



ArcelorMittal



Responsible Sourcing at ArcelorMittal

A guidance document for
ArcelorMittal's buyers and suppliers

Content

Welcome	3
Responsible Sourcing at ArcelorMittal	4
How we will work with our suppliers	4
ArcelorMittal's Responsible Sourcing process	5
What we expect from our buyers	6
What we expect from our suppliers	7
What the Code requires	8
1 Health & Safety	8
2 Human Rights	9
3 Ethics	10
4 Environmental stewardship	11
Summary	12
Further information	13

Welcome

ArcelorMittal is the world's leading steel and mining company, and our goal is to help build a better world with smarter steels. Steels made using innovative processes which use less energy, emit significantly less carbon and reduce costs. Steels that are cleaner, stronger and reusable. Steels that will support societies as they transform through this century. In line with this, ensuring that the raw materials, products and parts we use in our production processes are sourced and produced responsibly is essential.

Of all the stakeholders we work in partnership with, one of the most important in achieving our goal and supporting our commitment to sustainability are our suppliers. For this partnership to be successful we need to continue building trust, and that can only come with transparency and good communication.

Responsible Sourcing is a key element contributing to this partnership. Our strategy to achieve this is laid out over the next few pages. This includes a definition of responsible sourcing and specific information about our responsible sourcing standards and how we are embedding responsible sourcing into our business processes.

With the growing importance of sustainability, responsible production and high ethical business standards, we want our stakeholders to have a full confidence in their choices and to offer them full supply chain reassurance. This is why we are committed to the [ResponsibleSteel™](#) standard, the steel industry's first global multi-stakeholder standard and certification initiative. We believe that standards, auditing and accreditation are essential to meeting sustainability expectations and the multi-stakeholder aspect is integral to ensuring the standard is robust and credible. This is why, specifically regarding raw materials, our vision is to source from suppliers whose location is known and whose policies and practices are aligned to the ResponsibleSteel™ standard. More information on this can be found in the Code and this guide.

We ask all our suppliers to formally commit to meeting the requirements set out in our Code for Responsible Sourcing. The Code is supporting the company's 10 sustainable development outcomes – which are aligned with the 17 UN Sustainable Development Goals and describe the business we need to become to bring optimal value to all our stakeholders – to drive our transformation into the steel company of the future. (add a link to the 10SD outcomes on the website).

We hope you will find this guide clear and useful to explain what we mean by Responsible Sourcing, and how together we can make this happen.

The full text of the Code for Responsible Sourcing is at the back of this document, with the first pages clearly laying out what this means in practice for both you, and us, in achieving Responsible Sourcing.

Rajesh Saigal
Vice Président
Head of ArcelorMittal Sourcing, Head of European Procurement Organization and ArcelorMittal Sourcing

Nicola Davidson
Head of Corporate Communication & Corporate Responsibility

April 2021

Responsible Sourcing at ArcelorMittal

For ArcelorMittal, Responsible Sourcing is about ensuring that we have access to the goods and services that our plants need, which are sourced and produced responsibly and comply with the social, environmental and governance standards (specifically health and safety, human rights, ethical and environmental standards) set out below. This approach covers everything from the components used in the goods and services, to the working conditions of the people producing them. It includes the supplier's environmental performance, its business practices, and how and where it sources its raw materials.

Responsible sourcing with social, environmental and governance standards in mind not only minimises negative impacts, but helps to raise standards in key areas like working conditions and Health & Safety, as well as improving business climate overall. It is also commercially advantageous; greater efficiency and less waste leads to lower risk and costs for everyone involved along the value chain.

At ArcelorMittal, we have been making progress in all areas of Responsible Sourcing over the last few years, and have formalised our principles and policies into one overall programme that is aligned with our purchasing quality management system.

We apply the same principles and standards wherever we are in the world and whatever the category of spend.

Our objectives are to work with our suppliers to:

- 1) Operate a lean supply chain that supports our corporate responsibility policies.
- 2) Develop sourcing solutions in line with customer, regulatory and wider stakeholder needs and expectations
- 3) Create long-term value and reduce risk for our business, our suppliers, our customers and other stakeholders.

