



# Innovate Reconciliation Action Plan

MAY 2023 – MAY 2025



**SIMS  
LIMITED**



**RECONCILIATION  
ACTION PLAN**

**INNOVATE**



# Table of Contents

About the Artist	2
Sims Limited CEO Statement	3
Reconciliation Australia CEO Statement	5
Our Vision for Reconciliation	6
Our Business	7
Our Locations	10
Our Core Values	11
Our Sphere of Influence	12
Our RAP	13
Partnership with Yurra	15
2022 National Reconciliation Week	16
Relationships	17
Respect	18
Opportunities	19
Governance	20
Contact	



## Judith Coppin, Juluwarlu Aboriginal Corporation

Judith is an Yindjibarndi Elder and Cultural Custodian, highly respected artist and community worker. Since 2010, Judith has been creating beautiful acrylic paintings on canvas. In the last three years, she has also extended her art practices to her very beautiful yarranga marni (carved boards), her artworks are highly valued and selected for major Perth-based exhibitions.

Judith's artworks are intricately constructed, deeply cultural, evolving from her passionate love of her Country and creation stories. Sims Limited is proud to feature two new works by Judith in our RAP document. Together, these artworks speak strongly to the Sims Limited purpose, create a world without waste to preserve our planet.



### NGARDIMU (AGAIN AND AGAIN)

*Ngardimu* is a story about Sims Metal visiting Ngurrawaana to recycle end of life cars and trucks on Yindjibarndi Country. In 2021, Sims Metal removed about 300 cars from the community for recycling in cooperation with the Ngurrawaana Community. Money from the recovery was reinvested back into the community. *Ngardimu*, which means 'again and again' in the Yindjibarndi language, speaks to the journey of metals, recovered by Sims Metal, that can be remade again and again. *Ngardimu* also references the strong relationship Sims Metal has formed with the Yindjibarndi people through the relationship with Yurra over the past 4 years. More about our relationship with Yurra is on page 15.



### GALHARRA

This artwork illustrates the four Yindjibarndi *Galharra* skin systems and the interconnectedness between all people, plants and animals, in accordance with Yindjibarndi creation and law. The skin systems determine how people relate to each other and their social, ceremonial and land-related roles, rights, responsibilities and obligations. All things in the world have *Galharra* – plants and animals, the stars, sun, wind and rain, all sacred sites and permanent pools belong to one of the four *Galharra* groups and are therefore in relationship to people in the same way as parent, Uncle, Aunty, sister or brother.

# Sims Limited CEO Statement

It gives me great pleasure to present Sims' first Innovate Reconciliation Action Plan (RAP), marking the next chapter in our journey towards reconciliation. Our commitment and ambition has strengthened over the course of our Reflect RAP, which we launched in 2021, and I am excited to share this new set of goals and deliverables that will bring Sims Limited closer to our vision for reconciliation.

As a leader in the circular economy, founded in Australia more than 105 years ago, Sims Limited has a unique role to play in promoting reconciliation in our operations and in our sphere of influence. The Sims Limited purpose – create a world without waste, to preserve our planet – calls us to action, and to value and celebrate the deep sustainability knowledge of Aboriginal and Torres Strait Islander peoples.

Through honouring this unique knowledge and skills, and the history of this country and Aboriginal and Torres

Strait Islander peoples, we will move closer to our purpose, and a future of shared sustainable prosperity. Since Sims Limited began our reconciliation journey, we have made progress against some of our first goals.

More than 80 percent of our frontline leaders have completed cultural awareness training, and we marked NAIDOC Week and Reconciliation Week across the country.

Sims Limited joined Supply Nation and have baselined our spend with Aboriginal and Torres Strait Islander owned businesses at over one million dollars, and we have committed to form new commercial relationships over the course of this RAP.

We have also learned much, which has informed our commitments in our Innovate RAP. We will continue our learning journey as an organisation, including helping our employees understand the Uluru Statement from the Heart. Importantly, this RAP also includes our full portfolio of circular businesses in Australia – Sims Metal,

Sims Lifecycle Services and Sims Resource Renewal, allowing us to leverage the strengths of each business in a common cause.

'Partner for Change' is one of the key pillars of our sustainability strategy, and I am fully committed to partnerships with Aboriginal and Torres Strait Islander people and businesses that leverage strengths to deliver economic independence and community empowerment.

