



# ArcelorMittal

## The Arcelor ethics code

### **Adhering to laws and regulations**

We will always adhere to the applicable, international, national and regional laws and regulations when conducting our business.

### **Health and safety**

We will create a safe and healthy working environment. Safety will be the highest priority in all our corporate decisions and we will make no compromises in this area.

### **Equal opportunity**

We guarantee equal opportunities and fair treatment for all our employees. We will not tolerate any kind of discrimination or harassment.

### **Environmental protection**

We will endeavour to be as kind as possible to the environment in our business activities and ensure that, wherever we are active, the effects of our business on the environment are as small as possible.

### **Fairness in business relationships**

Relations with our customers and suppliers and relationships with our competitors are based on the principles of fairness and sincerity.

### **Conflicts of interest and integrity**

We will avoid any situation that could lead to a conflict between private interests and the interests of the group. This applies particularly to financial interests, activities outside the Arcelor Group, family relationships and accepting presents or invitations, or distributing presents and issuing invitations.

### **Shareholders and the stock market**

We will protect the rights of shareholders. We will not trade, directly or indirectly, with shares of Arcelor Group companies quoted on the stock exchange, on the basis of information that is not publicly accessible.

### **Confidentiality of information**

We will not disclose any confidential information on the group or its business activities. Only authorised employees may answer enquiries from the press or other institutions. We will apply the basic principles of openness, honesty and a sense of responsibility. All publicised information will be correct and complete and comply with the generally recognized accounting principles.

### **Maintaining company ownership**

We will deal with the group's assets properly and circumspectly and avoid any type of waste or misuse. We will only use them for purposes that are in direct reference to the business activity of the group.

### **Business documents**

We will produce and store all necessary business documents.