



Crown Limited

Occupational Health and Safety and Environment Committee Charter

1. Introduction and background

The role of the Occupational Health & Safety and Environment Committee is to monitor the application of:

- (a) the Crown Occupational Health & Safety Policy, which commits to protecting the health and safety of the people who work with Crown, and the people who visit and use Crown's facilities; and
- (b) Crown's Environment Policy which commits to making meaningful contributions toward reducing Crown's environmental impact.

2. Composition of the Committee

2.1. Structure

The Committee will be made up of a minimum of two directors to be nominated by the Board. At least one member of the Committee must be an independent director.

The Chairperson of the Committee will be nominated by the Board.

Unless otherwise nominated by the Board, Crown Limited's Company Secretary will act as secretary of the Committee.

The appointment of a Committee member will cease if that person ceases to be a director of the Company or as otherwise determined by the Board.

2.2. Compensation

The Chairperson and individual members of the Committee may be entitled fees additional to the directors' fees to which they are entitled, as may be determined from time to time by the Board.

2.3. Expertise

Members will have skills and experience required to enable them to fulfill their duties and responsibilities as members of the Committee.

3. Duties, responsibilities and powers

3.1. Occupational health and safety systems and policies

The Committee will:

- identify occupational health and safety risks or exposures and liaise with senior management in relation to the same;



- review and recommend policies and procedures necessary to protect the health and safety of the people who work with Crown, and the people who visit and use Crown's facilities;
- promote and support continuous improvement in health and safety performance of Crown; and
- encourage and promote awareness of health, safety and welfare issues with senior management of the Company.

The Committee will perform the above on behalf of Crown and each of its wholly owned businesses.

3.2. Environmental impact

The Committee will:

- ensure that Crown pursues sustainable practices and will liaise with senior management in relation to the same;
- review and recommend policies and procedures necessary to pursue sustainable processes and to comply with regulatory requirements; and
- encourage and promote awareness of environmental issues with senior management of the Company.

3.3. Development and administration of the Occupational Health & Safety Policy

The Committee will be responsible for developing and monitoring the application of the Crown Occupational Health & Safety Policy.

3.4. Development and administration of the Environment Policy

The Committee will be responsible for developing and monitoring the application of the Crown Environment Policy.

3.5. Engage external consultants

The Committee has the full authority of the Board to:

- (a) communicate and consult with external and internal persons and organisations concerning both occupational health and safety practices and environmental issues at Crown; and
- (b) appoint independent experts to provide advice on occupational health and safety practices and environmental issues at Crown.

3.6. Board reporting

The Committee will update the Board from time to time as required and make relevant recommendations in relation to matters arising for consideration by the Committee.



4. Proceedings

4.1. Meeting frequency

The Committee will meet at least four times annually and additionally as required.

4.2. Committee papers

Relevant documents to be considered at Committee meetings will be compiled and distributed by the Company Secretary to all Committee members as well as to any invitees to relevant Committee meetings.

4.3. Attendance at Committee meetings

The Committee may extend an invitation to any person to attend all or part of a scheduled Committee meeting. This invitation may extend to management attending future meetings. Only Committee members shall be eligible to vote.

4.4. Quorum

A quorum for a meeting of the Committee is two members.

4.5. Minutes

Minutes of proceedings and resolutions of meetings of the Committee and resolutions passed by members of the Committee without a meeting, are to be approved by the Board.

Minutes of a meeting must be signed by the chair of the meeting or the chair of the next meeting within a reasonable time after the meeting.

A resolution may be made if a document containing the relevant resolution is assented to by all Committee members eligible and willing to participate in the making of the resolution.

The resolution will be taken to have been passed when the document is last assented to by a Committee member. Where a Committee member has assented by means other than writing, that Committee member must sign the document containing the relevant resolution within a reasonable time after having provided their assent.

5. Amendment and review

The Board must review this Charter on an annual basis to ensure it remains consistent with its objectives, the Constitution and existing regulatory requirements and recommendations. Any proposed changes must be referred to the Crown Board for approval.