



ArcelorMittal



Corporate Responsibility
Report 2012

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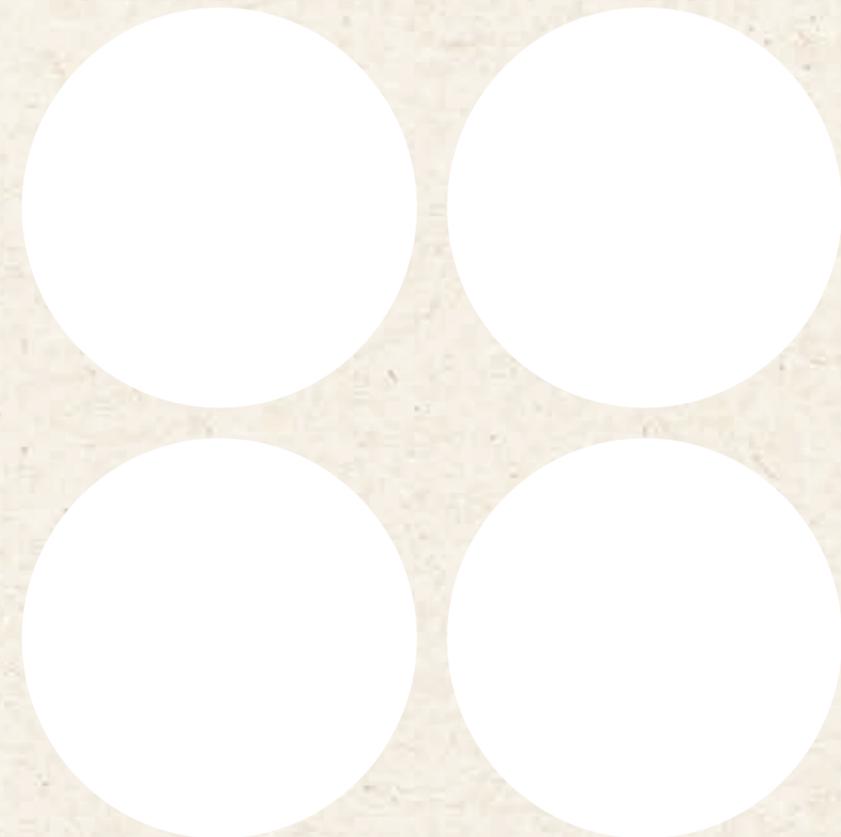
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Message from the Chairman of the Board

Dear Reader,

I am proud to present to you the third issue of the Corporate Responsibility Report of ArcelorMittal Poland.

Corporate responsibility is central to our global business strategy and it is reflected in local activities. Our reputation for responsible and ethical business practice is vital to our ability to operate successfully in different countries and cultures. Regardless of where in the world we do business, we focus on four areas: investing in our people; making steel more sustainable; enriching our communities and – a value that underpins the first three areas – transparent governance.

We believe steel has a vital part to play in securing a more sustainable future for us all. At ArcelorMittal we talk about steel being the fabric of modern life. Steel is everywhere, from the car you drive to the building you work in, to the washing machine you clean your clothes in to the coins in your pocket.

We perform many activities that arise out of concern for the local communities and we pay special attention to natural environment.

We are committed to reducing the environmental impact of our operations through research into new technologies and working with wider steel industry to promote best practices. Despite the difficult market conditions we continue many investments in technologies that help us protect the environment. In October 2012, we commissioned the



Our brand promise is
transforming
tomorrow



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We are committed to reducing the environmental impact of our operations through research into new technologies and working with wider steel industry to promote best practices. Despite the difficult market conditions we continue many investments in technologies that help us protect the environment. In October 2012, we commissioned the

coke gas cleaning installation at Kraków's coke plant. The project, worth PLN 100 m improved the facility's environmental footprint through reduction of energy consumption and decreasing the amount of waste produced. Also at the coke plant in Kraków, we started construction of biological waste water treatment with a capacity of 40 m³ per hour of process water. The installation meets the environmental requirements and the requirements of BAT (Best Available Techniques). These are just two examples of many of our investments. We are also strongly involved in discussions on environmental issues. For the seventh time we had the honour to invite all stakeholders to participate in the Environmental Forum hosted by ArcelorMittal Poland in Kraków. We want to be a good neighbour. It was for this reason that we hosted a meeting with the local community in Kraków. The objective was to inform its members about actions we undertake, as well as to listen to their needs. Meetings in other cities are planned for 2013.

Our contribution is not limited to economic development. People are at the centre of our interest – be it keeping them safe, promoting their wellbeing, or developing their talent.

Health and safety remain the key priority. We improved performance in 2012 with annual lost time injury frequency rate going down from 0.8 in 2011 to 0.7 in 2012 and we intend to maintain this trend, as well as continue our Journey to Zero. We also organized a conference on health and safety to exchange experiences, ideas and practical solutions for motivating employees to work safely. It was attended by experts from various industries and sectors of the economy. We

believe that sharing experiences and promoting best practices is one of the most efficient ways to improve safety. We do not forget about health by regularly organizing various actions and an annual health week, during which priority is given to promoting physical activity and healthy lifestyle among our employees and their families. Thanks to the project "You are not alone" our employees can also benefit from the support of various consultants including a psychologist, lawyer and financial advisor.

We want all our people to fulfil their full potential and seize every opportunity to develop themselves and their careers. In 2012, we continued "Manager's Academy" and "You've got talent" programmes, as well as succeeded in completing trainings dedicated to project management and training in finance non-finance professionals.

We observe with satisfaction the growing number of participants of "ZainSTALuj się" Educational Programme. The programme is a broad-based initiative to attract young engineers to the steelmaking business and make students aware of skills crucial not only from the perspective of our company and the steel sector, but also for the widely understood business world.

I am also very happy to point out that last year, following the recommendations of the Women's Council of ArcelorMittal Poland we launched the second company kindergarten designed for 100 children of our employees, this time in Krakow.

The policy of responsibility towards local communities constitutes a vital element of ArcelorMittal Poland's business strat-

egy. We continue to be sensitive to local issues and priorities, to engage with our communities in an open and transparent way, and to work in active partnership with local organisations. In 2012, our community investments, focusing on education, health and safety, environmental protection, amateur sports, culture, and arts, further strengthened our cooperation and relations with our stakeholders in Silesia, as well as in Małopolskie and Opolskie regions. Once again we supported the organisation of Juliada event in Kraków, i.e. monthly series of events and sport competitions for children and youth. Being aware of the fact that modern equipment is of great importance for diagnostics and treatment, we continue cooperation with medical centres. Last year we supported Oncology Centre – Maria Skłodowska Curie Institute in Gliwice by equipping it with new medical instruments facilitating surgeries and post-surgery treatment.

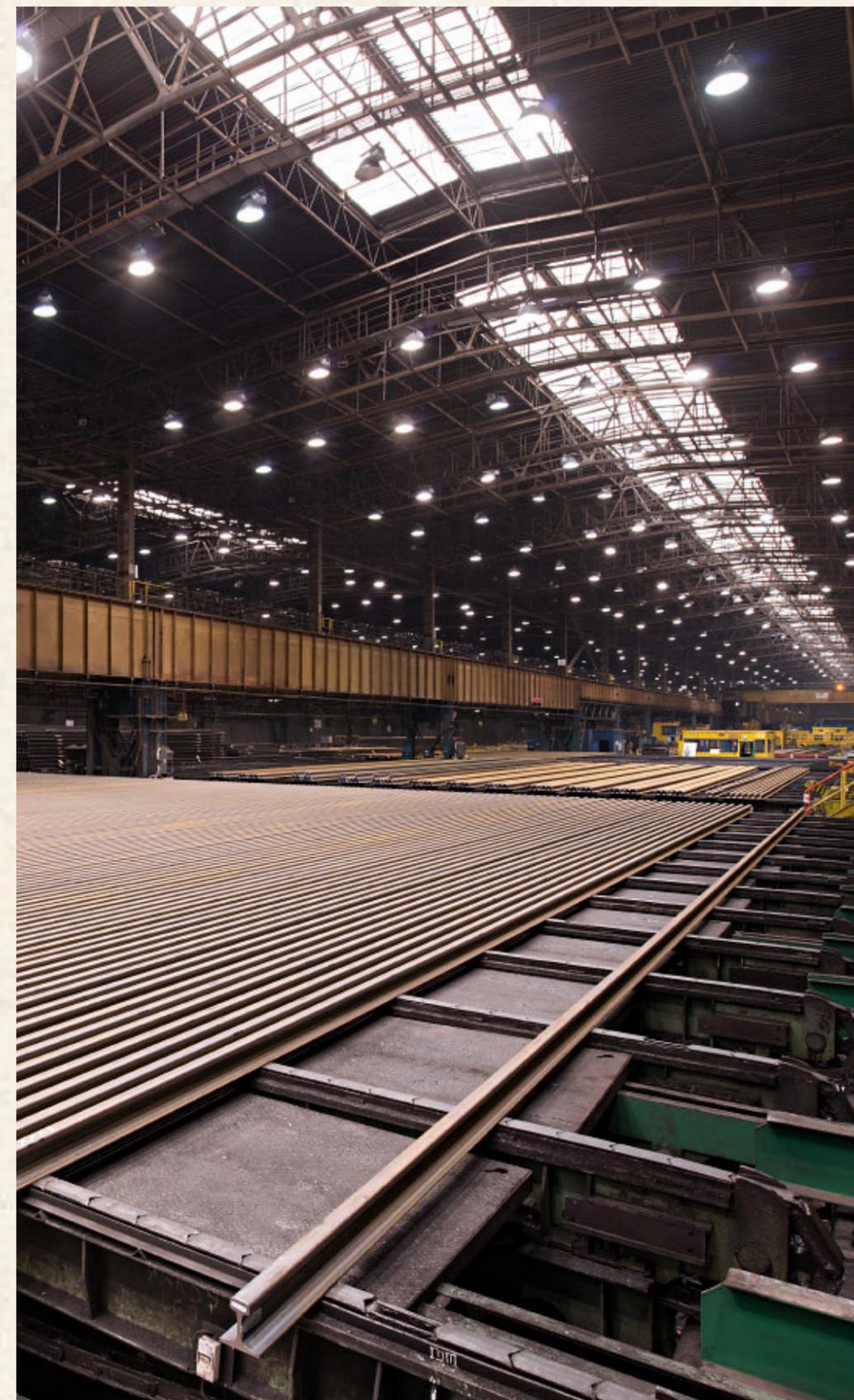
And last but not least, I have the privilege to inform you that 2012 brought us a number of awards, which show that our efforts aimed at "transforming tomorrow" are appreciated. We were recognized as Responsible Employer – Leader of HR 2012, Ideal Employer by Universum and The one who changes the Polish industry by "Nowy Przemysł" monthly. Detailed information can be found inside this report.

I genuinely hope that the following pages will not only be a source of information about our activities, but also an inspiration and encouragement to others.

With best wishes,



Sanjay Samaddar
Chairman of the Board of Directors
ArcelorMittal Poland



About ArcelorMittal Poland

ArcelorMittal – the global leader

ArcelorMittal Poland is a part of the biggest steel producing and mining company in the world with 60 operations worldwide employing 245,000 people, a number comparable to the population of Iceland and a source of our strength coming from multiculturalism, extensive experience and know-how. Products manufactured in our plants from Luxembourg to Brazil are used by most industry sectors, from automotive and white goods industry, construction to packaging, and infrastructure. The company is listed on the NYSE, Euronext Amsterdam, BSE, Luxembourg Stock Exchange, Euronext Paris and four Spanish Stock Exchanges.

We changed the face of the Polish steel industry

In 2004 ArcelorMittal Poland, operating at that time as a part of LNM Holding, took up a difficult task of restructuring and modernising Polskie Huty Stali. Today, nine years from the privatisation, we may proudly say that it was a success. Thanks to investments worth over PLN 4.8 billion we transformed steel plants on the verge of bankruptcy into successful plants which use state-of-art technologies and set standards. With five steel plants in the Province of Silesia (Dąbrowa Górnicza, Sosnowiec, Świętochłowice and Chorzów) and Małopolska (Krakow), we hold over 70% of the production capacity of the Polish steel industry. We produce both flat and long products and employ 11 thousand people. We are also proud to be the owner of the biggest and most modern coke plant in Europe located in Zdieszowice.

We do realize that the leading position on the Polish steel market inevitably requires unique responsibility and commitment. We have excellent results in reduction of CO2 and dust emission levels, environmental footprint or noise levels. Our efforts have been recognized by industry experts which makes us especially proud. Since 2011 we have held the titles of the Ambassador of Polish Economy, a Reliable Company and a Top Employer. Those awards prove that we really changed the face of the Polish steel industry.

