

### **Safety, Health, and Environmental Committee Charter**

**Purpose:** The Safety, Health and Environmental Committee (the “SHEC”) purpose is to assist the Board in meeting its responsibilities in reviewing and recommending policies related to safety, health, environmental, sustainability, and social matters affecting the Company.

**Composition:** The SHEC shall consist of three Directors.

**Meetings:** The SHEC shall meet as needed, but not less than twice a year. A quorum will be at least two members of the entire SHEC Committee.

**Responsibilities:** Responsibilities of the SHEC are, among others, to:

- Periodically review the safety, health, environmental and sustainability policies of the Company and, as appropriate, recommend changes in such policies to the Board of Directors or management. Regarding the definition of policies indicators and reports, the Board will ensure that international standards such as Global Reporting Initiative, or equivalent have been followed;
- Receive and review, not less than annually, written reports from management on the status of compliance with safety, health, environmental and sustainability policies of the Company, and on compliance with all applicable regulatory requirements;
- Receive and review, not less than annually, reports from management on any material non-compliance with the safety, health, environmental, security and sustainability policies of the Company, or any material non-compliance with any applicable regulatory requirement;
- To review monthly management reports received by the Board, which lists any occurrence of a material safety, health, environmental incident that was required to be reported to appropriate regulatory authorities. If a member of the SHEC feels it necessary, he will call a meeting with the appropriate personnel to receive further information detailing the nature of the incident and describing the remedial action being taken;
- Review the management safety, health, environmental and security emergency response planning procedures of the Company; and
- Receive and review, not less than annually, the detected organizational, social or cultural barriers that could be inhibiting the natural diversity that would have taken place without these barriers.

The SHEC will periodically present key findings to the entire Board.

**Compensation:** The members of the SHEC shall be compensated for their duties related to the same. The compensation shall be presented to the shareholders for their approval at the annual shareholder’s meeting.