



Our Commitment to Safety, Health, Environment, Community, and Sustainability

At Sims Limited (Sims), sustainability is at the core of who we are and what we do. We aim to be the world's safest and most responsible recycling company, being an exemplary member of the communities in which we operate and being responsible stewards of the environment. We believe excellence in Safety, Health, Environment, Community and Sustainability (SHECS) practices is vital to the wellbeing of our people and essential to all aspects of our global business. By implementing systems and controls that reduce risk, we will earn the respect and trust of our stakeholders and create sustained growth and profitability in an increasingly resource-constrained world.

Our Principles:

Eliminate Critical Risk Incidents and Continually Enhance Control Measures

Sims is focused on the elimination of Critical Risk incidents, or those that present potentially fatal risk to personnel.

We continuously improve by driving global consistency in our standards, training, data management, the safety tools we implement, and employee communication efforts. We systematically challenge control measure effectiveness and invest in protection enhancements. We work to build trust-based relationships between management and employees, working to find business solutions together, and focus on the mental health and wellness of our employees.

Through our Leading Indicator program, our global leadership work diligently to standardize best-in-class control measures that work to protect employees, contractors, and suppliers from serious harm.

Demonstrate Environmental Stewardship

Our core business of recycling expresses our inherent commitment to the environment. We are committed to conducting our business in a manner that continually reduces the impact of our operations, protects the environment, and supports the ecologically sound and sustainable use of resources. We will strive to minimize our carbon emissions through the efficient use of energy, the use of renewable and cleaner forms of energy, where practicable and economically viable. We strive to minimize our waste generation at the source and apply waste minimization strategies to eliminate, reuse, and recycle our wastes whenever possible.

Partner with Communities and Stakeholders

We are committed to 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 support volunteerism and provide opportunities for employee involvement both at work and in the community. We openly communicate our stewardship performance, and we encourage partnerships with local organizations, academia, government, and other interested stakeholders.

Integrate into our Business Systems

We aim to fully integrate our sustainability principles into our core business systems. We operate our facilities and engineer our processes, products, and services to maximize efficiency and reduce safety and environmental risks. Key foundations include a robust, risk-based management system, management of change, and continual learning. We strive to work with our contractors and suppliers to enhance their environmental and safety performance. We will be prepared for and maintain the capability of responding to emergencies.

Demonstrate Leadership and Accountability

Our leaders share ownership of, and accountability for, our safety, health, environmental, community, and sustainability programs. We will drive continuous improvement daily in pursuit of these goals and commitments. We will report pertinent safety, health, environmental, community and sustainability issues to our Board of Directors, and will ensure that action plans are in place to achieve this commitment. We will measure and regularly report to the public our global progress in meeting our objectives. Conforming to this commitment is the responsibility of every employee and contractor acting on our behalf.

We embrace this commitment because it is the right thing to do, it makes Sims a company in which shareholders can be proud to invest, it allows us to meet our customers' needs and expectations, and it helps drive our competitiveness. This commitment is what we stand for at Sims.

A handwritten signature in black ink, appearing to read 'Stephen Mikkelsen', with a stylized, flowing script.

Stephen Mikkelsen

Chief Executive Officer and Managing Director