



Health, Safety, Community and Sustainability Committee Charter

Approved by the Board with effect 30 September 2024

1. Composition

The Health, Safety, Community and Sustainability Committee (**HSCS Committee**) of Strickland Metals Limited and all of its subsidiaries (**Company**) shall be comprised of the whole Board.

The HSC Committee may invite, at its discretion, any other individuals it deems appropriate to attend its meetings and report to it.

2. Role

The HSC Committee shall provide oversight and review of issues relating to health, safety, the environment and sustainable development as they affect the Company's employees, contractors and the communities in which the Company operates.

The function of the HSCS Committee is to advise on the effectiveness of management systems in achieving optimal health and safety standards in the workplace and promoting environmental and community development best practice.

3. Operations

The HSCS Committee shall meet at least once a year and otherwise as deemed necessary.

Committee meetings will be governed by the same rules as set out in the Company's constitution, as they apply to meetings of the Board.

4. Objectives

The HSCS Committee will seek to promote the following objectives:

- (a) To develop and sustain industry recognised best practice in health and safety management across the Company's operations;
- (b) wherever possible, to prevent or otherwise minimise, mitigate and remediate any adverse effects of the Company's operations on the communities in which the Company operates;
- (c) minimise and manage environmental (including climate change) risks and impacts, whilst optimising environmental opportunities;
- (d) demonstrate community and social responsibility;
- (e) promote sustainable actions for the Company;
- (f) achieve the Company's long term health, safety and sustainability strategic goals; and
- (g) to adopt a long term, responsible and supportive approach to communities within which the Company operates.

5. Responsibilities

The HSCS Committee shall assist with the Board's responsibilities to the Company's stakeholders regarding health, safety and sustainability matters (including with regards to policies, procedures, reporting mechanisms and incident investigations) and facilitate awareness of Company health, safety and sustainability practices.



To achieve this objective, the HSCS Committee shall review, monitor and make recommendations to the Board regarding health, safety and sustainability matters, such as:

- (a) The Company's health, safety and sustainability culture to drive accountability and responsibility for delivering required outcomes;
- (b) the Company's health, safety and sustainability strategies, and any health, safety and sustainability targets that are proposed by management, taking into account any external and internal changes, and the Company's corporate strategy;
- (c) effectiveness of the Company's Health and Safety Policy, Environmental Policy, Equal Employment Opportunity Policy, Diversity Policy and other related policies, frameworks and procedures in achieving the Company's health, safety, sustainability and diversity strategies. This shall be reviewed on at least an annual basis;
- (d) health, safety and sustainability related key performance indicators for the purposes of incentives;
- (e) the risk management framework, and risk and opportunity appetite, set by the Board, in relation to health, safety and sustainability, including material risks and opportunities, and any new and emerging sources of risks and risk controls;
- (f) the Company's healthy, safe and sustainable business practices;
- (g) the training opportunities, instruction and equipment provided to employees and promotion of regulatory awareness to enable work in a manner that is healthy, safe and sustainable for workers and their colleagues (including reducing our impact on external stakeholders);
- (h) major health, safety and sustainability (e.g. environmental, social and governance) incidents and incident investigations;
- (i) the presentation of the Company's health, safety and sustainability performance in significant public statements and reports (including but not limited to the Annual Report and annual Corporate Governance Statement), in accordance with appropriate disclosure frameworks, and progress of projects and initiatives which support the delivery of the Company's health, safety and sustainability strategies;
- (j) compliance with health, safety and sustainability legislative requirements and compliance reports including review and sign-off by Directors to meet legislative requirements;
- (k) relevant regulatory, sector and societal changes, initiatives and trends in relation to health, safety and sustainability;
- (l) diversity and culture within the Company and the effectiveness of initiatives to foster diversity and instil and reinforce a culture that is consistent with the Company's values;
- (m) considering financial investments in sustainability measures, such as community investment and philanthropic commitments and donations; and
- (n) setting measurable objectives in respect of gender diversity throughout the Company and ensure progress against these objectives is assessed and reported on an annual basis.

The Board may from time to time delegate other responsibilities and functions to the HSCS Committee.

6. Authority

Where the HSCS Committee is not comprised of the full Board, it is established as an advisory committee to the Board and does not have executive powers to commit the Board to the implementation of any recommendations.

The HSCS Committee has unrestricted access to management and the Company's mining and exploration sites, in order to fulfil its purpose and undertake its duties. Its members shall be empowered to appoint independent advisers, insofar as reasonably necessary to assist in meeting its responsibilities.