How we will work with our suppliers

We seek to develop collaborative relationships with suppliers. We encourage our suppliers to work with us to identify and develop ongoing performance improvements to our responsible sourcing programme. We hope that this Code will promote sustainable business practices by our suppliers.

To support suppliers, we will:

Collaborate

Work with suppliers to improve responsible business practices in the areas of social, governance and environmental standards, specifically in health and safety, human rights, ethics and environmental standards.

This may include joint assessments, such as site visits, to evaluate performance against the Code. We will also share our knowledge about independent certification schemes and assist our raw material suppliers in achieving the standard.

Support

Help suppliers to identify activities that fall below the requirements of the Code and work towards achieving improved conditions in a timely manner.

Prioritise

We will be focusing our efforts on the parts of our supply chain which pose the greatest risk, and where improvements will make the most impact.

Respect

Just as we expect fair, open and objective practices from our suppliers, we will behave in the same way.

Promote

We will act as an advocate for responsible supply chain practices within our industry, sharing good practices with others.

The Company is committed to the [ResponsibleSteel™](#) standard, the steel industry's first global multi-stakeholder standard and certification initiative. Therefore, specifically regarding raw materials, ArcelorMittal's vision is to source from suppliers whose location is known and whose policies and practices are aligned with the ResponsibleSteel™ standard. This means working towards certification schemes which have developed robust environmental, social and governance standards (ESG) in partnership with stakeholders, and which operate site specific certification schemes against that standard. The [Initiative for Responsible Mining Assurance](#) (IRMA) or [Towards Sustainable Mining](#) (TSM) are good examples of this.

Buying raw materials from independently certified mines will bring our supply chain in line with the ResponsibleSteel™ certification. We are encouraging our raw material suppliers to follow one of the certifications routes.

Communicate and train

We will provide training to all our employees responsible for purchasing.

Improve

Just as we expect continuous improvement from our suppliers, we will apply the same criterion to our own performance.

ArcelorMittal's Responsible Sourcing process

Developing a sourcing strategy:

Before looking for a supplier for a service or product, all ArcelorMittal buyers need to work through the following questions with the internal user:

<h1>1</h1> <p>Is there an opportunity not to buy this product at all? For example, could the department re-use something else, or do without?</p>	<h1>2</h1> <p>Have there been any technological advances related to this product that would fit better with our Responsible Sourcing objectives?</p>	<h1>3</h1> <p>Can the department do anything to minimise the amount of transport required to deliver the product?</p>	<h1>4</h1> <p>Can the supplier do anything to minimise the energy or water use required to make or run the product?</p>	<h1>5</h1> <p>Can the supplier take back all the packaging and recycle the product at the end of its life?</p>	<h1>6</h1> <p>Is the supplier committed to sourcing and producing responsibly and can provide evidence? Is the suppliers' ESG's standards embedded into its business practices? For raw material suppliers: is the supplier committed to an independent multi-stakeholder certification?</p>
---	--	---	---	--	--

Factor identified opportunities into the Request for Proposal.

New supplier approval

All new suppliers are required to sign up to the Code as part of the new supplier qualification process. Additional requirements for health and safety are included for all Requests for Proposal/contracts for high risk activities (e.g. construction and maintenance).

A risk assessment is carried out to identify high risk new suppliers. This is based on factors such as: potential spend, nature of product or service, country of origin.

For suppliers identified as high risk, buyers will assess Responsible Sourcing criteria as well as commercial factors such as price and quality. This may require site visits in some cases, and some suppliers may only be given only provisional approval, until their performance in this area can be properly assessed.

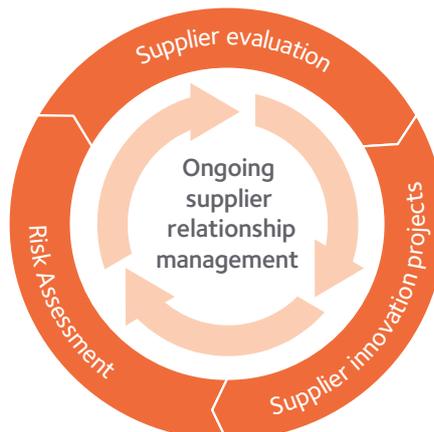
New tenders with existing suppliers

The Code for Responsible Sourcing is included in all our tenders. A risk assessment is carried out to identify high risk new suppliers. This is based on factors such as: potential spend, nature of product or service, country of origin.

