

# ArcelorMittal Luxembourg's UNGC and G3.1 Content Index 2012

## GRI Application Level C

**KEY:**

<b>CR Report</b>	<b>ArcelorMittal's online corporate responsibility report 2012</b>
<b>AR</b>	<b>ArcelorMittal's annual report 2012</b>
<b>20F</b>	<b>ArcelorMittal 2012 annual report on Form 20-F filing</b>
	<b>2012 Corporate Responsibility Report – ArcelorMittal Luxembourg</b>

The level of stated disclosure reported by ArcelorMittal Luxembourg is mostly based on the 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg. It is covered as well by the corporate documents listed above. ArcelorMittal Luxembourg declares that it has applied the GRI guidelines at level C.

## PROFILE DISCLOSURES

### 1. Strategy and Analysis

GRI Profile Disclosure	Description	Reported	Location and/or response
1.1	Statement from the most senior decision-maker of the organisation.	Fully	Local level: Page 5: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg
1.2	Description of key impacts, risks, and opportunities.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/risk-management">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/risk-management</a>

			<a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities</a> p 30-31 AR: risks and uncertainties
--	--	--	--

## 2. Organisational profile

GRI Profile Disclosure	Description	Reported	Location and/or response
2.1	Name of the organisation	Fully	Local level: Page 1: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg
2.2	Primary brands, products, and/or services.	Fully	Local level: Page 6 & 7: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	Local level: Page 6 & 7: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg Global level: P32-33 Annual Report
2.4	Location of the organisation's headquarters	Fully	Local level: Page 6 & 7: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	Local level: Page 6 & 7: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg Global level: <a href="http://www.arcelormittal.com/corp/who-we-are/interactive-map">http://www.arcelormittal.com/corp/who-we-are/interactive-map</a>
2.6	Nature of ownership and legal form	Fully	Global level: P65 AR
2.7	Markets served (including geographic	Fully	Local level:

	breakdown, sectors served, and types of customers/beneficiaries).		Page 7: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: P11-15 AR
2.8	Scale of the reporting organisation	Fully	Local level: Page 6 & 7: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg Global level: P1 AR
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	Global level: P34-36 AR
2.10	Awards received in the reporting period	Fully	Local level: Page20: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/workplace/safety/performance">http://www.arcelormittal.com/corp/corporate-responsibility/workplace/safety/performance</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/workplace/health/performance">http://www.arcelormittal.com/corp/corporate-responsibility/workplace/health/performance</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/workplace/employee-relations/performance">http://www.arcelormittal.com/corp/corporate-responsibility/workplace/employee-relations/performance</a> <a href="http://www.arcelormittal.com/corp/corporate-responsibility/workplace/training-and-development/performance">http://www.arcelormittal.com/corp/corporate-responsibility/workplace/training-and-development/performance</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/business-ethics/performance">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/business-ethics/performance</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/responsible-sourcing/performance">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/responsible-sourcing/performance</a>

			<a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/climate-change-and-energy/performance">http://www.arcelormittal.com/corp/corporate-responsibility/environment/climate-change-and-energy/performance</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/community/social-and-economic-development/performance">http://www.arcelormittal.com/corp/corporate-responsibility/community/social-and-economic-development/performance</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/community/arcelormittal-foundation/performance">http://www.arcelormittal.com/corp/corporate-responsibility/community/arcelormittal-foundation/performance</a>
--	--	--	---

### 3. Report parameters

GRI Profile Disclosure	Description	Reported	Location and/or response
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	Local level: Page 5: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg
3.2	Date of most recent previous report (if any).	Fully	Local level: <a href="http://luxembourg.arcelormittal.com/Corporate-Responsibility/Investing-in-our-people/">http://luxembourg.arcelormittal.com/Corporate-Responsibility/Investing-in-our-people/</a>
3.3	Reporting cycle (annual, biennial, etc.)	Fully	Local level: <a href="http://luxembourg.arcelormittal.com/Corporate-Responsibility/Investing-in-our-people/">http://luxembourg.arcelormittal.com/Corporate-Responsibility/Investing-in-our-people/</a>
3.4	Contact point for questions regarding the report or its contents.	Fully	Local level: Page 28: 2012 Corporate Responsibility Report –

			ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/contact">http://www.arcelormittal.com/corp/corporate-responsibility/contact</a>
<b>3.5</b>	Process for defining report content.		Local level: Page 5: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders</a>
		Fully	
<b>3.6</b>	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	Fully	Local level: Page 7: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg
<b>3.7</b>	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	Local level: Page 7: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg
<b>3.8</b>	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/reporting-and-assurance">http://www.arcelormittal.com/corp/corporate-responsibility/reporting-and-assurance</a>
<b>3.9</b>	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	Local level: Page 8 & 9: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg
<b>3.10</b>	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g.	Fully	Local level: Page 8 & 9: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg

	mergers/acquisitions, change of base years/periods, nature of business, measurement methods).		Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/reporting-and-assurance">http://www.arcelormittal.com/corp/corporate-responsibility/reporting-and-assurance</a>
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	n/a - no significant changes
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	Local level: <a href="http://luxembourg.arcelormittal.com/Corporate-Responsibility/">http://luxembourg.arcelormittal.com/Corporate-Responsibility/</a>
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	Local level: Page 20: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg

#### 4. Governance, Commitments and Engagement

GRI Profile Disclosure	Description	Reported	Location and/or response
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Fully	Global level: P37-74 AR
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Global level: P37-74 AR
4.3	For organisations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	Global Level: P37-74 AR
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Local level: Page 27: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg Global level: P73, AR
4.5	Linkage between compensation for members of the highest governance body, senior managers,	Fully	Global level: P59 AR

	and executives (including departure arrangements), and the organisation's performance (including social and environmental performance).		
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	Local level: Page 12: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: P50 AR
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Fully	Local level: Page 6 & 7: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg Global level: P45 - 46 AR
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	Local level: Page 9: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/our-policy">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/our-policy</a>
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility</a>
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	Local level: Page 8 & 9: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: P45-46 AR

			<a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility</a>
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/risk-management">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/risk-management</a>
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	Fully	Local level: Page 20,21,22 : 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders</a>
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	Local level: Page 20: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders</a>
4.14	List of stakeholder groups engaged by the organisation.	Fully	Local level: Page20: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders</a>
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Local level: Page20: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg Global level:



			<a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders</a> Community external stakeholder engagement procedure at link above provides the guidance to identify stakeholders.
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	Local level: Page 21,22: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders</a> Community external stakeholder engagement procedure at link above provides the guidance to identify stakeholders.
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders</a>

## MANAGEMENT APPROACH

GRI Profile Disclosure	Description	Reported	Location and/or response
DMA EC	<b>Economic:</b> Economic performance, Market presence, Indirect economic impacts	Fully	Local level: Page 13 & 14: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/community/social-and-economic-">http://www.arcelormittal.com/corp/corporate-responsibility/community/social-and-economic-</a>

<p><b>DMA EN</b></p>	<p><b>Environmental:</b> Materials, Energy, Water, Biodiversity, Emissions, effluents and waste, Products and services, Compliance, Transport, Overall</p>	<p>Fully</p>	<p><a href="#">development/approach</a></p> <p>Local level: Page 15: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg</p> <p>Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/product-innovation/approach">http://www.arcelormittal.com/corp/corporate-responsibility/environment/product-innovation/approach</a></p> <p><a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/climate-change-and-energy/approach">http://www.arcelormittal.com/corp/corporate-responsibility/environment/climate-change-and-energy/approach</a></p> <p><a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/environmental-management/approach">http://www.arcelormittal.com/corp/corporate-responsibility/environment/environmental-management/approach</a></p> <p><a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/biodiversity/approach">http://www.arcelormittal.com/corp/corporate-responsibility/environment/biodiversity/approach</a></p> <p>Transport and travel are not reported here due to the focus on emissions from steel and mining which are more significant.</p>
<p><b>DMA LA</b></p>	<p><b>Labour:</b> Employment, Labour/management relations, Occupational health and safety, Training and education, Diversity and equal opportunity, Equal remuneration for women and men</p>	<p>Fully</p>	<p>Local level: Page 11 &amp; 12: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg</p> <p>Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/workplace/safety/approach">http://www.arcelormittal.com/corp/corporate-responsibility/workplace/safety/approach</a></p> <p><a href="http://www.arcelormittal.com/corp/corporate-responsibility/workplace/health/approach">http://www.arcelormittal.com/corp/corporate-responsibility/workplace/health/approach</a></p> <p><a href="http://www.arcelormittal.com/corp/corporate-responsibility/workplace/employee-">http://www.arcelormittal.com/corp/corporate-responsibility/workplace/employee-</a></p>