As we move in to our Innovate RAP, Sims Limited is focused on building skills, relationships and foundations that will deliver sustainable and impactful RAP results in the future.

I am proud to share the reconciliation goals expressed within this RAP. They are Sims Limited's roadmap to creating real change within our organisation, and with the support of employees, partners and customers alike, we will continue our work to contribute achieving our purpose in a more reconciled Australia.



A handwritten signature in black ink, appearing to read 'Alistair Field'.

**Alistair Field**  
CEO and Managing Director

# Statement from CEO of Reconciliation Australia

Reconciliation Australia commends Sims on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Sims to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Sims will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever.

Sims is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Sims' readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Sims on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

# Our Vision for Reconciliation

At Sims Limited, we share Reconciliation Australia's aspiration for a just, equitable and reconciled Australia where Aboriginal and Torres Strait Islander peoples share the same opportunities and choices as non-Indigenous people.

We believe we have a role to play in creating an Australia where our shared history is acknowledged, our shared desires for sustainable prosperity are realised, and the unique cultures, knowledge, sustainability practices, and contributions of Aboriginal and Torres Strait Islander peoples are valued and celebrated.

Our purpose, to create a world without waste to preserve our planet, has been practiced by First Nations people for countless generations.

We acknowledge the privilege of being able to share in this culture, the longest continuous cultures on Earth, and our vision for reconciliation recognises that circular processes, that benefit people and regenerate nature, is core to Aboriginal and Torres Strait Islander cultures.



Dancers from Towradgi Public School join CEO Alistair Field at a 2021 National Reconciliation Week event in Sydney



# Our Business

Sims Limited is a global leader in metal recycling and providing circular solutions for technology, and an emerging leader in resource renewal.

Our purpose, create a world without waste to preserve our planet, is what drives us to constantly innovate and offer new solutions in the circular economy for consumers, businesses, governments, and communities around the world.

Sims is a global business, founded in Sydney in 1917, with 4000 employees across global operations in the United States, United Kingdom, Europe, New Zealand and Papua New Guinea. We are headquartered in Sydney on the land of the Gadigal people of the Eora Nation; and in Australia more than 800 employees work across 38 facilities nationally, furthering the circular economy each day.

We know that we have at least two Aboriginal employees, but Sims employee systems do not give employees the option to identify as Aboriginal and/or Torres Strait Islander people. This is an action we have committed to over the course of this Innovate RAP.





Our Australian businesses include Sims Metal, operating to the highest health and environmental standards, whose operations encompass the buying, processing and selling of ferrous and non-ferrous recycled metals. As the largest circular metals business in the world, we support the sustainability of society by collecting, sorting and processing scrap metal to produce high-quality inputs that are ready to be remade into new metals, essential for low-carbon growth.

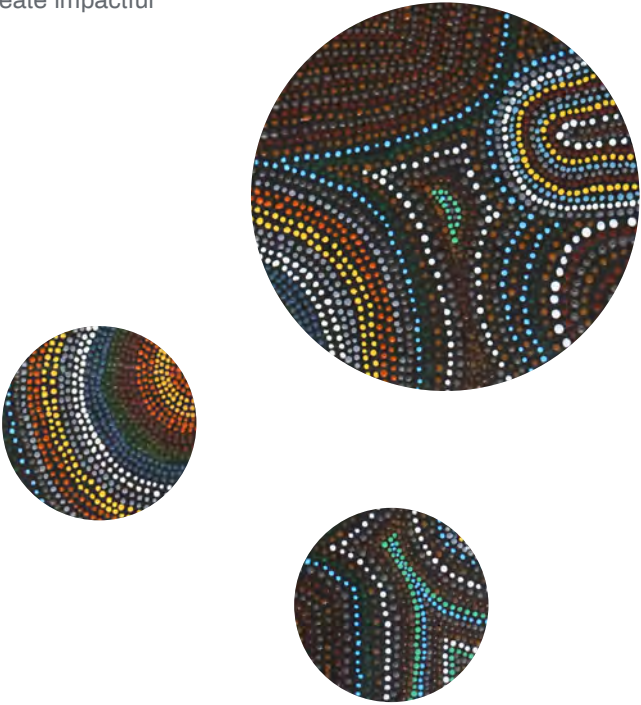
In an increasingly digital world, Sims Lifecycle Services (SLS) plays a critical role in helping businesses and data centers manage the profound shift in how and where technology is managed.

