

Health and Safety Policy



ArcelorMittal

Health and Safety is one of our core values, along with leadership, quality and sustainability. Our objective is to ensure that every person goes home healthy and safely every day. Health and safety must therefore always come first in our decisions and actions, from the board room to the shop floor. This is non-negotiable.

We are convinced that strong health & safety performance leads to improved operational performance. It brings people together and increases trust, and directly links to better operational reliability, quality and cost performance. A strong focus on health and safety not only keeps people safe, but leads to a healthier, more sustainable business.

We believe that every occupational illness and accident is preventable. We understand that health & safety excellence is driven by a workplace which requires:

- the presence of visible, effective leadership fostering a supportive and empowering team culture,
- a decision-making process that always cares and accounts for potential health & safety impact,
- an effective management system that drives continuous improvement,
- proper design of equipment and facilities, maintained in good condition,
- preventive controls and safe behaviours from everybody at all levels of the organisation.

I am confident that with all your support and hard work, everyone can go home healthy and safely every day.

Aditya Mittal
Chief executive officer

9th October 2022

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At ArcelorMittal our goal is for everyone to go home healthy and safe every day. This requires belief, commitment and hard work at all levels of the organisation and goes well beyond legal compliance.

We are committed to the following principles to guide our decision-making and actions:

1. All injuries and work-related illness can and must be prevented
2. Management is accountable for health & safety performance
3. Employee engagement and training is essential
4. Working safely is a condition of employment
5. Health & safety must be integrated into all business management processes
6. Excellence in health & safety drives excellence in business results.

To achieve this, we shall:

1. Require our leaders to be visible health & safety champions, consistently setting high standards, inspecting the presence and effectiveness of controls, undertaking high quality shop floor interactions and addressing potential health & safety impacts in all decisions.
2. Foster a caring, supportive and empowering culture on the shopfloor.
3. Actively involve employees and contractors in all areas of health & safety management.
4. Provide all employees with effective training at no cost so that they can lead and work safely.

5. Identify hazards, evaluate and control risks using the hierarchy of controls.
6. Ensure that all employees and contractors' employees take action, including stopping work, when they deem the conditions are unsafe or lifesaving golden rules are not being met ('see and act').
7. Report all high potential incidents and situations, investigate them, analyse trends and apply learnings.
8. Focus on correcting the organisational causes of serious injuries and fatalities (SIFs).
9. Establish leading and lagging metrics and targets for management to improve health & safety performance.
10. Drive continuous improvement through an effective health & safety management system (including our fatality prevention standards) and the sharing of best practices.
11. Select and manage contractors based on their health & safety performance and programmes.
12. Provide inherently safe workplaces and equipment, keep them clean, tidy and maintain them in good condition.
13. Protect the health and enhance the wellbeing of employees and local communities.
14. Comply fully with all legal and all other applicable requirements.
15. Conduct assurance of the effectiveness of this policy through a combination of self-assessment, group assurance and external audit.

This policy applies to all ArcelorMittal operations (including joint ventures where we have majority ownership or operational control) and covers all ArcelorMittal employees and contractors' employees performing work on ArcelorMittal premises. In cases where there are differences between local legislation and ArcelorMittal's corporate health & safety requirements, the more stringent requirements will always be followed.

9th October 2022

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