			<a href="#">relations/approach</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/workplace/training-and-development/approach">http://www.arcelormittal.com/corp/corporate-responsibility/workplace/training-and-development/approach</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/workplace/diversity/approach">http://www.arcelormittal.com/corp/corporate-responsibility/workplace/diversity/approach</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/approach">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/approach</a>
<b>DMA HR</b>	<b>Human rights:</b> Investment and procurement practices, Non-discrimination, Freedom of association and collective bargaining, Child labour, Prevention of forced and compulsory labour, Security practices, Indigenous rights, Assessment, Remediation	Fully	Local level: Page 24 & 25: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/approach">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/approach</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/responsible-sourcing/approach">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/responsible-sourcing/approach</a>
<b>DMA SO</b>	<b>Society:</b> Local communities, Corruption, Public policy, Anti-competitive behaviour, Compliance	Fully	Local level: Page 11 & 12: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/community/social-and-economic-development/approach">http://www.arcelormittal.com/corp/corporate-responsibility/community/social-and-economic-development/approach</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/business-ethics/approach">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/business-ethics/approach</a>
<b>DMA PR</b>	<b>Product Responsibility:</b> Customer health and	Fully	Local level:

	safety, Product and service labelling, Marketing communications, Customer privacy, Compliance		<p>Page 20: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg</p> <p>Global level:  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/workplace/reach-and-ghs">http://www.arcelormittal.com/corp/corporate-responsibility/workplace/reach-and-ghs</a></p>
--	---	--	---

## PERFORMANCE INDICATORS

### Economic performance indicators

GRI Profile Disclosure	Description	Reported	Location and/or response
<b>Economic performance</b>			
<b>EC1</b>	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	<p>Local level:            Page 6, 19, 22: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg</p> <p>Global level:  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/community/social-and-economic-development/performance">http://www.arcelormittal.com/corp/corporate-responsibility/community/social-and-economic-development/performance</a></p>
<b>EC2*</b>	Financial implications and other risks and opportunities for the organisation's activities	Fully	<p>Global level:  <a href="http://www.arcelormittal.com/corp/corporate-">http://www.arcelormittal.com/corp/corporate-</a></p>

	due to climate change.		<a href="#">responsibility/environment/climate-change-and-energy/approach</a>
<b>EC3*</b>	Coverage of the organisation's defined benefit plan obligations.	Fully	Global level: P144 AR
<b>EC4</b>	Significant financial assistance received from government.	Not reported	
<b>Market presence</b>			
<b>EC5</b>	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Partially	Local level: Page19 : 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg
<b>EC6</b>	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Not reported	
<b>EC7</b>	Procedures for local hiring and proportion of senior management and workforce hired from the local community at significant locations of operation.	Not reported	
<b>Indirect economic impact</b>			
<b>EC8*</b>	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	Local level: Page 15,16: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility">http://www.arcelormittal.com/corp/corporate-responsibility</a> - feature on 'Steel: the fabric of life'
<b>EC9*</b>	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	Local level: Page 13 &14: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/community/social-and-economic-development/approach">http://www.arcelormittal.com/corp/corporate-responsibility/community/social-and-economic-development/approach</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/community/social-and-economic-development/performance">http://www.arcelormittal.com/corp/corporate-responsibility/community/social-and-economic-development/performance</a>

