

SUSTAINABILITY COMMITTEE CHARTER FOR TOMRA SYSTEMS ASA

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1. PURPOSE

- 1.1. The Sustainability Committee is appointed by, and reports to, the Board of Directors of TOMRA Systems ASA (“Company”) and shall act in an advisory capacity to the Board of Directors and management with respect to policies and strategies that affect the Company’s role as a socially responsible organization. The Corporate Responsibility Committee supports the Board of Directors in the administration and execution of its responsibilities within the TOMRA Group in accordance with:
- Overseeing the Company’s Sustainability practices
 - Identifying, understanding, and assessing Sustainability risks
 - Monitoring reporting of Sustainability
 - Determine policies and targets within Sustainability

2. ORGANIZATION

- 2.1. The Sustainability Committee shall consist of at least one member of the Board of Directors, who is independent of management and the Company, in addition to employee elected Board members, and are nominated for a period of one year. The Board of Directors shall appoint one member of the Sustainability Committee as Chair of the committee.
- 2.2. Group EVP Strategy shall function as the Committee’s secretary unless delegated to Head of Sustainability.

3. MEETINGS

- 3.1. The Sustainability Committee shall meet at least twice a year, or as often as the Sustainability Committee finds necessary.
- 3.2. Representatives from the Company will attend in the committee’s meetings upon request.

4. RESPONSIBILITIES

4.1. The Sustainability Committee's primary responsibilities include:

- 4.1.1. Review and assess the adequacy of the Company's policies and practices in the areas of Sustainability including social, employment, environmental and other matters of significance to the Company's reputation, considering existing legislation and current social expectations.
- 4.1.2. Discuss and assess anticipated developments in stakeholder expectations related to responsible corporate conduct and their possible impact on the Company.
- 4.1.3. Monitor the process that is undertaken to prepare the Company's annual Corporate Sustainability Report and review and be consulted with regarding the Report prior to its publication.

5. AUTHORITY

5.1. The Sustainability Committee is entitled to inquire about all activities and matters related to the Company's business which are necessary for the Committee to fulfil its mandate. The Sustainability Committee also has the right to demand access to information, facilities, and personnel. The Sustainability Committee can carry out any investigations considered necessary to perform its duties and may employ external consultants in this regard.

6. REPORTING

6.1. Minutes of Sustainability Committee meetings shall be made available to all Board members as soon as possible, and no later than at the next upcoming Board meeting and the Chair of the Sustainability Committee shall report on the issues which have been assessed at the previous Sustainability Committee meeting in the same Board meeting.

7. LIMITATION

7.1. The Sustainability Committee is responsible only to the Board of Directors in connection with the execution of its duties. The Board has the complete and sole responsibility for the duties of the Sustainability Committee.