For those suppliers identified as high risk, suppliers' performance will be assessed against Responsible Sourcing criteria, and ArcelorMittal buyers do request a detailed plan for any areas that need improvement.

CONTACT APPROVAL

Regular evaluations are carried out for our key suppliers. Responsible Sourcing questions are included in these assessments.



As part of the ongoing purchasing risk assessment, risks related to Responsible Sourcing are reviewed and appropriate mitigation plans developed.

Our goal is to keep developing special projects in specific high-priority areas such as Health and Safety, the use of technology, energy efficiency and recycling. The aim in each case is to generate business benefits, as well as environmental and social benefits, for the community providing the goods and services.

What we expect from our purchasing teams

Our Code for Responsible Sourcing (“Code”) is designed to raise environmental and social performance across our whole supply chain.

Whilst some of our suppliers are already meeting standards within the Code for Responsible Sourcing, others will need to improve their performance to do that. We are looking for a long-term commitment to our Responsible Sourcing goals, and we will work actively with any suppliers who don't currently meet our standards to help them improve. Our objective is to make progress in partnership for a greater overall goal.

Key action points for buyers:

- Distribute the Code to all suppliers when required.
- Ask all your suppliers to sign up to the Code and commit to meeting its requirements. Ensure that a link to the Code is present in all contractual documents issued.
- Promote ArcelorMittal's commitments to the ResponsibleSteel™ standard, the steel industry's first global multi-stakeholder standard and certification initiative.

What happens if a supplier refuses to commit to the Code for Responsible Sourcing?

The Code reflects good practices in the areas of environmental, social and governance standards, specifically in health and safety, human rights, ethics and environmental standards, based on common and widely accepted business practices.

We acknowledge that some of our suppliers may not be able to meet all the requirements of the Code straight away. This may be acceptable as long as the supplier can commit to implement an agreed action plan over a reasonable period of time.

If a supplier refuses to make a commitment to meet these standards, we will seriously consider whether this is a supplier we can do business with. However, this decision will only be made as a last resort.

Developing a sourcing strategy

The Code is fully integrated with the way we manage procurement, which means it is part of the process from the outset. This process should always start with a conversation between you and the user of the goods or service. You need to ask them a number of important questions about the product or service the department needs to buy in order to determine the best way forward.

For example:

- Can the purchase of this product be avoided? For example, could the department re-use something else, or do without?

- Have there been any technological advances related to this product that would fit better with our Responsible Sourcing objectives?
- Can the department do anything to minimise the amount of transport required to deliver the product?
- Can the supplier do anything to minimise the energy or water use required to make or run the product?
- Can the supplier take back all the packaging and recycle the product at the end of its life?
- Is the supplier committed to sourcing and producing responsibly and can provide relevant evidence?
- Is the supplier's ESG standards embedded into its business practices?
- For raw material suppliers: Is the supplier committed to an independent multi-stakeholder certification?
- Once you and the ArcelorMittal department have answers to these questions, the next step is supplier approval.

New supplier approval

You must include Responsible Sourcing criteria when you are considering a new supplier, as well as commercial factors such as price and quality. This may require site visits, and you may have to grant some suppliers provisional approval only until their performance in this area can be properly assessed following a trial. Through the qualification process all new suppliers will be asked to sign up to the Code.

Tendering

The Code is included in all our tenders for existing suppliers and the signing of the Code will be confirmed as part of the tender evaluation. Taking a risk-based approach, the suppliers' performance against the Code will have to be looked at, and a detailed plan will be requested for any areas that need improvement.

What do we mean by a risk-based approach?

It is not feasible to actively consider each supplier's performance against our Code. We will prioritise our approach to selectively engage with our suppliers, and focus attention on those parts of the supply chain, or the Code, where the risk is highest.

Performance management

Annual supplier evaluations will be carried out. Taking a risk-based approach, key topics of the Code are included in the assessment questionnaire. Where there are areas that need improvement, an improvement plan will be jointly set up with suppliers. Improvement will then be monitored till full completion.

Risk management

We see a more responsible approach to sourcing as an important way of reducing procurement risk. It gives us



a much broader perspective that goes beyond supply disruptions or price volatility and helps us focus on suppliers in categories that might pose higher risks.