As a worldwide leader in IT asset and cloud infrastructure reuse, redeployment and recycling, offering customers new options in reducing waste, advancing the circular economy, and building resilience in their supply chains. In 2023 we will start to operate the first Sims Resource Renewal facility, which will help Sims close its own material loop, transforming automotive shredder residue (ASR), a material that is currently sent to landfill, into new useful products for society.

At Sims, we live our purpose, to create a world without waste to preserve our planet, every day. Our goals for business growth are embedded in our sustainability strategy, which we have aligned to the United Nations Sustainable Development Goals.

By making this contribution, we are helping to build a circular, sustainable, and inclusive society.

At Sims, we believe that we will achieve our purpose by being a diverse, safe, engaged and ethical workforce; by closing our own material loops and achieving our ambitious sustainability goals; by adding value to the communities in which we operate; and through partnering to create impactful change.



## Our purpose informs our vision for reconciliation, which includes:

- Leveraging shared strengths to build respectful, reciprocal relationships with Aboriginal and Torres Strait Islander peoples and organisations
- Creating sustainable opportunities for Aboriginal and Torres Strait Islander peoples in our business, while developing stronger relationships with Aboriginal and Torres Strait Islander suppliers in our value chain
- Building the awareness and capacity of Sims team to effectively engage with Aboriginal and Torres Strait Islander employees and partners
- Creating an environment for Aboriginal and Torres Strait Islander peoples to have engaging, fulfilling careers in the circular economy and where First Nations cultures, histories and achievements are celebrated
- Practising truth-telling about our shared histories, guided by Aboriginal and Torres Strait Islander peoples and the Uluru Statement from the Heart
- Engaging with Aboriginal and Torres Strait Islander peoples to learn from their knowledge of caring for Country and regenerative resource use, to build our understanding of what it means to enable leading circular outcomes for Australia.



Uncle Kevin 'Gavi' Duncan performs a Welcome to Country on behalf of the Darkinjung traditional custodians, at the formal opening of the new Sims Metal site in West Gosford

# Our Locations

## AUSTRALIA

Hume, ACT  
Albury, NSW  
Alexandria, NSW  
Kooragang Island, NSW  
Milperra, NSW  
Muswellbrook, NSW  
St. Marys, NSW  
Toomina, NSW  
Wagga Wagga, NSW  
West Gosford, NSW  
Pinelands, NT  
Callemondah, QLD  
Kunda Park, QLD  
Mackay, QLD  
Nerang, QLD  
Northgate, QLD  
Portsmith, QLD  
Rocklea, QLD  
South Townsville, QLD  
Lonsdale, SA  
Roseworth, SA  
Wingfield, SA  
Bell Bay, TAS  
St. Invermay, TAS

Broadmeadows, VIC  
Brooklyn, VIC  
Geelong, VIC  
Noble Park, VIC  
Traralgon, VIC  
Karratha, WA  
Kwinana Beach, WA  
Malaga, WA  
Wedgefield, WA  
Welshpool, WA

## NEW ZEALAND

Nelson  
Christchurch  
Dunedin  
Napier  
Auckland  
Wellington  
Hamilton  
Invercargill

## PAPUA NEW GUINEA

Morobe  
Boroko  
Tabubil



# Our Core Values

## **SAFETY**

Safety will always be our first priority. We believe that all injury incidents are preventable and we are committed to a goal of zero injuries.

## **INTEGRITY**

We conduct all business with integrity and adhere to the highest standard of ethical business conduct.

## **RESPECT**

We will treat each other, our customers, visitors and community members with respect and dignity.

## **TRANSPARENCY**

We ensure a sense of appropriate transparency in everything we do.

## **EXCELLENCE**

We commit to excellence in everything we do and champion continuous improvement and sharing of best practices across the company.

## **SOCIAL RESPONSIBILITY**

We aim to be the world's safest and most sustainable recycling company.



