



Statement of the Workers' Group of the ArcelorMittal Joint Global Health and Safety Committee

We, the workforce and trade union representatives of the Joint Global Health and Safety Committee at ArcelorMittal and the trade union organizations who signed the "*Agreement on minimum requirements for Plant level Joint H&S Committees*" with ArcelorMittal, remain increasingly concerned about the growing number of fatalities at several ArcelorMittal operational sites.

ArcelorMittal claims to be a responsible employer who respects workers' lives and rights, however, latest developments in the group prove this statement to be false.

We are outraged by the failures of ArcelorMittal's health and safety policy and conduct:

Since the beginning of the COVID-19 pandemic, not one single meeting of the joint health and safety committee has taken place, despite several requests from our side and repeated promises from management to call the group together.

We stress that:

- This global health pandemic requires **joint efforts** to protect the health of the workers at ArcelorMittal sites;
- The extremely worrying **escalation of fatalities** at ArcelorMittal sites requires immediate joint action;
- Trade unions at various sites have consistently raised concerns about the **lack of investment in site maintenance and health and safety** at local level.

ArcelorMittal has failed in its health and safety policy and conduct in a number of ways:

- The growing number of fatalities are extremely worrying, and management must answer for these and engage in dialogue with workers' representatives to prevent these tragedies from happening in the future. Between mid-November 2020 and mid-March 2021 alone, **11 workers were killed at work in ArcelorMittal operations**. These fatalities happened in **Kazakhstan (4), South Africa (3), Spain (2), Poland (1) and Ukraine (1)**. In some cases, these accidents did not lead to proper investigations and remediation plans.
- It is particularly concerning that long-lasting complaints about the **lack of respect for safety rules at sites in South Africa** have been made by trade unions, and yet there have still been recent fatalities. This is unacceptable and a full investigation is needed.
- Despite the desperate health and safety situation in the company, the management decided not to continue to employ a **Global Health and Safety Director**.
- Finally, even a **joint letter from the signatories** (USW, IndustriALL Global Union and industriAll European Trade Union) dated 09 March 2021, demanding an emergency meeting of the Joint Health and Safety Committee remains unanswered.



We, the signatories of the Agreement and workers' representatives of the Global Joint Health and Safety Committee, therefore demand:

- That the company immediately convenes a **meeting of the Joint Global Health and Safety Committee**;
- That management immediately enters into negotiations to renew and improve the existing **“Agreement on minimum requirements for Plant level Joint H&S Committees”** and the **“Terms of Reference for a Global OHS committee in ArcelorMittal”** which have proven to be dysfunctional;
- That the company immediately recruits a **Global Health and Safety Director**, this person must be approved by the signatories of the Agreement as this position requires trust from both sides;
- That management fully engage in a **joint health and safety policy**, namely by:
 - Respecting all ILO Health and Safety related conventions and jurisprudence;
 - Establishing joint health and safety committees to tackle:
 - All health and safety related measures;
 - The measures relating to the COVID-19 pandemic;
 - Future health and safety risks;
 - The development and regular monitoring of joint rules on health and safety;
 - The joint investigation of the latest fatalities with recommendations and actions to be agreed between the management and trade union organizations.

25th March 2021