Key action point for buyers

Ensure Responsible sourcing is integrated throughout the whole procurement process, starting with the sourcing strategy and the Request for Proposal. All contractual documents (contracts, purchasing orders) are to also refer to the Code and our desire for all ArcelorMittal suppliers to confirm their commitment to the Code.

Innovation in Responsible Sourcing

We are consistently looking for innovative projects in specific high-priority areas. Projects cover areas such as the use of technology, energy efficiency, and recycling. The aim in each case is to generate business benefits, as well as environmental and social benefits for the communities providing the goods and services.

As a buyer you are supported by:

Training

Online training will be made available. This will give our procurement teams the background to Responsible Sourcing, as well as what it means for ArcelorMittal, and what our procurement teams are required to do.

Key action point for buyers

Share good ideas and best practice with your suppliers.

What we expect from our suppliers

The Code for Responsible Sourcing applies to all our suppliers and contractors, as well as anyone working on our behalf.

The Code covers all the goods and services we buy, from raw materials to professional services, in every market where we operate across the world. We expect all our suppliers to commit to meeting these requirements, and we will ask you to acknowledge it through either the qualification or evaluation processes or random requests. We won't expect you to meet all the requirements from day one, but we will expect a commitment to doing so over a reasonable period of time. We will work with you to help you do this, whether by offering help in specific areas, or by giving you access to examples of best practice from elsewhere in our supply chain.

If you are a new supplier to ArcelorMittal, we will ask you to complete a self-assessment questionnaire, or co-operate with us in a site audit, as part of the qualification phase. We may also ask the same from existing suppliers, though this will depend on the nature of their operation or the goods we supply and whether we consider these to be high risk.

Your designated buyer will work with you on all aspects of your relationship with ArcelorMittal, including Responsible Sourcing. They will review any questionnaires we ask you to complete, and work with you to develop a plan to address any issues that emerge.

Key action points for suppliers:

- Read the Code and sign the acknowledgement that you commit to meet its requirements.
- Ensure that your company can meet the requirements and take the necessary steps to close any gaps.
- Talk to your ArcelorMittal buyer about the action you are taking and ask for help if you need it.
- Complete any self-assessment questionnaires you are sent before qualification, or during the supplier evaluation process, giving evidence to back up your replies when requested.
- Look for ways to continuously improve your performance in the future.
- Share good ideas and learning points with your ArcelorMittal buyer, so we can share best practice more widely.
- Promote the principles of the Code for Responsible Sourcing in your own supply chain.
- Sensitise your own buyers and stakeholders about the ResponsibleSteel™ standard, the steel industry's first global multi-stakeholder standard and certification initiative.

What the Code requires

There are four key areas under the Code.

These are:

- 1 Health & Safety
- 2 Human rights
- 3 Ethics
- 4 Environmental stewardship

Some of these issues will significantly vary from industry to industry, and the potential risks will depend on the nature and origin of the goods and services supplied. What we have provided on the following pages are the 'headlines' of each of these four parts of the Code, with examples of what we would expect under each.

A copy of the Code for Responsible Sourcing is provided at the back of this document.

1 Health & Safety

This is the number one priority for ArcelorMittal. Our target is a zero-accident rate, both for our own employees and our contractors. As an ArcelorMittal supplier, we expect you to be working towards the same goal.

If you're a contractor working at one of our sites you will need to meet certain specific Health & Safety requirements. Your local site can provide further information. We expect all our suppliers to:

Identify, evaluate and eliminate Health & Safety risks

We see this as the basis for any well-managed working environment. It includes identifying potential hazards, assessing who might be harmed, evaluating the risks, developing mitigating actions and regularly reviewing your assessment. We also expect you to have your own Health & Safety policy and management system, ideally one that conforms to the international Health and Safety Standard, OHSAS 18001:2007.

Establish an effective process for preventing injuries and work-related illnesses

Building on the health and safety risk assessment and health and safety management system, our suppliers should make sure they have effective preventative processes in place. This may include, for example, providing workers with appropriate personal protective equipment and carrying out annual employee health checks.

