

Sustainability Committee Charter

Stanmore Resources Limited

1. PURPOSE

- (a) The role of the Sustainability Committee (**Committee**) is to assist the Board of Stanmore Resources Limited (**Board**) in monitoring and assessing compliance and progress of the Group¹ with regards to sustainability matters.
- (b) This Sustainability Committee Charter (**Charter**) sets out the role, responsibilities, composition, structure and membership requirements of the Committee of the Company and the procedures for non-committee members to attend meetings.

2. COMMITTEE MEMBERS

- (a) The Committee is to consist of at least three Directors, including at least two non-executive Directors, appointed by the Board.
- (b) The Company Secretary shall be the secretary of the Committee, or any other delegate as approved by the Committee.
- (c) A standing invitation will be issued to the Chief Executive Officer and General Manager (Growth and Sustainability) of the Company.

3. OBJECTIVES OF THE COMMITTEE

- (a) The Committee is a committee of the Board.
- (b) The current membership of the Committee, including their qualifications and experience, will be disclosed in the Annual Report or on the Company's website.
- (c) The objectives of the Committee are to:
 - (i) monitor the Group's identification, management, and mitigation framework for risks relating to sustainability and environmental, social and governance (**ESG**) matters;
 - (ii) provide the necessary focus and guidance on sustainability matters and, with the use of benchmarking, assist management in improving the sustainability and ESG performance of the Company;
 - (iii) advise and make recommendations to the Board on sustainability matters, risks, issues and performance;
 - (iv) support the Board and management in understanding stakeholder expectations with respect to sustainability and ESG matters;
 - (v) oversee and advise the Board with respect to the development and implementation of sustainability strategies, initiatives and targets;

¹ In this document, unless otherwise stated, references to "Group" and "Company" means a reference to Stanmore Resources Limited and its controlled entities as a whole.

- (vi) monitor and advise the Board on sustainability issues and trends, including those relating to sustainability reporting, including with respect to climate and other ESG matters; and
- (vii) oversee and provide guidance for the business strategy for Stanmore Green.

4. RESPONSIBILITIES OF THE COMMITTEE

Subject to the authorities set out in Section 5 (Authority), the responsibilities of the Committee are to:

- (a) review and endorse the Company's annual Sustainability Report and any other sustainability related public disclosures for Board approval;
- (b) oversee development of sustainability strategies, objectives, targets and goals proposed by management, and make recommendations for the approval of the Board;
- (c) monitor and assess implementation of sustainability strategies, objectives, targets and goals and the progress made towards achieving targets and goals;
- (d) review and endorse the policies in place for the collection of sustainability and ESG reporting data and the processes established for measuring progress towards achievement of sustainability targets and goals;
- (e) monitor that there is appropriate allocation of resources applied to achieving compliance with the policies and standards within the Committee's objectives;
- (f) monitor and review sustainability issues and determine the relevance of sustainability and ESG trends to the Company's strategies and operations. Any risks or opportunities arising out of such issues and trends are to be considered and assessed to understand how the Company can manage and mitigate risks as required;
- (g) liaise with, and assist, the Audit and Risk Management Committee in highlighting and assessing sustainability related risks, including climate-related risks required to be disclosed in accordance with recommendations of the Taskforce on Climate-Related Disclosures;
- (h) liaise with the Health & Safety Committee to gain an understanding of key environmental and health and safety initiatives and activities and consider these in the overarching sustainability strategy, targets and goals set by the Committee; and
- (i) assist the Board in reviewing the Company's key governance policies.

5. AUTHORITY

- (a) The Committee shall report to the Board and is accountable to the Board for its performance.
- (b) The Committee will make recommendations to the Board on all matters requiring a decision. The Committee does not have the power or authority to make decisions in the Board's name or on its behalf.
- (c) The Committee is authorised by the Board, subject to Section 6(b), to obtain such outside information and advice, including legal advice and reports, and to consult with outside advisers with relevant experience and expertise as it thinks appropriate for carrying out its responsibilities.

6. MEETINGS

- (a) The Committee shall meet at least four times each year. The Chairperson may call any additional meetings of the Committee that he or she thinks are required.

- (b) The Committee may, if it considers it appropriate, invite any senior executives or other individuals (including advisors and specialists) to attend Committee meetings. These requests must be made through the Company Secretary.
- (c) Reasonable notice of the Committee meetings and the business to be conducted at the relevant meeting shall be given to the members of the Committee and the Board.

7. REPORTING

- (a) The Committee, through its Chairperson, must report to the Board after each Committee meeting on matters relevant to its role and responsibilities and make recommendations to the Board as appropriate.
- (b) Minutes of all Committee meetings are to be circulated to the Board and included in the papers for the next Board meeting.
- (c) The Committee must brief the Board promptly on all urgent and significant matters.
- (d) The Committee must consider if any material matters arising out of a Committee meeting should be advised to any other Committee and, if so, recommend to the Board that this occurs.

8. ATTENDANCE AT MEETINGS

Directors who are not members of the Committee shall be entitled to attend any Committee meeting (in an ex-officio capacity) after giving prior written notice to the Chairperson.

9. APPLICATION OF STANDING RULES

The Company's Standing Rules for Committees (**Standing Rules**) apply to, and are deemed to be incorporated into this Charter, save where the Standing Rules conflict with any of the terms in this Charter.