

Progress through communication and consultation

In 2002, immediately after the Group's formation, Arcelor signed an agreement with national and European trade unions leading to the creation of the European Works Council (EWC). From the start, this agreement paved the way for social dialogue at the highest level and for effective circulation of internal information. The 57-member EWC comprises 10 employers' representatives and 47 employees' representatives. It serves as a sounding board for the community of interests created by Arcelor's new European dimension and as a means of strengthening the Group's social cohesion in the face of new challenges. The primary role of the EWC is one of information and consultation, discussing economic and social questions of a strategic and cross-border nature. Among the many topics addressed, occupational health and safety is considered top priority.

The EWC set up a Health and Safety Steering Committee to advance the thinking on these questions by all concerned. The committee began work in 2004 and has already produced a number of very significant results. One of these was the Arcelor Group's Health and Safety Convention in Bilbao, Spain in 2004. Two days of open and constructive debate culminated in the prioritisation of four broad policy areas, namely:

- occupational disease prevention
- preventative policies to tackle major industrial hazards and safety training policy
- the Company and its co-contractors (policies and prevention)
- implementation of the European risk assessment directive.

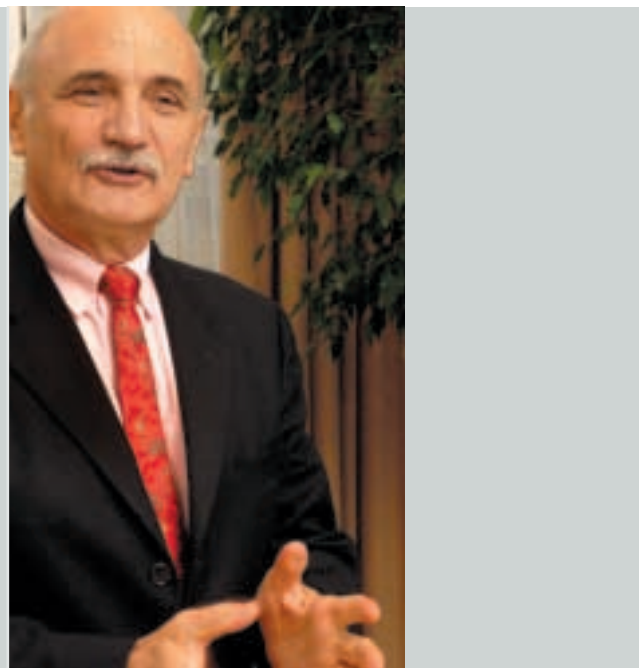
The Convention made the following recommendations, which are currently being implemented:

- creating a permanent body within the EWC to monitor Health and Safety developments and make proposals in that area
- developing a new Health and Safety Charter, based on a global approach to the issue

- improving our contractual relations with co-contractors in the field of Health and Safety, and framing a set of safety specifications for service providers
- development and management of Health and Safety training, through three task forces (occupational doctors, psychosocial and occupational diseases, radioactivity and major hazards studies).

The social partners are unanimous in their support for these objectives. They are all fully committed to actively implementing this joint policy that must now be applied throughout Arcelor.





Arcelor was formed in February 2002 by the merger of three big steelmakers, Aceralia, Arbed and Usinor, with the objective of creating a global steel industry leader. Arcelor operates in four key sectors: flat carbon steel, long carbon steel, stainless steel and Arcelor Solutions and Steel Services. With nearly 95,000 employees in more than 60 countries, Arcelor is a significant player in the worldwide steel industry. Output in 2004 totalled 51 million tonnes of steel and revenues exceeded € 30 billion. The group has a major presence in all its key markets: automotive industry, construction, household appliances, packaging and general industry.



A duty of care

Health, safety and well-being in the workplace are absolute priorities within Arcelor and are communicated and implemented as such throughout the Group, contributing to our sustainable development policy. As a corporation operating in many different countries, Arcelor firmly believes that it has a duty to give all its partners, wherever they are in the world, a share in the progress achieved collectively by the corporation. In addition, Arcelor continues to set the standard for the steel industry, pledging strict compliance with a universal code of ethics.

Guy Dollé
Chairman of the Management Board, CEO
Arcelor S.A.