



## **Declaration of IndustriALL Global Union's ArcelorMittal Global Union Network Virtual Meeting**

6<sup>th</sup> – 7<sup>th</sup> September 2022

We, more than seventy union leaders from trade unions with a presence in the world's leading steel and mining company, ArcelorMittal, in 20 countries met on 6<sup>th</sup> and 7<sup>th</sup> September 2022 to assess developments in the group since our last meeting in 2021. Tens of thousands of our members work at the company's major mines, steelmaking and steel processing facilities across Africa, Europe –including the CIS countries- and the Americas.

At our last meeting, we commended ArcelorMittal management for working in good faith with our global union network, referring to specific instances, such as Ukraine, South Africa, the EWC and others.

In the meantime, the need for “green” steel and to reduce greenhouse gas emissions changes our working environment. This and other issues have to be addressed with the affected trade unions through consultation and social dialogue at all levels. Global overcapacity is a serious threat to the steel industry with devastating effect on steelworkers and steelmaking communities. This is overwhelmingly caused by Chinese state-owned and controlled enterprises dumping millions of tons of steel onto global markets, accompanied by institutional disregard for workers' rights. We urge ArcelorMittal management take into account this sensitive issue in its investment plans.

After the COVID-19 pandemic has affected the steel and mining industries, and the world economy is going through an unprecedented economic crisis, affecting mostly workers and their families, we now face an increase in energy prices and a decrease in steel demand following the brutal war that was started by Russian President Putin against Ukraine. We therefore call upon the company to help workers and their families also financially to mitigate the consequences of this double crisis.

This demand is more than legitimate, in light of the group's historical strong results for the year 2021 and the first half of 2022. Now is the time to increase the salaries of all employees (above inflation). Also, to do the necessary investments in the future. Generally spoken, in the light of the strong revenues of the group, we demand that the company meets its responsibility to provide for sufficient wages for its entire workforce all around the globe, who are hit by high prices for energy and food. We expect fair and open negotiations for local, regional or national collective agreements. We do expect that the group management not only take shareholders and their wishes into account when it comes to plan for distribution of group revenues but meets its own social commitments.

We believe strengthening our global dialogue with ArcelorMittal has never been as important as now. Today, decisions of the company management affect the jobs, working conditions, wages and health and safety of



our members and their families. Hence, we insist that ArcelorMittal provide better information and engage in consultation with their entire workforce and their unions, especially on cross-border issues and structural changes that is taking place and may take place in the company in the future. The best way to achieve this is through open discussion, information, consultation and negotiation as establishments of genuine social dialogue.

We take note and recognize the company's efforts to ensure the health, safety and well-being of our members working at the company operations, especially during this COVID-19 crisis. However, tackling COVID-19, along with others, without the involvement of our members and unions is neither effective nor sustainable. The workers know best what is needed at their workplaces and can contribute to their own protection and safety better than anyone else.

We therefore demand and offer better cooperation between management and trade unions through improving and strengthening the functioning of the ArcelorMittal Joint Global Health and Safety Committee, which was formed under a global agreement reached between the signatory unions and management in 2007. We invite the global management of ArcelorMittal to genuinely honour this agreement by taking concrete, efficient and visible steps and to formalize an institutionalized social dialogue at global level on a broader array of issues.

In this spirit, the ArcelorMittal Global Union Network, with coordination by IndustriALL Global Union, reiterates its strong demand to negotiate with ArcelorMittal's global management for a Global Framework Agreement that includes the company support for a global union committee with proper information, consultation and monitoring means that include mechanisms regarding its implementation over cross-country issues, not only about the health and safety issues, but also and especially about the group's strategies on the global location of its facilities and about what kind of products Arcelor Mittal is going to develop for the future Global Steel Market.

Taken on September 7<sup>th</sup>, 2022