



ArcelorMittal

Respecting Human Rights

An update on ArcelorMittal's Human Rights Programme July 2011

At ArcelorMittal we are committed to respecting all human rights. Since the launch of the ArcelorMittal Human Rights policy in August 2010, we have devised a programme to raise awareness and support the implementation of our Human Rights Policy across our business and our supply chain. This update provides an overview of our progress so far and how these activities are aligned to the Guiding Principles on Business and Human Rights that were endorsed by the United Nations Human Rights Council in June 2011.

ArcelorMittal's context for human rights:

ArcelorMittal is the world's leading metals and mining company, with over 270,000 employees in more than 60 countries. Of these employees, over 30% are working in emerging markets such as South America, Asia and Africa.

In 2010, emerging markets accounted for approximately 36% of our steel shipments.

Approximately 85% of our employees are covered by collective bargaining agreements.



Business and Human Rights Forum in Liberia in August, 2010. This Forum is chaired by ArcelorMittal.

Commitment to respect human rights – Setting the tone

“The ArcelorMittal Human Rights Policy sets out our commitment to respect human rights and provides a useful guideline for how we operate our everyday business.”

Gonzalo Urquijo, GMB member responsible for Corporate Responsibility

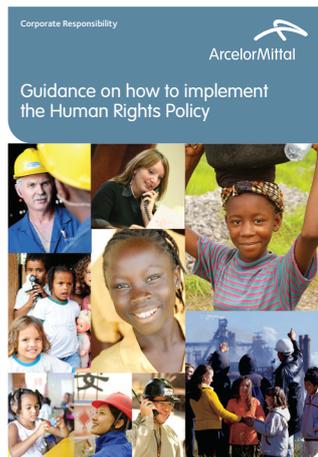
ArcelorMittal launched its Human Rights Programme in the summer of 2010, starting with publishing its stand-alone Human Rights Policy.

The Policy was developed in consultation with non-governmental organisations, Human Rights experts and investors. This valuable feedback resulted in a Policy that addresses more specific the challenges we face, thus includes explicit references to the provision of commensurate compensation and access to land and water.

The Policy was approved and communicated to all members of staff by the Group Management Board, and our CEO and Chairman, Lakshmi N. Mittal.



Engaging in human rights due diligence – Walking the talk



ArcelorMittal's Human Rights Policy articulates our respect for all human rights, focussing on the areas that have been identified as priorities for our industry. Health and safety and labour rights are important issues for us. We engage regularly with Trade Unions and employee representatives to understand issues and concerns, and work together to manage any potential impacts.

A governance framework has been set up to make sure we can effectively implement the Policy and also deal with any potential

human rights violations. During 2011-2012, we will further strengthen our local grievance mechanisms.

In 2011, our main focus has been on raising the awareness of all employees to what their human rights are, and how they are expected to behave. ArcelorMittal's Human Rights Policy is currently available in the 17 most commonly spoken languages of the Group, and has been communicated to all employees.

All employees are required to complete human rights training by the end of 2011. Specific online training has been developed for office based workers and face-to-face training materials for shopfloor workers. Face-to-face training is being provided to management in a number of countries. This training has already been completed in Brazil, India, South Africa, China and Kazakhstan.

In addition to formal training, a guidance manual has been published that provides background to each of the areas of our Human Rights Policy, and potential dilemmas our employees may face in daily business operations.

To bring this into context for our workers, we have started an ongoing communications campaign. This includes videos, posters and news articles that highlight human rights in the workplace.

Human rights are important to us – The inside story

We asked colleagues across our Company why human rights are important to them and their work. Here is what they told us:

"Every human being deserves a clean environment, and to feel safe at home, at work, and in their community." Peter, High Voltage Maintenance, ArcelorMittal Hamilton Dofasco, Canada.

"Human rights means that everybody is on a level playing field. Being young, old, male or female should not play a role when evaluating performance." Jaroslav, Heavy Section Mill, ArcelorMittal Ostrava, Czech Republic.

"Human rights is about respect for personal dignity from management, and treating each other with dignity and respect." Anna, Mechanical and Physical Testing, ArcelorMittal Kryviy Rih, Ukraine.

"A good work/ life balance is critical to avoid stress and support human rights in the workplace." Patrick, ArcelorMittal Montataire, France.

Raising the bar – Helping to shape the debate

We are active members of the United Nations Global Compact group on Responsible Business and Investment in Conflict-Affected and High-Risk Areas, and have contributed to its publication "Doing business while advancing peace and development". In addition, we are drawing on the Voluntary Principles on Security and Human Rights framework for an assessment we have completed for our operations in Liberia.



In May 2011, we hosted a dinner to debate the role of business and the state with respect to Human Rights. Over 20 officials of the European Commission, EU Member State representatives, Members of European Parliament, and representatives from other businesses and of CSR Europe participated in the discussion.

Presentations on ArcelorMittal's approach to human rights have also been given at CSR Europe's General Assembly in Belgium as well as at a United Nations Global Compact event in Germany.

What's next?

We have undertaken a programme of work in the following areas and will continue with these in 2011:

- Responsible Sourcing Programme: This asks our suppliers to meet the requirements our Human Rights Policy, as well as Health and Safety, Code of Business Conduct and Environment Policy
- Grievance mechanisms: A good practice guide on how to address local grievances, based on internal and external best practice, will be published in the second half of 2011
- Human Rights Impact Assessments: Assessments have started in some of our countries, for example Kazakhstan and Brazil.

ArcelorMittal is the world's leading integrated steel and mining company, with presence in more than 60 countries.

ArcelorMittal is the leader in all major global steel markets, including automotive, construction, household appliances and packaging, with leading R&D and technology, as well as sizeable captive supplies of raw materials and outstanding distribution networks. With an industrial presence in over 20 countries spanning four continents, the Company covers all of the key steel markets, from emerging to mature.

Through its core values of sustainability, quality and leadership, ArcelorMittal commits to operating in a responsible way with respect to the health, safety and well-being of its employees, contractors and the communities in which it operates. It is also committed to the sustainable management of the environment. It takes a leading role in the industry's efforts to develop breakthrough steelmaking technologies and is actively researching and developing steel-based technologies and solutions that contribute to combat climate change.