

GRI Index

General Disclosures

Disclosure Number	Description	Report Section Reference
GRI 102: General Disclosures		
Organizational Profile — 2016 Standards		
102-1	Name of the organization	Schnitzer Steel Industries, Inc.
102-2	Activities, brands, products, services	How Our Operating Model Supports the Circular Economy 2022 10-K page 3–4
102-3	Location of headquarters	Portland, Oregon
102-4	Location of operations	Company: Our Operational Footprint 2022 10-K page 4, 30
102-5	Ownership and legal form	2022 10-K page 34
102-6	Markets served	Our Purpose & Vision 2022 10-K page 3–9
102-7	Scale of the organization	Our Purpose & Vision 2022 10-K page 41
102-8	Information on employees and other workers	Our Purpose & Vision, Our People & Culture 2022 10-K page 12
102-9	Supply chain	Appendix / SASB Disclosures 2022 10-K page 7–8, 19–20, 36–37, 66
102-10	Significant changes to the organization and its supply chain	Our Purpose & Vision 2022 10-K page 2, 9, 66
102-11	Precautionary Principle or approach	Schnitzer does not prescribe to the Precautionary Principle, but has a comprehensive enterprise risk management process.
102-12	External initiatives	Our 2022 Sustainability Highlights / Advancing Our Sustainability Goals
102-13	Membership of associations	Stakeholder Engagement in Fiscal 2022

Disclosure Number	Description	Report Section Reference
Strategy — 2016 Standards		
102-14	Statement from senior decision-maker	Chairman and CEO Message
102-15	Key impacts, risks, and opportunities	Our Purpose & Vision 2022 10-K page 15–29
Ethics & Integrity — 2016 Standards		
102-16	Values, principles, standards and norms of behavior	Our Purpose & Vision
102-17	Mechanisms for advice and concerns about ethics	Promoting Diversity, Equity & Inclusion (DEI)
Governance — 2016 Standards		
102-18	Governance structure	Sustainability Is Integrated into Corporate Governance 2022 10-K page 14, 101 Proxy Statement
102-19	Delegating authority	Sustainability Is Integrated into Corporate Governance Proxy Statement / Corporate Governance Guidelines
102-20	Executive-level responsibility for economic, environmental, and social topics	Chairman and CEO Message CSO Message Sustainability Is Integrated into Corporate Governance
102-21	Consulting stakeholders on economic, environmental, and social topics	Materiality Defines the Issues That Matter Most to Our Stakeholders
102-22	Composition of the highest governance body and its committees	Sustainability is Integrated into Corporate Governance Proxy Statement
102-23	Chair of the highest governance body	Tamara L. Lundgren is Chairman of the Board and Chief Executive Officer CEO Message
102-24	Nominating and selecting the highest governance body	Proxy Statement
102-25	Conflicts of interest	Code of Conduct page 16–17
102-26	Role of highest governance body in setting purpose, values, and strategy	Chairman and CEO Message Sustainability Is Integrated into Corporate Governance Proxy Statement
102-27	Collective knowledge of highest governance body	Proxy Statement
102-28	Evaluating the highest governance body's performance	Proxy Statement
102-29	Identifying and managing economic, environmental, and social impacts	Chairman and CEO Message Sustainability Is Integrated into Corporate Governance 2022 10-K page 14–29, 37–38

Disclosure Number	Description	Report Section Reference
102-31	Review of economic, environmental, and social topics	Advancing Our Sustainability Goals Sustainability Is Integrated into Corporate Governance Materiality Defines the Issues That Matter Most to Our Stakeholders
102-32	Highest governance body's role in sustainability reporting	Sustainability Is Integrated into Corporate Governance Proxy Statement / Chairman & CEO Letter to Shareholders
102-33	Communicating critical concerns	Sustainability Is Integrated into Corporate Governance Code of Conduct page 34
102-34	Nature and total number of critical concerns	This information is confidential
102-35	Remuneration policies	Proxy Statement
102-36	Process for determining remuneration	Proxy Statement
102-37	Stakeholders' involvement in remuneration	Proxy Statement
102-38	Annual total compensation ratio	Proxy Statement
102-39	Percentage increase in annual total compensation ratio	Proxy Statement
Stakeholder Engagement — 2016 Standards		
102-40	List of stakeholder groups	Our Stakeholders Keep Our Company Strong Appendix / Assurance Statement
102-41	Collective bargaining agreements	2022 10-K page 12, 28, 91
102-42	Identifying and selecting stakeholders	Our Stakeholders Keep Our Company Strong Appendix / Assurance Statement
102-43	Approach to stakeholder engagement	Our Stakeholders Keep Our Company Strong Appendix / Assurance Statement
102-44	Key topics and concerns raised	Advancing Our Sustainability Goals Sustainability Is Integrated into Corporate Governance Our Stakeholders Keep Our Company Strong
Reporting Practice — 2016 Standards		
102-45	Entities included in the consolidated financial statements	2022 10-K page 66
102-46	Defining report content and topic boundaries	Materiality Defines the Issues That Matter Most to Our Stakeholders
102-47	List of material topics	Materiality Defines the Issues That Matter Most to Our Stakeholders
102-48	Restatements (reconciliations) of information	Policies - Sustainability Data Recalculation Policy
102-49	Changes in reporting	This report reflects our updated list of material sustainability issues based on our 2022 materiality assessment, previously assessed in 2021.
102-50	Reporting period	Fiscal Year 2022: September 1, 2021–August 31, 2022

