

SECURITY POLICY AND OCCUPATIONAL HEALTH AND SAFETY

Our duty, which concerns the health and safety of all our employees in and out of production, as well as all persons entering the premises of ArcelorMittal Gonvarri Nitra s.r.o., is a clear direction towards meeting our goal of 0 injuries.

To achieve this, the following guiding principles need to be borne in mind:

- 1) All injuries and work activities that lead to occupational diseases must be prevented.
- 2) Management is responsible for the level of health and safety and for creating the conditions for participation and consultation of workers and workers' representatives in all OSH issues.
- 3) Communication, commitment and training of all employees are key elements of success in occupational health and safety issues.
- 4) Everyone is responsible for the prevention of occupational injuries and diseases.
- 5) Health and safety performance is positively influenced by the results achieved.
- 6) Health and safety must be integrated into all management processes.
- 7) It is essential to apply product care in order to prevent negative health and environmental consequences.
- 8) Each employee is required to refuse unsafe work, or to prevent his/her co-worker from doing so, and to immediately address such situations with his/her supervisor so that all risks are eliminated.

We will actively participate in achieving the goal of "no accident, no injury".

That's why we are committed to develop continuous improvement on the following matters:

- 1) Identify, evaluate and eliminate health and safety risks to ensure that these risks are managed,
- 2) Establish an effective methodology for the prevention of all injuries and illnesses.
- 3) Establish a positive culture in this area with clearly defined powers and responsibilities.
- 4) Provide everyone with effective training to be able to work safely.
- 5) Investigate all accidents and injuries to prevent recurrence.
- 6) Create conditions for work activities to be stopped if they are unsafe.
- 7) Set quantitative targets and monitor the trend regularly through reports and audits and to ensure the continuous improvement of the occupational health and safety system.
- 8) Fully comply with / exceed legal requirements and other requirements wherever we operate in the world.
- 9) Update and test security procedures.

The success of this policy requires the involvement and commitment of everyone who works with and for us.

Elaborated: Mgr Jozef Čegič

Occupational Health and Safety Manager



ENVIRONMENTAL POLICY

ArcelorMittal Gonvarri Nitra s.o. is a company engaged in the cutting of flat rolled plates in coils into sheets and sheets and their timely delivery to our customers. It is constantly striving to expand and improve its service offering, thus ensuring quality, competitiveness and profitability with respect for the environment.

The company's management has adopted an environmental policy in which it subscribes to these commitments:

- 1) Apply the principles of environmental protection and continuous improvement of environmental behaviour in all company activities.
- 2) To continuously reduce waste, energy consumption and packaging material placed on the market, and to focus with customers and suppliers on recycling wooden pallets as much as possible.
- 3) Comply with obligations arising from legal and other requirements, as well as from voluntary goals and commitments to create and protect the environment.
- 4) To plan and provide the necessary resources to ensure environmental management system activities.
- 5) Raise the environmental awareness of all employees and lead them to environmental responsibility.
- 6) Positively influence contractors in the prevention of adverse environmental situations.
- 7) Communicate with the public and government authorities on environmental issues.

The responsibility for enforcing these principles rests with the management of the company, while each employee is responsible for his or her own compliance with these principles in the course of his or her work. This environmental policy has been developed into objectives in line with the identified significant environmental aspects.

Elaborated: Dusan Sabik

Quality Manager



QUALITY MANAGEMENT POLICY

Our commitment

ArcelorMittal Gonvarri Nitra s.r.o. operates on the market as a full-fledged joint venture of two major global companies - ArcelorMittal SSC and Grupo Gonvarri with the aim of meeting the needs of customers in Central and Eastern Europe. The company's priority is to service clients in both the automotive and general industries in the supply of cut-to-size sheet metal to meet their needs in a quality and timely manner.

Thanks to the know-how of both parent companies, a clear and comprehensible system, management support, and the involvement of all employees, production, logistics and customer processes are optimised.

The approach to quality is a key element in management, communication and in any manufacturing operation, with safety and employee and customer satisfaction being the main attributes.

Our policy

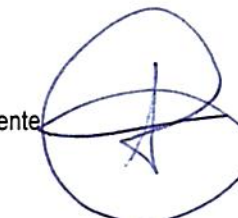
- Quality of product, quality of service, quality of environment, quality of communication and management are the basic pillars of ArcelorMittal Gonvarri Nitra s.r.o.
- Use and implementation of modern IT systems and solutions, support of digitalization to serve the improvement of all processes.
- Regular measurement, monitoring and evaluation of the achievement of objectives and management outcomes using modern methods.
- Implementation and optimization of efficient and sustainable production processes.
- Focusing on customer needs and expectations.
- Maintaining cooperative relationships with our suppliers and service partners to ensure the best quality.
- Clear and understandable communication with employees and the provision of effective incentives to ensure their educational development.
- Managing the company using standard methods, setting a clear strategy with a focus on building sustainability.

The management of ArcelorMittal Gonvarri Nitra s.r.o. expects the Quality Department and the Quality Manager to ensure and support a comprehensive set of appropriate approaches and tools to improve our quality management system.

The management of ArcelorMittal Gonvarri Nitra s.r.o. is responsible for communicating and implementing the quality policy philosophy and is committed to ensuring that this quality management policy is known and that all our employees participate in its application in practice.

Approved: Agustin de la Fuente

Plant Manager



Date: 14. 06. 2021