

# GRI Index 2015 - ArcelorMittal in Luxembourg

General standard disclosures		Reference	2014	2015
<b>Strategy and analysis</b>				
G4-1	CEO letter	Message from the Management, p. 6		
<b>Organisation Profile</b>				
G4-3	Name of organisation	Overview of the group, p. 8		
G4-4	Primary brands, products and services	Overview of the group, p. 8		
G4-5	Location of the organization's headquarters	Overview of the group, p. 8		
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		
G4-7	Nature of ownership and legal form	ArcelorMittal Group report		
G4-8	Markets served	ArcelorMittal Group report		
G4-9	Scale of the organization	ArcelorMittal Group report		
G4-10	Total number of employees Total number of employees by employment contract and gender Total number of employees by employment status and gender	Our performance 2015, p. 15 & Outcome 1, p. 23		
G4-11	Percentage of total employees covered by collective bargaining agreements	Our performance 2015, p. 15 & Outcome 1, p. 23	80.22 %	79.11 %
G4-12	Organization's supply chain	Outcome 7, p. 41		
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		
G4-14	Precautionary approach or principle	ArcelorMittal Group report		
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		
G4-16	List memberships of associations	Overview of the group, p. 8 & Outcome 8, p. 44	UEL, Fedil, Chamber of Commerce Luxembourg, IMS, INDR, IBCL, AHK Debelux, PLBC	
<b>Identified Material Aspects and Boundaries</b>				
G4-17	Entities included in the organization's consolidated financial statements or equivalent documents	ArcelorMittal Group report & Overview of the group, p. 8		
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		
G4-19	Material aspects identified in the process for defining report content	Strengthening our sustainable development strategy, p. 4 & Our challenges for sustainable development, p. 14		
G4-20	Aspect Boundary within the organization for each material aspects	Strengthening our sustainable development strategy, p. 4 & Our challenges for sustainable development, p. 14		
G4-21	Aspect Boundary outside the organization for each material aspects	ArcelorMittal Group report		
G4-22	Restatements of information provided in previous reports	No restatement achieved		
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	Overview of the group, p. 8		
<b>Stakeholder Engagement</b>				
G4-24	List of stakeholder groups engaged by the organization	Our stakeholders' expectations, p. 12		
G4-25	Basis for identification and selection of stakeholders with whom to engage	Our stakeholders' expectations, p. 12 & Our challenges for sustainable development, p. 14		
G4-26	Organization's approach to stakeholder engagement	Our stakeholders' expectations, p. 12 & Our challenges for sustainable development, p. 14		
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics	Our stakeholders' expectations, p. 12 & Our challenges for sustainable development, p. 14		
<b>Report Profil</b>				
G4-28	Reporting period	About this report, p. 3		
G4-29	Date of most recent previous report	Strengthening our sustainable development strategy, p. 4		
G4-30	Reporting cycle	About this report, p. 3		
G4-31	Contact point for questions regarding the report	Last page		
G4-32	Content index and «in accordance option»	Our 2015 reporting complies with the 'core' standard of the Global Reporting Initiative (GRI) G4 framework.		
G4-33	External assurance	No external assurance		

Governance				
	G4-34	Governance structure of the organization	ArcelorMittal Group report	
Ethics				
	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 & Ensure transparent governance, p. 51	

