Secretary in conjunction with the Chair at least once every three years.
- 7.3 Committee members may at any time submit to the Chair proposed changes to this Charter for consideration.
- 7.4 All amendments must be submitted to the Board for approval prior to taking effect.