Disclosure Number	Description	Report Section Reference
102-51	Date of most recent report	Fiscal Year 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Sustainability@schn.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	GRI content index
102-56	External assurance	Appendix / Assurance Statement
GRI 200: Economic		
Economic Performance — 2016 Standards		
103-1	Explanation of the material topic and its Boundary	Advancing Our Sustainability Goals Meeting the Growing Demand for Recycled Metals 2022 10-K page 34–41
103-2	The management approach and its components	Advancing Our Sustainability Goals Meeting the Growing Demand for Recycled Metals 2022 10-K page 34–41
103-3	Evaluation of the management approach	Advancing Our Sustainability Goals Meeting the Growing Demand for Recycled Metals 2022 10-K page 34–41
201-1	Direct economic value generated and distributed	Schnitzer Creates Value 2022 10-K page 34–41
201-2	Financial implications and other risks and opportunities due to climate change	CDP Climate Questionnaire Response (A- score for 2021 submission)
201-3	Defined benefit plan obligations and other retirement plans	2022 10-K page 91–94 Proxy Statement
201-4	Financial assistance received from government	Potential government incentive mechanisms are occasionally evaluated and considered in analysis of site/facility projects/investment activities. No public institutions hold any major shares in Schnitzer.
Anticorruption — 2016 Standards		
103-1	Explanation of the material topic and its Boundary	Sustainability Is Integrated into Corporate Governance Code of Conduct page 21–22
103-2	The management approach and its components	Sustainability Is Integrated into Corporate Governance Code of Conduct page 21–22
103-3	Evaluation of the management approach	Sustainability Is Integrated into Corporate Governance Code of Conduct page 21–22
205-1	Operations assessed for risks related to corruption	Sustainability Is Integrated into Corporate Governance Code of Conduct page 21–22

Disclosure Number	Description	Report Section Reference
205-2	Communication and training about anticorruption policies and procedures	Sustainability Is Integrated into Corporate Governance Code of Conduct page 21–22
Anti-Competitive Behavior — 2016 Standards		
103-1	Explanation of the material topic and its Boundary	Code of Conduct page 19–20
103-2	The management approach and its components	Code of Conduct page 19–20
103-3	Evaluation of the management approach	Code of Conduct page 19–20
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Code of Conduct page 19–20
GRI 300: Environmental		Delivering Environmental Value
Materials — 2016 Standards		
103-1	Explanation of the material topic and its Boundary	Understanding Our Business Climate Action Through Emissions Reduction 2022 10-K page 2–14
103-2	The management approach and its components	Understanding Our Business Climate Action Through Emissions Reduction 2022 10-K page 2–14
103-3	Evaluation of the management approach	Understanding Our Business Climate Action Through Emissions Reduction 2022 10-K page 2–14
301-1	Materials used by weight or volume	Measuring Our Impact on the Circular Economy Climate Action Through Emissions Reduction Delivering High-Quality Metals Through Advanced Recovery Technology 2022 10-K page 2–14
301-2	Recycled input materials used	As a recycling company, and manufacturer of steel using recycled ferrous metal, virtually all material inputs into our primary products and services are recycled materials. For example, our finished steel products contain 95% recycled content by weight, using recycled ferrous metal sourced internally from our own recycling and joint venture operations.
301-3	Reclaimed products and their packaging materials	Not applicable — While many of our products are considered to be “reclaimed,” they are predominately shipped void of packaging materials.
Energy — 2016 Standards		
103-1	Explanation of the material topic and its Boundary	Climate Action Through Emissions Reduction
103-2	The management approach and its components	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Climate Action Through Emissions Reduction
103-3	Evaluation of the management approach	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Climate Action Through Emissions Reduction

