



# Safety & Sustainability Committee Charter

Effective 1 February 2026

Approved by the Board on 31 January 2026

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## 1. Purpose

### 1.1. Purpose

The purpose of the Safety and Sustainability Committee (SSC or the Committee) is to assist the Board with safety and sustainability related matters in relation to the BlueScope group of companies (the Group).

### 1.2. Authority

This Charter sets out the scope of authority delegated to the Committee by the Board of BlueScope Steel Limited (BlueScope) under Rule 12.6 of BlueScope's Constitution.

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## 2. Responsibilities

The Board has delegated to the Committee responsibility for the following matters:

### 2.1. HSE and Community Management Frameworks

- a. Reviewing the effectiveness of the Group's health, safety, well-being and environmental (HSE) management frameworks, systems and controls, including:
  - i. the Group's policies with respect to HSE risk assessment and risk management;
  - ii. the Group's major HSE hazards and associated risk exposures;
  - iii. the steps Management takes to monitor and control such exposures;
  - iv. change management of HSE matters; and
  - v. the impact of relevant regulatory developments on the Group.
- b. Reviewing the Group's stakeholder and community engagement plans in relation to any impacts as a result of HSE matters and monitoring progress against these plans.
- c. Reviewing the HSE and community impact of material regulatory interventions or legal proceedings against the Group.

### 2.2. Directors' HSE Due Diligence

Supporting the Directors, and, as appropriate, the directors of subsidiaries across the Group, in meeting their due diligence obligations under health, safety and environment legislation (including related legislation, such as heavy vehicle laws), including by taking reasonable steps to:

- a. facilitate acquisition of up-to-date knowledge of HSE matters;
- b. develop an understanding of the Group's operations and the HSE hazards and risks associated with them, including non-physical risks (such as psychosocial risks) and emerging risks;
- c. review the Group's record of performance on HSE management, including innovation and benchmarking against peer performance, along with testing and as appropriate endorsing any proposed recommendations or actions by Management based on the record of performance;
- d. review, consider and monitor the availability, use and appropriateness of resources and processes to eliminate or minimise HSE risks and hazards, and meet HSE legal compliance obligations;
- e. review, consider and monitor the adequacy of processes, including communication processes, for timely response to information regarding incidents, hazards and risks;

- f. review relevant HSE performance validation activities; including audit plans and any significant findings and Management's response thereto related to HSE matters; and
- g. exercise overall governance to verify risks and hazards are being appropriately controlled, resources and processes are being appropriately allocated, risks to people eliminated or reduced so far as reasonably practicable, and that there is a proper basis to believe that legal duties are being consistently met, including licence requirements & environmental duties.

### 2.3. Sustainability Oversight

- a. Reviewing and recommending to the Board long-term targets for environmental, social and governance performance not otherwise reserved for the Board or delegated to other Board Committees and monitoring resource allocation and progress towards those targets;
- b. Reviewing climate and other sustainability related risk or opportunity frameworks, including trade-offs, not otherwise overseen by other Committees, including the steps Management has taken to monitor and control such exposures;
- c. Reviewing new and emerging climate and other sustainability related risks and opportunities, including trade-offs; and
- d. Reviewing and recommending to the Board the climate or sustainability related risks and opportunities to be disclosed in statutory sustainability reporting and other significant sustainability reporting not otherwise reserved for the Board or delegated to other Board Committees.

### 2.4. Governance

- a. Reviewing the Group's goals, targets, metrics, policies, strategies and programs related to HSE and sustainability management and impacts, including progress towards such targets, metrics, goals and strategies;
- b. Reviewing the outcomes and results of investigations and remedial actions in respect of serious safety incidents and material non-compliance to the HSE Management System. Reviewing the dissemination and use of organisational learnings from such investigations across the Group, as appropriate;
- c. Reviewing the Group's alignment to material developments in HSE and sustainability legislation, and other external requirements or emerging issues, including developments in industry knowledge or best practice. Reporting to the Board on significant changes to existing industry or BlueScope practices; and
- d. Preparing reports or assessments from time to time, at the Committee's discretion, regarding the Committee's or the Group's HSE or sustainability related activities.

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## 3. Composition

### 3.1. Committee Composition

The Committee will have at least three members and will comprise only Non-Executive Directors, with a majority of members being assessed as independent by the Board.

### 3.2. Appointment of Chair

- a. The members of the Committee will appoint one member to be the Committee Chair provided that:
  - i. the Committee Chair must be independent, as assessed by the Board, and
  - ii. the Chair of the Board cannot be the Committee Chair.
- b. In the absence of the Committee Chair, the members will elect a member to be Committee Chair for that meeting.