Corporate Responsibility Governance Structure

ArcelorMittal Poland's Corporate Responsibility governance structure is based on Company's organizational chart. Every employee, starting with Members of the Board of Directors, through to Unit Directors and to shop floor workers are obliged to act in accordance to the Code of Business Conduct and other policies in our Compliance Programme. Transparent principles of conduct are a standard within ArcelorMittal. Hence, trade union representatives are members of the Supervisory Board of ArcelorMittal Poland. Employee representatives also take part in company's management meetings. The Corporate Responsibility Team has its place in the organizational chart. One of the team's responsibilities is to take care of relations with local communities as well as cooperation with other departments in the scope of ArcelorMittal's four Corporate Responsibility areas.

Thanks to investments worth over PLN 4.8 billion we transformed steel plants on the verge of bankruptcy into successful plants.

Corporate Responsibility Council of ArcelorMittal Poland

The Corporate Responsibility Council is an advisory body that supports the implementation of Corporate Responsibility activities at ArcelorMittal Poland. The Council was established in 2009 and consists of Board of Directors members, directors of key areas of the company (e.g. production, Health & Safety, environmental protection) and Trade Unions' representatives.

We believe that the world of business could go hand in hand with the world of academia, especially that such a combination could become a cornerstone of lasting and fruitful cooperation. Therefore in 2011 we invited Antoni Tajduś to become a member of the Council as an external stakeholder. Mr. Tajduś was the Rector of the University of Science and

Technology in years 2005 – 2012. Currently he is the head of the Department of Geomechanics, Civil Engineering and Geotechnics at the Faculty of Mining and Geoen지니어ing and is a member of many organizations and educational entities.

Workplace: Investing in our people

Making each and every person working on our behalf feel valued.

Environment: Making steel more sustainable

Using our expertise in steel to develop cleaner processes and greener products.

Communities: Enriching our communities

Our presence plays an important role in all our communities.

...all this is underpinned by **transparent governance**

With five steel plants in the Province of Silesia (Dąbrowa Górnicza, Sosnowiec, Świętochłowice and Chorzów) and Małopolska (Krakow), we hold over 70% of the production capacity of the Polish steel industry.

Our stakeholders

Employees

Our company culture = our identity = our DNA
 Employees of ArcelorMittal Poland are considered to be the biggest asset of the company, as they contribute not only to its economic situation but also create its image. Employees act in compliance with the regulations in force, as well as with the company's Code of Business Conduct. Requirements of the Code were conveyed to all employees during special trainings. Every year we strive to improve our employees' working environment, health and safety conditions, as well as help them develop and enhance their professional skills.

Customers and suppliers

Success of the company depends not only on employees' attitude but also on customers' and suppliers' satisfaction. That is why one of the most important priorities of the company is building good long-term relations with its business partners – relations which are based on honesty, and mutual support. One of the tools, which enable us to track the cooperation with customers and suppliers is the "on time in full" (OTIF) programme. It allows us to check regularly the dispatch level; whether the execution of ordered material goes as per contract agreements. This area is also covered by the Code of business Conduct, which assumes, among others, transparent information exchange and counteracting corruption.

Government institution

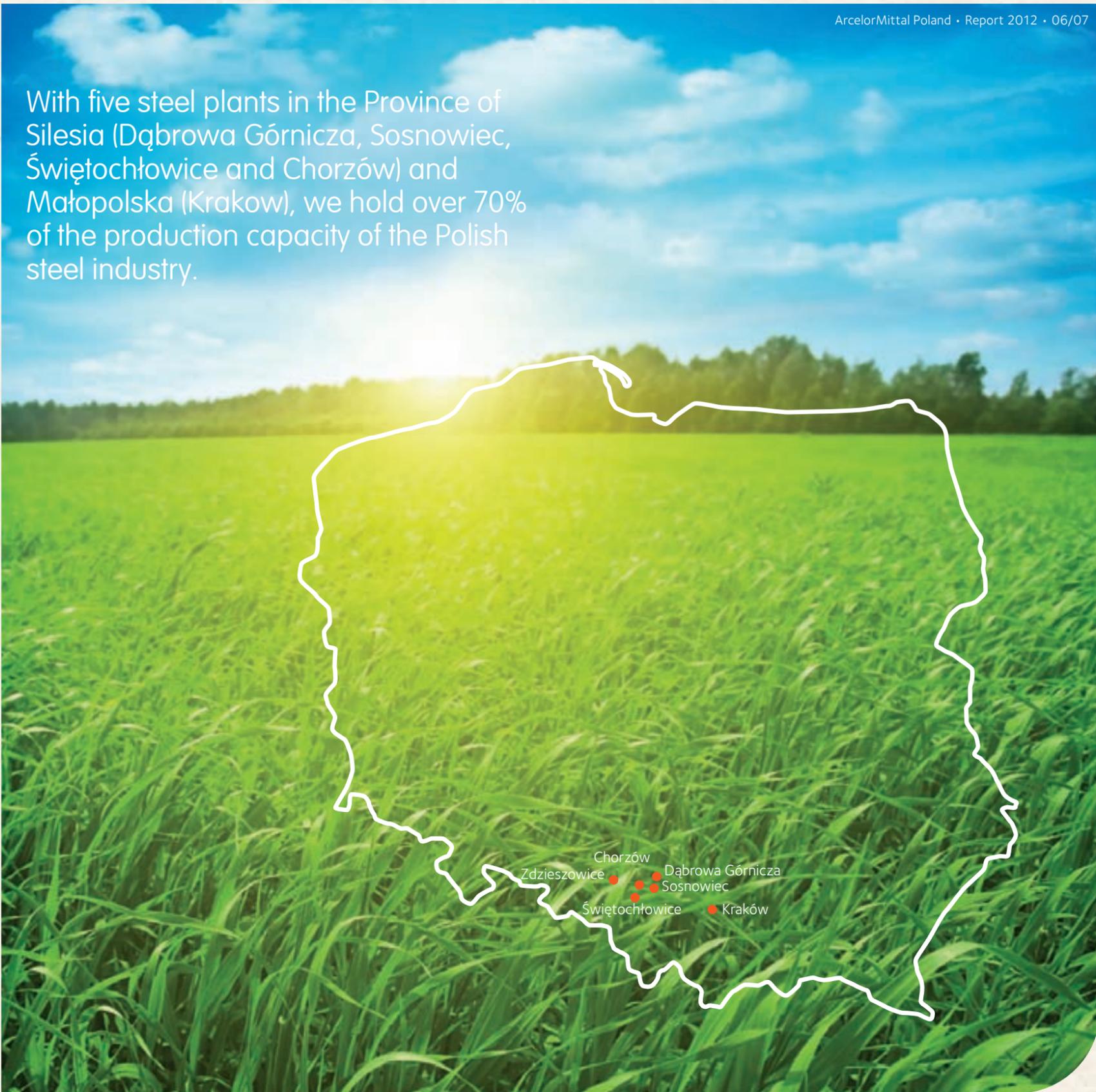
As the biggest employer in Silesia, Małopolska and Opolskie regions and one of the biggest in Poland, we remain in regular contact with government institutions. ArcelorMittal Poland regularly meets representatives of institutions such as the Ministry of Economy and Ministry of Regional Development but also local authorities: mayors or city councils' representatives. We focus on cities/towns where our plants are located. We discuss not only the ongoing projects connected strictly with the development of local communities, but also environmental issues. Thanks to those discussions our cooperation becomes stronger. We also regularly inform our stakeholders about our economic situation, planned investments, as well as important events at ArcelorMittal Poland.

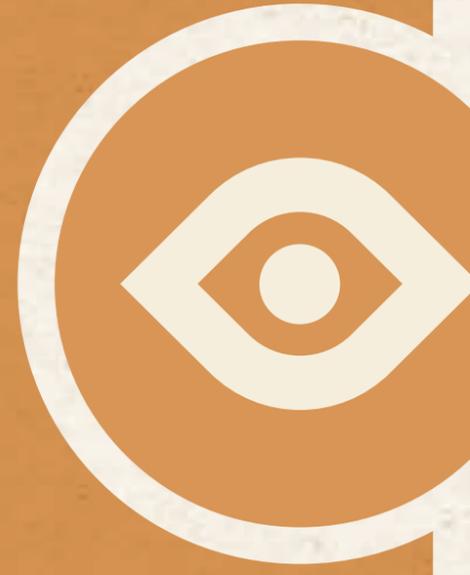
Media

We consider media as one of our key stakeholders. In many cases media help us to pass important information on the company performance data, social, environmental and economic information to other groups of stakeholders which results in raising awareness of our products, operations, CR projects for local communities etc. Therefore it is crucial that we stay in regular contact with media.

Local communities

Our Group's policy assumes that the activity of the Corporate Responsibility focuses mainly on communities located in the neighbourhood of our plants. Thus, our actions concentrate on social development of the 6 cities in which our plants are located. We are aware of the fact that our responsibility is not only the highest possible product quality and high standards of customer service but also our actions directed at our employees, their families, as well as members of local communities. The main themes of our Corporate Responsibility are: Education, Health, Environment, Art and Culture, Sport and Volunteer Work.





Investing in our people

Health and safety

Safety patrols

The Safety Patrol Project has been under way since January 2012. So far, over 6,200 employees, both ArcelorMittal Poland and contractors, who work for the company have participated in it.

The Project has three aims: the first is to provide employees with assistance during identification of risks and implementation of preventive measures necessary to avoid accidents; the second is to ensure that employees significantly improve their general knowledge of safety, and to enforce basic safety principles. Knowledge of safety and the ability to identify risks allows us to reach the third aim: to build a Safety Pyramid, where the heart of the issue is tackled by reporting near-misses and risks.

A considerable number of training sessions have been conducted under the Project – this number corresponds to tens of thousands of working hours. The training is delivered in either one-to-one or small group sessions and brings

an opportunity for positive participation by each employee, gives a chance to ask whatever questions they may have, as well as makes it possible for each participant to get a full understanding of issues discussed. Training sessions are practical, therefore the idea is to have them organised in places of work, where working environment and nature of work are taken into account. Practical sessions are run by the top management with support from Social Labour Inspector and Health & Safety specialists. In turn, coaching sessions are intended for managers. These sessions aim at providing the managers with tools that help with the delivery of the training.

Once the training sessions are finished, the Project Team provides each department with assistance during implementation of a new organisation and management models – these two items will help lead to stability and autonomy in scope of Health and Safety management.

Contractors

Every year we carry out an evaluation of contractors who work for the company and within its premises.

This evaluation follows the instruction on 'Evaluation and Qualification of Suppliers Providing Services for ArcelorMittal Poland. The assessment process focuses on the observance of Health and Safety principles during the works performed within the premises of our units. The results of the analysis of the evaluation process were presented to contractors during a series of meetings with the Board of Directors. Furthermore, rules of the evaluation process were discussed, and an analysis of accidents that occurred at ArcelorMittal Poland was presented.

We have a Health and Safety website dedicated to contractors, where they can access all essential information, practices and principles. The website serves as a valuable tool for contractors that strive to meet our requirements on Health and

Safety standards and principles: we have created 429 user accounts for contractors, tenants and subsidiaries. Over the course of the year the website drew greater interest with the number of users rising from 142 in 2011 to 224 in 2012.

In addition, users can find the following items on the website of ArcelorMittal Poland: Safety Manual with attachments, Fatality Prevention Standards (FPS), normative acts effective in ArcelorMittal Poland, Golden Rules, 6 Messages, Health and Safety posters and instructional videos.

The company's website gives contractors full access to various types of materials – these can be used when performing contracted duties and make it easier to meet the standards and requirements for ArcelorMittal Poland.

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Lakshmi Mittal, Chairman of the Board

We want all our employees and contractors to stop for a moment before they start a new task, to think about the possible dangers and how to mitigate them and only then, to act. Each and every one of us needs to take responsibility for our own health and safety and that of our co-workers.



Elżbieta Mikłaszewska, support manager, Health and Safety

Following discussions with Blast Furnace employees on the purpose behind the Health Week programme, employees expressed their positive opinion on this initiative - they find the event to be much needed. The fact that our employees were given an opportunity to consult a doctor and have their health checked drew a positive response. Normally, if you want to have your health checked, you have to get a referral for a specialist and then, wait for a consultation for a very long time.



