
Safety, People and Culture Committee Charter

Purpose

1. The purpose of this Board established Committee (**Committee**) is to assist the Board in fulfilling its people and safety responsibilities.
2. The Committee will also oversee WaterNSW's strategic development and initiatives with respect to Diversity and Inclusion, Reconciliation Action Plan, and Modern Slavery as part of its and Environment, Social and Governance (**ESG**) strategy.
3. The purpose of this charter (**Charter**) is to outline the role of this Committee and how it will undertake its activities.

Role of the Committee

Safety

4. The Committee will:
 - a. review and monitor workplace health and safety, and supporting strategies, policies and targets;
 - b. Review and monitor public safety and the safety of our contractors, including the development and implementation of supporting strategies, policies and targets.
 - c. review and monitor the delivery of the Work Health & Safety (WH&S) strategy and the WH&S management system;
 - d. review and monitor key performance metrics and trends with respect to safety of employees, contractors and the public, including details of any serious incidents or near misses investigated and/or reported, including any associated action plans for rectification or improvement; and
 - e. review and monitor compliance with regulatory requirements associated with WH&S matters including any audit undertaken in respect of this compliance.

People and Culture

5. The Committee will:

- a. oversee the talent development, capability and workforce planning strategy and the implementation thereof;
- b. review and monitor the delivery of the People Strategy;
- c. review and monitor the People and Culture key performance and trend analysis;
- d. oversee the learning, development and leadership strategy and the implementation thereof;
- e. oversee matters relating to culture and engagement, including any relevant culture survey results, best practice principles, and reports from regulators or government authorities;
- f. oversee the development of and implementation of annual Modern Slavery Statements;
- g. review and monitor the development and implementation of the Diversity and Inclusion policy, including progress towards achieving any Board agreed diversity and inclusion targets; and
- h. review and monitor the development and implementation of the Reconciliation Action Plan.

Succession Planning and Executive Development

6. The Committee will review and consider succession planning and development for the executives.

Remuneration

7. The Committee will:
 - a. review and make recommendations to the Board on the remuneration framework;
 - b. oversee remuneration policies and remuneration practices; and
 - c. oversee remuneration levels and reviews and to make recommendations to the Board in relation to the annual remuneration reviews of the CEO and executives, including annual performance against set targets.

Risk and Assurance

8. The Committee is to review and consider the adequacy of, and compliance with, the Work Health and Safety Management System, and any other related systems and frameworks – including receiving reports on the compliance of these systems and frameworks.
9. The Committee is to review internal and third-party audit reports where there are significant findings relating to the responsibilities of the Committee. Where relevant, the Audit and Risk

Committee will be advised of any important concerns raised by the Committee with regards to the audit findings.

Committee Meetings and Processes

10. The processes and protocols applying to this Committee and the conduct of the Committee's business will be in accordance with the *Protocols for WaterNSW Board Committees*.

Annual review

11. The Committee will conduct a yearly review and evaluation process to assess its performance against the roles and responsibilities of this Charter.

Committee Charter

12. This Charter was approved by the Board on 30 November 2022.