



# Policy statement: Fatigue in the workplace

## Preface

ArcelorMittal Eisenhüttenstadt is convinced that every accident and work-related illness is preventable. This applies to both our own staff and the ones working on our behalf. We see it as part of the intended corporate culture, that all employees understand the health and safety risks of fatigue and consider them in their daily work.

## Definitions

Fatigue is a subjective experience, resulting from a lack of adequate restful sleep and/or good quality sleep. Signs and symptoms of fatigue include, in particular:

- chronic fatigue or insomnia,
- headaches,
- dizziness,
- muscle pain,
- slowed reflexes and responses,
- impaired decision-making and judgement,
- moodiness and irritability.

It is normal to feel tired after prolonged physical or mental work.

However, fatigue is more than feeling tired, it is an acute and persistent condition that can lead to mental and/or physical exhaustion, preventing individuals from operating within the normal range.

- Work-related fatigue may be caused by the work environment, the work task, or sleep patterns.
- Non-work-related fatigue can be caused by private activities or lifestyle.

## Principles and goals

ArcelorMittal Eisenhüttenstadt uses social management to ensure that all workers are properly informed about the risks associated with fatigue and the measures taken to minimize these risks.

**All supervisors** have the responsibility to be attentive regarding the fatigue status of their workers and to guarantee health and work-related safety. They use the regular occupational safety briefings to inform their workers about the "policy statement: Fatigue in the workplace" and to promote appropriate operational measures.

**All workers** are responsible for:

- arriving at work fit, well-rested and in good condition,
- recognizing both their own and others' signs of fatigue and report them to the company supervisor or works council, if there are associated effects on their individual health, performance and occupational safety,
- using breaks during working hours and between work-shifts/days to rest.

Operationally necessary overtime shall be performed in accordance with our internal regulations and shall be kept to a minimum. The effects of overtime and authorized secondary employment, that have the potential to increase risks for oneself and others at work and outside the company must be considered. This also applies to activities outside the company, such as mobile working or business trips.

## Operational measures

- Our working time systems comply with statutory regulations, the guidelines of the Trade Association, and collective and company regulations.
- Recreation, rest and break times are subject to the regulations of the collective agreement for the steel industry and the German Working Hours Act and are structured accordingly.
- The management and works council are responsible for the implementation and monitoring of the applicable working time regulations. This means, complying with the collectively agreed and statutory maximum working time limits, daily and weekly working time and the measures to be taken in the event of working time violations (such as unauthorized overtime).
- Risk assessments of the activities are carried out considering the work task and the work environment, in accordance with the German Occupational Health and Safety Act.
- Specific preventive occupational medical examinations are performed in accordance with the German Ordinance on Occupational Medical Precautions and § 6 of the Working Hours Act.
- Information, prevention and qualification offers are used to further develop the general understanding of risks associated with fatigue at the workplace.
- Developing a culture of responsibility for one's own health and that of colleagues.
- Encouragement of a health-promoting lifestyle at work and in private life.

Eisenhüttenstadt, den 05.05.2022

Geschäftsführung ArcelorMittal Eisenhüttenstadt

Reiner Blaschek

Ralf-Peter Bösler

Steffen Lüdemann

Michael Bach

Betriebsrat ArcelorMittal Eisenhüttenstadt

Dirk Vogeler

Pia Hink