Detectors

Since gas hazard is one of the basic challenges that are encountered within ArcelorMittal Poland, implemented further solutions that aim to minimise the risk for people present in gas-hazard zones. In 2011, we developed a continuous monitoring system and this year we made the use of gas detectors in selected areas of our departments compulsory. Training sessions on gas-hazard zones, confined spaces and proper handling of detectors were delivered to several thousands of employees to ensure new standards were met.

The company also purchased special docking stations, the so called "bump tests". These tools control efficiency and reliability of detectors. Employees test the equipment on their own or under the supervision of a professional gas rescuer.

Health

"A sound mind in a healthy body", therefore we put a lot of emphasis on education of employees during Health and Safety Day and Health Week. Priority was given to issues such as physical activity, healthy eating and alcohol consumption. We also provided a health education programme for children of our employees.

During the Health and Safety Day, employee teams competed against each other in triathlon in addition to the chance to take part in a number of other sports activities including a second Steelworkers' Run and family swimming lessons. Everyone also had an opportunity to try the climbing wall or to go for a round of mini-golf, while yoga sessions were offered to those who were willing to relax in an active way. A futsal match between a team of employees and a team of managers was another highlight of the Health Week - the final score was tied.

The whole event was not just about sports - we invited a dietician to come to our departments in order to encourage healthy eating habits among employees. As part of this, employees could have their Body Mass Index (BMI) and body fat calculated with cholesterol level and thyroid hormone levels tests also available. Employees could also get a tailored diet developed by a dietician. Together with a dietician we prepared leaflets to help colleagues maintain healthy diets by

providing information on reading food labelling and what nutrients the body needs.

As part of the Health Week, meals for the employees offered at company's canteen were enriched with health supplements such as yoghurt and juice to encourage everyone to include these products in their everyday diet.

Our departments were also visited by a dermatologist who focused on colleagues whose roles require them to work in a hot microclimate. The doctor talked with employees on how to prevent athlete's foot, a skin infection caused by a fungus and prepared an informative leaflet on this issue.

As in previous years, employees could benefit from an anti-smoking programme. Although the programme was organised for the third time, it still enjoys an ongoing popularity.

This year, once again we drew attention to the „Zero Tolerance for Alcohol” principle in the interests of safety of our employees, contractors and guests. The main gates at all Units were equipped with free breathalyzers available for every person entering the premises of ArcelorMittal Poland. Posters promoting sobriety and highlighting the dangers of working while under the influence of alcohol were put up at each department.



The in-house Fire Department engaged the children by organising special meetings dedicated to fire safety.

Text by:
 Adrian Siegert
 Bogumiła Plesińska
 Jacques Le Guennec
 Michał Hoładyń
 Paula Sikora
 Tomasz Nowicki



Jerzy Piekarczyk, Employee Development & Recruitment Office

This form of training guarantees that employees receive all required information which arises from legal regulations. Active participation plays here a crucial role. Furthermore, the new form helps employees to recall what they have learned during the training and to apply this knowledge in their everyday work.



‘What youth is used to, age remembers’

Keeping in mind this principle, a first aid course was delivered to children attending the company’s kindergarten. To help inspire a love of sport in children, a competition under the name Tiny Tot Run was held. The in-house Fire Department engaged the children by organising special meetings dedicated to fire safety. During the meetings, firefighters walked the children through the ways of preventing fire and talked to them about causes of fire, among others.

Bay No. 50

The Health and Safety Day 2012 marked the opening of the training bay in Kraków. This facility serves employees who are committed to combine their theoretical knowledge on fatality prevention standards with practice.

Thanks to cooperation with the Central Maintenance Office of ArcelorMittal Poland and deep commitment given by corporate and department leaders of standards, each employee has an excellent opportunity to practice their skills related to the procedure on entry to confined spaces. Furthermore, they can check if they know how to secure Pulverised Coal Injection System in line with the Isolation Standard. Employees can also experience first hand how to handle vertical mechanism protecting them against falls from height.

Employees have a chance to practice their skills related to the following standards:

- Isolation
- Works at Heights
- Vehicles and Driving
- Confined Spaces
- Cranes and Lifting Equipment
- Gas Hazard Work

The facility was established to provide the training on the above-presented standards (in actual conditions as far as possible) for all employees. As far as the training is concerned, the priority was given to major hazards that employees most often encounter during their everyday work. By the end of 2012, the training covered almost 1,000 employees.

Health & Safety training

In 2012, a new form of periodic Health & Safety training sessions intended for production employees of ArcelorMittal Poland was introduced.

We strongly believe that Health & Safety trainings don’t have to be boring! Thus, we have adopted a different approach to mandatory training sessions. Our aim was to incorporate interesting activities to engage employees and to encourage them to work together.

Participants of the „testing” trainings included representatives of the plants, Social Labour Inspector, employees of Health & Safety Department, and representatives of Training Department. Not only representatives of corporate units but also employees and Social Labour

Inspector gave positive feedback on the new training form. This produced a successful outcome – training sessions are conducted in an innovative way by implementing a wide range of activities that allow employees to fully participate in the training: quizzes, crossword puzzles, film shows, case studies, team projects, multimedia displays, practical exercises, competitions.

We perform ongoing tracking of training performance by taking into consideration feedback given by employees and all reported remarks. Next stage of our activities aims at introducing this new form of training to supervisory level. At all times, we try to go beyond the legal requirements – training sessions also include issues related to team leadership.



The main purpose of the workshops is to provide simple but effective coaching techniques.



Trainings

In 2012 the following training programmes were implemented at ArcelorMittal Poland:

1. Employee motivation and recognition
2. Role of a leader in accident prevention
3. Academy of Talents – “maSzTALent”
4. Manager’s Academy – green basket
5. Additional trainings such as Project Management and Finance For Non-Finance people, etc.
6. Language classes
7. Steel Academy

The 2012 training programmes focused on the following objectives:

- improvement of leadership qualifications such as employee recognition and rewarding skills,
- development of simple and effective coaching techniques for efficiency improvement,
- knowledge transfer between the experienced workforce and the young generation of engineers,
- development of the so-called soft skills at all management levels.

Employee motivation and recognition

The climate survey organised in March 2011, analysing 20 areas influencing employees’ engagement, indicated employee motivation and recognition as one of the areas for improvement. In response to this need in April we started a cycle of employee motivation and recognition trainings for line managers and shift leaders. Their purpose was to reinforce leadership skills related to employee recognition and rewarding, and to work out specific tools and solutions that could be used by plants.

Respective plant directors received a report with the follow-up and conclusions of the trainings. This project covered 780 employees, including shift leaders, line managers, support managers etc., who are responsible for team working.



Jan Mądry, CEO of Training Partners, training service provider

Trainings are organised as workshops, we get to know the rules together with trainees, then we prepare some models and try to apply this new knowledge in the difficult industrial environment. Trainings are both for highly experienced professionals and young managers – this mixture of experience and youth makes it possible to share knowledge and opens you up to new management methodologies. We are happy to see the incredible involvement of training participants in working out new and effective methods of employee recognition and motivation. Workshops are full of boisterous discussions, which – sometimes – result in innovative solutions.



Number of trainings: 20
Number of people trained: 203

Role of a leader in accident prevention

The main purpose of the workshops is to provide simple but effective coaching techniques to lower- and middle-level managers so that they can improve the efficiency of their actions. The workshops focus on case studies from ArcelorMittal Poland, which makes training participants feel involved in simple improvements and ongoing elimination of near misses. Real life situations are shown to training participants in the form of videos. This form of trainings is quite popular as case studies and a number of exercises are conducive to knowledge absorption and acquisition of new skills. Training participants are taught some simple methods and techniques of production meetings' organisation and are offered an opportunity to practise effective communication techniques.

We have been pleased to also see the increased openness of employees during workshops and their eagerness to share expertise and experience.

849 colleagues took part in professional trainings.

Second Edition of Talents' Academy "maSzTaLent"

Talents' Academy is a project comprising two editions, with training provided to 130 people in years 2011-2012. Its main objective is to prepare young engineers to perform managerial functions and to facilitate knowledge transfer between experienced employees and young engineers.

The project focuses on the development of managerial skills in young engineers and on the development of coaching skills in experts-mentors. Therefore, the Academy's curriculum consists of two development paths for these two separate groups.

Young engineers are offered an opportunity to improve their project management, communication, leadership and change management skills and they learn how to take decisions in difficult management situations.

Experts develop their mentoring skills, such as project management, communication, coaching and mentoring skills as well as assertiveness, influence and persuasion.

In addition to workshop trainings, a team of people from both groups works together on a project which is supposed

to improve a process, and, meanwhile, they can learn from each other. Projects must be functional, so that the organisation can deploy them. The most innovative and interesting ones are rewarded by the Committee comprising Board of Directors' Members and Chief Operating Officers. The competition is worth it, as the prize is a fortnight English course in London.

Manager's Academy at ArcelorMittal Poland

It is a multi-faceted training programme for managers, focusing on the following objectives:

- Making managers identify more with the company
- Developing managerial skills
- Developing professional skills

Manager's Academy covers people management skills and effective management of production, logistics and sales processes. The programme consists of two parts: obligatory classes and optional classes, the so-called „Green basket.” The obligatory programme was completed in December 2011, and the last optional class was organised in November 2012.



Katarzyna Staszkiwicz, specialist in the Development and Computer Systems Team of the steel shop in Dąbrowa Górnicza, who, supported by her mentor, Szymon Ostafin, won the contest with the project comprising the development of the Basic Oxigene Furnace quick tapping system in the steel shop in Dąbrowa Górnicza.

Participation in the Talents' Academy was a big challenge for me, even so worth doing. My project was successfully implemented in the steel shop in Dąbrowa Górnicza. It brings savings today and makes it easier for operators to work, I can see that my efforts made a difference.



Magdalena Soboń, lawyer, Compliance Programme Coordinator on Manager's Academy training

I am often involved in public speaking when I conduct Compliance and legal trainings; before the public speaking training I thought it would be about some tricks and tools facilitating public encounters. This indeed is true, but I also found out about many more things, I was taught the new presentation methods and told where to look for inspirational examples. The trainer was highly professional and conducted the training effectively for both experienced speakers and those who had not worked on that before.



Project management

The training has the form of a strategy game and is addressed to project managers and leaders of project teams. Participants explore the following topics:

- how to build a team based on mutual trust
- how to deploy and enforce agreed standards and rules
- how to motivate other team members to collaborate
- what is at risk if there is no control over the agreed standards

Some employees can also participate in the certified Project Management training. Thanks to the training employees learn how to manage projects in line with British PRINCE2® methodology, applied commonly in project management field.

Finance for Non-Finance people

These are ArcelorMittal University trainings, the purpose of which is to extend employees' knowledge of business. Participants learn how to analyse financial statements and use financial figures for effective decision-making. 83 people were trained in 2012.

Language classes

Language classes at ArcelorMittal Poland are organised at all Company locations. Currently 542 colleagues attend language classes. The classes are for those who need to contact foreigners and for those who need English in their everyday work. In September 2012, a tool was implemented for the follow-up of language trainings effectiveness in order to reach the following objectives:

- optimize language training processes
- deploy an independent and objective system for management of language skills education in the company,
- standardize annual assessment process by introducing a tool for measuring language competences independently of local service providers,
- define clear rules for participation in trainings,
- control progress and motivation of learners,
- implement an external system for assessing the quality of offered trainings.

In October 2012, TOEIC exam was organized for all attendees of English courses. It was an additional opportunity for our employees to verify their language skills and obtain an internationally recognised certificate.

Language audit results made it possible to plan the details of individual progress for every single participant of English classes.

An alternative for classroom courses is an online course via Speexx platform. This course makes it possible to learn a language at all levels, from beginner to advanced levels. Currently, this form of training is used by 560 employees.

Currently 542 colleagues attend language classes.

Steel Academy

Steel Academy is a training programme which covers trainings on the production cycle at ArcelorMittal Poland, in the breakup into five modules: coke making, iron making, steelmaking, long products rolling and flat products rolling. Moreover, each module integrates topics related to occupational health and safety, maintenance, environmental protection, cost aspects and energy. Trainings are organized at three progress levels, with basic level already in place and two other levels under preparation. Knowledge transfer is both theoretical and reference based, as well as practical with our highly qualified colleagues sharing what they know as Steel Academy coaches.

Target population of trainings includes line employees with short experience at a position, as well as administrative and office workers to make it easier for them to understand the topics of their daily work. Additionally, the project assumption is to increase production workers'

awareness of the importance their decisions have on the entire production process and not only on their work area. With good understanding of all technological processes leading to the production of steel, an employee can develop a global perspective on problems in their work environment, and, consequently, can be more creative in search of solutions and improvements while maintaining work safety and product quality. 143 people have been trained so far.

