



ArcelorMittal



14. 02. 2024

Sustainable Development Policy

Commitment no. 1

Employee involvement

Health and safety in the workplace is our number 1 priority for our employees and co-contractors. Our way of working involves respect for the fundamental rights, dignity and diversity of each individual through the inclusion of all employees.

To achieve this, we commit to:

- **Respecting** the ArcelorMittal Human Rights Policy arising from the International Bill of Human Rights and promoting these rights in all areas and with all our stakeholders
- **Combating** discrimination, violence and harassment at work
- **Providing** all our staff and co-contractors with a safe, clean and healthy working environment and with all the means and resources necessary to achieve this goal
- **Setting** an example with regard to legal requirements, the expectations of stakeholders and all other commitments made by the ArcelorMittal Group
- **Requiring** all staff, regardless of their hierarchical level, to demonstrate exemplary individual behaviour in all areas
- **Determining** the skills required for the jobs, providing training to enable staff to acquire the skills needed to carry out their tasks
- **Eliminating** or reducing industrial and health hazards as part of a preventative approach of continuous improvement
- **Developing** a culture where everyone can exercise their right of withdrawal in the event of a risky work situation, without being penalised, and actively collaborate in seeking a safe working method
- **Ensuring** the physical and mental health of our employees and promoting well-being at work
- **Promoting** freedom of expression, maintaining mechanisms for consultation and participation of workers and social partners

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Commitment no. 2

Satisfaction of suppliers & customers

Our strategy fully incorporates consideration of the needs and expectations of our stakeholders. The selection of our suppliers is the first step in the responsible manufacturing of our steel which aims to fully meet our customers' requirements. ArcelorMittal's ambition in Luxembourg is to be its customers' preferred supplier.

To meet these ambitions, we commit to:

- **Recognising** and meeting the needs and expectations of our stakeholders
- **Manufacturing** innovative products with high added value for our customers thanks to our R&D teams and investments in our facilities
- **Ensuring** periodically that our suppliers are also engaged in responsible social and environmental initiatives
- **Assessing** the level of satisfaction of our customers and suppliers on a regular basis as part of continuous improvement
- **Meeting** our customers' expectations for responsible steel production including a significantly reduced carbon footprint
- **Guaranteeing** quality and service commitments by supplying products that meet our customers' requirements

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Sustainable Development Policy

Commitment no. 3

Innovation & Performance

We undertake to establish a structure to optimise our manufacturing processes and develop products to meet our Sustainable Development goals.

To this end, we commit to:

- **Embodying** the steel company of the future by combining the conditions and tools necessary for innovation and performance, through investments in our facilities
- **Being** able to implement the necessary means to adapt to the challenges of contemporary society
- **Progressing** towards ever higher levels of performance, in the interests of all stakeholders, involving all the processes of our organisation
- **Ensuring** the ongoing representativeness of our stakeholders who can play an important role in our development
- **Defining** and monitoring the development of representative indicators of the performance of our processes in order to track the effectiveness of the measures taken
- **Aiming** to integrate into our business sector the best available techniques to preserve its economic profitability in order to continuously improve our performance and ensure our competitiveness
- **Identifying** development opportunities for our employees and developing their skills through appropriate training

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Commitment no. 4

Controlling the environmental impact and responsible use of resources

ArcelorMittal in Luxembourg is committed to integrating its activity into the surrounding ecosystem by working to maintain biodiversity, optimise water management and develop the circular economy. We are involved in the greenhouse gas reduction strategy defined by the ArcelorMittal Group.

To achieve these objectives, we commit to:

- **Applying** national and European legislation as well as any commitment made by our company and our co-contractors
- **Producing** steel by maintaining a sustainable balance between our economic objectives and environmental protection as well as rational use of energy
- **Using** the best, economically-viable techniques available
- **Making** protection of biodiversity a component of our business development strategy
- **Incorporating** environmental quality criteria into the production methods and design of new projects, based on circular economy principles
- **Increasing** the share of renewable energies in our energy mix to achieve the target of a 35% reduction in our CO₂ emissions in Europe by 2030 and carbon neutrality globally by 2050
- **Working** on the design and application of best practice in the use of natural resources and developing our potential for recovering energy dissipated during our processes
- **Encouraging** the design and purchase of energy-efficient products and services
- **Continuously** improving our environmental and energy performance and reducing environmental pollution
- **Monitoring** the environmental and energy performance of our facilities using certified management systems
- **Promoting**, through information and training of our staff and co-contractors, an attitude respectful of the environment and the principles of this policy

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Sustainable Development Policy

Commitment no. 5

Cooperation with local communities

Our daily activities are carried out in close collaboration with the communities in which we operate. We regularly interact with them to jointly share our vision and carry out concerted actions.

To maintain effective collaboration and communication, we commit to:

- **Respecting** Human Rights and developing an understanding of the cultures, customs and values that prevail in our local communities
- **Being** attentive to the needs and expectations of local communities and incorporating them into our business strategy
- **Implementing** tools for regular open dialogue with the people affected by our activities
- **Providing** our stakeholders with easy ways to contact us
- **Sharing** our actions with local communities on a regular basis
- **Jointly** developing and implementing an action plan with stakeholders to meet respective expectations
- **Ensuring** the availability of the necessary resources and infrastructure
- **Acting** as a responsible player with regard to our communities in terms of resettlement and redevelopment
- **Respecting** the rights of local people as defined by national and international standards

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