

# Sustainability Committee Charter

**Estia Health Limited ACN 160 986 201 (Company)**

**Approved by the Board on 03 October 2019**

# Sustainability Committee Charter

The Sustainability Committee (Committee) is a Committee of Estia Health. This Charter sets out the Committee's purpose, objectives, responsibilities, membership and operation.

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## 1 Purpose and authority

### 1.1 Purpose

Estia Health's ambition is to be a trusted provider of aged care services in our local communities. The Committee's purpose is to lead Estia Health's environmental, social and governance (ESG) agenda in a way that is of value to all key stakeholders, good for our local communities and better for the environment.

Estia Health defines sustainability as encompassing:

1. Business conduct
2. A commitment to the communities in which Estia Health operate and the people we directly and indirectly employ and interact with
3. Minimising Estia Health's impact on the environment and;
4. Maintaining strong governance of Estia Health's practices and systems.

### 1.2 Objectives

1. To define and prioritise key environmental, social and governance related activities which will support Estia Health's corporate strategy.
2. To develop and monitor an ESG strategy including key initiatives, metrics and targets for approval by the Executive and Board.
3. Oversee the design and implementation of environmental, social and governance policies and initiatives as required.
4. Prepare an annual internal sustainability report which outlines progress against targets and provides content for annual external reporting.
5. Evaluate the impact of ESG initiatives on the performance of the Estia Health Group.

### 1.3 Authority

The Committee is authorised to perform activities within the scope of the responsibilities set out in this Charter and to make appropriate recommendations to the Executive Risk Committee and the Board.

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## 2 Committee responsibilities

The Committee has the following responsibilities:

### 2.1 Social Responsibility and Community

- Review the effectiveness of Estia Health's policies and initiatives on social responsibility and community engagement.
- Monitor Estia Health's activities and programmes to ensure they are directed towards opportunities for the development and wellbeing of Estia Health employees, residents, their families, and the communities in which they work and live.

### 2.2 Environment

- Review the effectiveness of Estia Health's policies and initiatives designed to ensure environmental sustainability and the minimisation of the Company's impact on the environment.

## 2.3 Governance

- Oversee the reputational impact of Estia Health's clinical governance.
- Monitor Estia Health's policies and initiatives to ensure appropriate safeguards are in place for dealing fairly and ethically with residents, families, employees, volunteers, suppliers, competitors and other stakeholders.
- Assist the Executive and Board in its oversight of Estia Health's compliance with applicable legal and regulatory requirements as they relate to each of the objectives.

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## 3 Committee meetings and processes

### 3.1 Committee Membership

Committee Chair            Chief Customer Officer

Other Membership        Executive Leadership team, Head of Marketing and Communications

The Committee will be sponsored by a Director appointed by the Board.

### 3.2 Meetings

The Committee will meet four times a year and at such additional times as the Chair of the Committee may request.

Copies of Committee papers and reports, together with minutes of each Committee meeting, will be circulated to all members and the Board.

### 3.3 Reporting Responsibilities and Implementation of Objectives

The Committee Chair will report to the Executive and Board on the proceedings of the Committee and make appropriate recommendations to the Executive and Board for decision.

The Committee will provide oversight of and management is responsible for ensuring that disclosure meets the requirements of the ASX Corporate Governance Principles and Recommendations and is in accordance with good corporate governance practices.

### 3.4 Corporate Governance Statement

The Committee may recommend to the Board for approval, the relevant sections of the Corporate Governance Statement of the Annual Report with regard to matters relevant to the Committee's Objectives.

### 3.5 Sustainability Report

The Committee will review, and may recommend to the Board for approval, the annual Sustainability Report.

### 3.6 Review

The Committee will conduct an annual review of its performance and effectiveness by reference to this Charter and current best practice. This review process will include a review of the terms of this Charter. The Committee must refer any recommended changes for decision by the Board.