Knowledge base comprises corporate training materials, operation and maintenance manuals and, as previously explained, invaluable knowledge and experience of ArcelorMittal Poland employees.

Text by:
 Krystyna Lenczowska
 Maria Skupień
 Rafał Zabiegała
 Tomasz Waluga



Berenika Mazur, assistant-interpreter

Finance For Non-Finance training is not for those who have never had any contact with finance; this is for those who encounter finance topics in their work environment, who know basic terms but maybe do not fully understand the interdependencies between them or have not had an opportunity to go into more detail before. The trainer conducts the sessions in a vivid, dynamic and interactive way, and, first and foremost, explains the terms in an interesting way reinforcing the message with a number of practical exercises. Even though the training session is one day long, you will have no time to get bored or tired. My heartiest congratulations to Mr. Pramod Jain, the trainer!



Andrzej Zając, Lime Plant Manager

English course usually has a form of role plays, communication dialogues and opinion exchange between participants. I think it is an interesting learning method which helps us improve our English skills. International character of our company makes English have special importance for me as it lets me communicate directly with representatives of foreign companies responsible for all investments and revampings in the area of the steel shop in Dąbrowa Górnicza. Fluent communication enables correct understanding of manuals and documents and exchange of experience with colleagues from other ArcelorMittal plants.



Investing in future employees

Educational programme ZainSTALuj się

The educational programme ZainSTALuj się is a large-scale initiative supporting education at schools and universities alike. When we launched the programme in 2008, we had a clear target – to provide students and pupils with tools helping them develop competencies required not only in our company and the steel industry itself but also in the broadly understood business environment. The programme helps young people consciously shape their education and career path, and presents ArcelorMittal as an open and long-term employer.

Programme priorities:

- supporting universities in preparing students for their entry on the labour market – defining skills important from a business point of view;
- transferring practical business knowledge between specialists working at ArcelorMittal Poland and students;
- selecting students and graduates with best results who wish to have a career

in steel industry and hiring young qualified employees;

- establishing open relations with students;
- encouraging students to continue technical education and showing possibilities available with a Master of Science diploma.

The programme evolved over the years to keep up with requirements and needs of students, universities and the labour market. Learning from our experience and opening even more to students' expectations, we extended our activity, not only with new initiatives but we also established partnership relations with new universities. In academic year 2012/2013 our partners – AGH University of Science and Technology and Silesian University of Technology were joined by Wrocław University of Technology and Kraków University of Technology.

ZainSTALuj się
program edukacyjny

The growing popularity of our initiatives among students is confirmed by increasing membership of ArcelorMittal Club – an organisation associating students interested in steel industry. What we offer to Club members?

- workshops developing soft skills – important in the context of today's labour market but very often underestimated and neglected by future engineers; workshops are an opportunity to extend students' competence in public speaking, teamwork, leadership or personal effectiveness;
- visits at production plants – a chance for students to learn on-site about production technology of steel products and see equipment and the size of processes taking place in a steel plant;
- English classes – an opportunity for students to develop their knowledge of technical and business English;
- scholarships abroad – a fortnight

language course in London, an award for year-long engagement of the most active Club members;

- ArcelorMittal Poland Day – open days organised by our company at the AGH University of Science and Technology and the Silesian University of Technology which attracted over 250 students during the 4th edition of our programme; during day-long meetings representatives of ArcelorMittal Poland had an opportunity to discuss technology and career-related issues, for example our traineeship offer;
- competitions including on-line quizzes and extensive case studies; one of the questions which the students were asked to solve was how to extend a blast furnace stoppage; the winners could present their solution during a conference held on ArcelorMittal Poland Day.

Emil Stańczyk, former Ambassador of the Company, PhD student at AGH University of Science and Technology

A lot of changes were made in the 4th edition of the Programme – from the website to organisational changes. I think that the biggest success of the Programme this year was broader co-operation with the steel plant. Numerous competitions and ArcelorMittal Poland Day were a new and a very interesting element. As an Ambassador I see this year's programme as very successful and I'm fully convinced that each edition is more interesting.

Klaudia Dubiel, Ambassador of the Company, a student at the Silesian University of Technology

If anyone has doubts whether it's worth competing for another language scholarship, they should have none. Two weeks spent this way cannot be compared to anything else. I overcame the language barrier and now I have the confidence that I would even be able to communicate with a citizen of Tokyo. I visited one of the most beautiful cities in Europe, I met new people and I gained new valuable experience. I can only support the following editions and keep my fingers crossed so that it is even better next year (if it is at all possible).

Aleksander Cena, a student at Kraków University of Technology

(...) I would like to thank you for the opportunity to participate in the Educational Programme ZainSTALuj się as it changed my perception of Polish steel industry.





Programme elements	Edition				
	I 2008/2009	II 2009/2010	III 2010/2011	IV 2011/2012	V 2012/2013
Members					
Club members	500	850	800	814	1570
ArcelorMittal Poland ambassadors	34	26	17	22	16
Events					
Meetings with ArcelorMittal ambassadors	—	—	—	4	2
Club meetings	16	13	15	8	—
ArcelorMittal Poland Day	—	—	—	2 (250 participants)	2 (370 participants)
Students' visits at plants	—	3	1	6	11
Meetings at schools	13	17	17	3	7
Soft skills trainings	4	9	5	6	12
On-line trainings	—	—	—	6	9
Contests for students	—	—	1	3	—
www					
Website visits (daily)	500	700	800	700	850
Newsletters	24	36	36	6	15
Other					
Scholarship holders (trip to London)	17	8	4	3	—
English language course participants	60	60	60	—	70

We also offer students majoring in technical fields summer, mid-year and diploma apprenticeship programmes in our units. We are also ready to support students writing their master's theses.

Our initiatives are mainly addressed to students and graduates but we also care about pupils. The Programme encourages its addressees to consciously choose their educational path and shows outlooks on the labour market for those holding a Master of Science diploma. During interactive sessions we present basic knowledge on the production of steel and we promote a positive image of the steel industry. We organise meetings with pupils at schools and we also participate in initiatives organised by the schools themselves e.g. the Youth University by the Academy of Business, or Science Festival held at the 2nd Grammar School in Dąbrowa Górnicza. Every year we also organise a special competition for pupils. During the last edition of the competition called "You can become a construction engineer too!" pupils were expected to produce a steel structure using small objects of everyday use.

The Programme's website (www.zain-STALujsie.pl) is a platform for sharing information between the company and Club members. The website is regularly supplemented with information most needed by students - for instance it offers a rich multimedia library or technical English dictionary. It is worth mentioning that the website is created by the students themselves who publish educational articles and passages from their theses.

Our work is supported by ArcelorMittal Ambassadors - students who are to be the representatives of our company and the first contact person for peo-

ple interested in the Programme. Each Ambassador has a chance to learn about the ins and outs of the steel industry and establish a direct and close contact with a company which may one day become their employer. Members of the Ambassador Programme have the privilege to participate in special events such as opening meetings involving a plant visit or workshops.

Company's regular participation in career fair, organised by partner universities, guarantees us a direct contact with students. For each edition of the fair we try to prepare something that would attract students to our stands, e.g. an opportunity to try on work clothes of a blast furnace operator, or have a piece of gigantic cake.

As a result of the educational programme we receive lots of applications from graduates of technical universities interested in joining our Traineeship Programme ZainSTALuj się which offers paid traineeship in our units.

The Programme was launched as a response to the growing generation gap in our company and growing expectations related to modern technologies faced by our employees. The Programme is based on the assumption of an intergenerational transfer of specialist knowledge. Each trainee has their own mentor - an experienced employee of ArcelorMittal Poland who wants to transfer their knowledge and extensive experience to a young engineer. Over 350 graduates of technical universities have participated in this initiative since 2008!

Text by:
Marta Marczevska



Over 350 graduates of technical universities have participated in this initiative since 2008!



Responding to employees' needs

“YOU ARE NOT ALONE” project

A project created in co-operation with the Foundation for Education, Addiction Prevention and Psychotherapy “DROGA” in Dąbrowa Górnicza which involves a series of educational and advisory initiatives addressed to employees to ensure their well-being and health. Project beneficiaries include employees of ArcelorMittal Poland, outsourced employees and their next-of-kin.

The project is based on work with consultants who are available for employees on specific days and hours in a specific location where they meet with employees who need help. They may also be contacted by e-mail.

Consultants offer help in the following fields:

problems at work: conflicts and problems with colleagues or superiors, excessive stress level, sudden change of working conditions, overwork, biological rhythm disturbances, problems with

concentration, chronic fatigue, burnout and other
personal problems: all emotional problems, e.g. continuous irritation, frequent mood changes, excessive pressure and stress in personal life, personal crisis caused by loss of health, someone close or a position etc., abuse of nicotine products, medications, alcohol, gambling and other

family problems: difficulties in marriage, informal relationships, problems with small or adolescent children, problems with elder people, mourning, terminal illness of a close relative, domestic violence – physical, psychical, emotional, financial; financial problems, e.g. related to alimonies, loans and other.

Contacts with consultants are not bureaucratized – no referrals or other certificates are required. People looking for help are offered complete discretion. A consultant will initially analyze the problem and help find some positive aspects;

they will also organise professional help and support. If required, the consultant will refer an employee to a specialist whose competence will be more helpful in solving a given problem, set a date and location of the meeting with a specialist and monitor further help. The following specialists are available for employees who need help:

- Psychologist
- Psychotherapist
- Psychiatrist
- Teacher
- Social worker
- Lawyer
- Financial advisor
- Professional advisor

A series of meetings was organised to present the programme to supervisors in all locations, trade union representatives and occupational medicine doctors.

Absenteeism monitoring programme

Causes of absenteeism are monitored as a part of Absenteeism Management project which focuses solely on the relation between illnesses and working conditions, and in consequence their improvement. In justified cases employees are offered rehabilitation with the cost covered by the employer based on effective regulations.

We have also launched additional activities to reduce absenteeism rate by extending the scope of co-operation with “Droga” Foundation, intensifying interviews with employees returning to work after a sick leave, or initiating a series of preventive actions, e.g. during the Health Week.

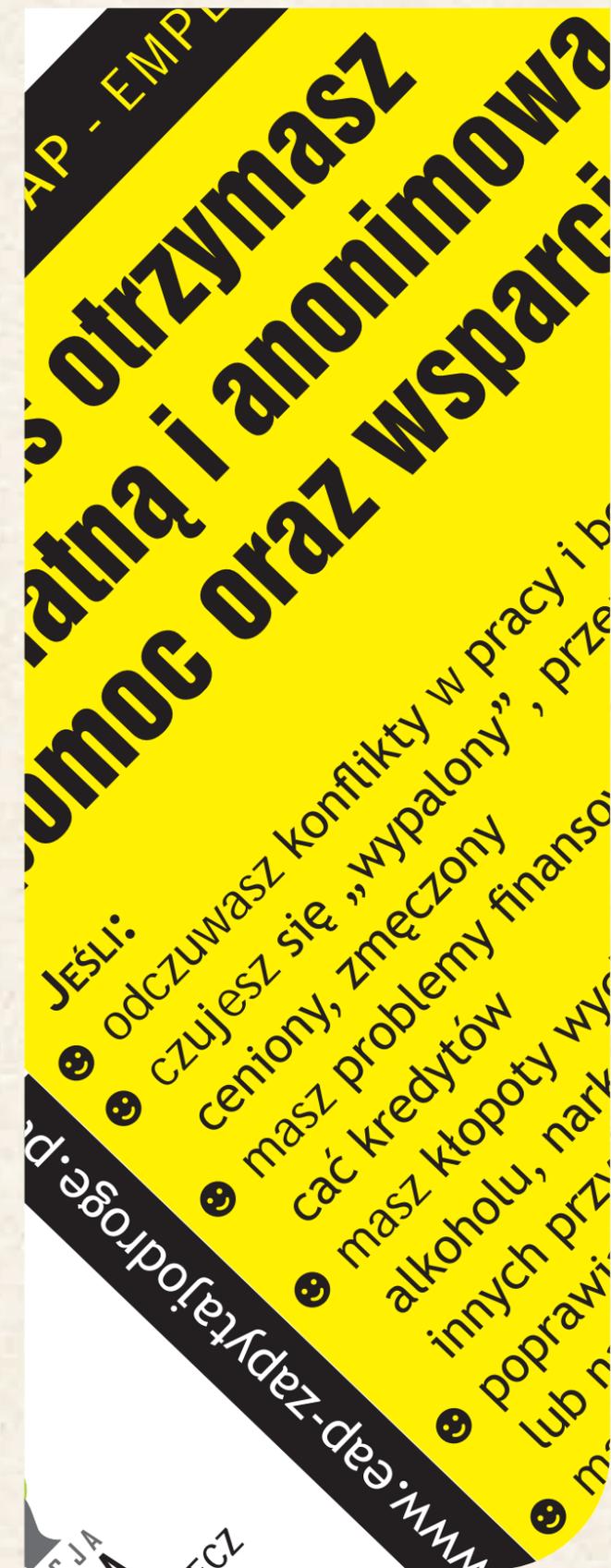
Every year plants with lowest absenteeism rates are awarded. In 2012 Manfred Van Vlierberghe, CEO and Andrzej Wypych, HR Director awarded directors of the coke plant and the hot strip mill in Kraków and Świętochłowice plant. Congratulating the winners, the CEO underlined that the result achieved was evidence of a change in organisational culture, and stressed the role played by managers, shift leaders, foremen and their involvement in changing employees' attitudes and behaviours.

