

# GRI index

G4-32

In order to ensure transparent governance towards our stakeholders in terms of performance and responsibility, our reporting is based on the international reference: GRI (Global Reporting Initiative) standards level G4, and partially responds to the general information, as well as certain specific information elements.

For a comprehensive overview of the information declared and reported by our company, please refer to the 2014 Sustainable development Report – ArcelorMittal in Luxembourg, and the group documents ArcelorMittal Sustainability report 2014 and Online supplements.\*

This index including the GRI criteria is also published on <http://luxembourg.arcelormittal.com/Corporate-Responsibility/>

General standard disclosures	Reference	2014	2013	Status
<b>Strategy and analysis</b>				
G4-1 Declaration from the top decision-maker in the organisation	Message from the Management, p. 6			Met
<b>Organisation Profile</b>				
G4-3 Name of organisation	Overview of the group, p. 8			Met
G4-4 Primary brands, products and services	Overview of the group, p. 8			Met
G4-5 Location of the organization's headquarters	Overview of the group, p. 8			Met
G4-6 Number of countries where the organization operates and names of countries where the organization has significant operations	Overview of the group, p. 8			Met
G4-7 Nature of ownership and legal form	ArcelorMittal Group report			Met
G4-8 Markets served	ArcelorMittal Group report			Met
G4-9 Scale of the organization	ArcelorMittal Group report			Met
G4-10 Total number of employees	Our performance in 2014, p. 15 and outcome 10, p. 47			Met
G4-11 Percentage of total employees covered by collective bargaining agreements	Indicated here:	80.22%	80.30%	Met
G4-12 Organization's supply chain	Outcome 7, p. 38			On progress
G4-13 Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	Overview of the group, p.8			Met
G4-14 Precautionary approach or principle	ArcelorMittal Group report			Met
G4-15 Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Overview of the group, p. 8			On progress
G4-16 List memberships of associations	Indicated here:		UEL, Fedil, Chamber of Commerce Luxembourg, IMS, INDR, IBCL, AHK Debelux, PLBC	Met
<b>Identified Material Aspects and Boundaries</b>				
G4-17 Entities included in the organization's consolidated financial statements or equivalent documents	ArcelorMittal Group report and Overview of the group, p. 8			Met
G4-18 Process for defining the report content and the Aspect Boundaries Implementation of the Reporting Principles for Defining Report Content	Strengthening our sustainable development strategy, p. 4			Met
G4-19 Material aspects identified in the process for defining report content	Strengthening our sustainable development strategy, p. 4 and Our challenges for sustainable development, p. 11			Met
G4-20 Aspect Boundary within the organization for each material aspects	Strengthening our sustainable development strategy, p. 4 and Our challenges for sustainable development, p. 11			On progress
G4-21 Aspect Boundary outside the organization for each material aspects	ArcelorMittal Group report			Met
G4-22 Restatements of information provided in previous reports	No restatement achieved			Met
G4-23 Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	Overview of the group, p. 8			Met

\* available on <http://corporate.arcelormittal.com/sustainability>

General standard disclosures		Reference	2014	2013	Status
<b>Stakeholder Engagement</b>					
G4-24	List of stakeholder groups engaged by the organization	Our challenges for sustainable development, p. 11 and Our stakeholders' expectations, p. 12			Met
G4-25	Basis for identification and selection of stakeholders with whom to engage	Our challenges for sustainable development, p. 11 and Our stakeholders' expectations, p. 12			Met
G4-26	Organization's approach to stakeholder engagement	Our challenges for sustainable development, p. 11 and Our stakeholders' expectations, p. 12			On progress
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics	Our challenges for sustainable development, p. 11 and Our stakeholders' expectations, p. 12			On progress
<b>Report profile</b>					
G4-28	Reporting period	Message from the management, p.6			Met
G4-29	Date of most recent previous report	Strengthening our sustainable development strategy, p. 4			Met
G4-30	Reporting cycle	About this report, p. 3			Met
G4-31	Contact point for questions regarding the report	Last page			Met
G4-32	In accordance' option and GRI Content Index for the chosen option	GRI Index, p. 53			Met
G4-33	External assurance				Not met
<b>Governance</b>					
G4-34	Governance structure of the organization	ArcelorMittal Group report			Met
<b>Ethics</b>					
G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	Overview of the group, p. 8 and Ensure transparent governance, p. 48			Met

Specific Standard Disclosures					
Material Aspects	DMA (Disclosures on Management Approach) and indicators	Reference	2014	2013	Status
<b>Economic</b>					
Procurement practices	G4-DMA Disclosures on Management Approach	Outcome 7, p. 38			On progress
	G4-EC9 Proportion of spending on local suppliers at significant locations of operation	Outcome 10, p. 46			Met
<b>Environmental</b>					
Materials	G4-DMA Disclosures on Management Approach	Outcome 5, p. 33			On progress
	G4-EN2 Percentage of materials used that are recycled input materials	Indicated here:	88%	87.93%	Met
Energy	G4-DMA Disclosures on Management Approach	Outcome 6, p.35			On progress
	G4-EN3 Energy consumption within the organization	Indicated here:	9.1 (GJ/tCS)	9.6 (GJ/tCS)	On progress
Water	G4-DMA Disclosures on Management Approach	Outcome 5, p. 33			On progress
	G4-EN8 Total water withdrawal by source	Indicated here:	0.63 (m³/t)	0.45 (m³/t)	On progress
Emissions	G4-DMA Disclosures on Management Approach	Outcome 5, p. 33			On progress
	G4-EN21 NOx, SOx, and other significant air emissions	Our performance in 2014, p.15 et Outcome 5, p. 33			On progress
Supplier Environmental Assessment	G4-DMA Disclosures on Management Approach	Outcome 7, p. 38			On progress
	G4-EN33 Significant actual and potential negative environmental impacts in the supply chain and actions taken	Outcome 7, p. 38			On progress

Specific standard disclosures	Reference	2014	2013	Status	
<b>Social</b>					
Sub-category: labour practices and decent work					
	G4-DMA Disclosures on Management Approach			On progress	
Employment	G4-LA3 Return to work and retention rates after parental leave, by gender	Indicated here:	33 people took parental leave: - 12 men, 21 women - 20 full-time equivalents (7M, 13F) and 13 part-time (5M, 8F) 3 left the company afterwards: - Two women, one immediately after a part-time job and the second 99 days after a part-time job - One man, 28 days after a part-time job	41 people took parental leave: - 7 men, 34 women - 23 full-time equivalents (2M, 21W) and 18 part-time (5M, 13W) 4 women resigned after full-time parental leave: - Three immediately after their leave, and one 126 days after returning	On progress
Occupational Health and Safety	G4-DMA Disclosures on Management Approach	Outcome 1, p. 16		On progress	
	G4-LA6 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Our performance in 2014, p. 14 et Outcome 1, p. 16-19		On progress	
Sub-category: Human Rights					
Investment	G4-DMA Disclosures on Management Approach	Ensure transparent governance, p. 48 and ArcelorMittal Group report		On progress	
	G4-HR2 Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Our performance in 2014, p. 14 et Ensure transparent governance, p. 50		Met	
Sub-category: Company					
Anti-corruption	G4-DMA Disclosures on Management Approach	Ensure transparent governance, p. 48		On progress	
	G4-SO4 Communication and training on anti-corruption policies and procedures	Our performance in 2014, p. 14 et Ensure transparent governance, p. 48		On progress	



ArcelorMittal Bissen: steel fibres to reinforce concrete