

Додаток 2

до наказу по підприємству  
від 18.05.2026 № 392

## PJSC ARCELOR MITTAL KRYVYI RIH OCCUPATIONAL HEALTH AND SAFETY AND SAFETY CULTURE POLICY

OUR COMMITMENTS IN THE SPHERE OF OCCUPATIONAL HEALTH AND SAFETY  
AND SAFETY CULTURE ARE THE KEY COMPONENTS OF UNITED COMPANY'S  
STRATEGY "TRANSFORMING TOMORROW"

**The Policy is developed on the basis of current ArcelorMittal Health and Safety Policy and fair and honest safety culture standard and focuses on:**

- priority of employee's safety over business performance results;
- establishment of effective management methods to achieve minimal injuries and occupational diseases;
- creation of a desired culture for Felt Leadership in Safety, especially among managers;
- formation of employees' safe behavior;
- development of unified fair and honest safety culture.

**The policy is based on the principles that guide our decisions and actions:**

- all injuries and occupational diseases can and must be prevented;
- management is responsible for performing Occupational Health and Safety functions and for the state of Health and Safety;
- every employee shall be involved in creation of safe working conditions and trained in safe work practices;
- safe work is a condition of employment;
- everybody shall be informed about expectations, rewarding and consequences related to Health and Safety, as well as trained and involved in proactive work on Health and Safety;
- products quality shall be controlled to eliminate negative impact on human health and the environment;
- excellence in the sphere of Occupational Health and Safety contributes to achieving high business results;
- Occupational Health and Safety requirements shall be integrated into all Company's processes, as well as extended to all contractors;
- Fair and honest safety culture is an integral part of Health and Safety management system;
- Changing the behavior of the employees by means of recognition, motivation and encouragement.

**The administration of PJSC ArcelorMittal Kryvyi Rih in the sphere of Occupational Health and Safety and safety culture undertakes to:**

- comply with all legal, corporate and other applicable requirements and exceed them;
- identify all occupational hazards and assess risks to eliminate and reduce them, using Controls Hierarchy;
- continuously improve Safety Management System, management of the workplace environment and technological infrastructure using the best practices, extending the systems covering all production and management processes, ensure Best Practices exchange;
- set leading and lagging indicators and targets for management to improve Occupational Health and Safety performance;
- ensure high quality communication across the Company's business units and consider the potential impact on health and safety in all decisions;
- investigate causes of all incidents, accidents, fatalities, near misses, focusing on human factor (behavior models) and elimination of their root causes to prevent them from happening again, inform about them, analyze trends and apply the lessons learned;

- prevent accidents and minimize their consequences; establish rules of behavior in emergencies;
- establish the safety culture when the work will be stopped if employees consider it unsafe or the corporate “Life Saving Golden Rules” are not followed;
- provide safe workplaces and equipment, keep them clean, tidy and in proper condition;
- continuously monitor the state of Occupational Health and Safety and the achievement of planned goals, verify the effectiveness of this Policy through a combination of internal and external audits, check the availability and effectiveness of controls;
- select contractors and manage them based on their indicators and programs in the Occupational Health and Safety area;
- systematically organize regular free-of-charge education and training to improve the skills in health and safety implementing the principles of honest and fair safety culture;
- maintain an open dialogue and consultation with all stakeholders, publicly report on its activities;
- create safe working conditions at workplaces; promote a caring and friendly atmosphere in work teams;
- provide employees of the Company in full with personal protective equipment, overalls and special footwear;
- review and improve this Policy, if necessary, but at least once a year, informing of all employees and society;
- monitor the efficiency of implementation of the requirements in the sphere of Occupational Health and Safety and safety culture on a regular basis.

**Every employee and contractor in the sphere of Occupational Health and Safety and safety culture shall:**

- be trained in “Life Saving Golden Rules”
- comply with all requirements of regulatory and administrative documents and acts;
- actively contribute to the work and all areas of management in the sphere;
- demonstrate safe behavior by personal example.

**This Policy covers all employees of PJSC ArcelorMittal Kryvyi Rih, as well as the Contractors’ employees, performing works on the territory and on behalf of PJSC ArcelorMittal Kryvyi Rih.**

**In cases of deviations between the requirements of the current legislation of Ukraine and ArcelorMittal corporate requirements in the sphere of Occupational Health and Safety, PJSC ArcelorMittal Kryvyi Rih shall always use stricter requirements (unless they contradict the requirements of the current legislation of Ukraine).**

OUR TARGET IS TO WORK WITHOUT INJURIES AND ACCIDENTS  
OUR MOST IMPORTANT MAIN VALUE IS HEALTH AND SAFETY