Mentoring

The 2nd edition of the Mentoring programme for employees of ArcelorMittal Poland involved in Global Employees Development Programme was launched in 2012. The Programme is a part of a corporate initiative coordinated locally which offers every employee an opportunity to choose a Mentor out of 250 managers belonging to a group of 500 leaders in ArcelorMittal Group. The intention of the programme is to develop employees' competence and skills through discussion and transfer of knowledge and experience from the person being their Mentor.

We believe that exchange of opinions and discussions between Mentors and their mentees will help to create an exceptional team of people with leadership skills at the highest level and will in consequence make their workplace even more interesting or will be a stepping stone to career advancement.

Text by:
Agnieszka Woźniak
Anna Horyń





Sanjay Samaddar, BOD chairman

I am pleased that we managed to open the second company kindergarten in such a short time. Such additional benefits which we offer to our employees are a part of the corporate social responsibility policy followed in ArcelorMittal. We want to provide care not only to our employees but to their families as well. New kindergartens are an element of professional activation of women and equalising the opportunities of men and women on the labour market.



Agnieszka Miernik, project manager involved in Kraków kindergarten Project, a mother of a preschooler

Knowing that my child is close by and under good care makes me feel comfortable. My child goes to kindergarten with a smile on his face – and this is the best proof that the kindergarten fulfils its purpose.



ArcelorMittal Poland kindergartens

In response to expectations of employees who try to reconcile professional work with duties of a parent, and based on recommendations made by the Women Council functioning in ArcelorMittal Poland, in August 2012 we opened another company kindergarten. Both the first kindergarten, "Równe przedszkolaki" which has been functioning in Dąbrowa Górnicza since September 2011, and

the newly opened "Akademia Małych Pociech" in Krakow offer places for 100 children each. The kindergarten services are offered mainly to children of company employees. Both facilities are run by Prywatne Przedszkole Estetyczne which guarantees high quality education program, healthy nutrition and high standard equipment.

Text by:
Krystyna Lenczowska





Making steel more sustainable



Investments

During the privatisation process we made a commitment to make our production process sustainable. Today modern installations operate in our steel plants almost at every production stage – upstream and downstream alike. Thanks to an extensive investment programme we are able to protect the environment even more. Installations reducing emissions of CO₂ and other gases, as well as water, coke and energy consumption during technological processes, and last but not least installations which maximise our possibility to recover and re-use resources which generate considerable savings but most of all make steel industry environmentally friendly. Audits conducted by Province Environmental Protection Inspectorates regularly confirm that we follow strict standards and are determined to reduce our environmental impact.

We are proud to be able to continue investments despite the difficult situation on the steel market. We believe that it is thanks to those investments that we will be able to go through periods of uncertainty, and will be flexible to easily adapt to changing conditions.

Investment projects completed in 2012

In March 2012 we commissioned two investments in Dąbrowa Górnicza – the new Pulverised Coal Injection installation for blast furnace no. 2 and revamped sinter belt. Those projects worth almost PLN 140 million will not only make it possible to optimise production costs but will also lead to significant reduction of emissions.

The new Pulverised Coal Injection installation optimises production cost of hot metal used for producing steel, the solution is based on replacing part of coke used in the production process with coal dust. It also contributes to environment protection since production of pulverised coal is more environmentally friendly than coke production. Pulverised Coal Injection installation at blast furnaces in Krakow and Dąbrowa Górnicza made it possible to reduce emissions in Krakow coke plant by 43 per cent of dust, by 53 per cent of sulphur dioxide, by 47 per cent of NO_x, by 49 per cent of carbon monoxide and by 72 per cent of aliphatic hydrocarbons.

Revamping of sinter belt no. 2 increased the production capacity of sinter which is a charging material for the blast furnace. However, what is of top importance is the fact that two modern electrostatic pre-

cipitators with flow rate of 900 000 m³/h each made it possible to reduce dust emission by around 50% and achieve actual dust concentration in sinter belt off-gas at the level below 50 mg/Nm³.

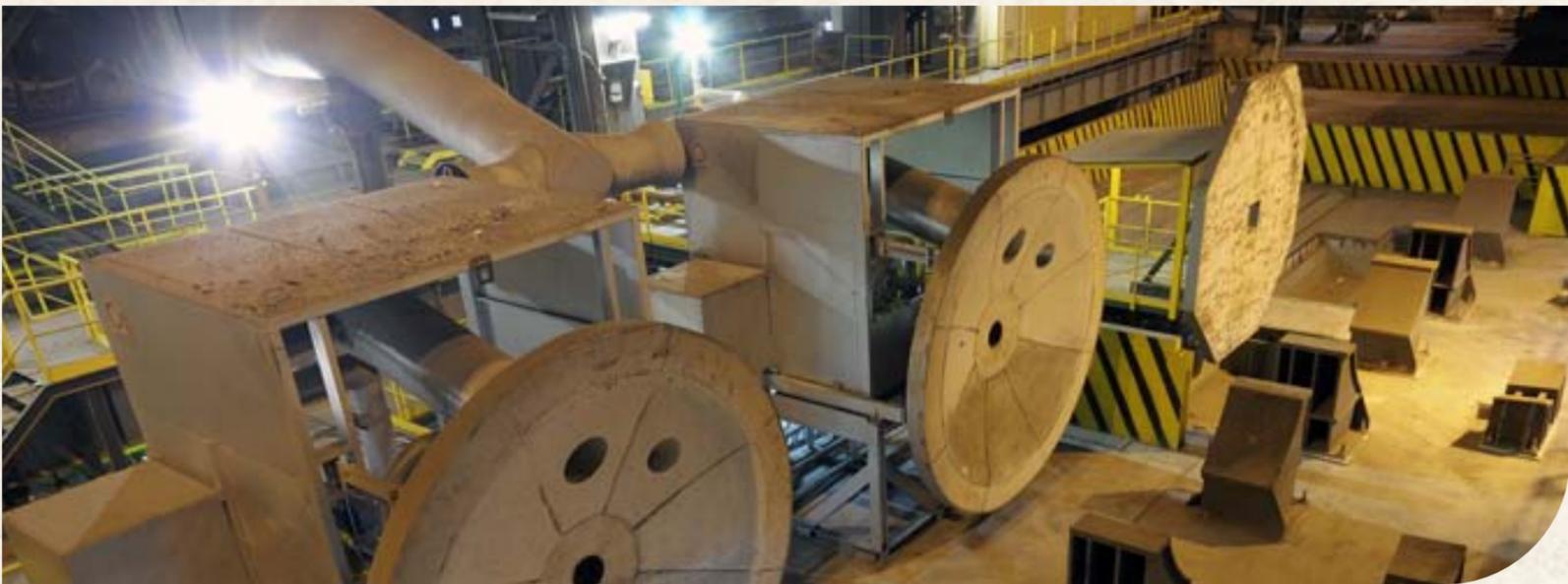
In Krakow Coke Plant we spent PLN 100 million on the revamping of the coke oven gas cleaning station (coke-oven gas is a by-product of coke-making process). The old saturation method for ammonia removal from coke oven gas with the gas cleaning method using arsenic trioxide and ammonia (Thylox) solution for desulphurisation was replaced with an integrated desulphurisation and ammonia removal process. Gas cleaning parameters are as follows: 0.5 g of hydrogen sulphide and 0.03 g of ammonia per 1 cubic meter of treated gas, which is then recycled by a coke oven or reused by other recipients. This state-of-the-art installation has the following advantages:

- it is energy effective,
- it generates high-purity sulphur (99.5%),
- harmful substances, such as arsenic trioxide and sulphuric acid, have been eliminated from the process,
- waste material, such as contaminated sulphur, solutions of acid salts and acid tars, have been eliminated.

A new ladle workshop was opened in the steel plant in Dąbrowa Górnicza. The newly commissioned installation accelerated steel production process thus reducing the plant's environmental impact. The investment, which cost PLN 15.5 million and was completed within six months, led mainly to shortening steel production time. Thanks to the elimination of the ladle turning stand, the rotation of ladles between Basic Oxidation Furnaces and Continuous Casting line is approx. 15 minutes shorter. As a result the temperature loss in case of transported steel is smaller and this reduced the need to heat it.

The Primary Unit in Kraków was provided with nine new torpedo ladles for transporting hot metal from blast furnace to steel plant which replaced open ladles. Torpedo ladles significantly reduce heat loss in transport, and thus eliminate the necessity to additionally heat hot metal in the steel plant. It will be possible to reduce CO₂ emission by around 30 kg per 1 tonne of steel.

The investment is worth over PLN 40 million.



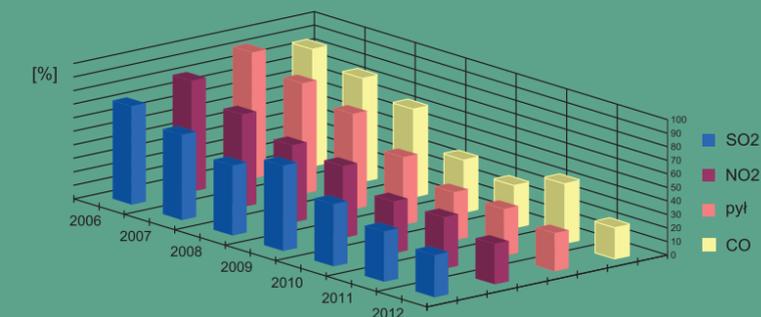
Environmental Protection

Continuous efforts to reduce ArcelorMittal Poland's environmental impact in addition to meeting expected standards and obligations are the key in order to maintain sustainable steel production. Increasingly advanced environmental standards, as well as new legal regulations require us to launch numerous administrative and investment initiatives such as more detailed environmental monitoring in production plants, sharing environmental best practice with staff or safeguards to ensure legal requirements are fulfilled to name just a few. We are motivated to be active and transparent in order to maintain a positive relationship with people living in the communities our plants operate in.

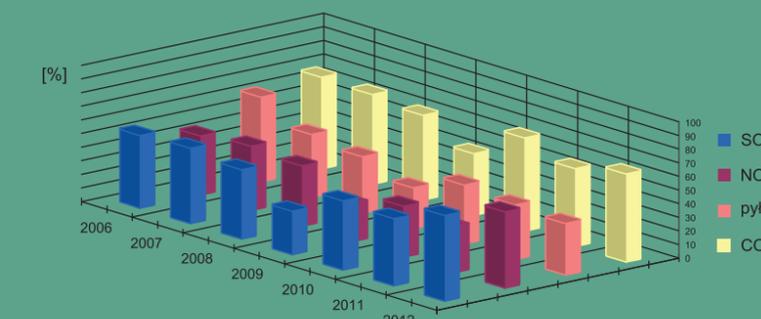
The desire to prevent and minimise any negative impacts our units may have on citizens living near our plants encourages us to take positive actions and be transparent.

The charts illustrate yearly changes in emission levels of basic substances emitted to the air: dust, sulphur dioxide, nitrogen dioxide, carbon monoxide for the past 7 years (the emission limit specified in the permit was adopted as 100%). Across all our units, emission levels are within required levels specified by permits. Changes of emission levels depend mostly on production levels and results of investment projects. For example, the increase of gas emission in Dąbrowa Górnicza Unit is linked to the start up of sinter belt no. 2 and increased sinter production to satisfy the output requirements of the Kraków Unit.