# Our Sphere of Influence



## SUPPLY CUSTOMERS

SOURCES OF INPUT MATERIALS

Demolition contractors, small builders and tradespeople, data centres, businesses, vehicle wreckers, scrap collectors, manufacturers, mine and rail operators, local councils, households and communities, waste companies



## PRODUCT CUSTOMERS

BUYERS OF OUR PROCESSED GOODS

Smelters, businesses



## EMPLOYEES

Employees of Sims Limited in Australia and globally



## GOVERNMENT AND REGULATORS

Local, state, and federal governments and regulators



## COMMUNITY

Communities near our facilities, charities, community organisations, Traditional Owner groups, schools and educational organisations



## INDUSTRY

Trade associations, industry thought leaders, competitors, local chambers of commerce or business councils



## SHAREHOLDERS

Individual and institutional investors



## MEDIA

Print and digital media outlets nationally



## SUPPLIERS

Vendors



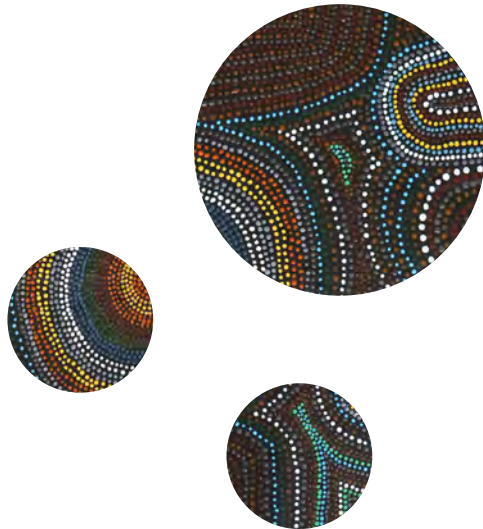
# Our RAP

Our second RAP expands Sims' commitments to creating shared value with Aboriginal and Torres Strait Islander individuals and their families, communities and businesses. Our first Reflect RAP was launched in 2021, and was a commitment of Sims Metal. Over the course of our Reflect RAP, we identified that our other Sims businesses, Sims Lifecycle Services and Sims Resource Renewal, also have a role to play in promoting reconciliation, and through their employees and areas of influence, could contribute to Sims' goals for reconciliation. For that reason, our second RAP is a commitment of Sims Ltd, and covers all the Sims businesses operating in Australia.

Since the launch of our first RAP, we have made progress against the RAP pillars of Relationships, Respect and Opportunities.

We are building **Relationships** with Aboriginal and Torres Strait Islander businesses, communities and organisations that recognise mutual strengths. As part of our commitments, we celebrated National Reconciliation Week across Sims premises nationally, with events including a smoking ceremony and flag raising at our facility in Kwinana, WA; and a cultural awareness session with Gamilaroi man Daren Dunn and students from Towradgi public school. Daren, NAIDOC-award winning artist, painted the artwork featured on our Reflect RAP. As part of our effort to build relationships with Traditional Owners and Aboriginal and Torres Strait Islander stakeholders, we have learnt that these relationships will look different in each area we operate in and will reflect local histories, priorities and needs. In WA, Sims is a proud sponsor of Rowan's Walk, an event founded by young First Nations leader Rowan Dann to raise awareness of mental health and suicide prevention, which is 2.6 times higher in Aboriginal and Torres Strait Islander populations than in the broader population. In 2021, 300 people joined Mr Dann on his 15km walk from Port Hedland to South Hedland.

**Respect** is shown by taking the time to listen and learn. In 2021, the ongoing pandemic prevented us from conducting face-to-face cultural competency training as per our original design. With the support of our trainer, we pivoted to online delivery and have now reached 80% of our site-based frontline leaders and commercial teams with cultural competency training. We will build on this work in our next RAP to reach all Australia-based employees. We have also made a visual marker of support in our premises with Darren Dunn's artwork displayed in all major Australian premises and featured on Sims apparel. Over the course of this RAP, we learned that our employees particularly wanted to understand the connections of local Traditional Owners with the areas where we operate, and their unique stories and artistic traditions. In our Innovate RAP, we have taken on this feedback and we have committed to acknowledge Traditional Owners with a plaque at each location, and we will work on ways to extend this local connection.



In our work to progress **Opportunities**, Sims joined Supply Nation in 2022 to help us grow our impact in the Aboriginal and Torres Strait Islander business sector. We continue to grow and deepen our long-standing partnership with Yurra Pty Ltd, with this valuable partnership delivering strong business outcomes for both partners. We have also worked with the Clontarf Foundation, particularly in WA, and we were pleased to welcome two Aboriginal cadets to Sims in 2021 through their programs.

