



SIMS
METAL

REFLECT

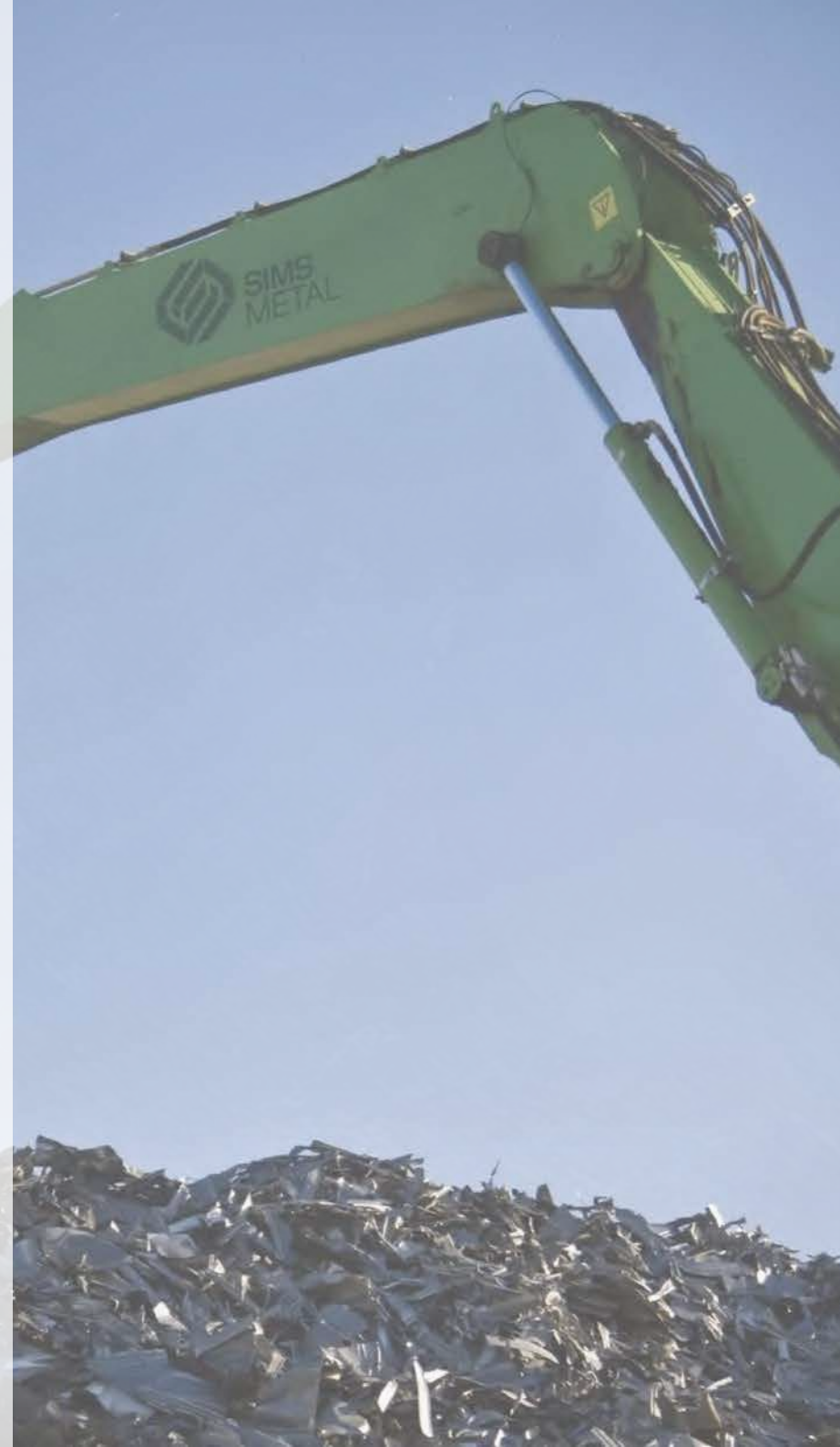
Reconciliation Action Plan


January 2021 - June 2022



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**In releasing this Reflect Reconciliation Action Plan,
Sims Metal acknowledges the Traditional Custodians
of this land and pays its respects to its Elders past,
present and emerging.**



Artist Acknowledgement

Daren Dunn

2015 NAIDOC Artist of the Year



Daren developed a passion for art at an early age. He has grown up learning stories and symbols of traditional Koori Art from his Aunts and Uncles. Daren uses art as a form of self-expression and has used his platform to lead art education programs for Aboriginal and Torres Strait Islander children to feel empowered and connected to the art of their ancestors past, present, and future.

