

SUSTAINABILITY, SAFETY, HEALTH AND ENVIRONMENT COMMITTEE CHARTER

Mission Statement

The Health, Safety and Environmental Committee reports to the Board of Service Stream and its scope extends across all aspects of the Company's operations. The Committee's mission is to develop and promote sustainable health, safety and environmental practices for all employees and visitors to our facilities through the involvement of all individuals, including through education, communication and safe work practices.

1. Purpose

The Health, Safety and Environmental Committee will assist the Board and guide the implementation, operation and effectiveness of the Group's health, safety and environmental policies.

The Committee will oversee and monitor the promotion, establishment and integration across Service Stream of sustainable health, safety and environment management practices as the foundations of good management and good business. It will achieve this working within the corporate strategy, the risk management framework and the people and culture priorities of the Company and seek to ensure compliance with all relevant legal obligations within the Committee's responsibilities.

In implementing its mission, the Committee is committed to enhancing shareholder value.

2. Authority

The Board authorises the Committee, within the scope of its responsibilities, to:

- a) Seek any information it requires from:
 - ▶ Any employee (who is directed to cooperate with requests made by the Committee)
 - ▶ External parties
- b) Obtain appropriate professional advice; and
- c) Ensure the attendance of Company Officers at meetings as appropriate.

3. Organisation

3.1 Membership

The Committee will comprise at least three members (excluding the secretary), of whom one will be the Managing Director.

The Chairman of the Committee will be appointed by the non-executive Directors of the Board.

A quorum for any meeting will be three members with a minimum of one Non-Executive Director present.

The secretary of the Committee will be the Company Secretary, or such other person as nominated by the non- executive Directors of the Committee.

3.2 Meetings

Meetings shall be held not less than four times a year. Special meetings may be convened as required. The Committee will endeavour to hold as many meetings as practical at Service Stream business unit locations.

The Committee may invite such other persons to its meetings as it deems necessary. A record of all meetings (minutes) will be maintained.

4. Roles and Responsibilities

4.1 Non-Executive Directors' Responsibilities

- ▶ Oversee the creation and maintenance of a framework through which the Company applies all health, safety and environmental rules and procedures;
- ▶ Promote a culture where health, safety and environmental issues and objectives are managed proactively;
- ▶ Approve allocation of funds/resources necessary to implement Committee activities;
- ▶ Lead by example in following all health and safety rules.

4.2 Additional Chairperson's Responsibilities

- ▶ Act as communication liaison between management and the Committee;
- ▶ Facilitate Committee meetings including seeking member input, setting the agenda and ensuring processes for the effective implementation of the Committee's mission;
- ▶ Work with members to establish the Committee's objectives for each calendar year;

4.3 Safety Manager / Officer Responsibilities

- ▶ Promote a culture where health, safety and environmental issues and objectives are managed proactively
- ▶ Serve as a resource to the Committee on health and safety issues
- ▶ Review all serious accident investigation reports
- ▶ Conduct health and safety inspections and prepare reports

4.4 Executive Committee Members' Responsibilities

- ▶ Promote a culture where health, safety and environmental issues and objectives are managed proactively;
- ▶ Raise with the Committee any health, safety or environmental concerns;
- ▶ Serve as an example by following all safety rules and work practices.

4.5 Committee Responsibilities

- 4.5.1 Oversee the application of relevant policies to the operations of the Group, recognising that good business practice is enhanced by appropriate policies for health, safety and environmental matters;
- 4.5.2 Encourage the integration of relevant principles across the operations of the Group;
- 4.5.3 Review the effectiveness of our practices including setting performance benchmarks, identifying opportunities for enhancement and making recommendations to the Board where appropriate;
- 4.5.4 Review the results of external and internal audits for all operations and the effectiveness of systems relevant to the Committee's mission and monitor the timely implementation of all recommendations;
- 4.5.5 Report to each full meeting of the Board about Committee activities, including a review of health, safety and environmental reporting to the Committee and external reports and make appropriate recommendations;

- 4.5.6 Review Sustainability Reports when requested by the Board.
- 4.5.7 Review and update the Charter at least annually; make recommendations for changes to the Board;
- 4.5.8 Evaluate the Committee's own performance on a regular basis.

APPROVED BY THE BOARD

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