In relation to **governance** of our RAP activities, we have changed the RAP committee structure in response to ongoing learnings throughout the implementation of our Reflect RAP. The RAP Committee will continue to include a representative from each state, and the commitments have been formally outlined both to improve governance and to demonstrate the importance of the role. All Reflect RAP Committee members have undertaken cultural awareness training and in our Innovate RAP we will work to ensure these committee members continue their cultural learning journey. Meetings of the committee generally occur at least four times a year.

As we mark the outcomes achieved through our Reflect RAP, Sims' commitment has deepened, and we have sought to incorporate goals that express our ambition in our Innovate RAP 2023-2025.

This RAP has been developed by the RAP Committee with the ongoing support of our CEO and executive leadership team. The committee ensures Aboriginal and Torres Strait Islander participation through partnerships. Aboriginal and Torres Strait Islander employees of Reconciliation South Australia, an organisation we partner with, consult with our committee and attend meetings at least three times per year.

The committee's permanent members are:

- Matthew Searcy, Senior Trading Representative (Chair)
- Blaise Porter, Group Director Sustainability and Corporate Social Responsibility
- Christine McBean, Administration Manager
- David Brackstone, Regional Operations Manager WA
- Dylan Crossan, EHS Specialist
- Isabelle Gabas, Director, Environmental/Planning Due Diligence and Approvals
- Jason Blackmore, Strategic Business Development Manager ANZ
- Jason Szprega, Yard Supervisor
- Katie Adams, Talent and Culture Manager
- Natasha Cortes, Executive Assistant
- Paul Da Silva, Regional Director ITAD, ANZ
- Rosa Manihera, EHS Specialist
- David Davis (past RAP Chair)

The Innovate RAP was reviewed by partner organisations for their input and to ensure Aboriginal and Torres Strait Islander representation. This included representatives from Supply Nation, and Daren Dunn. The RAP's Executive Sponsor is Paul Fisher, HR Director APAC, and the RAP was endorsed by Sims' CEO, Alistair Field.

## CASE STUDY

# Partnership with Yurra



Yurra is an innovative Supply Nation certified business majority owned by all Yindjibarndi people via a wholly owned investment entity founded in 2013. Sims and Yurra have worked together in a partnership that has seen each business learn Yindjibarndi people and grow. Sims has rail recycling teams operating in the Pilbara, providing essential services to the iron-ore rich region. These services are delivered in close cooperation with Yurra, with Yurra providing water truck services for fire suppression and Yurra employees embedded in Sims rail recovery teams.

Yurra has taken Sims personnel on country to meet with the Yindjibarndi people to help Sims develop cultural competency and for both organisations to understand the outcomes Yindjibarndi people desire on their land. When Yurra wanted to expand their commercial cleaning services from the Pilbara to metropolitan Perth, Sims became one of their first clients, helping Yurra to develop a new commercial offering. Yurra's employees also assist Sims with industrial fabrication and maintenance services that are essential to our business. This partnership is now worth more than \$1 million per year and the organisations continue to explore new ways to develop value.





## CASE STUDY

# 2022 National Reconciliation Week Events

In 2022, Sims marked National Reconciliation Week with events across Australia, including morning teas and community events. Sims Metal hosted a ceremonial flag raising ceremony and a smoking ceremony at its Kwinana location in Western Australia, on Nyoongar country.

The ceremony, which was attended by Kwinana Mayor Carol Adams, local Elders and like-minded local businesses, formally recognised National Reconciliation Week. The ceremony was planned with the help of local councillor and proud Aboriginal man Barry Winmar, Nyoongar Elder Uncle Mick Indich delivered a Welcome to Country for guests, followed by the smoking ceremony led by Uncle Lindsay Calyun.

Mayor Adams said the council's vision of reconciliation was for a community that embraced cultures and demonstrated respect for Aboriginal and Torres Strait Islander peoples and histories. "The Nyoongar people are the Traditional Custodians of Kwinana and surrounding areas and the City has a strong, active Aboriginal and Torres Strait Islander community representing 3.6 per cent of our population," Ms Adams said. "Within the Perth Metropolitan Region, the City of Kwinana has the highest proportion of residents that identify as Aboriginal and/or Torres Strait Islander people.

As well as events in each state, Sims Limited also hosted an event at its Sydney head office on Eora country, beginning with a Welcome to Country from Uncle Allen Madden, before being joined by cultural awareness session with Gamilaroi man Daren Dunn and students from Towradgi public school. Sims portfolio of businesses also shared information about Reconciliation Week both internally and externally via toolbox talks, our intranet, and external social media channels.



