



SAFETY



HEALTH



ENVIRONMENT



COMMUNITY



SUSTAINABILITY

Sims Group UK Limited through its' UK Metals division, that uses the Sims Metal Management marketing brand name, operates the following SimsMMway Vision, Principles and Policy ("SimsMMway VPP").

Sims Metal Management's core business is metal and electronics recycling via a network of dedicated facilities throughout England and Wales.

## Our SimsMMway Vision, Belief and Goal

- It is our **Vision** is to achieve a Zero Harm Workplace through the effective management of safety, health, environment, community and sustainability issues at all business units.
- It is our **Belief** that all employees, contractors and visitors must feel safe and finish their daily activities without injury, damage to the environment and community.
- It is our **Goal** to shape employee behaviour to recognise risk and prevent harm through training and, leadership, supported by strong risk based management systems and safe operating assets and infrastructure.

## Our SimsMMway Principles

**All injuries, illnesses, operational exposures and adverse environmental impact associated with the workplace are preventable and can be safeguarded against. Accordingly, it is a condition of employment that:**

- Each employee must refuse to perform any task that cannot be performed safely or in a manner that prevents pollution.
- Each employee must understand and comply with the letter and spirit of each of our SHECS policies/protocols/plans/programs.
- Each employee is accountable for promptly reporting any observed unsafe act or condition, safety or environmental incident or breach of our SHECS policies to his/her supervisor.
- All operational activities must be evaluated for safety, health and environmental risks and not commence until adequate safeguards are in place.

- Each employee is a representative of Sims Metal Management and as such is accountable for his/her conduct at all times with regard to fellow employees, contractors and members of the community.
- The site/facility manager\* is accountable for maintaining safe, healthy and environmentally responsible working conditions and proactive communications with the community at all times.
- All supervisors and line managers must implement risk assessments as required and when equipment is purchased or when jobs or processes significantly change.

\* The site/facility manager is the person responsible for management of the facility.

## Our SimsMMway Policy

**We are committed to:**

- Integrating safety, health, environmental, community and sustainability considerations into every aspect of how we conduct our business.
- The safety and health of every individual, and to providing a safe and healthy work environment and conditions for the prevention of work related injury and ill health for all workers, contractors and visitors.
- Conducting our business in a manner that prevents pollution, protects the environment, the ecologically sound and sustainable use of resources and the minimization of waste.
- Being a respected, responsible corporate citizen by working constructively with our communities and other stakeholders and engaging in the honest and ethical conduct of business.
- Supporting all the above through effective leadership, policies and management systems and accountability at all levels.

As a minimum, we will comply with all applicable safety, health, environment, community and sustainability laws, regulations, standards and other requirements in all of the jurisdictions in which we operate, but will strive to achieve levels of performance which exceed basic compliance.

In the unfortunate event of a workplace incident, we will actively engage in the rehabilitation, injury management, support and return to work of injured employees and making good any environmental and community concerns.

We will seek continuous improvement in all safety, health, environment, community and sustainability aspects of our operations and we will set and review safety, health, environment and sustainability targets and objectives. We will seek to eliminate hazards and the risk to safety, health, environment and the community through the evaluations for all operational activities, supported by appropriate risk management principles and tools.

Our managers will regularly consult with employees, SHECS officers and elected safety, environment, community and sustainability representatives to ensure effective participation on safety, health, environment, community and sustainability matters.



**Paul Wright**  
Managing Director - UK Metals