

Human Rights Policy



ArcelorMittal

ArcelorMittal (the 'Company') is committed to respecting all internationally recognized human rights, including, but not limited to, those covered under the United Nations ('UN') Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, Political Rights and the International Covenant on Economic, Social and Cultural Rights, the International Labour Organization's Declaration ('ILO') on Fundamental rights at work and other relevant Conventions, the Voluntary Principles on Security and Human Rights ('VPSHR') and international humanitarian law, where applicable. ArcelorMittal is committed to proactively acting to avoid causing or contributing to adverse human rights impacts, ensuring we are not complicit in their violations by implementing ongoing processes that aim to prevent, avoid, mitigate, and remedy human rights impacts we could impose on our employees, contractors, workers within our value chain, members of communities where we operate, and any other people whose human rights may be adversely impacted by our activities.

The Company is committed to implementing good practice approaches by respecting the UN Guiding Principles on Business and Human Rights ('UNGP's'), the Organisation for Economic Co-operation and Development ('OECD') Guidelines for Multinational Enterprises, the International Financial Corporation (IFC) Performance Standards, and other relevant voluntary conventions and Standards applicable to our operations.

To meet this commitment ArcelorMittal will:

- Comply with the rule of law, respecting regulations and agreements in the jurisdiction in which we operate.
- Implement an ongoing human rights due diligence process, actively seeking to identify and assess actual and potential human rights risks and adverse impacts in our own operations and communities, and those of our value chains and investments.
- Ensure human rights risks and impacts are integrated into our Company across all relevant functions and processes including risk management, keeping them updated periodically.
- Provide access to appropriate remedy when non-compliance has been identified. We will engage in, seek to provide for, cooperate with business partners in, or promote processes enabling an appropriate remedy collaborating to judicial or other non-judicial legitimate processes as needed.
- Promote a safe and healthy working environment and positive safety culture. Our commitment is to work towards a goal of zero accidents, injuries, and the general well-being in the workplace.
- Ensure fair, supportive, inclusive, and equal treatment of all employees, promoting an environment where people with diverse experiences and perspectives can develop and fulfil their potential, free from abuse, harassment, violence, and discrimination in respect of employment and occupation.
- Respect and uphold workers' and contractors' right to freedom of association and the right to collective bargaining.
- Comply with all laws regarding conditions of employment including basic and over-time working hours and will abide by agreements negotiated with our employee representatives. The Company will pay competitive wages based on local market assessments, at, or above the minimum living wage.
- Collaborate and establish adequate measures to eradicate all forms of modern slavery. We do not tolerate child labour, any form of forced, compulsory, or bonded labour, human trafficking, or any other form of modern slavery within our own operations, value chains, or investments.



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- Avoid involuntary resettlement where possible. In situations where it is unavoidable, we commit to comply with the national governments or regional authorities' guidelines on resettlement and rehabilitation and act in line with international human rights norms on this subject including the IFC Performance Standard.
- Respect the rights of indigenous people, their history, culture, connection to the land, and traditional livelihoods. We are committed to consult and cooperate with indigenous people based on good faith negotiation to obtain free, prior, and informed consent (FPIC). We seek to reach and will uphold, formalised agreements with Indigenous Peoples who inhabit, maintain an interest in, or connection to the land and other natural resources on which we operate.
- Respect access to water, recognizing it as a fundamental human right. We will implement practices to drive sustainable and responsible water management at our operations. Additionally, where our operations might impact on workers' and communities' access to sufficient, safe, acceptable, affordable, and physically accessible water, we will collaborate on defining mechanisms to ensure access.
- Respect the VPSHR to promote the provision of proportional security arrangements for our operations in a manner that is consistent with national laws and relevant international standards and guidelines.
- Respect the rule of law and do not tolerate bribery or corruption in any form or the financing of conflict either directly or through our value chain.
- Implement a strategy to ensure that the company's business model is compatible with the transition to a sustainable economy in line with the Paris Agreement and the right to a clean, healthy, and sustainable environment (i.e., net zero carbon emissions by 2050, economic growth decoupled from resource use, and no person or place left behind).
- Recognize social dialogue, stakeholder engagement, and collaboration as foundational principles of the Company's approach to support the advancement of human rights and a just transition for workers, and communities across its value chain., paying special attention to the rights of vulnerable groups, including children.
- Implement effective grievance mechanisms in our operations and assess their effectiveness on a regular basis. Additionally, the Company is committed to operating a global grievance mechanism for any stakeholder to share information on actual and potential human rights risks in a confidential or anonymous manner for recording, classification, and investigation with a commitment that users of the system will not be disadvantaged or retaliated against by filing a report.
- Work collaboratively with relevant authorities in relation to any allegations of human rights infractions at our operations or along our supply chains. We will not tolerate nor contribute to threats, intimidation, violence, surveillance, and attacks (both physical and legal) against human rights defenders in relation to our operations. We commit to collaborating with human rights defenders to enable engagement in respecting human rights.
- Ensure the Company has appropriate competence to manage human rights through a combination of training and seeking specialist expertise where appropriate.
- Report on human rights performance to the Board Sustainability Committee and disclose information to relevant stakeholders in its annual report or other disclosures as required in accordance with stakeholders' expectations and national legal requirements.

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