# Relationships



Sims recognises that Aboriginal and Torres Strait Islander peoples have developed circular, regenerative processes on Country for thousands of years. Sims commits to building respectful, reciprocal relationships with Aboriginal and Torres Strait Islander communities through consultation, collaboration and knowledge sharing. By engaging employees and stakeholders in reconciliation, we can forge partnerships which will acknowledge the history of our country, and help achieve a future of shared prosperity.

## FOCUS AREA

One of the key pillars in Sims Sustainability Strategy is 'Partner for Change'. We recognise that our purpose and goals cannot be achieved in isolation, and we will deliver outcomes that are more impactful when we create them with partners. Forming strong relationships with stakeholders ensures that we can create safe, healthy and productive value chains that are shared and meaningful.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Progress assessed: August 2023 and August 2024	RAP Chair
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2023	RAP Chair Director, Govt + Community Relations
	Promote opportunities for employees to use paid volunteering leave to volunteer with charities run by or that service Aboriginal and Torres Strait Islander peoples.	December 2024	RAP Chair Director Sustainability + CSR
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff, including via toolbox talks.	May 2023, May 2024	RAP Chair Marketing + Communication Manager
	RAP Committee members to participate in an external NRW event.	June 2023, June 2024	RAP Chair
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	June 2023, June 2024	RAP Chair
	Organise at least one NRW event each year.	June 2023, June 2024	RAP Chair
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2023, May 2024	RAP Chair
Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	December 2023	RAP Chair Director, Sustainability + CSR Global Head of Communications
	Communicate our commitment to reconciliation publicly through our external websites, including content in our annual Sustainability report, external social media channels, and other channels as appropriate.	Progress assessed: August 2023 and August 2024	RAP Chair Marketing Manager Global Head of Communications
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Progress assessed: August 2023 and August 2024	RAP Chair
	Provide at least two opportunities to our employees to understand the Uluru Statement from the Heart.	December 2024	RAP Chair
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	Progress assessed: August 2023 and August 2024	RAP Chair
	Ensure onboarding processes for all new starters include an introduction to Sims RAP commitments and cultural learning opportunities.	December 2023	Director HR, APAC
Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2024	Director HR, APAC
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	February 2024	Director HR, APAC
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	November 2023	Director HR, APAC
	Educate senior leaders on the effects of racism.	December 2024	Director HR, APAC

# Respect



Respect is one of Sims' core values. We aim to foster respect through education by providing education opportunities for our staff, including celebrating key events such as NAIDOC Week. Through education, we will not only build respect, we will also build the capacity of our people to foster rich relationships with Aboriginal and Torres Strait Islander peoples, communities and businesses. Relationships built on respect and shared outcomes will help Sims achieve our goals for reconciliation, and our purpose.

## FOCUS AREA

One of the key pillars in Sims Sustainability Strategy is 'Operate Responsibly' – this is the foundation of a sustainable company. Respect – for each other, the environment, and First Nations people is key to how this pillar will be achieved. Respect encompasses the way we engage our people in reconciliation, our safety culture, and the ethics and principles we uphold in our dealings with each other, our communities, and our value chain.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	May 2023, May 2025	Director HR, APAC Talent + Culture Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	September 2023	
	Develop, implement, and communicate a cultural learning strategy document for our staff.	December 2023	
	Investigate opportunities for employees in key positions and roles (such as the RAP Committee) to undertake on-Country cultural awareness training	December 2023	
	Provide opportunities for RAP Committee members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	December 2024	
	Investigate opportunities for employees to learn more about, or participate in, Aboriginal and Torres Strait Islander sustainability practices.	Progress assessed: August 2023 and August 2024	
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2024	RAP Chair Talent + Culture Manager
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	May 2023, May 2025	Talent & Culture Manager Director, Sustainability + CSR
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Progress assessed: August 2023 and August 2024	Senior Marketing Manager with RAP Committee
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at the opening of new Sims premises.	Progress assessed: August 2023 and August 2024	RAP State Leader, Senior Marketing Manager
	Display Acknowledgement of Country plaques at fifteen Sims premises	December 2024	RAP Chair Director, Sustainability & CSR
	Display an Acknowledgement of Country on Sims Australian website domains	December 2023	Senior Marketing Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Progress assessed: August 2023 and August 2024	RAP Chair Exec sponsor
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2023 and 2024	RAP Chair
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2023	Director HR, APAC Talent & Culture Manager
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2023 and 2024	RAP Chair Head of Communications Exec Sponsor