			<a href="http://www.arcelormittal.com/corp/corporate-responsibility">http://www.arcelormittal.com/corp/corporate-responsibility</a> - feature on 'Transforming economies'
--	--	--	---

## Environmental performance indicators

GRI Profile Disclosure	Description	Reported	Location and/or response
<b>Materials</b>			
<b>EN1*</b>	Materials used by weight or volume.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a>
<b>EN2</b>	Percentage of materials used that are recycled input materials.	Fully	Local level: Page 8: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a>
<b>Energy</b>			
<b>EN3</b>	Direct energy consumption by primary energy source.	Partially	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a>
<b>EN4</b>	Indirect energy consumption by primary source.	Not reported	
<b>EN5</b>	Energy saved due to conservation and efficiency improvements.	Fully	Local level: Page 15: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/climate-change-and-">http://www.arcelormittal.com/corp/corporate-responsibility/environment/climate-change-and-</a>

			<a href="#">energy/performance</a>
<b>EN6*</b>	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Fully	Local level: Page 16: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility">http://www.arcelormittal.com/corp/corporate-responsibility</a> - feature on 'Steel: the fabric of life' <a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/product-innovation/performance">http://www.arcelormittal.com/corp/corporate-responsibility/environment/product-innovation/performance</a>
<b>EN7</b>	Initiatives to reduce indirect energy consumption and reductions achieved.	Not reported	
<b>Water</b>			
<b>EN8</b>	Total water withdrawal by source.	Partially	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a>
<b>EN9</b>	Water sources significantly affected by withdrawal of water.	Not reported	
<b>EN10</b>	Percentage and total volume of water recycled and reused.	Not reported	
<b>Biodiversity</b>			
<b>EN11</b>	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Not reported	
<b>EN12</b>	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Partially	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/biodiversity/approach">http://www.arcelormittal.com/corp/corporate-responsibility/environment/biodiversity/approach</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/biodiversity/performance">http://www.arcelormittal.com/corp/corporate-responsibility/environment/biodiversity/performance</a>
<b>MM1</b>	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Not reported	

<b>EN13</b>	Habitats protected or restored.	Not reported	
<b>EN14</b>	Strategies, current actions, and future plans for managing impacts on biodiversity.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/biodiversity/approach">http://www.arcelormittal.com/corp/corporate-responsibility/environment/biodiversity/approach</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/biodiversity/performance">http://www.arcelormittal.com/corp/corporate-responsibility/environment/biodiversity/performance</a>
<b>MM2</b>	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Not reported	
<b>EN15</b>	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not reported	
<b>Emissions, effluents and waste</b>			
<b>EN16</b>	Total direct and indirect greenhouse gas emissions by weight.	Fully	Local level: Page 15: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a>
<b>EN17</b>	Other relevant indirect greenhouse gas emissions by weight.	Not reported	
<b>EN18*</b>	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/climate-change-and-energy/approach">http://www.arcelormittal.com/corp/corporate-responsibility/environment/climate-change-and-energy/approach</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/climate-change-and-energy/performance">http://www.arcelormittal.com/corp/corporate-responsibility/environment/climate-change-and-energy/performance</a>
<b>EN19</b>	Emissions of ozone-depleting substances by weight.	Not reported	
<b>EN20</b>	NOx, SOx, and other significant air emissions by type and weight.	Partially	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/climate-change-and-energy/performance">http://www.arcelormittal.com/corp/corporate-responsibility/environment/climate-change-and-energy/performance</a>