Specific Standard Disclosures					
Material Aspects		DMA (Disclosures on Management Approach) and indicators	Reference	2014	2015
<b>Economic performance</b>					
Economic performance	G4-DMA	Disclosures on Management Approach	Outcome 10, p. 49		
	G4-EC1	Direct economic value generated and distributed	Our performance, p. 15 & Outcomes 8, p. 44, 9, p. 47 & 10, p. 49	527,618,360 (euros)	538,617,449 (euros)
Indirect economic impacts	G4-DMA	Disclosures on Management Approach	Outcome 10, p. 49		
	G4-EC7	Development and impact of infrastructure investments and services supported	Outcomes 8, p. 44, 9, p. 47 & 10, p. 49		
Procurement practices	G4-DMA	Disclosures on Management Approach	Outcome 7, p. 41		
	G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Our performance, p. 15 & Outcome 7, p. 41		
<b>Environmental performance</b>					
Materials	G4-DMA	Disclosures on Management Approach	Outcome 4, p. 33		
	G4-EN1	Materials used by weight or volume	Our performance, p. 15 & Outcome 4, p. 33	2,625,913 (tonnes)	2,594,935 (tonnes)
	G4-EN2	Percentage of materials used that are recycled input materials	Our performance, p. 15 & Outcome 4, p. 33	94.8% Tonnes scrap recycled: 2,487,500	95% Tonnes scrap recycled: 2,461,552
Energy	G4-DMA	Disclosures on Management Approach	Outcome 6, p. 39		
	G4-EN5	Energy intensity	Our performance, p. 15 & Outcome 6, p. 39	9.1 (GJ/tCS)	9.3 (GJ/tCS)
Water	G4-DMA	Disclosures on Management Approach	Outcome 5, p. 36		
	G4-EN8	Total water withdrawal by source	Our performance, p. 15 & Outcome 5, p. 36	0.63 (m <sup>3</sup> /t) Surface water: 0.09 Piped water: 0.30 Ground water: 0.24	0.62 (m <sup>3</sup> /t) Surface water: 0.10 Piped water: 0.29 Ground water: 0.23
Biodiversity	G4-EN13	Habitats protected or restored	Outcome 8, p. 44		
Emissions	G4-DMA	Disclosures on Management Approach	Outcome 5, p. 36		
	G4-EN 15	Direct greenhouse gas (GHG) emissions (Scope 1)	Our performance, p. 15 & Outcome 6, p. 39	202 kg CO2/tCS	202 kg CO2/tCS
	G4-EN 16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Our performance, p. 15 & Outcome 6, p. 39	78 kg CO2/tCS	80 kg CO2/tCS
	G4-EN 17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Our performance, p. 15 & Outcome 6, p. 39	43 kg CO2/tCS	43 kg CO2/tCS
	G4-EN21	NOx, SOx, and other significant air emissions	Our performance, p. 15 & Outcome 5, p. 36	Dust: 7.8 g/t CS NOx: 340 g/t CS SOx: 130 g/tCS	Dust: 10.8 g/t CS NOx: 72 g/t CS SOx: 388 g/tCS
Effluents and waste	G4-DMA	Disclosures on Management Approach	Outcome 5, p. 36		
	G4-EN22	Total water discharge	Our performance, p. 15 & Outcome 5, p. 36	0.34 m <sup>3</sup> /tCS	0.51 m <sup>3</sup> /tCS
	G4-EN23	Total weight of waste by type and disposal method	Our performance, p. 15 & Outcome 4, p. 33, 5, p. 36 % residues to landfill: % of by-products valorised per ton of residue generated	12% 87.6%	11% 89.1%
Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Our performance, p. 15 & Outcome 5, p. 36	0	0
Supplier Environmental Assessment	G4-DMA	Disclosures on Management Approach	Outcome 7, p. 41		
	G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Our performance, p. 15 & Outcome 7, p. 41		
	G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Outcome 7, p. 41		

Social performance						
Sub-category: Labour practices and decent work						
	G4-DMA	Disclosures on Management Approach		Outcome 1, p. 19		
Employment	G4-LA3	Return to work and retention rates after parental leave, by gender		Our performance, p. 15 & Outcome 1, p. 23	33 people took parental leave: - 12 men, 21 women - 20 full-time (7M, 13W) and 13 part-time (5M, 8W) 3 left the company within the twelve months after their return to work: 2 women and 1 man	37 people took parental leave: - 10 men, 27 women - 26 full-time (8M, 18W) and 11 part-time (2M, 9W) 1 woman left the company within the twelve months after her return to work
	G4-DMA	Disclosures on Management Approach		Outcome 1, p. 19		
Occupational Health and Safety	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, p. 15 & Outcome 1, p. 19	LTIFR: 1.36 Fatalities: 0	LTIFR: 1.07 Fatalities: 0
	G4-DMA	Disclosures on Management Approach		Outcome 1, p. 19		
Training and education	G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees		Our performance, p. 15 & Outcome 1, p. 23		
Diversity and equal opportunity	G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity		Our performance, p. 15 & Outcome 1, p. 23		
	G4-DMA	Disclosures on Management Approach		Outcome 7, p. 41		
Supplier assessment for labour practices	G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken		Outcome 7, p. 41		
Sub-category: Human rights						
	G4-DMA	Disclosures on Management Approach		Ensure transparent governance, p. 51 & ArcelorMittal Group Report		
Investment	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, p. 15 & Ensure transparent governance, p. 51		
	G4-DMA	Disclosures on Management Approach		Outcome 7, p. 41 & ArcelorMittal Group report		
Supplier human rights assessment	G4-HR10	Percentage of new suppliers that were screened using human rights criteria		Our performance, p. 15 & Outcome 7, p. 41		
	G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken		Outcome 7, p. 41		
Sub-category: Society						
Local communities	G4-SO2	Operations with significant actual or potential negative impacts on local communities		Outcome 8, p. 44 & Outcome 10, p. 49	No negative impact identified	
	G4-DMA	Disclosures on Management Approach		Ensure transparent governance, p. 51 & ArcelorMittal Group Report		
Anti-corruption	G4-SO4	Communication and training on anti-corruption policies and procedures		Our performance, p. 15 & Ensure transparent governance, p. 51	All members of the Board of Directors are required to sign the Company's Code of Business Conduct upon first joining the Board of Directors.	
	G4-DMA	Disclosures on Management Approach		Outcome 7, p. 41		
Supplier assessment for impacts on society	G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society		Our performance, p. 15 & Outcome 7, p. 41		
	G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken		Outcome 7, p. 41		