Ensure there is visible leadership and clear accountability on everything relating to Health & Safety

Effective health and safety performance comes from the top; members of the most senior leadership have both collective and individual responsibility for health and safety. Directors and boards need to examine their own behaviours, both individually and collectively, against the guidance given. If they fall short of this standard, it is their responsibility to make the required adjustments to achieve more effective leadership in health and safety.

Give everyone effective training

Everyone who works for you needs to know how to work safely and without risks to health. Provide clear instructions, information and adequate training for your employees, including contractors. Everyone must have information on:

- Hazards and risks they may face
- Measures in place to deal with those hazards and risks
- How to follow any emergency procedures

You should also keep records of all personnel who have been trained, and when.

Investigate all incidents and near-hits to prevent future recurrences

In our experience, the best way to avoid accidents is to learn from previous instances and near-hits.

Establish objectives and monitor progress through regular audits and reporting

You should consider a combination of leading and lagging indicators. For example, leading indicators might include near-hits, and the most important lagging ones would be Lost Time Injury Frequency, and other similar measures such as total recordable cases.

Comply fully with all legal requirements

Update and test emergency response procedures
We expect all our suppliers to have written emergency response procedures, well-maintained fire alarms, and regular evacuation drills.

Observe good health management

This includes everything from providing clean drinking water and suitable toilet and washing facilities, to employee well-being programmes. These might cover subjects such as diet and nutrition, healthy lifestyles, and stress management.

2 Human rights

In 2011, ArcelorMittal was the first company in the steel industry to have a standalone human rights policy. This policy is based on the United Nations Declaration on Human Rights and the International Labour Organisation's Declaration of Fundamental Principles and Rights at Work.

Here are the headline requirements under this part of the Code, with an explanation of what is meant by each.

In practice, we require our suppliers to meet the highest applicable standards, whether that is our Code or their own local laws and regulations. Some parts of our Code are aligned to Social Accountability International's SA 8000 standard. If you are already certified under that standard you will already be meeting many of our requirements.

As before, there will be specific risk areas that are more relevant for certain suppliers, but at a minimum we expect all our suppliers to:

Promote 'freedom of association'

This means respecting the rights of employees to set up groups or trades unions to promote their rights at work and bargain collectively. In countries where only state-authorized organisations are allowed, we expect our suppliers to make it easy for employees to gather together to discuss work-related matters and raise these with management.

Eliminate forced or compulsory labour

This means ensuring that no-one is forced to work under any kind of threat. In practice, this covers issues like allowing people to end their employment voluntarily and without any kind of penalty, and giving everyone clear contracts of employment that cover rights, obligations, notice periods and grievance procedures. Likewise, any loans to employees should not be part of their contract and should be covered by a legal agreement.

Abolish child labour

Using guidelines from the International Labour Organisation, a child labourer is a child under 14 years of age involved in regular work. This applies for those under 15 in developed countries. Child labour is often defined as work that deprives children of their childhood, their potential, their schooling and their dignity, and is harmful to their physical and mental development (like heavy, nightly or dangerous work). We expect our suppliers to ensure that they only employ people above the set age, and to take care that children under 18 years of age are never employed for hazardous work. Eliminate unlawful discrimination in the workplace

This means treating everyone equally and fairly, regardless of their age, sexuality, race, gender, religion, or disability. We expect our suppliers to have written policies covering this, and to train their Human Resources personnel on how to apply them.

Eradicate harassment and violence

This means making sure no-one has to face verbal or physical abuse at work, or any kind of behaviour that creates a hostile or intimidating atmosphere. Sexual harassment is part of this. We expect all our suppliers to have policies in place to deal with this, and appropriate training for managers.

Offer competitive compensation and remuneration

This means making sure that wages are appropriate for the kind of work being done and the experience of the worker. Wage levels should also take local factors into account, such as inflation levels.

Uphold fair conditions of employment

This means complying with all relevant employment laws, especially in relation to working hours, overtime and breaks.

Respect indigenous peoples' rights and avoid involuntary resettlements

Indigenous Peoples are distinct communities whose unique identity and culture is inextricably linked to the land on which they live, and the natural resources on which they depend. The most obvious way in which we respect the rights of these peoples is by avoiding moving them from established settlements to make way for business operations. We expect our suppliers to do the same. Where this is genuinely unavoidable, the process must be handled with the utmost sensitivity, and according to local government guidelines, and international best practice in human rights.