Disclosure Number	Description	Report Section Reference
302-1	Energy consumption within the organization	Understanding Our Energy & Power Impacts Appendix / Assurance Statement Appendix / SASB Disclosures
302-2	Energy consumption outside of the organization	CDP Climate Questionnaire Response (A- score for 2021 submission)
302-3	Energy intensity	Understanding Our Energy & Power Impacts Appendix / Assurance Statement Appendix / SASB Disclosures
302-4	Reduction of energy consumption	Minimizing Indirect Emissions at Schnitzer's Operations Appendix / Assurance Statement Appendix / SASB Disclosures
302-5	Reductions in energy requirements of products and services	Climate Action Through Emissions Reduction Appendix / Assurance Statement Appendix / SASB Disclosures
Water and Effluents — 2018 Standards		
103-1	Explanation of the material topic and its Boundary	Managing Water & Promoting Conservation CDP Water Questionnaire Response (A List score for 2021 submission)
103-2	The management approach and its components	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Managing Water & Promoting Conservation CDP Water Questionnaire Response (A List score for 2021 submission)
103-3	Evaluation of the management approach	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Managing Water & Promoting Conservation CDP Water Questionnaire Response (A List score for 2021 submission)
303-1	Interactions with water as a shared resource	CDP Water Questionnaire Response (A List score for 2021 submission)
303-2	Management of water discharge-related impacts	CDP Water Questionnaire Response (A List score for 2021 submission)
303-3	Water withdrawal	Understanding Our Water Impact Appendix / Assurance Statement Appendix / SASB Disclosures CDP Water Questionnaire Response (A List score for 2021 submission)
303-4	Water discharge	CDP Water Questionnaire Response (A List score for 2021 submission)
303-5	Water consumption	CDP Water Questionnaire Response (A List score for 2021 submission)
Emissions — 2016 Standards		
103-1	Explanation of the material topic and its Boundary	Climate Action Through Emissions Reduction
103-2	The management approach and its components	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Climate Action Through Emissions Reduction

Disclosure Number	Description	Report Section Reference
103-3	Evaluation of the management approach	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Climate Action Through Emissions Reduction
305-1	Direct (Scope 1) GHG emissions	Climate Action Through Emissions Reduction Appendix / Assurance Statement Appendix / SASB Disclosures CDP Climate Questionnaire Response (A- score for 2021 submission)
305-2	Energy indirect (Scope 2) GHG emissions	Climate Action Through Emissions Reduction Appendix / Assurance Statement Appendix / SASB Disclosures CDP Climate Questionnaire Response (A- score for 2021 submission)
305-3	Other indirect (Scope 3) GHG emissions	Decarbonizing Tomorrow's Supply Chain Appendix / Assurance Statement CDP Climate Questionnaire Response (A- score for 2021 submission)
305-4	GHG emissions intensity	Understanding Our Energy & Power Impacts CDP Climate Questionnaire Response (A- score for 2021 submission)
305-5	Reduction of GHG emissions	Climate Action Through Emissions Reduction Appendix / Assurance Statement Appendix / SASB Disclosures CDP Climate Questionnaire Response (A- score for 2021 submission)
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Appendix / SASB Disclosures
Waste — 2020 Standards		
103-1	Explanation of the material topic and its Boundary	Managing Water & Promoting Conservation Delivering High-Quality Metals Through Advanced Recovery Technology
103-2	The management approach and its components	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Delivering High-Quality Metals Through Advanced Recovery Technology
103-3	Evaluation of the management approach	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Delivering High-Quality Metals Through Advanced Recovery Technology
306-1	Waste generation and significant waste-related impacts	Climate Action Through Emissions Reduction Appendix / Assurance Statement Appendix / SASB Disclosures
306-2	Management of significant waste-related impacts	Climate Action Through Emissions Reduction Managing Water & Promoting Conservation Delivering High-Quality Metals Through Advanced Recovery Technology Appendix / Assurance Statement Appendix / SASB Disclosures

