

4003 Corporate Social Responsibility (CSR) Committee Charter —V3.0

Authorisations	
Approval Authority:	Board
Recommender:	Chief Executive
Maintenance Responsibility:	Manager, Ethical Business Strategy

Review	
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- 1. Introduction2**
- 1.1. Our Five CSR Priorities2**
- 2. Committee Purpose2**
- 3. Composition of the Committee.....2**
- 4. Responsibilities of the Committee3**
- 5. Meetings and Committee Process3**
- 6. Committee Annual Review Process and Publication of Charter4**

1. Introduction

- [1] *'Our core values are advocacy, sustainability, and passion.*
- [2] Corporate Social Responsibility (CSR) is and always has been an integral part of our business from the beginning. It is reflected in our Constitution, embedded in our Values and at the heart of our Mission Statement.
- [3] We put CSR at the forefront of our business, and integrate it throughout our operations, systems and relationships. We make sure we are accountable, and benchmark ourselves against world leaders in CSR. We aim to continually improve and report annually on our progress.
- [4] Our CSR approach underpins the way we do business – ensuring that we not only run a responsible and profitable business, but that we give back to our communities, and manage our impact on people and the planet.

1.1. Our Five CSR Priorities

- [5] Sustainable business practices: Members, Community, Environment, Employees .

2. Committee Purpose

- [6] Provide strategic leadership for the organisation on its CSR agenda.
- [7] Develop the annual CSR strategic business plan with targets and KPIs.
- [8] Identify, monitor and review CSR issues, risk and opportunities.
- [9] Ensure that 'CSR is integrated throughout the business and embedded in policies, procedures, and practices'.

3. Composition of the Committee

- [10] The Committee will comprise:
- *Chief Executive (Chair)
 - *Deputy Chief Executive
 - *Chief Sales and Marketing Officer
 - *Chief Human Resources Officer
 - *Chief Information Officer
 - *Chief Financial Officer
 - *Chief Risk Officer

- *Chief Operations Officer
- General Manager—UniBank
- General Manager—Firefighters Mutual Bank
- Senior Manager—Marketing
- Property Services and Administration Manager
- Corporate Affairs Manager
- CSR Strategist
- One Staff representative from the CSR Engagement Committee

(*Executive)

4. Responsibilities of the Committee

[11] The Committee will:

- (a) Endeavour to maintain TMBL's international leadership in responsible and ethical business practices.
- (b) Ensure the delivery of our Strategic Business KPI that 'CSR is embedded in our policies, procedures and practices'.
- (c) Review and approve an Annual Sustainable Business Strategy.
- (d) Review and measure progress against our CSR Targets and KPIs.
- (e) Oversee the implementation of the organisation's *CSR Policy (2220)*.
- (f) Review and approve significant CSR programmes and expenditure.
- (g) Report CSR progress to Executive, Management and Board on a quarterly or annual basis.
- (h) Ensure effective communication of CSR occurs throughout the organisation.

5. Meetings and Committee Process

[12] CSR Committee meetings are held the first Thursday of every second month.

[13] A quorum requires three (3) Executives present.

[14] The Chair may call a meeting at any other time, and if requested by the Board or Executive.

[15] Minutes are circulated to CSR Committee Members.

6. Committee Annual Review Process and Publication of Charter

- [16] The Charter will be reviewed annually and is to be published on the company's intranet and public website.