

Health and Safety Policy



At ArcelorMittal Belgium, we strive to ensure that everyone returns home healthy and safe every day. This requires conviction, commitment, and hard work at all levels of the organisation and goes far beyond mere legal compliance.

We commit to the following principles to guide our decisions and actions:

1. All injuries and work-related illnesses can and must be prevented.
2. Our management is responsible for health and safety performance.
3. Employee involvement and training are essential.
4. Working safely is a condition of employment.
5. Health and safety must be integrated into all business management processes.
6. Excellence in health and safety leads to excellent business results.

To achieve this, we will:

- Provide all employees with free and effective training to work and lead safely, raising awareness of potential hazards and teaching them to assess and control risks.
- Require our leaders to be visible health and safety champions, consistently setting high standards, ensuring the presence and effectiveness of controls, carry out high-quality interactions on the shop floor, and addressing health and safety implications in all decisions.
- Promote a caring, supportive, and encouraging workplace culture.
- Actively involve internal employees and external contractors in all aspects of health and safety management.
- Systematically conduct task risk analyses of repetitive work in production and maintenance to continuously improve work instructions with necessary measures to prevent accidents.

- Ensure that all employees – both internal and contractors – take action when they believe conditions are unsafe or life-saving golden rules are not being followed. This also means: daring to stop work ("observe and act").
- Report all high-risk incidents and situations, investigate them, analyse trends, and apply lessons learned.
- Focus on correcting organisational causes of serious injuries and fatalities (SIFs).
- Establish primary and secondary parameters and objectives for our management to improve health and safety performance.
- Encourage continuous improvement through an effective health and safety management system (including our fatality prevention standards) and the sharing of best practices.
- Select and monitor contractors based on their health and safety performance and programs.
- Ensure inherently safe workplaces and installations, keeping them clean, tidy, and in good condition.
- Protect health and improve the well-being of employees and local communities. Fully comply with all legal and other applicable requirements.
- Ensure the effectiveness of this policy through a combination of self-assessment, internal group audits, and external audits.

This policy applies to all activities of ArcelorMittal Belgium (including joint ventures where we hold a majority stake or operational control) and applies to all employees of ArcelorMittal Belgium and contractor employees performing work on ArcelorMittal Belgium sites. In cases where there are differences between local legislation and ArcelorMittal Belgium's own health and safety requirements, the stricter requirements will always be followed.



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