

# Safety and Sustainability Committee Charter

JOHN WOOD GROUP PLC

Approved by the Board on 17 August 2022

## 1 Purpose

The Safety and Sustainability, Committee ('the Committee') is appointed by the Board to oversee the Group's management of Health, Safety, Security and Environment (HSSE) and Sustainability, consistent with the Group's values, purpose and strategy.

## 2 Membership

The members of the Committee shall be appointed by the Board, on the recommendation of the Nomination Committee and in consultation with the Chair of the Committee and shall consist of not less than three members of the Board. Each member shall serve at the discretion of the Board and for such term or terms as the Board shall determine.

The Board shall appoint a non-executive director as Chair of the Committee. In the absence of the Committee Chair and/or an appointed deputy, the remaining members present shall elect one of themselves to chair the meeting.

The Company Secretary, or their nominee, will be secretary to the Committee.

The members of the Committee shall be listed each year in the Annual Report.

## 3 Responsibilities

The Committee shall review and make recommendations to the Board regarding:

- 3.1 the Group's HSSE and Sustainability strategy and performance.
- 3.2 the effectiveness of, the Group's policies and systems and evidence of a prevalent safety culture that prevents safety failures within the Group's operations and ensures compliance with applicable regulations and industry standards.
- 3.3 the monitoring of progress against priorities and objectives including compliance with public commitments on sustainability matters, responding to sustainability risks
- 3.4 the effectiveness of management's plans on environment and climate action, including the setting, disclosing and achievement of targets.
- 3.5 the effective management of HSSE critical risks, including events that could result in catastrophic loss or a major regulatory investigation
- 3.6 leadership development throughout the Group, particularly in frontline operations

- 3.7 the quality and integrity of the Group's internal and external reporting of HSSE and Sustainability disclosures and recommend for approval the mandatory external statements, keeping under review the materiality of disclosures and the extent and effectiveness of the Group's external reporting of sustainability performance data and its position with key external stakeholders and performance in external benchmarking indices
- 3.8 the Group's preparedness for response to a major safety or security incident.
- 3.9 the process for and outcomes of investigations into major HSSE and Sustainability incidents and the effectiveness with which recommendations are assimilated throughout the Group.
- 3.10 the adequacy and effectiveness of the Assurance programme for HSSE and Sustainability.
- 3.11 the expertise and appropriateness of the structure of the HSSE and Sustainability function throughout the Group.
- 3.12 the status, suitability and effectiveness of Board and senior management knowledge, training and education to affect the necessary competence to meet its HSSES obligations and oversight

## **5 Authority to meet with Group Personnel**

The Committee may request any director, officer or employee of the Group to attend a meeting of the Committee. The Committee shall have access to sufficient resources to carry out its duties, including access to the company secretariat and Group and business functions for assistance as required.

## **6 Meetings**

The Committee will meet as often as the members shall determine to be necessary or appropriate but at least two times during each year.

The quorum for Committee meetings shall be two.

The Secretary shall maintain the minutes of meetings of the Committee and circulate the minutes to all members of the Board.

## **7 Reporting procedures**

The Committee Chair shall report to the Board on its proceedings after each meeting on all matters within the Committee's duties and responsibilities and shall make whatever recommendations to the Board it deems appropriate on any area within its remit.

The Committee Chair should make themselves available at the AGM to answer questions from shareholders.