



## **SIMS METAL MANAGEMENT COMMUNITY POLICY**

This is Sims MM's Community Policy which is one of the three pillars of its Safety, Health, Environment & Community (SHEC) Policy. This Community policy will be implemented through plans (including standards and systems) covering Sims MM's operations in line with key community performance goals.

### **Community Commitment**

Sims MM recognises its role and responsibilities in the communities in which it operates and is committed to conducting all of its business operations in a way which acts on those responsibilities and, wherever practicable, produces positive benefits for the community. Sims MM aims to be a respected corporate citizen by working constructively with its communities and other stakeholders, and is committed to the honest and ethical conduct of all its employees and contractors. As a minimum, Sims MM will comply with all relevant local community requirements, including applicable rules, regulations and standards, of the countries in which it operates, but will strive to achieve levels of performance which exceed basic compliance.

### **Community Policy**

#### **1. Human Resources**

Sims MM will foster a true performance culture, aiming to be an “employer of choice”, acquiring and developing talented personnel, identifying and developing new skills required for current and future business strategies, management and leadership development.

#### **2. Human Rights**

Sims MM will respect, protect and promote fundamental human rights within its spheres of influence, especially in regard to its workforce, joint venture partners, contractors, suppliers and the communities in which it operates.

#### **3. Diversity**

Sims MM is committed to upholding ethical business practices and, in conformity with legal requirements and accepted social convention in the countries in which it operates, will encourage a diverse workplace where employees and contractors are treated fairly, with respect and can realize their full potential. Sims MM will encourage open communication with and by its workforce, joint venture partners, contractors, suppliers and the communities in which it operates.

#### **4. Stakeholder and Product Awareness**

Sims MM will engage regularly, openly and honestly with people affected by its operations, and takes their views and concerns into account in decision making. Sims MM will work with its stakeholders, including all those involved through the lifecycles of its products, to promote the responsible use and management of those products.

#### **5. Awareness, Training and Reporting**

Sims MM will ensure that all managers and relevant staff, contractors and advisors understand the importance of this Community Policy and its impact on them and on the reputation of Sims MM's business. It will, where appropriate, progressively link the pay of relevant staff with performance against goals set out in the plans which implement this Community Policy.

Sims MM will train all of its managers and its relevant staff and contractors in this Community Policy and the plans, procedures and codes which support it. Sims MM will publish an annual report on its performance against the goals set out in its community plans. Where practicable, that report will comment on Sims MM's performance against accepted community standards and relevant benchmarks, including those of well recognised community indices and reporting organisations.

#### **6. Community Policy Review**

Sims MM will ask both internal and appropriately qualified independent external auditors to progressively and randomly assess the performance of all business units against this Community Policy and the plans by which it is implemented. The headline results of these audits will form part of its annual reporting on community matters.

The Sims MM Board of Directors (Board) will review the appropriateness of this Community Policy (and the efficacy of the plans prepared to implement it) at least every 2 years after reviewing a report on the effectiveness of the Policy from the Board SHEC Committee. All significant capital expenditure and business disposal decisions will be assessed against this community commitment.