### 3.3. Committee Secretary

The Committee Secretary will be a Company Secretary, or their delegate.

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## 4. Relationship with other Board Committees

### 4.1. Co-ordination of activities

The Committee will co-ordinate its activities with other Committees where appropriate. The Committee Chair will liaise as appropriate with other committee chairs to ensure that material matters delegated by the Board are being considered by the appropriate committee and avoid unnecessary duplication of effort including external reporting, oversight of material risks, and the scope and adequacy of internal and external audit matters and the outcomes of those audits).

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## 5. Reporting to Board

### 5.1. Reputational Matters

The Committee Chair will immediately report to the Chair of the Board any matter that could materially impact the reputation of the Group.

### 5.2. Board reporting

The Committee Chair will provide a verbal or written report to the next Board meeting as to any material matters arising out of the Committee meeting.

### 5.3. Provision of Minutes to Board

Minutes of each meeting will be provided to the Board.

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## 6. Meetings and Procedures

### 6.1. Meetings

- a. The Committee will meet regularly, at the times determined by the Committee Chair, but at least four scheduled times a year.
- b. A member of the Committee, Board Chair or MD&CEO may request that a meeting of the Committee be convened.
- c. The Internal Auditor or External Auditor may request that a meeting of the Committee be convened.

### 6.2. Quorum

Two members, present in person or by using any technology, will constitute a quorum

### 6.3. Attendance at meetings

- a. Non-executive Directors have a standing invitation to attend meetings except when the Committee Chair determines otherwise.
- b. The MD&CEO may be invited by the Committee Chair to attend meetings of the Committee.
- c. The Committee may invite any other person to attend for all or part of any meeting as it considers appropriate.

#### 6.4. Exercise of powers

- a. The Committee and the Committee Chair must exercise the powers delegated to them in accordance with this Charter and any directions of the Board.
- b. The Committee has authority to perform any function delegated to it by the Board whether set out in this Charter or elsewhere, and may make recommendations to the Board in relation to all matters within its responsibility.
- c. The Committee may delegate any of its responsibilities to one or more members of the Committee or to any director or executive of the Group, subject to conditions and on any terms the Committee determines.
- d. The Committee may exercise its powers:
  - i. by resolution passed by a majority of directors who vote on the resolution at a meeting of the Committee; or
  - ii. by a resolution in writing signed by a majority of the members of the Committee entitled to vote on the resolution.

#### 6.5. Equality of votes

The Committee Chair will not have a second or casting vote.

#### 6.6. Papers

The Committee Secretary will distribute in advance of a meeting of the Committee an agenda and any related papers to each member of the Committee and, unless directed by the Committee Chair, each other Director

#### 6.7. Minutes

The Committee Secretary will prepare minutes of meetings and have them approved by the Committee Chair.

- a. Approved Committee minutes will be placed in the Minute Register within one month of the meeting.
- b. Minutes of meetings will be confirmed at the next meeting of the Committee.

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## 7. Conflicts of interest

### 7.1. Managing conflicts of interest

Conflicts of interest will be managed in accordance with the Procedure for Managing Directors' Outside interests.

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## 8. Access to Resources and Advice

### 8.1. Committee access to resources and advice

The Committee is to have access to adequate internal and external resources, and may obtain independent professional advice to assist it in the proper exercise of its powers and responsibilities, with the cost to be borne by BlueScope.

### 8.2. Reliance on advice

The Committee is entitled to rely on employees of the Group or professional advisers or consultants engaged by the Group or the Committee where there are reasonable grounds to believe that the employee, adviser or consultant is reliable and competent; and the reliance was made in good faith and after making an independent assessment of the information.

### 8.3. Committee members' access to resources and advice

Each member of the Committee, with the consent of the Committee Chair, may seek independent professional advice at the expense of the Group on any matter connected with the discharge of his or her responsibilities. The consent of the Committee Chair will not be unreasonably withheld.

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## 9. Induction, Training and Development

### 9.1. Induction and education programs

Committee members will participate in a program of induction, training and development.

### 9.2. Training and education

Each member of the Committee, with the consent of the Committee Chair, may attend seminars and training at the expense of the Group on any matter connected with the discharge of his or her responsibilities. The consent of the Committee Chair will not be unreasonably withheld.

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## 10. Review

### 10.1. Committee Performance Review

The Committee will evaluate its performance each year having regard to the purpose, responsibilities and other requirements of its Charter including assessing the effectiveness of knowledge sharing with other Committees in the fulfilment of its responsibilities.

### 10.2. Committee Charter Review

The Committee will, at least once in each year, assess the adequacy of this Charter and recommend to the Board any necessary or desirable amendments to ensure it remains consistent with the Board's objectives, current law and good governance.