It is an honour to have Daren design the artwork for our Reconciliation Action Plan and we are looking forward to walking this journey together. Daren shares with us the meaning of the artwork he designed.

A message from the artist

‘There is yellow radiating through the design. The yellow represents “Yaraay” a traditional Sundance from my tribe in Coonabarabran, NSW. Yaraay is used here to celebrate the raising of Indigenous cultural awareness and the healing power of bringing things into the light.

The white figures represent Indigenous people adorned with white ochre.

We are working with and beside Sims Metal members across Australia, building connections, sharing knowledge, creating opportunities to help build brighter and better futures, support reconciliation, and generate change.

There are pathways and bridges being built throughout the image. Initiatives where our colours run in line. This represents Indigenous and Non-Indigenous people working together, walking alongside each other, proudly and respectfully within the fold of Sims Metal.



A Message from the Managing Director

John Glyde



I am pleased to announce that Sims Metal ANZ has embarked on a formal Reconciliation journey to develop and implement a meaningful Reflect Reconciliation Action Plan (Reflect RAP). The process we have embarked on involves reflecting on our values and purpose as an organisation to identify ways to reach reconciliation in Australia. This process is an opportunity firstly to reflect as well as scope what is important to us as an organisation and most importantly what matters to the communities in which we operate.

Sims Metal has a long history in Australia and of informal partnerships with Aboriginal and Torres Strait Islander peoples. While we are proud of our 100 year history, our existing relationships and contributions, I am more proud to be embarking on this journey of developing our milestone Reflect RAP and aligning it with our newly launched Statement of Purpose and Core Values of Respect and Social Responsibility.

Having said that, I also acknowledge that we have a lot more work to do to become one of the many organisations taking responsibility for closing the unacceptably wide gap that exists between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

We see ourselves doing this with the help of leaders within the Aboriginal and Torres Strait Islander communities we operate in; and via programs that address educational and skills gaps which lead to unemployment challenges and social exclusion.

I am immensely proud of the Sims Metal story, to have survived and thrived over the last 100 years. My leadership team and I can see how the learnings and legacies embedded in our business from humble beginnings will guide us on our Reconciliation journey.

John Glyde
Sims Metal,
Managing Director of Australia and New Zealand

A Message from Reconciliation Australia

Karen Mundine



Reconciliation Australia welcomes Sims Metal to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Sims Metal joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Sims Metal to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Sims Metal, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our Core Values



Safety

Safety will always be our first priority. We believe that all injury incidents are preventable and we are committed to a goal of zero injuries.



Respect

We will treat each other, our customers, visitors and community members with respect and dignity.



Excellence

We commit to excellence in everything we do and champion continuous improvement and sharing of best practices across the company.



Integrity

We conduct all business with integrity and adhere to the highest standard of ethical business conduct.



Transparency

We ensure a sense of appropriate transparency in everything we do.



Social Responsibility

We aim to be the world's safest and most sustainable recycling company.

‘Our Core Values are the foundation of everything we do.’

– Alistair Field, CEO, Sims Limited

Our Business

In 2017 Sims Limited celebrated 100 years of operations. During this time our business has grown to be the leading collector, processor and supplier of recycled metal in Australia.



Sims Metal is the world's leading publicly listed metal recycler, with operations encompassing the buying, processing and selling of ferrous and non-ferrous recycled metals.

Our metals recycling operations are geographically diverse, with operations in five continents, including the United States, Australasia and the United Kingdom, comprising a network of processing facilities, supported by an extensive network of feeder yards from which to source recyclable ferrous and non-ferrous metals.

Backed by more than 250 facilities, operations in more than 20 countries and a workforce of 4,500 highly skilled employees, the future of Sims Metal is as bright and secure as at any time in our long history.

Sims Australia currently has over 800 employees however the number of Aboriginal and Torres Strait Islander employees is not known. Over the duration of our Reflect RAP journey, we will endeavour to learn how many

Aboriginal and Torres Strait Islander employees are in our business, in a culturally appropriate way.

Our processing capacity, which includes five fragmentisers, shears, balers and granulating plants, operates to the highest environmental and quality standards to produce products that are recognised and sought after throughout the world.