Adopt appropriate security arrangements

ArcelorMittal applies security standards which are consistent with the Voluntary Principles on Security and Human Rights. These give guidance on the best ways for mining and other extractive industries to ensure the safety of their sites and personnel. The Principles apply to both our own security staff and the third-party security firms we work with and cover how these people interact with public security forces. We expect our suppliers to follow these Principles wherever appropriate.

Develop sound practices in relation to land and water use

This is covered in detail in the Environmental stewardship section.

3 Ethics

We are committed to fair and open business practices. This applies to our purchasing practices in general, as well as specific areas related to our sector. For example, we will only use raw materials that we can verify have come from a legal and sustainable origin and we will not source 'conflict minerals'.

Key aspects of our approach to ethical business practice are included in our overall Code of Business Conduct, Anti-Corruption policy, Conflict Minerals Procedure and new guidelines on Economic Sanctions. You can read these in full at <https://corporate.arcelormittal.com/investors/corporate-governance/compliance-and-policies>

Some of the key requirements under this part of the Responsible Sourcing Code, with some examples of what this might mean in practice, are listed below. We expect our suppliers to:

Have clear governance, monitoring, and internal controls to ensure ethical business practices.

You should have a company-wide code of conduct, including measures to eliminate corruption and address potential conflicts of interest, as well as an appropriate whistleblowing procedure.

We expect our suppliers to have a board level committee who is responsible for ethics, as well as robust processes for managing and monitoring ethical risks alongside all other operational risks your business might face. For example, suppliers should have a clear policy and process for managing conflict of interests stemming from their employee's interests in their supply base.

Looking specifically at our suppliers of minerals, we would expect to see clear due diligence procedures to ensure that minerals are not supporting conflicts or originate from countries or individuals affected by economic sanctions.

Give everyone effective training

We expect our suppliers to offer training to all their employees on ethical business practices, and how to report suspected non-compliances. It is helpful to include ethical dilemmas as part of this training. Employees should also acknowledge understanding of, and compliant with, with the code of conduct following this training.

Demonstrate accountability

We also look for leadership from the top: your Chairman, CEO and senior team should actively endorse and exemplify good ethical practice.

For suppliers in the extractives sector, suppliers should consider taking part in initiatives such as the Extractive Industries Transparency Initiative, and we encourage all suppliers in every sector to consider participating in the UN Global Compact Anti-Corruption working group and the World Economic Forum – Partnering Against Corruption Initiative.

Raw Material suppliers are encouraged to source from suppliers whose policies and practice are with the ResponsibleSteel™ (insert link to the standard). This means working towards certification schemes which have developed robust ESG standards, in partnership with stakeholders, and operate site specific certification schemes against that standard. The he Initiative for Responsible Mining Assurance (IRMA) or (insert link to the standard) Towards Sustainable Mining (TSM) are good examples.

Buying raw materials from the independently certified mines will bring our supply chain in line with ResponsibleSteel™ certification. We are encouraging our raw material suppliers to follow one of the certifications routes.

4 Environmental stewardship

Safe sustainable steel is the cornerstone of our approach to business, and as part of this we are working hard to improve our environmental performance. We expect our suppliers to do the same, and to encourage similar improvements further down the supply chain.

As with previous sections, we have picked out the headlines of what we expect from our suppliers and provided examples of how this might apply in practice. The headlines are taken from our Environment Policy which you can read in full at www.arcelormittal.com/environment

We expect our suppliers to:

Implement an environmental management system

We will expect our suppliers to have their own Environmental Management System (EMS), preferably certified to ISO14001 or another internationally recognized standard. Regular audits are part of this.

Comply with all relevant environmental laws and regulations and make ongoing improvements in environmental performance

This includes monitoring and reducing negative impacts, with targets for improvement. You should have procedures in place to prevent environmental incidents and minimise the consequences if one occurs.

Manage and reduce CO₂ emissions as far as possible

At ArcelorMittal, we are committed to significantly reduce our carbon footprint. This target will be met by a combination of process improvements and actions to increase energy efficiency. Our suppliers should develop plans to reduce and manage their CO₂ emissions also.

