



Safety, Sustainability & Environment Committee Charter

INTRODUCTION

The Directors of Ardent Leisure Group (the **Group**) have established a Safety, Sustainability & Environment Committee (the **Committee**) as a sub-committee of the Board.

COMMITTEE MEMBERSHIP

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

CHAIRPERSON

The Chairperson will be a non-executive independent 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 for the purposes of discussion but is not entitled to vote. The Committee will meet quarterly and more often if deemed necessary. Meetings may be held by electronic means as allowed under the provisions of the Corporations Act 2001.

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

The Committee is responsible for

- Monitoring the effectiveness of OH&S policies and the operational risk management framework with respect to the Group including drafting, implementing, monitoring and recommending improvements;
- Monitoring the adequacy of existing OH&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 OH&S and operational risks including the process of identifying and assessing OH&S risks and the adequacy of existing OH&S risk management systems; and
- Monitoring and reviewing existing and possible future regulatory compliance of the Company with regard to current OHS regulations and determining what if any changes need to be made to existing work practices in order to ensure compliance.

Sustainability

The Committee is responsible for

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

Environment

- Monitoring the effectiveness of the Group's environmental policies and environmental management plans;
- 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 and possible future regulatory 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 Group.

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 annually 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.