



## Group Safety and Sustainability Committee

### 1. Introduction

The Board of St George Community Housing Limited (including its controlled entities) (together “the Boards” for collectively “the Group”) have established a Safety and Sustainability Committee (“Committee”) to assist the Board in fulfilling its statutory, corporate governance and oversight responsibilities with respect to strategies and systems to ensure that the business activities of the Group are safe and sustainable.

Safety and sustainability encompasses how the Group conducts its business activities to ensure long term sustainability, for the benefit of the Group’s customers, through:

- The pursuit of health, safety and wellbeing in our workplaces and operations;
- Managing the environmental impact of our buildings and operations and how we impact the surrounding environment in the places we work; and
- The relationships and impact of the Group’s activities on our customers, stakeholders and the communities in which we operate – what we call “social impact”.

The purpose, members, responsibilities and powers of the Committee are set out in this Charter.

### 2. Purpose

The Committee will assist the Board to monitor the following areas, and by providing review, advice and assistance in relation to:

- The Group’s culture relating to safety, environmental and social sustainability.
- The Group’s approach to promote and protect the health and safety of our workers and others in the course of our operations.
- The Group’s approach to promoting the safe environment of our customers.
- The Group’s environmental impact and the strategies and initiatives adopted to improve environmental sustainability.
- The Group’s approach to social impact including the oversight and the development of the Group’s Social Impact Framework.
- The Group’s approach in framing the tenant engagement strategy to better understand customer experience and perspectives on key issues, and needs and priorities in service delivery.
- Board and customer engagement strategy.
- Key risks to the business in the areas of safety, environmental performance and social impact.



- The Group's compliance with laws, regulations and Group operational policies and standards relevant to the areas covered by this Charter.
- The impact of changes in legislation, community expectations, research findings and technology relevant to the areas covered by this Charter.
- The adequacy of systems for reporting and managing safety incidents.

The Committee will work in conjunction with other Board committees to assist the Board to fulfil its responsibility to Members, Customers, the Communities in which we work, employees and other stakeholders to ensure the Group has and maintains appropriate corporate governance procedures.

Where a matter for consideration or determination falls within the scope of more than one Board committee's roles and responsibilities, the CEO or Group Company Secretary shall determine which Board committee is best placed to consider the matter. The Group Chair will resolve any uncertainty if there is disagreement from the members.

### **3. Committee role and responsibilities**

The Committee assists the Board in its oversight of safety, environmental and social impact matters. The role of the Committee does not displace the obligation of each Director and Officer. The key role and responsibilities of the Committee includes:

#### **a. Health Safety and Wellbeing**

- Assess the adequacy of the Group's Safety Management Framework including consideration of compliance with relevant laws, regulations and standards.
- Review the effectiveness of the Group's policies and initiatives in relation to the health, safety and wellbeing of workers.
- Monitor and review safety reporting across the Group and make recommendations to the Board regarding monitoring, including by other committees.
- Receive reports on serious incidents within the Group and the recommendations for improvements following these incidents.

#### **b. Environmental Sustainability**

- Review and recommend to the Board for approval sustainability targets for the Group's operations and property portfolio.
- Review the effectiveness of Group policies and initiatives designed to deliver environmentally sustainable solutions.
- Review of environmental and sustainability initiatives and performance with respect to development activities, asset maintenance activities and portfolio assets.



- Review and make recommendations to the Board in relation to sustainability disclosures required under relevant legislation, and to meet stakeholder expectations, including those contained in the Annual Report.
- Oversight and monitor the effectiveness of the framework for compliance with environmental regulations and duties.

### **c. Social Impact**

- Assess the Group's Social Impact Framework and related reporting.
- Review Board and customer engagement strategy to ensure the strategy effectively elevates the customer voice in decision making by enabling the Board to understand customer perspective, needs and experience on key issues.
- Assess the effectiveness of the Board and customer engagement strategy and review and evaluate the Board and customer engagement activities set annually to ensure alignment with the Board and customer engagement strategy.
- Review and monitor progress against the Group's stakeholder and customer experience roadmaps.
- Receive and consider customer and stakeholder feedback reports and assess proposed management actions in response.
- Review and recommend to the Board for approval the Modern Slavery Statement and monitor compliance.
- Review and recommend to the Board for approval the Group's Environmental, Sustainability and Governance ("ESG") strategy and monitor performance against this strategy.

## **4. Membership**

- All Committee members must be non-executive Directors. The Chair should not be the Chair of the Board unless the Board determines otherwise. The Committee will comprise a minimum of three members and a majority of independent members.
- The Board will appoint the Committee members (including the Chair) and may remove or replace the Chair and Committee members by resolution.
- The CEO shall have a standing invitation to attend the Committee meetings as a non-voting ex-officio member.
- All Directors of the Board have a standing invitation to attend Committee meetings, and should inform the Chair of their intention to attend.
- Members of management and external consultants may attend Committee meetings at the invitation of the Committee Chair.
- The Committee members have authority to directly request and access relevant information and to meet with management.



- The Committee is entitled to have access to and meet with advisors including legal advisors without executives or management of the Group being present.
- It is intended that all members of the Committee should be familiar with Work Health and Safety legislation and good practice risk management.

## 5. Meetings

- The Committee will meet at least three times per year, or more frequently as necessary.
- A quorum for any Committee meeting will be two members.
- Meetings may be held in person, by telephone or by video conference, or by any combination of these media.
- All Directors of the Board are entitled to receive copies of Committee papers.
- The Secretary of the Committee will be the Group Company Secretary or their appointed delegate.
- The Committee agenda and papers will be circulated to the Committee members within a reasonable period in advance of each Committee meeting.
- The Committee may pass a resolution without a Committee meeting being held.
- If the Committee Chair is not present within 15 minutes after the time appointed for holding a Committee meeting, the Committee members will choose one of their number as Chair of the meeting.
- The Group Company Secretary or their nominee will be responsible for keeping minutes of Committee meetings. Minutes shall be approved by the Chair for distribution to all Committee members within one month of the Committee meeting and shall be signed by the Chair following adoption at the next Committee meeting.

## 6. Reporting

- The Committee will make recommendations to the Board and the Chair of the Committee will provide regular updates to the Board about the Committee's activities.
- Minutes of each Committee meeting will be provided to all Board members and discussed at the next Board meeting.

## 7. Access to independent advice

- The Committee collectively, and each Committee member individually, has the right to seek independent professional advice as they consider necessary to fulfil their responsibilities and permit independent judgment in decision making, subject to the approval of the Chair of the Committee at the Group's expense.



- A Committee member will consult the Chair or the CEO before obtaining advice and the policy of the Board is that external advice will be made available to all Directors unless the Chair agrees otherwise.

## **8. Specific delegations from the Board**

The Committee is convened to provide advice to the Board and does not have a standing delegated authority. From time to time the Board may refer a specific program, project or initiative to the Committee to scrutinise, review and approve. Such a referral will include specific delegation of authority to the Committee for financial commitment and other parameters.

## **9. Review**

This Charter will be reviewed every two years or more frequently as required.

## **10. Approval**

This Charter was approved and adopted by the Board on 27 June 2025.