



Community Engagement Policy

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Issuing Function: Global Sustainability

Approving Body: Sims Limited Board of Directors

Document Type: Policy

Scope:

Business / Function: Global

Applicable Population: Sims Limited and its subsidiaries and operating divisions

Our Commitment

At Sims Limited, our purpose is to create a world without waste to preserve our planet. This purpose cannot be achieved alone – it requires positive relationships with our communities and respectful and reciprocal partnerships built on open communication, engagement and trust.

We are committed to understanding the views of our stakeholders and we take their feedback into account in our decision making. This includes engagement with stakeholders involved throughout the lifecycle of the products we handle, to promote responsible product design, use, and circular treatment. Sims Limited personnel follow the Sims Limited Code of Conduct when we engage with the community and stakeholders.

Sims Limited has operations located in diverse communities around the world. We deliver benefits including employment, skills development, business development, waste reduction, and income from taxes and the purchase of end-of-life materials as inputs into our business. Benefits including reduction in carbon emissions and resource extraction are realized globally. We also recognise that potential negative impacts such as dust, noise and traffic can be felt locally, and we strive to minimize these impacts and respond effectively to the feedback of our stakeholders.

Sims Limited also seeks to contribute locally and globally through volunteering, partnership (sponsorships), donations, and other mechanisms; and we have set targets as part of our sustainability strategy. We seek to develop long-term, respectful and reciprocal relationships that contribute to safe, healthy and sustainable communities and environments.

While we comply with all applicable regulations, we strive to achieve levels of performance that exceed basic compliance requirements. This policy demonstrates Sims Limited's commitment to the community and articulates our commitments in these areas – which are incorporated into our day-to-day business operations. This policy applies to and governs the conduct of all directors, officers, and employees within all jurisdictions.

Our Policy

In accordance with our commitment, we will:

- Strive to reduce direct impacts to communities in our operations as much as possible through:
 1. Effectively managing dust, noise, traffic, safety risks, and other issues of concern to our neighbours and communities
 2. Engaging regularly with our neighbours and community stakeholders and responding promptly where feedback is raised
 3. Development and implementation of action plans for sites where we identify priority risks or opportunities in relation to community expectations.
- Consider community-related risks and opportunities in our business plans and strategy.
- Develop and maintain reciprocal community partnerships that advance:
 1. Waste reduction and the circular economy
 2. Nature preservation, regeneration and climate action
 3. Positive outcomes for First Nations people and communities
 4. Positive outcomes for communities that host a Sims Limited operation.
- Educate, train, and motivate our employees (including temporary employees) to conduct tasks and make decisions that support the achievement of these commitments.
- Monitor, report, and obtain assurance on our energy consumption and climate emissions; and transparently publish our results and our progress against targets on an annual basis.

Implementing and Communicating this Policy

At Sims Limited, we support the achievement of all the above through effective leadership, communication, management systems, training, resourcing, and accountability.

This policy and applicable requirements and their impact and importance to Sims Limited's business reputation are communicated to all employees, temporary employees, and suppliers. The document is also publicly available on the Sims Limited website. This policy will be maintained through periodic review from the Safety, Health, Environment, Community & Sustainability (SHECS) Committee of the Sims Limited Board of Directors.

Related Documents

1. Sims Limited Code of Conduct
2. Sims Limited Environmental Health & Safety (EHS) Policy
3. Sims Limited Energy & Climate Policy
4. Board of Directors Commitment to SHECS
5. CEO & Executive Leadership Team Commitment to SHECS