



# Nature and Biodiversity Policy

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Issuing Function: Global Sustainability

Approving Body: Sims Limited Board of Directors

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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. One of the primary causes of nature degradation and loss is through the extraction and processing of natural resources. We believe that the circular economy is essential in addressing biodiversity loss and has a role to play in the regeneration of nature.

We acknowledge the connection between nature loss and climate change, and we are committed to Paris-aligned climate action. We recognise the transition to a low-carbon, circular economy also means a transition to a nature-positive economy. Our commitment to upholding human rights incorporates the right to safe drinking water and access to a clean, healthy and sustainable environment.

At Sims Limited, the low-carbon transition is at the heart of our business strategy: growing our positive impact in the circular economy and taking actions to decarbonise our operations and value chain, in line with our energy and climate targets.

While we comply with all applicable environmental and biodiversity regulations, we strive to achieve levels of performance that exceed basic compliance requirements. This policy demonstrates Sims Limited's commitment to sustainability excellence 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 emissions in our operations as much as possible by:
  1. Conservation of water and management of wastewater and stormwater to reduce impact on local ecosystems
  2. Apply the mitigation hierarchy of avoidance, minimization, restoration, and offsets when operating in areas in close proximity to critical biodiversity.
  3. Develop and implement action plans for sites where we identify priority risks or opportunities
- Consider nature-related risks and opportunities in our business plans and strategy.
- Engage with relevant value chain stakeholders, regulators, partners, and communities to combat nature loss, and advance the regeneration of nature.
- Seek to respect and support the role of First Nations people as leaders in conservation and regeneration.
- Educate, train, and motivate our employees (including temporary employees) to conduct tasks and make decisions that support the achievement of our nature-related commitments.
- Align our industry association memberships and advocacy positions to promote the role of the circular economy in preventing nature loss, and to promote regeneration.
- Monitor and measure our impacts and dependencies on nature and report on our progress.

## 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.

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### 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