			<a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">responsibility/our-approach-and-priorities/our-performance/data-table</a>
<b>EN21</b>	Total water discharge by quality and destination.	Not reported	
<b>EN22</b>	Total weight of waste by type and disposal method.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a>
<b>MM3</b>	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	Not reported	
<b>EN23</b>	Total number and volume of significant spills.	Not reported	
<b>EN24</b>	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not reported	
<b>EN25</b>	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	Not reported	
<b>Products and services</b>			
<b>EN26</b>	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Partially	Local level: Page 16, 17: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/environment/product-innovation/performance">http://www.arcelormittal.com/corp/corporate-responsibility/environment/product-innovation/performance</a>
<b>EN27</b>	Percentage of products sold and their packaging materials that are reclaimed by category.	Partially	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a>
<b>Compliance</b>			
<b>EN28</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and	Fully	p 154 AR

	regulations.		
	<b>Transport</b>		
<b>EN29</b>	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	Not reported	
	<b>Overall</b>		
<b>EN30</b>	Total environmental protection expenditures and investments by type.	Partially	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a>

## Labour practices and decent work performance indicators

GRI Profile Disclosure	Description	Reported	Location and/or response
<b>Employment</b>			
<b>LA1</b>	Total workforce by employment type, employment contract, and region, broken down by gender.	Partially	P163 20F
<b>LA2</b>	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Not reported	
<b>LA3</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Not reported	
<b>LA15</b>	Return to work and retention rates after parental leave, by gender.	Not reported	
<b>Labour/management relations</b>			
<b>LA4*</b>	Percentage of employees covered by collective bargaining agreements.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a>
<b>LA5*</b>	Minimum notice period(s) regarding significant operational changes, including whether it is	Fully	All employees have a contract or employee collective agreement that states the minimum notice

	specified in collective agreements.		period. This will vary depending on labour agreement and local regulatory requirements.
<b>MM4</b>	Number of strikes and lock-outs exceeding one week's duration, by country.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a>
<b>Occupational health and safety</b>			
<b>LA6</b>	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Not reported	
<b>LA7</b>	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Fully	Local level: Page 8: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a>
<b>LA8</b>	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Partially	Local level: Page 11: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/workplace/safety/performance">http://www.arcelormittal.com/corp/corporate-responsibility/workplace/safety/performance</a>  <a href="http://www.arcelormittal.com/corp/corporate-responsibility/workplace/health/performance">http://www.arcelormittal.com/corp/corporate-responsibility/workplace/health/performance</a>
<b>LA9*</b>	Health and safety topics covered in formal agreements with trade unions.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/workplace/safety/approach">http://www.arcelormittal.com/corp/corporate-responsibility/workplace/safety/approach</a>  <a href="http://www.industrial-union.org/sites/default/files/uploads/documents/arcelomittal_imf_report_hs_en.pdf">http://www.industrial-union.org/sites/default/files/uploads/documents/arcelomittal_imf_report_hs_en.pdf</a>

Training and education			
LA10	Average hours of training per year per employee by gender, and by employee category.	Partially	Local level: Page 9: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg  Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a>
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Partially	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/workplace/training-and-development/performance">http://www.arcelormittal.com/corp/corporate-responsibility/workplace/training-and-development/performance</a>
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Partially	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a>
Diversity and equal opportunity			
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Fully	P37 - 40 AR
Equal remuneration for women and men			
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Not reported	

## Human rights performance indicators

GRI Profile Disclosure	Description	Reported	Location and/or response
Investment and procurement practices			
HR1	Percentage and total number of significant investment agreements and contracts that	Not reported	

	include clauses incorporating human rights concerns, or that have undergone human rights screening.		
<b>HR2</b>	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Fully	Local level: Page 8 & 9: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/responsible-sourcing/performance">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/responsible-sourcing/performance</a>
<b>HR3*</b>	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Fully	Local level: Page 10: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a> Actual hours for training will vary depending on the format (e.g. face to face or online) of training provided but will be of 1 hour/employee on average.
<b>Non-discrimination</b>			
<b>HR4</b>	Total number of incidents of discrimination and corrective actions taken.	Not reported	
<b>Freedom of association and collective bargaining</b>			
<b>HR5</b>	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Not reported	
<b>Child labour</b>			
<b>HR6*</b>	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance</a>
<b>Forced and compulsory labour</b>			
<b>HR7*</b>	Operations and significant suppliers identified as having significant risk for incidents of	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-">http://www.arcelormittal.com/corp/corporate-</a>

	forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour.		<a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance">responsibility/governance-and-ethics/human-rights/performance</a>
<b>Security practices</b>			
<b>HR8</b>	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	Not reported	
<b>MM5</b>	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance</a>
<b>Indigenous rights</b>			
<b>HR9*</b>	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	No incidents were reported in 2012
<b>Assessment</b>			
<b>HR10</b>	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance</a>
<b>Remediation</b>			
<b>HR11</b>	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Partially	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance</a>

