

The present and the future of ArcelorMittal Warszawa, as well as its success and growth depend to a large extent on our employees and stakeholders around us. Therefore, social responsibility is one of the key areas of our policy.

At ArcelorMittal Warszawa we have implemented the Social Policy and we undertake to act in Compliance therewith. The policy should be known to all employees and available to all partners of our company.

- ✓ We respect human rights, comprising the right to decent work, safe, healthy and fair work conditions, equal pay for equal work, with freedom of association, assembly and religion, the right to education and leisure, the freedom from discrimination, harassment and violence, forced or compulsory labour and child labour among others. These rules stem from the United Nations Universal Declaration of Human Rights and are reflected in the ArcelorMittal Human Rights Policy as well as the Collective Labour Agreement and Work Regulations of ArcelorMittal Warszawa.
- ✓ All employees and stakeholders are treated fairly, with respect and dignity. Stakeholders stand for all persons, authorities and companies with whom we have relations, including employees of our company and external companies, neighbours, suppliers, customers, trade unions or state administration and local government authorities.
- ✓ As signatories to the Policy of Diversity and Social Integration, we consider diversity an opportunity and we create a climate of acceptance and mutual trust. We support social and cultural diversity both inside our company and outside.
- ✓ Health and safety are our top priority. We make efforts to ensure a safe and healthy workplace. Our goal is zero accidents.
- ✓ Respect for natural environment and its protection belong to our priorities. ArcelorMittal Poland uses in its operations the best available technologies, which contribute to environmental protection and fulfil sustainable development goals.
- ✓ We are transparent in our actions and we engage in open communication inside our company and also with local communities, our neighbours and other stakeholders.

**Chief Executive Officer**

**Marek Kempa**

*Warszawa, 30 September 2021*