Disclosure Number	Description	Report Section Reference
306-3	Waste generated	Climate Action Through Emissions Reduction Appendix / Assurance Statement Appendix / SASB Disclosures
306-4	Waste diverted from disposal	Delivering High-Quality Metals Through Advanced Recovery Technology
306-5	Waste directed to disposal	Climate Action Through Emissions Reduction Appendix / Assurance Statement Appendix / SASB Disclosures
Environmental Compliance — 2016 Standards		
103-1	Explanation of the material topic and its Boundary	Enhancing Environmental Management Through ISO Certification EMS Policy & Commitments
103-2	The management approach and its components	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Enhancing Environmental Management Through ISO Certification EMS Policy & Commitments
103-3	Evaluation of the management approach	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Enhancing Environmental Management Through ISO Certification EMS Policy & Commitments
307-1	Non-compliance with environmental laws and regulations	2022 10-K page 31–33
GRI 400: Social Powering Our People & Cultivating Strong Communities		
Occupational Health and Safety — 2018 Standards		
103-1	Explanation of the material topic and its Boundary	Sustaining Our Safety Culture
103-2	The management approach and its components	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Sustaining Our Safety Culture
103-3	Evaluation of the management approach	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Sustaining Our Safety Culture
403-1	Occupational health and safety management system	Sustaining Our Safety Culture
403-2	Hazard identification, risk assessment, and incident investigation	Sustaining Our Safety Culture
403-3	Occupational health services	Health & Wellness

Disclosure Number	Description	Report Section Reference
403-4	Worker participation, consultation, and communication on occupational health and safety	Health & Wellness
403-5	Worker training on occupational health and safety	Sustaining Our Safety Culture Health & Wellness
403-6	Promotion of worker health	Health & Wellness
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustaining Our Safety Culture
403-9	Work-related injuries	Sustaining Our Safety Culture
Training and Education		
404-1	Average hours of training per year per employee	Training, Education, Development & Recognition At a minimum, our employee training and development programs administer in the range of 8-10 hours per employee per year.
404-2	Programs for upgrading employee skills and transition assistance programs	Training, Education, Development & Recognition
404-3	Percentage of employees receiving regular performance and career development reviews	Training, Education, Development & Recognition All employees receive regular performance and career development reviews.
Diversity and Equal Opportunity — 2016 Standards		
103-1	Explanation of the material topic and its Boundary	Promoting Diversity, Equity & Inclusion (DEI)
103-2	The management approach and its components	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Promoting Diversity, Equity & Inclusion (DEI)
103-3	Evaluation of the management approach	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Promoting Diversity, Equity & Inclusion (DEI)
405-1	Diversity of governance bodies and employees	Benchmarking Diversity
Non-Discrimination — 2016 Standards		
103-1	Explanation of the material topic and its Boundary	Employee Resource Groups (ERGs)
103-2	The management approach and its components	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Employee Resource Groups (ERGs)
103-3	Evaluation of the management approach	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Employee Resource Groups (ERGs)

Disclosure Number	Description	Report Section Reference
406-1	Incidents of discrimination and corrective actions taken	Policy 3.1.11, Harassment and Discrimination – see Code of Conduct page 10 The Company does not tolerate any form of discrimination, has a non-discrimination policy that is acknowledged by all employees and comprehensively investigates and addresses any concerns raised.
Human Rights Assessment – 2016 Standards		
103-1	Explanation of the material topic and its Boundary	Code of Conduct page 36–37
103-2	The management approach and its components	Code of Conduct page 36–37
103-3	Evaluation of the management approach	Code of Conduct page 36–37
412-1	Operations that have been subject to human rights reviews or impact assessments	Sustainability Is Integrated into Corporate Governance Schnitzer operates in fully developed economies, in urban environments across the United States, including Puerto Rico, and western Canada – all of which have common arrangements for the protection of people at large. None of our workforce can be characterized as vulnerable as a group. However, issues of unconscious bias, including bullying and intimidation may arise, and are addressed in our Code of Conduct, Human Rights policy, and other Company policies, which include the rights to independent representation, independent internal hearing (separated from direct line management reporting) and whistle-blower provisions.
412-2	Employee training on human rights policies or procedures	Training, Education, Development & Recognition All employees receive training on our Code of Conduct upon joining the company. All Schnitzer employees, both union and non-union, participate in annual training on our Company's Core Values, which includes instruction on our Code of Conduct and ethical behavior.
Local Communities – 2016 Standards		
103-1	Explanation of the material topic and its Boundary	Maintaining Meaningful Community Connections
103-2	The management approach and its components	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Maintaining Meaningful Community Connections
103-3	Evaluation of the management approach	Advancing Our Sustainability Goals Schnitzer Creates Value Materiality Defines the Issues That Matter Most to Our Stakeholders Maintaining Meaningful Community Connections
413-1	Operations with local community engagement, impact assessments, and development programs	Maintaining Meaningful Community Connections
Public Policy		
415-1	Political contributions	Policy 6.1.2, Political Contributions – see Code of Conduct page 22, 25