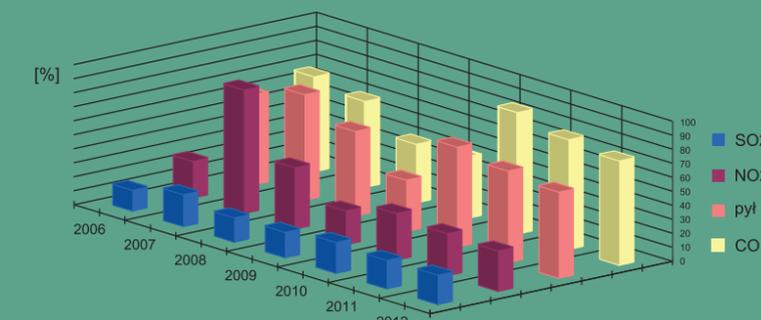
Dynamics of changes in pollution emission levels in Kraków Units in years 2006-2012



Dynamics of changes in pollution emission levels in Dąbrowa Górnicza Units in years 2006-2012



Dynamics of changes in pollution emission levels in Zdzeszowice Units in years 2006-2012



Investments in progress

Construction of a biological waste water treatment plant of a capacity of 40m³ of process waste water per hour started in Kraków coke plant. The installation meets requirements related to environmental protection and Best Available Techniques and will be adjusted to the current production parameters and requirements of the new coke oven gas cleaning installation. The total cost of the investment will be PLN 24 million.

Another project launched in Krakow involves construction of new hot stoves no. 3 and 4 heating blast furnace blast to replace old hot stoves. Once the hot stoves are replaced along with related equipment and electrical installation, it will be possible to increase blast temperature to more than 1200°C and increase the volume of PCI injected to the blast furnace. As a result production will become more effective. What's more, the new installation will meet even the strictest safety requirements. The cost of the investment is PLN 50 million.

Appetite for more ...

In 2012 ArcelorMittal Group Management Board made a decision to implement next four investments in its Polish operations. The total value of the investments exceeds PLN 400 million. The revamping of the basic oxygen furnace in Dąbrowa Górnicza and the hot dip galvanising line in Świętochłowice will increase the installations' safety and reliability while the long rail project and the opening of the sheet piles servicing centre will strengthen our position in the Group and on external markets.

Text by:
Barbara Schramel



Manfred Van Vlierberghe, CEO and deputy chairman

We want all our employees and contractors to stop for a moment before they start a new task, to think about the possible dangers and how to mitigate them and only then, to act. Each and every one of us needs to take responsibility for our own health and safety and that of our co-workers.

Environmental Forum in Kraków

April 17, 2012 was the seventh time when companies operating in Nowa Huta Economic Zone and its neighbourhood had an opportunity to visit the ArcelorMittal Poland Kraków Unit to discuss environmental protection issues. The Forum, organised since 2008, is an opportunity for companies and representatives of Małopolska Marshal Office, Kraków Municipal Office, Environmental Protection Inspectorate, district councils and NGOs to share experience and discuss environmental issues. This year's meeting was devoted to the battle against "low" dust emission (emissions from household furnaces) which accounts for over 55% of suspended dust levels exceeded every year. The biggest companies operating in this area – ArcelorMittal Poland and Phillip Morris International Poland, had a chance to present their environmental initiatives and investments. The Forum ended with a visit to the new environmental investment executed in Kraków plant – the coke oven gas cleaning installation. Guests had a chance to see the state-of-the-art control room and the installed technology for cleaning coke oven gas from hydrogen sulphide and ammonia, as well as the final product of the process – melted sulphur of 99.8% purity.

To be a better neighbour

What can we say about the Kraków plant today? How did the technology of steel production and processing change? How did ownership changes and the privatisation process influence the plant? What is the current impact of the plant on the environment and is it safe to leave nearby?



These and other questions were answered during a meeting held on October 8, 2012 with residents living close to Kraków plant. The most frequent issue raised during discussions was the management of the company's real property located in the former protective zone in addition to questions related to certification. Residents told us that they feel the improvement in pollution levels emitted by the plant and its current environmental impact compared to historic levels.

The final part of the meeting was a site trip which gave citizens an opportunity to see the new coke oven gas cleaning installation (Chemical Department in the coke plant), and fully automated rolling line in the hot strip mill. Guests also saw an industrial dedusting device – an electrostatic precipitator which is a house-size installation which traps 99% of dust from a fumes stream before it is directed to the stack.

Green month in ArcelorMittal Poland

In June ArcelorMittal got green not only because spring was in full swing but also because the month was full of ecological

initiatives. What is the procedure to follow if it is necessary to cut down a tree in the plant? Where can you find information on emission limits granted? How to handle waste? Answers to these questions can be found in emails sent to all employees twice a week. Short and interesting email updates are sent to remind colleagues about basic rules and tips concerning environmental protection in company plants. The World Cleaning Event was the fourth time that employees had an opportunity to dispose of used electronic equipment and batteries. During several collection events organised for employees, we have already managed to collect 10 tonnes of waste electrical and electronic equipment and over 150 kg of batteries. In addition to these collected materials being handed over to a specialist company that dismantles and recycles them, the event also involved an information campaign that reminded colleagues of the importance of disposing goods correctly.



Two more Gardens in Nowa Huta

In 2012, in partnership with C.K. Norwid Culture Centre in Kraków, we decided to support two groups in their efforts to create gardens in their neighbourhood. The two best locations were chosen in a contest organised in spring 2012 – a suburban area in Chałupki, Truskawkowa Street, and a centre of a big housing estate in Nowa Huta.

Residents received necessary support in developing a design that would satisfy their needs and received equipment required to perform the works and part of the plants for the gardens. According to the declarations of residents and district councils which support the project, both gardens will be developed in the following years. The project under the honorary auspices of Jacek Majchrowski, the Mayor of Kraków and Bogusław Kośmider the Chairman of Kraków City is gaining more popularity.

Green initiative in Ząbkowice

Thanks to the engagement of a councillor from Ząbkowice area in Dąbrowa Górnicza and the support of ArcelorMittal Poland, the square at Robotnicze housing estate has been completely transformed.

The flower bed, 12 m in diameter, was rebuilt from scratch including soil replacement, reconstruction of concrete supports and obviously planting shrubs – a variety of barberries, Japanese spiraea, cotoneasters, and junipers. Works on the green area overlapped with thermal modernisation of neighbouring buildings and therefore the final result is better than expected.

More beautiful surroundings of Silesian schools

In 2012, together with Silesia Foundation, we planted trees and shrubs – azaleas, forsythias, hydrangea, maples, birches and thuyas around 6 educational centres in Dąbrowa Górnicza, Sosnowiec, Chorzów and Świętochłowice, and we also took care of hedges and flower beds. Altogether, 400 plants of 20 species were planted. Most often, school budgets are insufficient to invest in new plants as plants play a key role: they clean the air, reduce noise levels, have a positive impact on city microclimate and can be a wonderful place for recreation and integration. Moreover, children learn how important it is to be close to nature by watching others plant trees and maintain green areas.

Text by:
Jolanta Zawitkowska



Manfred Van Vlierberghe, CEO and deputy chairman

You are our neighbours, therefore we feel obliged to inform you about changes taking place in the plant – both technological and organisational, and about their environmental impact.





Enriching our communities





Community projects

We invest in local communities

Being a leader comes with responsibilities. Therefore we not only care about excellent quality of our production and its lowest impact on the natural environment but also about all our stakeholders, of which local communities play the crucial role. This is in line with the corporate responsibility strategy based on four pillars – one of them being the support for communities located in the neighbourhood of ArcelorMittal plants. We are well aware that company's responsibility does not only cover high quality production and customer service but also our behaviour and actions towards employees and residents. We want our projects to have measurable effects that reach as many people as possible. In 2012 we successfully carried out over 40 projects in the fields of education, healthcare, safety or amateur sport worth PLN 2.5 m. The variety of projects, in which we are involved, allows us to be closer to our neighbours and actively participate in their lives. Together we overcome difficulties and inspire each other to continue our activities and face new challenges.

ArcelorMittal Poland for education

It has been for many years now that we have co-operated with schools, kindergartens and universities, with special attention paid to the improvement of school infrastructure and learning conditions. We are proud to mention such projects as modernisation of specialist labs in HTS Vocational School Complex in Kraków and Technical Educational Centre in Dąbrowa Górnicza, help in purchasing new equipment and modernisation of the computer lab in "Szttygarka" Vocational School Complex and in Special School Complex no. 6 in Dąbrowa Górnicza, Elementary School no. 17 with Integrated Classes, Special School Complex in Świętochłowice and Elementary School no. 29 in Sosnowiec, or co-financing the purchase of multimedia equipment for Secondary School Complex no. 2 in Świętochłowice. With our help, the equipment was also modernised in Institute of Ferroalloys Metallurgy at AGH University of Science and Technology and Faculty of Materials Engineering and Metallurgy at Silesian University of Technology. This year we launched a project which involves handing over unused company computer equipment to those who can still use it for many years. As part of this project we handed over

twelve computers to Kindergarten no. 4 in Dąbrowa Górnicza which will give children more opportunities when it comes to entertainment and learning.

We have also implemented a joint project of AGH and ArcelorMittal Poland called "Breaking the barriers" addressed to disabled AGH students who are active not only at the university but also outside. The winners were awarded yearly scholarships.

In March we actively participated in a social initiative "Your Zagłębie-Your School-Your Voice". Five secondary schools were selected in an internet voting for the best secondary school in Sosnowiec. The finalists competed in a number of unusual sport disciplines such as sumo, an inflated bull riding, or a "triple trousers" race. ArcelorMittal had its own event called "Steel Muscles" – a weight-lifting competition. Janusz Korczak Secondary School won easily defeating in the finals the Electronic School Complex and Stanisław Staszic Secondary School. The winners could use the prize money for any purpose as long as it helped the school in its development and improvement of its educational facilities.





ArcelorMittal Poland promotes sport and health

For years we have promoted amateur sport and healthy lifestyle by supporting Sport and Recreation Centre in organising a half-marathon which attracts a large number of company employees every year. We also co-operate with Sport and Recreation Club TKKF "Triathlon" in Dąbrowa Górnicza whose founder is the Honorary Health Ambassador of ArcelorMittal Poland. The club organises a number of interesting sports events addressed both to youngest participants (Tiny Tot Race for preschoolers), and to older people (Steelworkers' race, cross country race). In Kraków, we cooperate with Siemacha Association by supporting the organisation of Juliada event, i.e. monthly series of events and sports competitions for children and youth. We support our competitors from Kraków TKKF who win awards in various tournaments and contests. As usual, we supported Bogdan Włosik Memorial Race that takes place on the streets of Nowa Huta. It is an annual event which commemorates the martial law victims and at the same time promotes sport among different generations of Kraków citizens.

The long-term cooperation with the Health Protection Foundation in Dąbrowa Górnicza contributes to the quality improvement of medical services provided to local communities, including also our employees. By supporting Blood Donor Clubs functioning at our plants in Dąbrowa Górnicza, Kraków and Zdzieszowice we promote blood donation by jointly organising blood donation events at company sites. It has already become a tradition for us to engage in events promoting bone marrow donation during 4th Agata Mróz-Olszewska Memorial organised by Drop of Life Foundation. Being

aware that good and modern equipment is of primary importance for diagnostics and treatment, we continue cooperation with medical centres. This year we supported Oncology Centre – Maria Skłodowska Curie Institute in Gliwice by equipping it with new medical instruments facilitating surgeries and post-surgery treatment.

Safety First

We have been promoting this concept not only in our sites; thinking about local communities we contributed to the purchase of a fire-fighting car with specialised equipment for the State Fire Service in Chorzów. Furthermore, we handed over a special fire-fighting car redundant in the company to the Voluntary Fire Department in Kościelniki.

ArcelorMittal Poland – a socially sensitive company

As we are not indifferent to the plight of the disadvantaged or the socially excluded, we proved to be a socially engaged neighbour. For years, we have supported the Polish Red Cross in Kraków in organising the charity concert "Help the Others", with proceeds used for helping socially excluded people. The donation for Ludowy Theatre Foundation made it possible to organise workshops as part of "I can do more" project for children under the care of the Flying Fish Club. Workshops were aimed at social exclusion prevention and ended with a holiday trip. Clothes collection event "Re-use your clothes" was also successful. We gathered over a thousand kilograms of different materials. The organiser of the event – 3R Recycling Solutions Company





handed over part of the profit to Anna Dymna Foundation "In Spite of All".

We are also a long-term partner of The Youth Centre for Creative Work in Dąbrowa Górnicza. We were proud to support the young artists that filed their works for the 17th International Art Contest "Beauty Around Us". In this year's edition we reviewed several thousand works from all over Poland and from abroad – Zambia, Belarus, France, Russia, Italy, Bulgaria and Turkey. This contest proves to be a perfect ground for establishing contacts and cooperation between domestic and foreign institutions, and thus creates possibilities to learn about different places all over the world, their inhabitants, cultures or values.