# Opportunities



Sims' position as a circular economy leader with nationwide services provides us with opportunities to invest in Aboriginal and Torres Strait Islander career pathways both in our organisation and through our value chain. In this Innovate RAP Sims will develop mechanisms to better understand how many Aboriginal and Torres Strait Islander employees we have, and how we can provide career development opportunities that are of value to them, to progress towards our goal of being a safe, inclusive employer. Sims is currently working with partners including Yurra and Supply Nation to achieve our goals of creating opportunities for Aboriginal and Torres Strait Islander peoples in our value chain.

## FOCUS AREA

In our Sustainability plan we commit to 'closing the loop' and addressing two of the world's most pressing sustainability challenges, finite resources and growing consumption – and we have committed to closing the loop on our own materials and helping our customers and communities do the same. This creates opportunity – for growth in new and existing businesses, for innovation in our value chain, and for new benefits in the communities we operate in. Through our RAP, we will take steps to ensure these opportunities are shared by Aboriginal and Torres Strait Islander Australians and non-Indigenous Australians alike.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2024	Director HR, APAC Talent & Culture Manager
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	December 2024	Director HR, APAC Talent & Culture Manager
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	August 2024	Director HR, APAC Talent & Culture Manager
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Progress assessed: August 2023 and August 2024	Director HR, APAC Talent & Culture Manager
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	August 2024	Director HR, APAC Talent & Culture Manager
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	May 2023, May 2025	Global Head of Procurement
	Maintain Supply Nation membership.	Progress assessed: August 2023 and August 2024	Regional Non-Trade Procurement Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Progress assessed: August 2023 and August 2024	
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Progress assessed: August 2023 and August 2024	
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	December 2024	
Improve employment pipelines for Aboriginal and Torres Strait Islander young peoples.	Investigate opportunities to promote and support Aboriginal and Torres Strait Islander peoples to pursue careers in the circular economy, including collaborating with other RAP organisations.	Progress assessed: August 2023 and August 2024	Director HR, APAC Talent & Culture Manager
	Investigate opportunities to promote our cadet and graduate program to Aboriginal and Torres Strait Islander secondary and tertiary students	Progress assessed: August 2023 and August 2024	Director HR, APAC Talent & Culture Manager
	Investigate opportunities to partner with a not-for-profit organisation that focuses on developing employment pathways for Aboriginal and Torres Strait Islander students from secondary education to the workplace.	Progress assessed: August 2023 and August 2024	Director HR, APAC Talent & Culture Manager

# Governance



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RAP Committee.	Mar, June, Sept, Dec 2023, Mar, June, Sept, Dec 2024	RAP Chair
	Maintain and apply a Terms of Reference for the RAP Committee.	Progress assessed: April 2023 and April 2024	RAP Chair
	Meet at least four times per year to drive and monitor RAP implementation.	Mar, June, Sept, Dec 2023, Mar, June, Sept, Dec 2024	RAP Chair
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Progress assessed: August 2023 and August 2024	RAP Chair
	Engage our senior leaders and other staff in the delivery of RAP commitments.	Progress assessed: August 2023 and August 2024	RAP Chair Exec Sponsor
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	December 2024	RAP Chair
	Maintain an internal RAP Champion from senior management.	Progress assessed: April 2023 and April 2024	CEO
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June, annually	RAP Chair
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August, annually	RAP Chair
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	RAP Chair Director Sustainability + CSR
	Report RAP progress to all staff and senior leaders quarterly.	Mar, June, Sept, Dec 2023, Mar, June, Sept, Dec 2024	RAP Chair Director Sustainability & CSR Head of Comms
	Publicly report our RAP achievements, challenges and learnings, annually via our Sustainability Report.	October 2023 October 2024	RAP Chair Director Sustainability & CSR
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	RAP Chair Talent & Culture Manager
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	November 2024	RAP Chair
Continue our reconciliation journey by developing our next RAP.	<p>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</p> <p>Develop, implement, and communicate an anti-discrimination policy for our organisation.</p> <p>Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.</p> <p>Educate senior leaders on the effects of racism.</p>	April 2024	RAP Chair

## Contact Details

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