The world has changed a lot over the past century, but Sims Metal has consistently been a ground-breaking force and an innovator. We are universally recognised as an international leader in the transformation of discarded consumer products into valuable secondary resources. Our focus on optimisation and continuous improvement, with internal investments in our operations, functions and people is setting us on a solid path for many years to come.

Sims Limited has always been at the centre of the circular economy, recovering and recycling products and materials to ensure maximum value and minimise waste.

Our Locations

Our success has been made possible through a network of 30 physical locations servicing all states and territories. This network of processing facilities fully supports metal and electronics recycling in Australasia.

AUSTRALIA

- Hume, ACT
- Albury, NSW
- Alexandria, NSW
- Kooragang Island, NSW
- Milperra, NSW
- Muswellbrook, NSW
- St Marys, NSW
- Toomina, NSW
- Wagga Wagga, NSW
- West Gosford, NSW
- Pinelands, NT
- Callemondah, QLD
- Kunda Park, QLD
- Mackay, QLD
- Nerang, QLD
- Northgate, QLD
- Portsmith, QLD
- Rocklea, QLD
- South Townsville, QLD
- Lonsdale, SA
- Roseworth, SA
- Wingfield, SA
- Bell Bay, TAS
- St Invermay, TAS
- Broadmeadows, VIC
- Brooklyn, VIC
- Geelong, VIC
- Noble Park, VIC
- Traralgon, VIC
- Karratha, WA
- Kwinana Beach, WA
- Malaga, WA
- Wedgefield, WA
- Welshpool, WA

NEW ZEALAND

- Nelson,
- Christchurch
- Dunedin
- Napier
- Auckland
- Wellington
- Hamilton
- Invercargill

PAPUA NEW GUINEA

- Morobe
- Boroko
- Tabubil

Our Five Pillars



The World

Respect the cultural view of the Aboriginal and Torres Strait Islander peoples and communities.



Communities

Care and contribute to the communities in which we operate.



Partners

Partner with Aboriginal and Torres Strait Islander communities and organisations.



Customers

Be selective about our supply chain.



Employees

Provide employment, training and educational opportunities for Aboriginal and Torres Strait Islander peoples.

Building the foundation for Reconciliation.

The Pillars of Alignment allow our organisation to reflect on our impact on the world, the communities in which we operate, our partners, customers and employees.

The heart of our business can be found in the people who work in our organisation.

We endeavour to infuse our purpose into all aspects of our business.

Our purpose is the lens through which we can test our decision-making, business strategies and our own

behaviours to ensure that everything we do going forward is aligned to our shared vision.

We aim to be a leader in our industry by continuing to build on our commitment to reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

The actions we take towards Reconciliation will always aim to deliver meaningful impact for Aboriginal and Torres Strait Islander peoples.

To achieve our goals we will continue to build strong relationships within the Aboriginal and Torres Strait Islander communities in which we operate.

Sims Metal will engage in cultural awareness training to ensure all our personnel work in a culturally appropriate workplace, which will become part of Sims Metal story.

Our RAP

Throughout our history, Sims Metal has always understood the role we play in the communities in which we serve. This is reflected in our actions and many forms of support we provide, both formally and informally.

While our actions in this regard are commendable, we acknowledge that more can be achieved. In support of this, we are embarking on a journey to revitalise our community engagement strategy, with particular emphasis on strengthening relationships with, and providing opportunities for, Aboriginal and Torres Strait Islander peoples.

Sims Metal acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians and the Traditional Custodians of the land. We endeavour to be part of the solution for positive change.

Although our formal journey is just beginning, and acknowledging that much work lies ahead, we believe that Sims Metal can make a difference through our direct

actions, as well as our ability to champion and influence for positive change.

We will continue to develop awareness and respect within our organisation and among our employees for Aboriginal and Torres Strait Islander peoples, histories, cultures and achievements.

To support our aims and to build upon the good work already undertaken across our business, we have developed our first ever Reflect RAP in order to provide the vision and framework necessary to deliver meaningful outcomes.

We have developed a Reflect RAP with the support of our RAP Working Group, who represent employees

across the organisation. Our RAP Working Group is committed to deliver meaningful and sustainable outcomes for our business.

Our Human Resources Director, Thea Maidens, is the champion of our Reflect RAP with the support and commitment of our Senior Leadership Team. These members include the Managing Director, Chief Operating Officer, Chief Financial Officer, and General Managers.

Sims Metal is dedicated to our reconciliation journey, and we encourage all of our employees, customers and business partners to support our commitment.