This year's celebration of Dąbrowa Górnicza Days held in May was special for our Company since we decided to participate in the organisation of the event that is really important for the community of Dąbrowa. Therefore Sunday, May 27 was ArcelorMittal Poland Day. As part of the celebrations of the 40th anniversary of the commencement of the steel plant's construction in Dąbrowa Górnicza, an open-air exhibition presenting the history of the plant from its beginning till the present day was organised in the municipal park. Those interested could verify their newly-acquired knowledge in a knowledge contest on the plant and ArcelorMittal Poland. However, the biggest attraction was ArcelorMittal park where children and their parents

could travel around the world in just one day. A train travelling through different countries took the children to an African party, American Indian village or to the Wild West. Children were also eager to have their picture taken in miniature clothes of a blast furnace operator.

We also eagerly became involved in an architectural contest organised by Kraków Municipality – "Kraków- Nowa Huta of the Future" and founded the second prize in the competition. The task was to develop plans for the renewal of post-industrial areas, show a direction for the development of areas of the Kraków plant's former protective zone, and open this area to future investments, including modern business services. Authors of the winning concept located the "new centre" of the city in the area of Branice housing development adjacent to Igołomska Street. Apart from residential buildings, the concept also assumes construction of Branice Scientific and Technical Centre with a campus in the Eastern part of Nowa Huta, and the construction of the so-called Eastern Kraków Gate and a Transfer Centre Nowy Kraków.

Concepts prepared for the contest will be used as a basis for the planned change in urban planning for the City of Kraków and will become a basis for preparing plans for the creation of an economic zone in Nowa Huta.

ArcelorMittal Poland supports arts and culture

We strengthen our cooperation with local communities also by positively participating in the cultural life of regions and cities in which our business is located. Since 2012 we've been an official partner of Narodowy Teatr Stary (National Old Theatre). With our support the theatre – one of the oldest and most renowned cultural institutions in Poland – is able to thrive and continuously entertain the citizens of Kraków.

The bay of the former tin plating shop of Krakow steel plant has been turned into one of the most spectacular concert halls in Kraków. Almost 200 m long, 36 m wide and 13 m high, the bay hosts big cultural projects. It may each time house 3,500 to 4,000 people.

Sacrum Profanum Festival has been organised here every year since 2003. The festival is a combination of classical music composed by great composers ("the sacrum"), and contemporary and pop music performed in post-industrial scenery ("the profanum"). Since 2010 the bay has also been a venue for the Film Music Festival organised each spring.

Both events are examples of a very good co-operation between ArcelorMittal Poland and Kraków Festival Office. Opening the 5th edition of the Film Music Festival in 2012, Ms Magdalena Sroka, deputy mayor of Krakow, stressed the fact that thanks to the open attitude of ArcelorMittal Poland, two splendid festivals, which promote the city all over the world, can be organised twice a year in this characteristic post-industrial scenery of the steelworks in Kraków.

5th Film Music Festival in Kraków

Concerts organised as a part of the 5th Film Music Festival were held for three consecutive evenings (May 24–26, 2012) in the former tin plating shop in Kraków. The main event of the festival was the jubilee of Wojciech Kilar, an outstanding Polish composer.

First, the soundtrack to "Perfume: The Story of a Murderer" was played live while the audience watched the full version of the movie. It was the world's premiere of a simultaneous performance by a 90-plus member symphony orchestra conducted by Ludwig Wicki. The gala celebrating the 80th birthday of Wojciech Kilar, an outstanding composer, was opened with a captivating tango from "Jealousy and Medicine", a film directed by Janusz Majewski. Krzysztof Zanussi, a film director, for whom Kilar composed 40 soundtracks, was one of the people who recalled his co-operation with the maestro. The audience also heard the famous "Waltz" composed for "The Promised Land", which impressed Francis Ford Coppola himself. The director asked the composer to co-operate with him in Hollywood on "Bram Stoker Dracula". On the last day of the Film Music Festival the audience gathered in the bay of the tin plating shop heard music composed by Elliot Goldenthal, special guest of the festival, for "Alien 3". The film set matched the scenery of the post-industrial bay.

It is worth mentioning that the Film Music Festival is organised under the honorary auspices of UNICEF. This year during two festival concerts took a collection of funds for African children.





Karolina Muza, Head of Corporate Responsibility

We are happy that volunteers themselves suggest places and events that they would like to organize, they encourage their colleagues to get involved and there are also some people who stay with a given organisation and continue their volunteer work. It is very valuable and shows that the awareness of voluntary service is growing. People realise how necessary such work is and how much joy you can give to the needy by offering them a few hours of your own time.



Wojciech Koszuta, Director of Świętochłowice Plant

Our company is perceived by local communities through a number of elements: hardworking people, production bays, equipment and machines. Thanks to the volunteer service, the way we are perceived by people from the outside changes. We are no longer associated only with the so-called heavy industry but also with ordinary help and support. We offer help to the needy, the help for which we often do not have time performing our everyday duties. I believe that this programme was an opportunity for us to establish a true bond with citizens.

Volunteer service also fits into WCM pillars – environmental protection and social responsibility.

Volunteer work

A Volunteer Work Day is organized each year in the Group at the initiative of ArcelorMittal Foundation. Since 2009 Volunteer Day has also been organized in Poland. 2012 was a special year for us because we developed Regulations for the Employee Volunteer Service, and the initiative received official support from Sanjay Samaddar, Chairman of the Board of Directors. The regulations made the volunteer service formal, gave employees a possibility to perform volunteer work during their working hours, and provided them with accident insurance.

In response to employees' suggestions concerning the organization of 2012 Volunteer Work Day, we changed its formula. Volunteer initiatives were not held on one specific day only but started at the beginning of November and continued till the second half of December. Employees of companies from ArcelorMittal Group and its subsidiaries were

involved in almost thirty projects, as part of which they visited among others community and sociotherapeutic centres for children and youth, old people's homes, foundations, schools and animal shelters. Volunteers did what they are good at and what they wanted to share with others. A lot of people turned out to be good at organizing entertainment for children and young people, showing them interesting ways of spending leisure time, encouraging to develop skills and interests and helping with learning problems. Others spent time with elderly people. Those, who like do-it-yourself projects, did some repair works or gave specialist advice. Animal lovers helped with cleaning animal shelters and animal care. They organized collection of animal food and things that could be used for insulating boxes. Additionally, on Volunteer Day, blood donations are traditionally organised by Company plants.

Text by:
Karolina Muza
Magdalena Kuśmierz



Sacrum Profanum

This year the programme of the 10th anniversary of Sacrum Profanum festival was fully devoted to Polish music. Most concerts were held in Łażnia Nowa Theatre in Nowa Huta. Festival audience listened to music by the best young and middle-aged Polish composers: Paweł Mykietyń, Agata Zубel, Cezary Duchnowski, Aleksander Nowak, Marcin Stańczyk and Sławomir Kupczak, interpreted by outstanding European and American bands specialising in interpreting contemporary music.

Three final concerts of 2012 Sacrum Profanum festival as usual took place in the bay of the former electrolytic tin plating shop. During the "Polish Icons" concert, pieces by the most outstanding Polish composers such as Krzysztof Penderecki, Henryk Mikołaj Górecki, Wojciech Kilar and Witold Lutosławski, were adapted and performed by DJs from the famous record label Ninja Tune. The audience also witnessed the reactivation of Skalpel, Wrocław duet of Marcin Cichy, a composer and Igor Pudło, a producer, who presented their own vision of contemporary music combining elements of jazz, hip hop and club beats.





ArcelorMittal Foundation

ArcelorMittal Foundation established in 2007 engages in social projects at the global level. Thanks to regular co-operation with the Foundation, we managed to complete a number of initiatives in Poland e.g. Volunteer Work Day, competition for the best Christmas and New Year's card organised for children of our employees, Solidarity Holiday or a mini-grant programme.

Solidarity Holiday program offers a range of opportunities to work as a volunteer in various countries where our company has its operations, in co-operation with local non-governmental organisations.

Employees have a chance to spend part of their holiday leave in another country, very often a remote one where they engage themselves in a specific project together with colleagues from other ArcelorMittal plants and local volunteers. In 2012 volunteers from Poland were involved in building houses in Trinidad and Tobago together with Habitat for Humanity, refurbishment of a school in Beijing, help in a medical camp in Senegal or tree planting in Rajasthan, India.

The mini grant programme is a combination of two elements: support for local communities and promotion of voluntary

service. Each employee of ArcelorMittal, who is a volunteer, may apply for a grant for the organisation with which they co-operate. The Foundation recognised and awarded grants to initiatives such as an educational project "eXpert - investment in the future" by the Association of Polish Electricians, local office in Nowa Huta, addressed to students of vocational schools. The aim of the project is to improve the quality of vocational education through use of modern equipment and programmes similar to those used in industry.

Another example may be the project developed by the Association of People Suffering from Spinal Muscular Atrophy "The Taste of Life" which tries to help in the rehabilitation of people suffering from this condition whose families very often cannot afford costs of rehabilitation.

Voluntary Fire Service in Jasiona (Zdzieszowice municipality) used the grant for buying equipment necessary during rescue operations.



Children art competition for the best Christmas and New-Year's Card as usual attracted a lot of interest. All cards filed for the competition were beautiful, creative and full of festive warmth and joy, and showed that the young artists had an extraordinary imagination and were very sensitive.

It was very difficult to choose the best card, still there is a tradition that apart from the main prizes there are also surprise gifts for all children participating in the competition.

Text by:
Karolina Muza
Magdalena Kuśmierz



ArcelorMittal Poland open to local communities

Open Days at ArcelorMittal Poland already have a long tradition. Every spring the gates of our Units in Kraków and Dąbrowa Górnicza are open to visitors – both citizens and families of company employees who are offered an opportunity to visit the place where their relatives work. In both cases local offices of Polish Tourist and Sightseeing Society [PTTK] are involved in the organisation of the Open Days; their guides not only talk about production process but they also touch upon the steel plants' history.

The plant in Kraków was visited by 360 people. First the visitors and the guide visited the management building which is an example of architecture typical for the period of social realism but also has some elements of Polish renaissance architecture. Two twin buildings built over 50 years ago were officially registered as monuments in 2004.

The guests were not only told the story of this place but, thanks to a movie shown in the main conference room of the plant, they also had a chance to see what the Kraków Unit of ArcelorMittal Poland, a modern place of work, looks

like today. Afterwards they could confront the movie with reality. This year visitors were taken on a bus tour of the coke plant and then visited two state-of-the-art processing plants in ArcelorMittal Poland in Kraków: Cold Rolling Mill and Hot Strip Mill.

This year 400 visitors passed through the gates of Dąbrowa Górnicza Unit. Their visit also started with a movie showing the production process and new investments in the Unit. Afterwards, during the plant visit the guide told them about production of steel and the plant itself which celebrated its 40th anniversary of groundbreaking in 2012. The guests visited the Heavy and the Medium Section Mills where they walked along the technological line and had a chance to see how blooms and billets are turned into final products.

Text by:
Waldemar Musiał
Rafał Zabiegała





Transparent governance





Compliance Programme

The motto for 2012 in ArcelorMittal Poland and most of ArcelorMittal operations worldwide was the observance of economic sanctions guidelines. No matter where ArcelorMittal company does its business, it is the policy of ArcelorMittal, its subsidiaries and affiliates to comply with law on economic sanctions and regulations including such laws issued by the United Nations, European Community, international organisations and individual states. Economic sanctions have various origins and are imposed in support of national and international policies aimed at preventing terrorism, money laundering, drug trafficking, nuclear proliferation and other being part of international relations. In principle, economic sanctions prohibit certain individuals from running any kind of business activity with countries and these are sanctions against countries, or with entities or persons on which sanctions are imposed and these are list-based sanctions. The tool to verify the reliability of specific entities or persons is the World-Check system which ArcelorMittal Poland uses on a regular basis.

Trainings on economic sanctions are delivered by the Compliance Programme

Coordinator and these are either face-to-face meetings or on-line webinars. A total of 649 out of 655 employees expected to take the training, completed it in 2012 which is a very satisfactory result of 99.1% people trained.

Apart from the aforementioned trainings, in 2012 there were also trainings for those employees in case of whom the three-year training validity period expired, and for the new employees.

The results are as follows:

175 people trained on the Code of Business Conduct, 37 people trained on Antitrust Compliance Guidelines for Europe, 26 people trained on Insider Dealing Regulations, 62 people trained on Human Rights Policy, 100 people trained on Anti-corruption guidelines. Trainings on these modules were held on-line and were also delivered directly.

