



ArcelorMittal

Social Principles

The social principles at ArcelorMittal Eisenhüttenstadt

1. We commit ourselves and our partners to respect **human rights**. These include, for example, the right to decent work, to safe, healthy and fair working conditions, to equal pay for equal work and appropriate remuneration in monetary terms (statutory minimum wage or collectively agreed wage, overtime pay), to freedom of association, assembly and religion, to education, recreation and leisure, and the prohibition of discrimination, harassment and violence, of forced and child labor. These fundamental rights are based on the UN Charter of Human Rights and are anchored in ArcelorMittal's human rights policy and in the company agreement on code of conduct and work rules of ArcelorMittal Eisenhüttenstadt GmbH.
2. All workers as well as all stakeholders are treated with **respect**. Stakeholders are all persons, institutions and companies that have a relationship with us - these include a. o. our own and other employees, neighbors, suppliers, customers, trade unions and the political environment.
3. We regard social and cultural **diversity** as an opportunity and source of inspiration, creativity and productivity and promote it within and outside our company.
4. We are committed to working toward the following goals: **no accidents, no injuries**, and a **safe, healthy work environment**.
5. We are committed to **climate-neutral steel production** and **efficient energy use and conservation** to position ourselves future-oriented and fulfill our responsibility to the **environment** and **society** for the benefit of all stakeholders.
6. We are committed to training our workers on the social principles as part of the compliance instructions. Regular participation in our compliance training is mandatory for every worker. All workers and contractors are responsible for **comply with the social principles**.
7. We are committed to taking measures to ensure compliance with our social principles. This includes **transparency** and **open communication** with society, the local community and our neighborhood.

Eisenhüttenstadt, den 05. 05. 2022

Management ArcelorMittal Eisenhüttenstadt

Reiner Blaschek

Michael Bach

Ralf-Peter Bösler

Steffen Lüdemann

Works Council ArcelorMittal Eisenhüttenstadt

Dirk Vogeler



We are committed to the UN's 2030 Agenda with its 17 Sustainable Development Goals. The agenda is a roadmap for the future. With the 2030 Agenda, the global community aims to enable a dignified life worldwide while at the same time permanently preserving the natural foundations of life. This includes economic, ecological and social aspects. The 17 global goals for sustainable development are aimed at everyone: governments worldwide, but also civil society, the private sector and science.

THE 17 GOALS | Sustainable Development (un.org)

Detailed information on our social principles can be found here:

- Compliance Guidelines ArcelorMittal
- Human rights policy
- Diversity Charter
- ResponsibleSteel Standard
- Company policy
- company agreement on code of conduct and work rules of ArcelorMittal Eisenhüttenstadt GmbH