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POLICY TOPIC Safety, Sustainability & Environment	Issued on: 29/11/2018	Effective: 29/11/2018	Supersedes: N/A
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INTRODUCTION

The Directors of Ardent Leisure Group Limited (the Company) have established a Safety, Sustainability & Environment Committee (the Committee) as a Committee of the Board.

COMMITTEE MEMBERSHIP

The members of the Committee and the Committee Chair are appointed by the Board.

The Committee will consist of a minimum of three members. The majority of members of the Committee should be non-executive independent directors.

CHAIRPERSON

The Chairperson will be a non-executive director appointed by the Board.

QUORUM

The quorum for any Committee meeting shall be two members.

MEETINGS

Any director may attend a meeting of the Committee and meetings may be held by electronic means as allowed under the provisions of the *Corporations Act 2001* (Cth). The Committee will meet quarterly and more often if deemed necessary.

APPOINTMENT OF COMMITTEE SECRETARY

The Committee Secretary will be the Secretary to the Board.

PURPOSE

The Committee is established by the Board of directors to monitor, review, evaluate and make recommendations to the Board in relation to:

Safety

- Monitoring the effectiveness of OH&S policies and the safety related aspects of the operational risk management framework necessary to maintain a safe occupational working environment within the Company including drafting, implementing, evaluating and recommending improvements;

- Setting appropriate goals to eliminate employee, contractor and guest injury;
- Monitoring the adequacy of existing WH&S resources as well as their ongoing training and supervision;
- Reviewing in conjunction with management the scope and results of periodic internal and external reviews of WH&S and operational risks including the process of identifying and assessing WH&S risks and the adequacy of existing WH&S risk management systems; and
- Monitoring and reviewing existing and possible future regulatory compliance of the Company with regard to current WH&S regulations and determining what if any changes need to be made to existing work practices in order to ensure compliance.

Sustainability

- Reviewing and monitoring the Company's policies and procedures in relation to sustainability including matters of economic, environmental and social sustainability and how the Company manages associated risks;
- Monitoring the adequacy of resources applied to sustainability as well as their ongoing training and supervision;
- Reviewing any report on sustainability, which is prepared pursuant to any Listing Rule or legislative requirement or which is proposed for inclusion in the annual report; and
- Monitoring and reviewing regulatory compliance of the Company with regard to current laws and regulations and determining what changes, if any, need to be made to existing work practices in order to ensure compliance.

Environment

- Evaluating and monitoring the effectiveness of the Company's environmental policies and environmental management plans;
- Evaluating and monitoring the adequacy of environmental resources as well as their ongoing training and supervision;
- Reviewing the scope and results of periodic internal and external reviews of environmental risks including the process of identifying and assessing environmental risks and the adequacy of existing environmental risk management systems; and
- Monitoring and reviewing existing compliance of the Company with regard to current environmental laws and regulations and determining what if any changes need to be made to existing work practices in order to ensure compliance.

The Committee will not address matters associated with financial or monetary risk associated with internal financial controls.

RIGHT TO OBTAIN INFORMATION

The Committee is entitled to consult with expert advisers and seek expert advice where it considers it necessary to carry out its duties at the expense of the Company.

REPORTING TO THE BOARD

Recommendations from the Committee to the Board will be included in the Board Papers under items for decision by the Board and be accompanied by information in support of the recommendation to enable directors to make a considered decision.

PERFORMANCE EVALUATION

The Committee will undertake a self-assessment process annually which includes:

- Determining the Committee's objectives for the following year;
- Comparing the Committee's practices with the Charter requirements;
- Identifying any enhancements to the Committee Charter; and
- Implementing practices designed to enhance the Committee's effectiveness.

REVIEW

The Committee will review this Charter annually to keep it up to date and consistent with the Committee's authority, objectives and responsibilities.

Amendments to this Charter, other than updates for branding or position titles, are to be recommended for approval by the Committee to the Board.