



## **Board of Director's Commitment to Safety, Health, Environment, Community, and Sustainability**

The Board of Directors of Sims Limited (Sims) has a special obligation to provide unconditional support to management in developing a world-class Safety, Health, Environment, Community, and Sustainability organization (SHECS). We believe excellence in SHECS practices is vital to the well-being of our people and essential to the sustainable growth of our global business.

At Sims, Environment, Health, and Safety (EHS) and Sustainability are at the core of who we are and what we do. We aim to be the world's safest and most responsible recycling company by focusing on what matters most, which includes eliminating critical risk, being responsible stewards of the environment, and being an exemplary member of the communities in which we operate. By doing these things well, we will earn the respect and trust of our stakeholders and create sustained growth and profitability. We have an important role to play in an increasingly resource-constrained world because our core business is to convert waste from our suppliers into materials used in tomorrow's products. As Directors, we can actively learn what success means in the emerging "circular economy" and engage with sustainability leaders in peer companies and non-governmental organizations.

As members of the Sims Board of Directors, we are committed to demonstrating safe and healthy behaviours and being good stewards of the environment. Our EHS Management System is designed to drive participation at all levels of the business for continual improvement efforts - building trust-based relationships with management and employees of Sims, together helping to create the world's safest and most admired recycling company. The EHS management system focuses on control measure enhancement, mitigating risks to the lowest possible levels. We aim to demonstrate this personally at home and at work by challenging norms and improving control measure effectiveness.

As Directors, we are committed to Sims being a respected, responsible corporate citizen, working constructively with our communities and other stakeholders, and engaging in the honest and ethical conduct of our business. We openly communicate our stewardship performance, and we encourage partnerships with local organizations, academia, government, and other interested stakeholders.

Through our personal actions and leadership, we will guide Sims to be a company in which employees are proud to work, and shareholders can be proud to invest as we create sustained growth and profitability.

Kathy Hirschfeld  
Stephen Mikkelsen  
Victoria Binns  
Grant Dempsey  
Philip Bainbridge  
Russell Rin  
Shinichiro Omachi