Our Partnerships & Current Activities

Sims Metal will continue to maintain and strengthen our existing engagement with Aboriginal and Torres Strait Islander communities, groups and businesses. We are proud of the key actions we have completed that are currently in place. Moving forward, we will explore new and alternative initiatives to support reconciliation. Our formal reconciliation journey has only just begun and we acknowledge the work that lies ahead.

Our actions to date include:

- Commitment from the Sims Metal Australia Executive Leadership teams to be part of the solution for positive change.
- Establishment of a Reconciliation Action Plan working group.
- Delivering cultural awareness training to the WA leadership team.
- Organising morning teas across Sims Metal operations to celebrate and raise awareness of National Reconciliation Week.
- Welcoming members from Aboriginal and Torres Strait Islander Environmental Health (NATSIEH) who toured our Kwinana Facility in WA to observe the shredding process of car bodies, which Sims Metal collects from the communities, free of charge, that pose a health risk to members of the local communities in the Kimberley and Pilbara.
- Developing a resource recovery partnership business case with APY Lands (Anangu Pitjantjatjara Yankunytjatjara) and KESAB environmental solutions (a leading Australian sustainability education NGO) demonstrating community capacity building, social enterprise and local employment benefits, long-term sustainability and well-being outcomes.
- Submission of a grant application to the Community and Industry Engagement program (CIE). A grant from the waste authority will allow Sims Metal to collect scrap metal including car bodies from remote Aboriginal communities in WA.
- Participation in the Big Rivers clean-up, which involved collecting car bodies and old white goods from local Aboriginal and Torres Strait Islander communities.





Relationships

At Sims Metal, we are committed to strengthening our relationship with Aboriginal and Torres Strait Islander peoples. As part of our journey, we will reflect on current and potential partnerships, raise cultural awareness across our organisation, and review our policies to ensure that we are developing meaningful and enduring relationships with Aboriginal and Torres Strait Islander peoples.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Dec 2021	Chief Operating Officer ANZ
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Dec 2021	Director of Human Resources
Build relationships through celebrating national reconciliation week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2021	Director of Human Resources
	RAP Working Group members to participate in an external NRW event.	May 2021	Chief Operating Officer
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2021	Managing Director ANZ
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Mar 2021	Managing Director ANZ
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Sep 2021	Managing Director ANZ
Promote positive race relations through anti-discrimination strategies.	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Sep 2021	Managing Director ANZ
	Research best practice and policies in areas of race relations and anti-discrimination. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Mar 2022	Director of Human Resources



Respect

As part of our reconciliation journey, we are committed to raising cultural awareness by increasing our understanding of Aboriginal and Torres Strait Islander cultures and histories.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Jul 2021	Director of Human Resources
	Conduct a review of cultural learning needs within our organisation	Jul 2021	Director of Human Resources
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Jun 2021	Chief Operating Officer ANZ
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2022	Director of Human Resources
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	Jul 2021	Director of Human Resources
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	Jul 2021	Chief Operating Officer ANZ
	RAP Working Group to participate in an external NAIDOC Week event.	Jul 2021	Chief Operating Officer ANZ

Opportunities

As industry leaders, it is important for us to acknowledge the economic barriers that Aboriginal and Torres Strait Islander people face. We will review our supply chain to explore ways we can engage with Aboriginal and Torres Strait Islander businesses to represent the diversity of the communities in which we work.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Apr 2022	Director of Human Resources
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Apr 2022	Director of Human Resources
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Mar 2022	Chief Operating Officer and Chief Financial Officer ANZ
	Investigate Supply Nation membership.	Mar 2022	Chief Operating Officer and Chief Financial Officer ANZ

Governance

We are committed to our reconciliation journey and hold ourselves accountable to achieve its success. Our senior leadership team and RAP working group are passionate to deliver on our commitment.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and maintain an effective RAP working group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	Dec 2021	<i>Director of Human Resources</i>
	Draft a Terms of Reference for the RWG.	Dec 2021	<i>Director of Human Resources</i>
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Dec 2021	<i>Director of Human Resources</i>
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Apr 2021	<i>Managing Director ANZ</i>
	Engage senior leaders in the delivery of RAP commitments.	Apr 2021	<i>Managing Director ANZ</i>
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Apr 2021	<i>Director of Human Resources</i>
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Sep 2021	<i>Director of Human Resources</i>
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Apr 2022	<i>Managing Director ANZ</i>



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