



ArcelorMittal

# Security Personnel Policy on the use of Force, Arms and Firearms

## Short description

ArcelorMittal aims to provide a safe and secure working environment for its employees and contractors and to protect its property. This is achieved in part through the use of public or private security forces in the locations where local conditions make this necessary. This policy is aligned to all applicable local, national and state laws and conditions. The use of force, arms and firearms is employed as an exception only to the prerogative of any state in which we operate.

## Scope

The Policy applies to all employees assigned to provide security services and to external security service providers contracted by ArcelorMittal (the "Security Personnel") at all plants, mines, offices and other sites and premises owned or leased by ArcelorMittal. It applies also during the transfer of persons and company assets.

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## 1. Purpose

The purpose of this Policy is to regulate the use of force, arms and firearms by Security Personnel and to ensure that every individual acts at all times in a manner that is in compliance with applicable national, state and local laws.

This Policy forms part of the ArcelorMittal Security Policy, Standards and Procedures and it is derived from international standards and principles, including:

- The International Code of Conduct for Private Security Service Providers by the Swiss Confederation
- The Voluntary Principles on Security and Human Rights (VPSHR) also referred to in the ArcelorMittal's Human Rights Policy
- The United Nations Basic Principles on the Use of Force and Firearms by Law Enforcement Officials
- The United Nations Code of Conduct for Law Enforcement Officials

## 2. Principles

To achieve this objective, we adhere to the following core principles:

1. **Possession of arms and firearms:** If no other alternative exists to properly manage security concerns, guards can be armed in accordance with applicable national, state and local laws and regulations regarding the authorisation to use and carry weapons. The local business unit Chief Executive Officer (CEO) is assigned to liaise with local, national and/or state authority to decide whether or not, and to what extent, Security Personnel should be equipped with arms and/or firearms.
2. **Use of force, arms or firearms:** Where circumstances permit the use of force, arms and firearms, the Security Personnel will act proportionally to the level of severity of the offence and in an appropriate manner.
3. **Use of Law Enforcement Forces:** Where ArcelorMittal is using public forces for security purposes, the site management must

ensure that a briefing session covering all areas of this Policy has been provided in alignment with the Voluntary Principles on Security and Human Rights.

4. **Apprehending persons:** In a situation where "citizen's arrest" is permitted under local law, the apprehended person will be handed over to the local law enforcement authorities as early as possible.
5. **Torture and Inhumane treatment:** Every individual will be treated by Security Personnel with dignity and respect in line with national, state and local laws and the ArcelorMittal Human Rights Policy.
6. **Assistance to injured persons:** Any injured persons requiring assistance due to the intervention of Security Personnel will be provided with medical aid as early as possible.
7. **Incident reporting:** All security incidents and events are to be recorded in detail in a log book that is updated promptly after any such incident has taken place.
8. **Grievance procedure:** Every ArcelorMittal subsidiary will provide local stakeholders an effective channel to raise any complaint related to security matters.
9. **Training:** All Security Personnel will be trained on this Policy as part of the training on the Voluntary Principles on Security and Human Rights (VPSHR) by qualified experts.
10. **Audit:** ArcelorMittal will periodically, every 3 to 5 years, audit the implementation of this policy as part of regular security audits.

The Group Management Board has overall responsibility for the implementation of this Policy and should ensure that this Policy and its principles have been properly communicated to all local business units.

The local business unit CEO has the responsibility for local implementation of the Policy as well as ensuring that local armed guards have been carefully selected, vetted to ensure that they have not carried out any human rights abuses and that they are trained regularly and supervised closely in reference to this Policy.