



# Supplier Code of Conduct

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Sims Limited (“Sims”) is committed to operating a best in class business and working with like-minded partners. In order to achieve this, both Sims and our suppliers must be grounded in responsible and ethical business practices that respect the laws under which we operate and the rights of the people we employ, and that protect the communities where we are located.

Equally important, economic growth should not be pursued to the detriment of our planet. We all are stewards of our natural world and should act accordingly to preserve it for generations to come. Sims wants to partner with our suppliers to eradicate waste to conserve our limited natural resources. The Company’s purpose, create a world without waste to preserve our planet, cannot be accomplished without partnering with companies with similarly aligned priorities. Together, we can continue to develop sustainable performance throughout our supply chains.

This Supplier Code of Conduct outlines the minimum expectations Sims has of our partners, suppliers, contractors, and other third parties with whom we do business.



A handwritten signature in black ink, appearing to read "A. Field".

**Alistair Field,**  
Group CEO & Managing Director,  
Sims Limited



## Safety

Safety is first and foremost at Sims. We are committed to providing a no-harm work environment for our employees and visitors at all times. As such, we require you and your employees to adhere to our safety procedures and protocols when visiting any of our facilities. Similarly, you should maintain a safe, clean, and healthy workplace for your employees and visitors. This goes beyond meeting the minimum standards set out in regulations and includes training your employees on safe working practices and providing them the right to refuse and report unsafe or unhealthy working conditions.



## Business Integrity

Reputation is key. As Sims conducts business with integrity, we expect the same from you. You run your business honestly and transparently, and train your employees to recognise unethical business practices and avoid them. This includes refusing to engage in any form of commercial bribery, avoiding conflicts of interest, as well as rejecting anything that would impair free and fair competition.



## Environmental Responsibility

As a steward of our natural world, like us, you commit to the sustainable use of resources, strive to reduce your carbon footprint, and operate in a manner that minimises waste and protects the environment. Like Sims, you comply with environmental laws that apply to your business in the jurisdictions in which you operate.



## Social Responsibility

Sims recognises the importance of being a good neighbour and acts in a manner that benefits the communities in which it operates. Likewise, you should work with your respective communities to minimise the negative impact of your business on their lives.

As a socially responsible organisation, Sims is committed to respect and protect fundamental human rights in the way we conduct global business within our facilities and supply chain. As such, Sims expects you to respect human rights by not participating in child labour, inhumane treatment of employees, or forced or compulsory labour. Similarly, you should not discriminate, and you should provide equal opportunity, freedom of association, decent and safe working conditions, a living wage and fair terms of employment. Sims expects you to comply with all prevailing labour laws. Like Sims, you should operate in a manner that is consistent with the Universal Declaration of Human Rights, the United Nations (UN) Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organisation (ILO) Core Conventions on Labour Standards.



## Confidentiality

Just as Sims maintains confidentiality of the information it handles, we expect you to protect the confidential and personal data you receive, generate and capture from Sims, your employees and other business partners. Sims also expects you to prevent the misuse of data and intellectual property.



## Compliance

Sims expects you to demonstrate compliance with this Supplier Code of Conduct. The Company reserves the right to conduct audits or assessments to validate your compliance and to discontinue any relationship with you for non-adherence to the Supplier Code of Conduct, failure to correct violations, or for displaying patterns of non-compliance with elements of the Supplier Code of Conduct.

**To report a concern, please contact your Sims representative or connect with the Company's Ethics & Compliance department at [ethics@simsmm.com](mailto:ethics@simsmm.com). You can also contact the Sims third-party hotline at [simsmmhotline.com](http://simsmmhotline.com). You may do this anonymously.**