



**SAFETY, HEALTH &
ENVIRONMENT COMMITTEE
CHARTER**

UNITED MALT GROUP LIMITED
Level 28, 175 Liverpool Street
Sydney NSW 2000
ABN 61 140 174 189

UNITEDMALT.COM

1 PURPOSE

The Safety, Health and Environment Committee (**Committee**) assists the Board of United Malt Group Limited (**United Malt** or the **Company**) in fulfilling its responsibilities for corporate governance and oversight of matters of safety, health, and environment (**SHE**) in relation to the activities and operations of United Malt and its related companies.

This Charter sets out the responsibilities of the Committee, its membership and the manner in which it undertakes its activities.

2 COMPOSITION

- A. The Board appoints the members and Committee Chair.
- B. The Committee should have at least three members, a majority of whom are independent directors.
- C. The Chair of the Committee should be an independent director.

3 MEETINGS

- A. All Directors are entitled and invited to attend Committee meetings. The Committee may invite others to attend its meetings as it sees fit and may seek any information it considers necessary to fulfil its responsibilities.
- B. The Committee will meet at least twice per year and at any other time at the request of the Board or as the Committee determines.
- C. A quorum for any meeting shall be at least two Committee members.
- D. Meetings may be held by the members communicating with each other through any means by which they can participate in discussion even though they may not be physically present in the same place.
- E. The Secretary of the Committee will be United Malt's Company Secretary, unless the Committee determines otherwise.
- F. The Secretary is responsible for coordinating the timely despatch of meeting agendas and papers and preparing meeting minutes which will be available on a secure online portal for all United Malt directors.
- G. Decisions of the Committee will be by majority vote. Any dissenting member shall be entitled to have his/her dissent recorded in the minutes.
- H. The Committee may pass or approve resolutions by circular resolution as required and a written resolution so passed shall be provided to the Committee's next meeting.
- I. The Chairman of the Committee will communicate the proceedings of the Committee to the Board after each meeting. Copies of the minutes of meetings of the Committee will be made available to all Board members after their preliminary approval by the Committee Chairman.

4 RESPONSIBILITIES

The Committee's primary responsibility is to assist the Board to satisfy itself about the integrity, effectiveness and performance of the Company's SHE functions and systems for compliance with legal and regulatory SHE requirements and the accuracy of the Company's external reporting on SHE matters. The Committee will receive information and undertake reasonable steps to:

4.1 General

- A. Review the performance of the Company in relation to SHE matters, decisions and actions, including the safety, health and environmental consequences of the activities of United Malt and the impact on employees, third parties, the environment, communities and reputation of the Company.
- B. Review the Company's compliance with legal and regulatory obligations in relation to SHE policies and procedures in the jurisdictions in which United Malt operates.
- C. Review and recommend to the Board United Malt's SHE performance objectives, targets and key performance indicators that will drive continuous improvement in SHE performance and monitor United Malt's performance against its targets.
- D. Review, oversee and report to the Board in relation to any audit and assurance plan in respect of SHE matters, as presented by management.
- E. Review any new policies and procedures or amendments to existing SHE policies and procedures.
- F. Review any reports on SHE litigation matters with the potential to have a significant impact on United Malt.

4.2 SHE Risk Management Framework

- A. Review the adequacy and effectiveness of the SHE Risk Management Framework and SHE Management System, in particular in relation to identifying and managing SHE risks that are material to United Malt, complying with SHE legal and regulatory requirements and the timely response to incidents, risks and hazards;
- B. Review reports from external and internal audits covering material issues in relation to SHE matters and the other matters within the Committee's responsibility, and the status of actions taken by management to address audit and assurance findings;
- C. Review investigations into significant occupational health and safety, environmental or product quality incidents with the potential to have a significant impact, and the associated actions to prevent the recurrence of those incidents.
- D. Assess the effectiveness of resources in place to support effective implementation of the SHE management systems, including in respect of the audit and assurance function.

4.3 External Reporting

- A. Review and recommend to the Board any disclosures regarding SHE matters in the Company's annual report, sustainability report and other public disclosures (as appropriate).

5 ACCESS TO INFORMATION AND ADVICE

- A. The Committee may obtain independent advice, when necessary, at the Company's expense, with the approval of the Chairman of the Board.
- B. The Committee will have full access to all executives and employees and company records as it sees fit in order to carry out its functions.

6 COMMITTEE PERFORMANCE AND REVIEW

- A. The Committee will evaluate its performance on an annual basis against the responsibilities specified in this Charter and report the findings to the Board on an annual basis.
- B. The Committee shall review its Charter annually and recommend any desired changes to the Board for approval.

Adopted by the United Malt Board In January 2020



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