

# Social Charter

1 April 2025

**The purpose of the Social Charter is to recall a certain number of principles defined by Belgian legislation, principles in respect of which the Management Committee of ArcelorMittal Belgium wishes to confirm that no exception can be tolerated.**

The principles referred to in particular are as follows:

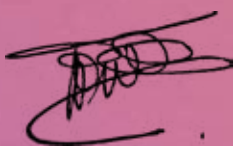
- Prohibition of child labour
- Prohibition of forced or compulsory labour
- Prohibition of discrimination on any grounds whatsoever
- Implementation of equal remuneration systems regardless of the gender or origin of employees
- Prohibition of a remuneration system that does not respect the legal minimum wage
- Prohibition of threats or disciplinary sanctions that undermine the dignity of employees
- Implementation of legal principles regarding rest periods between shifts and, more generally, respect for working hours

- Guaranteed freedom of association, including the right to form or join organisations of their choice and to bargain collectively, without interference, opposition, discrimination, reprisals or harassment
- Guaranteed respect for human rights
- Guarantee that applicable security rules respect human rights and civil liberties

By signing this Charter, each member of the Management Committee undertakes to understand and to play an active role in implementing this Charter and all the legal principles applicable in social matters.



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CEO ArcelorMittal Belgium



**Frederik Engels,**  
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