A non-conflict of interest clause for all white-collars was introduced in 2012.

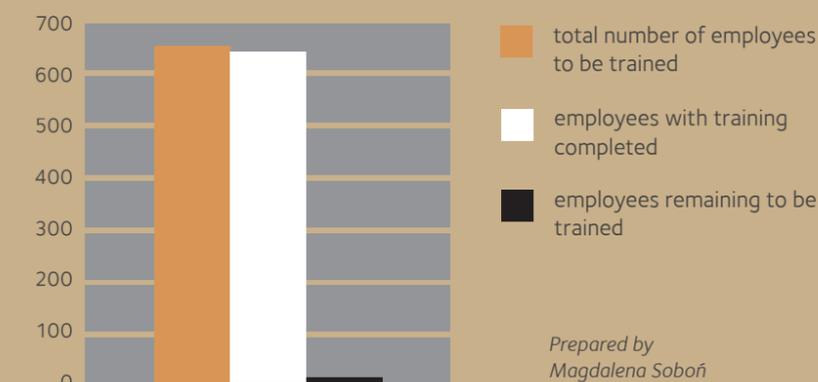
Further information and Compliance Programme documents is available at www.arcelormittal.com/poland.

The Compliance Programme includes the following elements:

- Code of Business Conduct;
- Insider Dealing Regulations
- Antitrust Compliance Guidelines
- Whistleblower Policy
- Dawn Raid Guidelines
- Human Rights Policy
- ArcelorMittal Guidelines on Economic Sanctions and Overview of Economic Sanctions observance.
- Anti-corruption Guidelines

Text by:
Magdalena Soboń

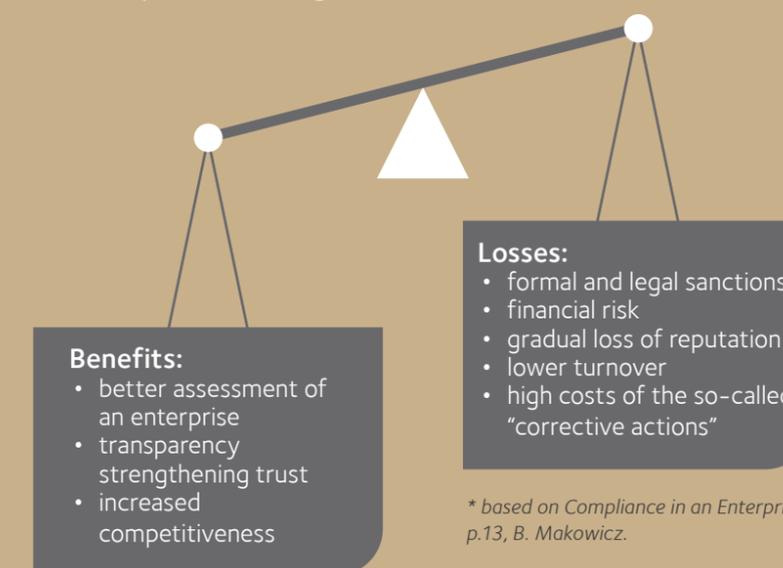
The chart shows the status of employee trainings on the economic sanctions module. The number of employees to be trained - 655, employees with training completed - 649, employees remaining to be trained - 6.



Bartosz Makowi cz, "Compliance in an Enterprise"

A prospering company may very quickly lose its position - it takes an unreasonable move or lack of action. One wrong decision very often creates the domino effect. This is of particular importance when the economy is unstable. To avoid that, an enterprise needs Compliance.

Profit and loss account in Compliance Programme*



Maja Kamińska, Head of Corporate Governance and the Company Secretary

Each and every employee is responsible for the reputation of our company, of course the extent of the responsibility may differ and therefore all employees are expected to be fair.



ArcelorMittal

ArcelorMittal Code of Business Conduct

January 2007

ArcelorMittal

ANTI-CORRUPTION GUIDELINES

Marzec 2009

ArcelorMittal

ArcelorMittal antitrust compliance guidelines for Europe

January 2007

ArcelorMittal

ArcelorMittal Insider Regulations

January 2007

ArcelorMittal

ArcelorMittal Dawn Raids Guidelines

Guidelines for unannounced inspections by the European Commission and/or National Competition Authorities

ArcelorMittal

Human Rights Policy

Responsible Sourcing

In 2012, ArcelorMittal Poland carried on the implementation of the Responsible Sourcing Programme. ArcelorMittal Group aims for safe and sustainable production of steel. We believe that this target may be reached through close co-operation with our suppliers to promote standards followed by ArcelorMittal. We do hope that our suppliers will adopt ArcelorMittal practices and implement a similar system in companies they represent. Code of Responsible Sourcing developed by ArcelorMittal covers four main areas which we think are key to responsible fulfilment of common business targets of ArcelorMittal and our partners. Code of Responsible Sourcing obligates suppliers to follow good practices in the following areas:

- Occupational health and safety
- Human rights
- Ethics
- Environmental stewardship

In 2012, we achieved targets set by ArcelorMittal as regards implementing the Code at our suppliers'. Results of our work and the work of our colleagues

from FCE were a basis for updating the suppliers' data base which now clearly shows which suppliers confirmed that they follow the Code of Responsible Sourcing. Implementation of two successive stages of the Code of Responsible Sourcing is now in progress. The first is to provide necessary training to traders who co-operate with suppliers on a daily basis so that they have sufficient knowledge to support suppliers if they have additional questions concerning the Code and the Programme. The training initially covered people who speak English, further trainings will be held in Polish in a face-to-face system. The second stage will be to make the Code an integral part of contracts concluded by ArcelorMittal Poland. This step will be an extension of the Programme's implementation among suppliers. ArcelorMittal Poland aims for continuous improvement of standards of co-operation with our business partners.

Text by:
Marzena Obsto



Davinder Chugh, Member of Group Management Board ArcelorMittal

It is very important to us that our suppliers and subcontractors can demonstrate high standards of business conduct. We already have clauses in the contracts which hold our suppliers to meeting national laws and regulations, as well as specific site level requirements.

December 2010, we published a Code for Responsible Sourcing. This asks our suppliers to meet the requirements of ArcelorMittal's Policies in the area of Health and Safety, Human Rights, Ethics and Environmental Stewardship. This means that our suppliers are asked to meet international best practices in many of these areas.

Awards and distinctions

The Pearl of Polish Economy

In 2012 ArcelorMittal Poland was awarded the Pearl of Polish Economy title in the Large Pearls category. The title has been awarded for 10 years now by the editors of Polish Market which publishes the ranking based on rules developed by specialists from the Department of Microeconomy at the Institute of Economics of Polish Academy of Sciences. Evaluation covers 2000 enterprises with income over PLN 100 million, and the ranking itself is believed to be the most objective barometer of Polish economy. ArcelorMittal Poland was recognised for consistent implementation of its policy and strategy, and the position of a leader among the most dynamic and most effective enterprises in Poland.

Excellent Employer Branding Strategy

The competition is organised by HRM Institute which, among others, looks for and recognises the best employer branding practices thanks to which current and potential employees perceive a company as an attractive environment for the development of their career. 2012 was the year when Employer Branding Excellence Awards were first given in the following three categories: Excellent Employer Branding Strategy, Excellent Internet Campaign and an Excellent Offline Recruitment Campaign. Applications filed were evaluated by Polish experts in the field. The judging panel granted one award and one distinction in each category. Awards were given during a conference held on May 30, 2012 in Warszawa. ArcelorMittal Poland was recognised in the "Excellent Employer Branding Strategy" category.

Good Company Ranking 2012

An official event was held on April 26, to celebrate the 6th edition of the Good Company Ranking 2012, with ArcelorMittal Poland among the winners. During the event in Warszawa the company was represented by Stefan Dzienniak, member of the Board of Directors, External Affairs, Environment and Special Projects Director. Before the event the invited guests had an opportunity to participate in a conference entitled "The role of business leaders in social development". Participants shared their knowledge and experience in scope of corporate social responsibility and answered questions related to the involvement of domestic business leaders in the development and support of local communities and diversity management. The ranking is published by daily paper Gazeta Prawna in co-operation with PWC and Corporate Social Responsibility Forum.



Top Employers Poland 2012

Again, we have been placed among the top employers. ArcelorMittal Poland is one of 32 organisations that received the title Top Employers Poland 2012. An independent study by CRF Institute showed that ArcelorMittal Poland offers its employees exceptional working conditions. Organisations covered by the survey were evaluated based on the following categories: basic and additional benefits, working conditions, trainings and development, professional career development and company's organisational culture. Top Employers Polska 2012 certificate was awarded only to those organisations which met strict criteria of the survey. ArcelorMittal Poland obtained particularly good results in scope of basic benefits and professional career development.

Magdalena Kusik, Country Manager Top Employers Polska

Exceptional policy and HRM practices of Polish Top Employers show that talent management is their priority. Employees are offered not only what they are currently interested in but also an opportunity to do things that will help them prepare for the next step forward on their career path in the company. Top Employers Polska 2012 clearly shows that they appreciate and care for their employees.



Teresa Godoj - Safety and Security Office Director

ArcelorMittal Poland gives an opportunity to develop at each level of the hierarchy and a chance to find your own place in the organisation. The fact that you start your work in a given department does not mean that you have no possibility to retrain. You can learn a lot here in a short time. If you show initiative and have new ideas, the company will give you a possibility to implement them as it is open to new solutions.



Andrzej Wypych, member of the Board of Directors, HR Director

This is another award in the field of HR management that our company has recently received. The emblem of a Responsible Employer strengthens our image as the employer. It is also a good investment in further dynamic development of the company. I hope that this award will have impact on the results of recruitment processes and the number of students of metallurgy who will decide to follow their career in our company.

ArcelorMittal Poland was ranked 31. in Universum Ideal Employer 2012 in the category Engineering, going up four places as compared to last year's result.



"The One Who Transforms the Polish Industry"

On February 11, 2013 during an official event in Warszawa, Sanjay Samaddar, President of the Board of Directors received, on behalf of the Company, the award "The One Who Transforms the Polish Industry." The idea of the project is to recognise people, companies, institutions or events with a considerable impact on positive changes in Polish industry and the economy in general. The winners were chosen by the editorial board of the monthly paper Nowy Przemysł and wnp.pl portal. ArcelorMittal Poland was rewarded for its consistent approach to investments, stable position, being a permanent element of Polish industry and putting emphasis on the importance of creating adequate conditions in Europe for global investors.

Text by:
Anna Horyń
Ewa Oczkowicz
Karolina Muza
Magdalena Kuśmierz

Universum Ideal Employer 2012

ArcelorMittal Poland was ranked 31. in Universum Ideal Employer 2012 in the category Engineering, going up four places as compared to last year's result. This year over 18 thousand students representing 71 best higher education institutions in Poland took part in Universum Students Survey. The participants were asked to evaluate companies present on the Polish labour market and specify their expectations concerning future career. TOP 50 Ideal Employers ranking with 7 categories was created based on the results of the survey. Thanks to the participation in this survey we obtained information based on which we can now build our image among our potential employees. They are very demanding and we have to meet their expectations if we want to be an important player on the labour market. The recent Universum Students Survey shows that the first employer is usually chosen because of its prestige and an opportunity to get valuable references, whereas the key professional goals include mainly job security and a possibility of becoming an expert.



Responsible Employer - HR Leader 2012

In February, ArcelorMittal Poland received the award of a Responsible Employer - HR Leader 2012, granted every year as a part of an all-Polish programme run by a business magazine Strefa Biznesu and daily paper Gazeta Prawna. The winners are chosen based on a main criterion i.e. widely understood qualitative evaluation of elements such as: observance of labour law and Health and Safety regulations, opportunities for employees to raise their qualifications, incentive system, company's reputation, employment dynamics or activities for the benefit of a local community. The idea of the programme is to promote good examples, models and strategies for HR policy and a strategy aimed at integrating HR and business issues. The programme is addressed to companies operating in Poland which pay particular attention to working conditions and development of their employees.



www.arcelormittal.com/poland

ArcelorMittal Poland
Al. Józefa Piłsudskiego 92
41-308 Dąbrowa Górnicza
tel.: (32) 776 66 66
fax: (32) 773 82 00

Your feedback on the report is most welcome.
Please send it to Karolina Muza, Head of Corporate Responsibility ArcelorMittal Poland
E-mail address: Karolina.Muza@arcelormittal.com
Phone no: +48 32 7767811