



## **SAFETY, HEALTH, ENVIRONMENT, COMMUNITY & SUSTAINABILITY COMMITTEE CHARTER**

### **Composition of the Committee**

- The Safety, Health, Environment, Community & Sustainability ('SHECS') Committee ('Committee') of the board of directors ('Board') of Sims Limited ('Sims' or the 'Company') shall comprise at least three directors of the Company, with a majority being independent.
- Appointments, rotations and resignations of Committee members will be recommended to the Board by the Chairperson of the Committee ('Committee Chairperson').
- The Committee Chairperson shall be appointed by the Board and shall be independent.
- The Group Company Secretary of Sims, or his or her nominee, will act as Secretary of the Committee.

### **Role of the Committee**

The primary role of the Committee is to review and oversee the Company's SHECS policies, programs and practices that affect, or could affect, the Company's employees, customers, stakeholders and neighbouring communities, and to assist the Board to fulfil and discharge its SHECS obligations.

### **Functions of the Committee**

#### ***Company SHECS policies***

- Oversee, review, receive updates on, and make recommendations, where appropriate, for changes to, the Company's SHECS policies and procedures, including processes to ensure compliance with applicable laws and regulations and programs to manage SHECS related risks.

- Assess the effectiveness of programs and initiatives that support the SHECS policies of the Company and make recommendations to the Board and Company management with respect thereto as it may deem advisable, including consideration of target reductions for indicators of SHECS performance.

***Review SHECS emerging issues***

- Oversee and review regulatory, environmental, health and safety trends, and issues and concerns, which affect, or could affect, the Company's SHECS practices, including the Company's overall environmental compliance, remediation and sustainability efforts related to operations and services.
- Review emerging SHECS related public policy issues and assess the Company's process for identifying such issues.

***Stakeholder engagement and advocacy priorities***

- Review and provide guidance to Company management regarding the Company's engagement with industry and non-governmental organizations concerning corporate responsibility.
- Review the Company's public policy and advocacy priorities associated with SHECS issues.
- Monitor the Company's corporate reputation as it relates to SHECS matters, and provide guidance regarding the protection of the Company's reputation thereto.

***Compliance***

- Monitor and review the Company's major SHECS related litigation and other major SHECS related legal matters.
- Monitor and review reports from the Group Vice President SHECS on
  - the effectiveness of the Company's SHECS standards, policies and management systems;
  - the Company's progress against key SHECS targets;
  - SHECS legislative compliance; and
  - SHECS performance and compliance,
 across Sims's global business.

- Review at least every two years the effectiveness of the Company's SHECS policies (but which periodically may be revised, as appropriate, by Company management) and report the outcome thereof to the Board.
- Report to the Board on key SHECS issues.
- Respond to all significant SHECS incidents.

The Committee will also:

- review and recommend any update to this Charter as deemed necessary; and
- perform an evaluation of the Committee's performance at least annually to determine whether it is functioning effectively by reference to current best practice.

### **Operations of the Committee**

- The Committee shall meet at least four times per year or more frequently if circumstances require it.
- A meeting of the Committee shall be taken to be convened if at least two Committee members are present, including the Committee Chairperson.
- An Agenda for a Committee meeting shall, where practicable, be prepared and circulated to Committee members and other relevant individuals at least 48 hours prior to the time of the meeting.
- A Committee meeting may be held by Committee members communicating with each other by any technological means by which they are able to simultaneously hear each other and participate in discussion. The minutes of the meeting shall record the method of communication by which the meeting was conducted.
- Minutes of a Committee meeting shall be taken and tabled at the next convenient Committee meeting. The Committee Chairperson shall report to the Board on any matters of significance recorded in the minutes.
- The Committee, through the Committee Chairperson, may request the attendance at Committee meetings of management and/or staff of Sims on a regular or irregular basis, as it deems necessary, to provide appropriate information or explanations.

## **Authority of the Committee**

- In order to perform its duties, the Committee is authorised, via the Sims Group Chief Executive Officer, to seek any information it requires from any employee of Sims.
- The Committee is authorised to obtain, at Sims's expense:
  - legal advice; and
  - advice from senior management of Sims,  
on Committee issues; and
  - other professional advice on any matters within its Charter,where the Committee considers that advice necessary or appropriate in the carrying out of its duties.

*This Charter was reviewed and adopted by the Committee on 24 September 2020.*