

Company Policy

ArcelorMittal Hamburg, a modern company within the ArcelorMittal Group, has many years of expertise in electrical steel production - for more than 50 years. The Hamburg site produces high-quality long steel products for automotive and industrial applications. With the following goals, we support the ArcelorMittal strategy for sustainable development and promote social interaction:

No accidents and no adverse effects on health

Ongoing personnel development and qualification

Customer proximity and high customer satisfaction

Protecting the environment and climate-neutral steel production

Open communication in all areas

Sustainable steel production, flawless products and optimum efficiency thanks to continuous process improvement

We are convinced that every accident, every work-related illness and every product defect is fundamentally avoidable. Health and safety are our top priority. We support the health-conscious behavior of our employees.

We are committed to the efficient use of resources, especially water, to the sustainable protection of the environment and to minimizing our own environmental impact through emissions of noise, vibrations, waste water, air pollutants and waste. We take external environmental impacts into account in design and procurement. We prohibit the dumping of our (production) waste and residual materials into water bodies and aquatic habitats. We are committed to reducing energy consumption and aim to continuously increase the energy efficiency of our facilities. We respect protected areas and actively preserve and increase biodiversity. We are firmly opposed to activities that pursue, advocate or bring about the downgrading, degradation or reduction of protected areas and do not support such projects under any circumstances. ArcelorMittal has set itself the goal of reducing CO₂ emissions by 35 percent in Europe by 2030 and achieving climate-neutral production worldwide by 2050.

Motivated and satisfied employees with the appropriate professional and social skills are a key success factor for our company. Safety and health, quality, environmental protection, energy awareness, communication, social skills and training are therefore an integral part of their work.

We consult and involve our employees and support their autonomous actions. We ensure the right to decent work, safe, healthy and fair working conditions, equal pay for equal work and appropriate remuneration, which we naturally pay in accordance with the applicable pay scale. We promote the reconciliation of work and family life through family-friendly conditions and develop prospects for our junior staff.

We build long-term and trusting relationships with our employees, business partners, neighbors, authorities and the public through open and transparent communication. We practice regional commitment and work actively with the local community.

To safeguard the site, we are constantly working to increase the efficiency of our processes. This includes increasing the availability and performance of the systems, eliminating bottlenecks and optimizing the capacity utilization of the systems.

To ensure a high level of customer satisfaction, we offer modern and sustainable products of high quality. We guarantee customer proximity and flexibility as well as on-time and order-compliant deliveries. We expect our suppliers to contribute to the achievement of our corporate goals.

Our processes, their results, the integrity of our IT systems, occupational health and safety, environmental performance and energy consumption are continuously monitored, analyzed, evaluated and improved. We regard compliance with existing regulations and laws and the Group's compliance guidelines as a matter of course. Our integrated management system for occupational health and safety, health protection, the environment, energy, quality and information security will also ensure a continuous improvement process in our company and at our partner companies in the future.

In consultation with the Works Council, the management undertakes to regularly review the implementation of the company policy and the resulting objectives as well as the effectiveness of the management system, to promote the continuous improvement process and thereby support all employees in their work. We would like to expressly point out that the local corporate policy of the Hamburg site is of course in line with the individual guidelines of our Group.

Executive Board, Management and Workers Council AM Hamburg