



Health and Safety Committee Charter

**Reliance Worldwide Corporation Limited
(Company)**

ACN 610 855 877

Adopted by the Board on 18 February 2022

Committee charter

1 Membership of the Committee

The Committee must consist of:

- only non-executive directors;
- a majority of independent directors;
- an independent director as chair; and
- a minimum of 3 members.

The Board may appoint additional non-executive directors to the Committee or remove and replace members of the Committee by resolution. Members may withdraw from membership by written notification to the Board.

Non-committee members, including members of management, may attend all or part of a meeting of the Committee at the invitation of the Committee chair.

2 Role and responsibilities

The role of the Committee is to assist the Board to discharge its responsibilities and duties in overseeing workplace health and safety matters for the Company and its subsidiaries, including strategies, systems, policies and practices.

The responsibilities of the Committee are to:

- (a) Review and monitor the appropriateness and effectiveness of the health and safety risk management framework, governance structure and systems;
- (b) Review health and safety targets and objectives for appropriateness;
- (c) Review and monitor performance measured against agreed targets and objectives;
- (d) Review and monitor systems for reporting actual or potential health and safety accidents, incidents or breaches;
- (e) Review and monitor implementation of recommendations on health and safety matters contained in reports received from the internal and/or external auditor;
- (f) Monitor and review policies and processes for compliance with applicable legal and regulatory requirements;
- (g) Conduct site visits to increase members' understanding of health and safety risks faced by the RWC Group; and to observe and assess the effectiveness of the Group's health and safety policies and processes;
- (h) Review any proposed public disclosures or statements to be made on key health and safety matters and provide recommendations to the Board or Disclosure Committee for approval; and
- (i) Provide recommendations to the Board on health and safety strategies, policies and systems.

3 Review of Charter

The Board will, at least once in each year, review the membership and Charter of the Committee to determine its adequacy for current circumstances and the Committee may make recommendations to the Board in relation to the Committee's membership, responsibilities, functions or otherwise.

4 Administrative matters and procedures

The proceedings of the Committee will be conducted in accordance with provisions set out in Attachment 1.

Attachment 1

Administrative matters and procedures

Meetings

The Committee will meet as often as the Committee members deem necessary in order to fulfil their role. However, it is intended that the Committee will normally meet quarterly, which may include site visits.

Quorum

A quorum is at least 2 members.

Secretary

The Company Secretary, or their delegate, must attend all Committee meetings as minute secretary.

Convening and notice of meeting

Any member may, and the Company Secretary must upon request from any member, convene a meeting of the Committee. Notice will be given to every member of the Committee, of every meeting of the Committee. However, there is no minimum notice period and acknowledgement of receipt of notice by all members is not required before the meeting may be validly held.

Independent advice

The Committee may seek the advice of the Company's auditors, solicitors or other independent advisers, consultants or specialists as to any matter pertaining to the powers or duties of the Committee or the responsibilities of the Committee.

Rights of access and authority

The Committee has unrestricted access to information it considers relevant to its responsibilities. The Committee has rights of access to management and to auditors (external and internal without management present), and rights to seek explanations and additional information from both management and auditors. The Committee Chair will consult with the Chair of the Audit and Risk Committee before engaging with the Company's external auditor on health and safety matters.

Minutes

Minutes of meetings of the Committee must be kept by the Company Secretary. All minutes of the Committee must be entered into a minute book maintained for that purpose and be available for inspection by any director.

Reporting

The Committee chair will provide a brief oral report to the Board as to any material matters arising out of Committee meetings. All directors may, within the Board meeting, request information of members of the Committee.

A copy of the minutes of Committee meetings will also be provided to the Board with the next Board papers or otherwise distributed to Board members. The Committee will also consider if any material matters arising out of the Committee meeting should be advised to any other Committee and, if so, ensure that this occurs.