

# FY23 Sustainability Highlights



At Sims Limited, our purpose-led strategy enables us to create value by providing a pathway to decarbonisation and circularity. Our purpose, create a world without waste to preserve the planet, is what drives us to constantly innovate and offer new solutions in the circular economy to consumers, businesses, governments and communities around the world.

At the same time, our strategy includes ambitious goals to minimise our environmental footprint, foster a culture of opportunity and inclusion for our employees, and positively impact the communities in which we operate, while also including targets for growth.



Lowered emissions

**32%**<sup>1</sup>

compared to FY20 baseline  
and met our FY25  
target early



**7.97M**

tonnes secondary  
metal recycled



**84%**

renewable electricity  
consumption



**26%**

women in senior  
management



**89,000**

training courses completed



**3.8M**

cloud assets repurposed  
or redeployed



Enabled

**12.4M**

tonnes of avoided  
emissions in the  
value chain



**4**

consecutive years of  
lowest-ever recordable  
injuries



New

**5-YEAR**

diversity, equity and  
inclusion strategy

<sup>1</sup> Scope 1 and 2 (market-based) emissions. Based on FY20 baseline

# Advancing Our Ambitions

Our sustainability strategy is built on three pillars: **operate responsibly, close the loop and partner for change**. The growth of our circular businesses is both driven by and delivers sustainable outcomes for society.

We are proud of the progress we achieved in FY23, the third year of our sustainability strategy. We celebrated the early achievement of some key sustainability goals and maintained performance of goals achieved in FY22, including:

- Reduced Scope 1 and 2 emissions (market-based) by 23% from our FY20 baseline.
- Increased the number of training courses by 50%.
- Trained 100% of employees and agents on our Code of Conduct, anti-corruption and anti-bribery policies.
- Trained 100% of employees on human rights, modern slavery and labour rights.
- 26% of managers or above are women.
- Ensured management incentive plan is consistent with sustainability goals.

## SIMS LIMITED SUSTAINABILITY STRATEGY

### PARTNER FOR CHANGE

### CLOSE THE LOOP

#### OPERATE RESPONSIBLY



- Foster a no-harm work environment
- Close the gender gap
- Develop a skilled and energised workforce
- Ensure transparency on how our business is conducted in an ethical manner



- Become carbon neutral by 2030 and achieve net zero by 2050
- Achieve no waste to landfill
- Close materials loops further by expanding capacity and services



- Build trusted relationships with our communities
- Create new business models that further the circular economy

Create a world without waste to preserve our planet

## External recognition



14th most sustainable company globally and member of the Clean200 global list



Maximum AAA rating



Financial Times Asia-Pacific Climate Leaders 2023



A- in 2022 Climate submission



Awarded to companies with ESG performance above the sector-specific Prime threshold



Sustainalytics – Low ESG risk



Newsweek America's Most Responsible Companies 2023



Debuted on FTSE4Good index



Top decile performance in the steel sector in 2022 index<sup>2</sup>



TAHITO Te Tai o Rehua Fund – TransTasman Equity Fund 2023