

HEALTH, SAFETY AND SUSTAINABILITY COMMITTEE CHARTER

1. Introduction

The objective of the Health, Safety and Sustainability (**HSS**) Committee (**Committee**) is to provide for the Board and Management of Kingsrose Mining Limited:

- Guidance and strategic direction in terms of HSS;
- Analysis from the oversight and monitoring of operational HSS performance; and
- Assistance in fulfilling its Corporate Governance and oversight responsibilities of the Company's HSS practices

The Company recognises that building and fostering a strong culture of HSS awareness that encompasses the physical and mental health and wellbeing of its employees and impacts on the Environment and host Communities, is integral to building a resilient and productive workforce which underpins the overall success of the Company and its operations.

2. Composition

The Committee shall comprise a minimum four members. The Committee shall be chaired by an independent Non-Executive Director (**Chair**).

From time to time, non-Committee members may be invited to attend meetings of the Committee, if it is considered appropriate.

3. Role and Responsibilities

The function of the Committee is to provide guidance, monitor operational HSS performance and assist Management and the Board in overseeing the Company's HSS strategies while ensuring responsible and sustainable business practices are observed in these areas.

In particular, the Committee will monitor and review the Company's practices in the following areas:

- a) Ensuring the health and safety of its employees, contractors, suppliers, and communities are at the forefront of all business practices;

- b) Reviewing the effectiveness of the Company's policies, procedures and occupational health and safety management system for hazard identification, risk assessment and contain the necessary measures to manage and control health and safety risk;
- c) Reviewing health and safety practices, procedures and solutions to ensure they are sustainable and can adapt to the Company's evolving operations;
- d) Reviewing induction training and ongoing training;
- e) Reviewing any recommendations from management in relation to industry trends and standards in HSS;
- f) Incidents reporting, investigation as well as recommendations from the analysis of such incidents from either Management, Board or the Committee are adopted sustainably;
- g) Reviewing HSS results and bench-marking these against peers in the industry; and
- h) Providing strategic direction and guidance over the Company's approach to achieving its sustainability goals, including management of reputational risks, maintaining a social license to operate, and complying with international requirements relating to the rights of Indigenous Peoples.

4. Operations

The Committee shall meet at least four times a year and otherwise as required. Minutes of all meetings of the Committee will be kept and tabled at the next meeting of the full Board for noting.

5. Authority and Resources

The Committee is established as an advisory committee and does not have executive powers to commit the Board to the implementation of any recommendations.

The Company is to provide the Committee with sufficient resources to undertake its duties.

The Committee has the authority, as it deems necessary or appropriate, to obtain advice from external consultants or specialists in relation to HSS related matters.

6. Review of Charter

The Committee will review this Health, Safety and Sustainability Committee Charter at least annually, and update it as required.