Make more efficient use of natural resources, energy and land

Our suppliers will need to demonstrate that they are making the most efficient use of resources like water and energy and actively minimising how much waste they produce. Opportunities for an active re-use and recycling programme should be considered.

Develop more environmentally efficient production methods

This could mean using local raw materials or alternative production methods. If toxic materials cannot be avoided, they should be handled in the most appropriate way. We also expect raw materials suppliers to follow best practice guidelines in implementing mine closures and dealing with waste and tailings.

Develop more environmentally friendly products

This covers the whole life cycle of the product in question, from production to final disposal and recycling.

Involve employees in improving environmental performance

This is partly about empowering employees and contractors to make suggestions about improvements and partly about ensuring that they have the skills and training they need to implement the environmental policy effectively.

Communicate openly

A wide range of stakeholders can be affected by a supplier's environmental performance. We will look for evidence of open communication, genuine dialogue, and active reporting

Summary For Buyers

Why is this guide relevant for you?

As a buyer, you already play a crucial role in making the Responsible Sourcing Programme a reality. We need our buyers to be committed to the objectives of this programme, and this guide will help you put these principles into practice in your day-to-day work.

What do you need to do as a buyer?

- Distribute the Code to all your suppliers when required
- Ask all your suppliers to sign up to the Code and commit to meeting its requirements. Ensure that a link to the Code is present in all contractual documents issued.
- Ensure Responsible Sourcing is integrated throughout the whole procurement process, starting with the sourcing strategy and the Request for Proposal.
- Share good ideas and best practices with your suppliers, and with your Responsible Sourcing Champion.
- Look for opportunities that can help ArcelorMittal meet its Responsible Sourcing objectives.
- Promote ArcelorMittal's commitments to the ResponsibleSteel™ standard, the steel industry's first global multi-stakeholder standard and certification initiative.

Where do you go for more help?

Contact the Responsible Sourcing team for further support: responsible.sourcing@arcelormittal.com

For Suppliers

Why is this guide relevant to you?

This guide provides basic information about the requirements of our Code for Responsible Sourcing which is relevant for all suppliers, and which they are expected to meet.

We know some of our suppliers may already meet or exceed the requirements set out in the Code for Responsible Sourcing. We very much hope that these suppliers will promote the principles of the Code within their own supply chains, and share their learning and best practices with us.

What do you need to do as a supplier?

- Read the Code and sign the acknowledgement that you commit to meet its requirements either through the qualification process, random requests, evaluation process or through contractual documents.
- Ensure that your company can meet the requirements, and take the necessary steps to close any gaps.
- Talk to your ArcelorMittal buyer about the action you are taking, and ask for help if you need it.
- Complete any self-assessment questionnaires you are sent before qualification, or during the supplier evaluation process, giving evidence to back up your replies when requested.
- Look for ways to continuously improve your performance in the future.
- Share good ideas and learning points with your ArcelorMittal buyer, so we can share best practice more widely.
- Promote the principles of the Code for Responsible Sourcing in your own supply chain.
- For raw material suppliers, please consider our view and knowledge about independent certification schemes and how to achieve the standards.

Where do you go for more help?

Contact your ArcelorMittal buyer in the first instance. In addition, there is a Group level email address for general queries which is responsible.sourcing@arcelormittal.com

Further information

ArcelorMittal policies

<https://corporate.arcelormittal.com/investors/corporate-governance/compliance-and-policies>

[ArcelorMittal Code for Responsible Sourcing](#)

<https://corporate-media.arcelormittal.com/media/zbwo3efr/210308-code-for-responsible-sourcing-gb-2021-final.pdf>

[ArcelorMittal Code for Responsible Sourcing - Translations](#)

<https://corporate.arcelormittal.com/corporate-library/reporting-hub?type=Global%20procurement%20and%20sourcing>

United Nations Global Compact

www.unglobalcompact.org

Business and Human Rights Resource Centre

www.business-humanrights.org

International Labour Office

www.ilo.org

Social Accountability International, SA8000

www.sa-intl.org

Voluntary Principles on Security and Human Rights

www.voluntaryprinciples.org

Extractive Industries Transparency Initiative (EITI)

www.eitransparency.org

Global Social Compliance Network

www.gscpnet.com