



## COMMUNITY POLICY

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### 1. OUR COMMITMENT

Sims Metal Management (SMM) is committed to being a respected, responsible corporate citizen by working constructively with our communities and other stakeholders and engaging in the honest and ethical conduct of our business.

We recognize our role and responsibilities in the communities in which we operate and are committed to conducting all business activities in a way which acts on those responsibilities and, wherever practicable, produces positive benefits for the community.

### 2. OUR POLICY

**Courtesy and Respect:** Each employee is a representative of SMM and as such accountable for his/her conduct and must act professionally, courteously and respectfully to all fellow employees, suppliers, contractors and visitors and members of the community at all times. As a minimum, we will comply with all applicable local laws, regulations and standards of the countries in which we operate, but will strive to achieve levels of performance which exceed basic compliance.

**Human Resources:** We 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 and management and leadership development.

**Human Rights:** We commit within our sphere of influence to respect, promote and uphold fundamental human rights in our global business, especially in regard to our employees, joint ventures, suppliers, contractors and the communities in which we operate. These rights are set out in the UN Declaration of Human Rights and further defined for businesses in the OECD Guidelines for Multi National Enterprises.

**Diversity:** We are committed to upholding ethical business practices and, in conformity with legal requirements and accepted social convention in the countries in which we operate, will encourage a diverse workplace where employees, suppliers, contractors and other visitors are treated fairly, with courtesy and respect and can realize their full potential. We will encourage open and proactive communication with our employees, joint ventures, suppliers, contractors and the communities in which we operate.

**Stakeholder Engagement and Product Awareness:** We will engage regularly, openly and honestly with people affected by our operations, taking their views and concerns into account in decision making, including those stakeholders involved through the lifecycle of our products, to promote the responsible use and management of those products.

### 3. OUR SUPPORT

We are committed to supporting all of the above through effective leadership, communication, procedures, management systems, training and accountability at all levels, including a SHEC approval of all applicable capital expenditure requests, and making employees and contractors aware of this policy, its impact on them and on the reputation of our business. We will maintain a system and culture of sharing best practices, and lessons learned with regard to SHEC matters with all facilities globally. This policy will be reviewed regularly in accordance with the Charter of the SHEC Committee of the SMM Board of Directors.