## Society performance indicators

GRI Profile Disclosure	Description	Reported	Location and/or response
<b>Local communities</b>			
<b>SO1</b>	Percentage of operations with implemented local community engagement, impact	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance</a>

	assessments, and development programs.		<a href="#">responsibility/community/external-stakeholder-engagement/performance</a>
<b>MM6*</b>	Number and description of significant disputes relating to land use, customary rights or local communities and Indigenous Peoples	Fully	No incidents were reported in 2012
<b>MM7</b>	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights or local communities and Indigenous Peoples, and the outcomes	Partially	Local level: Page 9: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg
<b>MM8</b>	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance</a>
<b>MM9*</b>	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/human-rights/performance</a>
<b>MM10</b>	Number and percentage of operations with closure plans.	Not reported	
<b>SO9</b>	Operations with significant potential or actual negative impacts on local communities.	Not reported	
<b>S10</b>	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Not reported	
<b>Corruption</b>			
<b>SO2</b>	Percentage and total number of business units analyzed for risks related to corruption.	Not reported	
<b>SO3</b>	Percentage of employees trained in organisation's anti-corruption policies and procedures.	Fully	Local level: Page 9: 2012 Corporate Responsibility Report – ArcelorMittal Luxembourg

			Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/our-performance/data-table</a> Actual hours for training will vary depending on the format (e.g. face to face or online) of training provided but will be of 1 hour/employee on average.
<b>SO4</b>	Actions taken in response to incidents of corruption.	Not reported	
<b>Public policy</b>			
<b>SO5*</b>	Public policy positions and participation in public policy development and lobbying.	Fully	Global level: <a href="http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/business-ethics/approach">http://www.arcelormittal.com/corp/corporate-responsibility/governance-and-ethics/business-ethics/approach</a> <a href="http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders">http://www.arcelormittal.com/corp/corporate-responsibility/our-approach-and-priorities/managing-corporate-responsibility/engaging-stakeholders</a>
<b>SO6</b>	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Not reported	
<b>Anti-competitive behaviour</b>			
<b>SO7*</b>	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	Fully	<i>20F "Environmental liabilities", "Competition/Anti-trust claims", "Tax claims" and "Other legal Claims".</i>
<b>Compliance</b>			
<b>SO8 *</b>	Significant fines and non-monetary sanctions for non-compliance with laws and regulations.	Fully	<i>20F "Environmental liabilities", "Competition/Anti-trust claims", "Tax claims" and "Other legal Claims".</i>

## Product responsibility performance indicators

GRI Profile Disclosure	Description	Reported	Location and/or response
<b>Customer health and safety</b>			



<b>MM11</b>	Programs and progress relating to materials stewardship	Not reported	
<b>PR1</b>	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Not reported	
<b>PR2</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Not reported	
<b>Product and service labelling</b>			
<b>PR3</b>	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	All the relevant products manufactured and imported in the EU are in compliance with the Chemicals regulations: REACH and GHS.
<b>PR4</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	Not reported	
<b>PR5</b>	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Not reported	
<b>Marketing communications</b>			
<b>PR6</b>	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Not reported	
<b>PR7*</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Fully	No incidents of non-compliance noted in 2012

Customer privacy			
<b>PR8</b>	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Not reported	
Compliance			
<b>PR9*</b>	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	None. ArcelorMittal has adopted Economic Sanctions Guidelines which aim at avoiding that it conducts prohibited business with sanctioned targets