

OUR ESG GOVERNANCE FRAMEWORK

The Board
Overall responsibility for ESG matters

<p>Risk Committee Identifies and evaluates key ESG risks (principal and emerging) ensuring they are appropriately managed</p>	<p>Responsible Business Committee Monitors the Group's corporate responsibility, sustainability and stakeholder engagement activities</p>
<p>Audit committee Monitors assurance and internal financial control arrangements</p>	<p>Remuneration Committee Ensures ESG factors are included in the executive remuneration framework</p>

Executive Directors with assistance from the Executive Committee
Responsible for overseeing the Group's ESG initiatives

<p>Sustainability committee Responsible for implementing the Board's ESG strategy</p>	<p>Health and Safety Committee Responsible for monitoring health and safety management and performance</p>
<p>Sponsorship and Donations Committee Responsible for the Group's charitable activities and donations</p>	<p>Social Committee Aims to encourage teamwork and collaboration between departments through social activities</p>