

# Responsible Steel™ Certified Site



DNV-C590783

Presented to

## ArcelorMittal Warszawa Sp. z o.o.

### SITE NAME AND ADDRESS

**ArcelorMittal Warszawa Sp. z o.o.**  
Ul. Kasprowicza 132,  
01-949 Warsaw, Poland

### CLIENT NAME AND ADDRESS

**ArcelorMittal Warszawa Sp. z o.o.**  
Ul. Kasprowicza 132,  
01-949 Warsaw, Poland

Version of the ResponsibleSteel Standard and Assurance Manual that the site was audited against

ResponsibleSteel Standard Version 1-1  
ResponsibleSteel Assurance Manual Version 1.0

### ISSUE DATE

24.01.2023

### EXPIRY DATE

23.01.2026

### NEXT SCHEDULED AUDIT

April / May 2024

### CERTIFIED SINCE

24.01.2023

### CERTIFICATION SCOPE

Manufacture of alloy and notalloyed electric steel, hot rolled products, untreated black or heat treated.

### CERTIFICATION BODY

DNV Business Assurance Poland Sp. z o.o.  
ul. Łużycka 6e  
81-537 Gdynia



Any facilities and associated activities that are directly related to steel making or processing, that are on-site or near the site and that have not been included in the certification scope or audit scope

none

### AUTHORISED CERTIFICATION BODY SIGNATURE

A handwritten signature in blue ink, appearing to read 'T. Słupek'.

TOMASZ SŁUPEK, Area Manager Certification Poland

ResponsibleSteel™, 755 Hunter Street,  
Newcastle West NSW 2303, Australia

Validity of this certificate is subject to continued conformity with the applicable ResponsibleSteel Standard and can be verified at [www.responsiblesteel.org](http://www.responsiblesteel.org)

This certificate does not constitute evidence that a particular product supplied by the certificate holder is ResponsibleSteel certified. Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required ResponsibleSteel claim is clearly stated on sales and delivery documents.



# Responsible Steel™ Certified Site



DNV-C590783

Annex

## ArcelorMittal Warszawa Sp. z o.o.

### SITES AND FACILITIES COVERED BY THE CERTIFICATE

**ArcelorMittal Warszawa Sp. z o.o.,**  
Ul. Kasprowicza 132,  
01-949 Warsaw, Poland

### SUPPORT FUNCTIONS THAT CONTRIBUTED TO THE AUDIT

**ArcelorMittal Europe – Long Products, 66, rue de Luxembourg**  
4221 Esch-sur-Alzette – Luxembourg, Luxembourg

**ArcelorMittal Poland Dąbrowa Górnicza Al. J. Piłsudskiego 92**  
41-308 Dąbrowa Górnicza, Polska

ResponsibleSteel™, 755 Hunter Street,  
Newcastle West NSW 2303, Australia

Validity of this certificate is subject to continued conformity with the applicable ResponsibleSteel Standard and can be verified at [www.responsiblesteel.org](http://www.responsiblesteel.org)

This certificate does not constitute evidence that a particular product supplied by the certificate holder is ResponsibleSteel certified. Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required ResponsibleSteel claim is clearly stated on sales and delivery documents.



# PUBLIC SUMMARY AUDIT REPORT

This is a concise public summary of the audit report for ArcelorMittal Warszawa Sp. z o.o., site ArcelorMittal Warszawa. The full version of the audit report is in the possession of the member company and the audited site.

## Audit overview

<b>Member Name</b>	ArcelorMittal
<b>Audited entity name</b>	ArcelorMittal Warszawa
<b>Number of sites</b> <b>Names &amp; location</b>	ArcelorMittal Warszawa Sp. z o.o., Ul. Kasprowicza 132, 01-949 Warsaw, Poland Electric steel mill, rolling mill and finishing area including heat treatment of the bars Products: CC Billets 140mm / 160mm / 220mm SBQ ø20-80mm / Rebar ø10-50mm / Krybar ø 12-32mm Website, <a href="https://www.arcelormittal-warszawa.com/en/smarter-steels-for-people-and-planet/">https://www.arcelormittal-warszawa.com/en/smarter-steels-for-people-and-planet/</a>
<b>Certification scope</b>	Manufacture of alloy and notalloyed electric steel, hot rolled products, untreated black or heat treated. ArcelorMittal Warszawa site facilities, employees and processes Arcelor Mittal Warszawa area of influence stakeholders
<b>Standard version audited against</b>	<a href="#">ResponsibleSteel Standard V1-1</a>
<b>Audit type and outcome</b>	Initial certification
<b>Certification body</b>	DNV Business Assurance Poland Sp. z o.o. ul. Łużycka 6e 81-537 Gdynia
<b>Audit Dates</b>	Stage 1: 2 days. Onsite 18 May 2022 Stage 2: 11 days. 12 – 14 September 2022
<b>Number of auditors and audit days</b>	Lead auditor: Włodzimierz Biel Auditor/s: Rafał Kmieć
<b>Lead auditor declaration</b>	The findings in this report are based on an objective evaluation of evidence, derived from documents, first-hand observations at the sites and interviews with site staff, workers and stakeholders, as

	<p>conducted during stage 1 and stage 2 audit activities. The audit team members were deemed to have no conflicts of interest with the sites. The audit team members were professional, ethical, objective and truthful in their conduct of audit activities. The information in this report is accurate according to the best knowledge of the auditors who contributed to the report.</p> <p>It should be noted that audits are snapshots that rely on sampling. Sampling of interview partners, of documentation and records, of observed operations and activities. The auditors can therefore not exclude the possibility that there are non-conformities in addition to the ones identified during the audit activities.</p>
<b>Next audit type and date</b>	Surveillance: April/May 2024 (TBC)

# Contents

Introduction ..... 4

Site information ..... 6

Stakeholder engagement..... 7

Summary of Audit Findings..... 14

Assurance Panel Declaration ..... 22

# Introduction

## About ResponsibleSteel

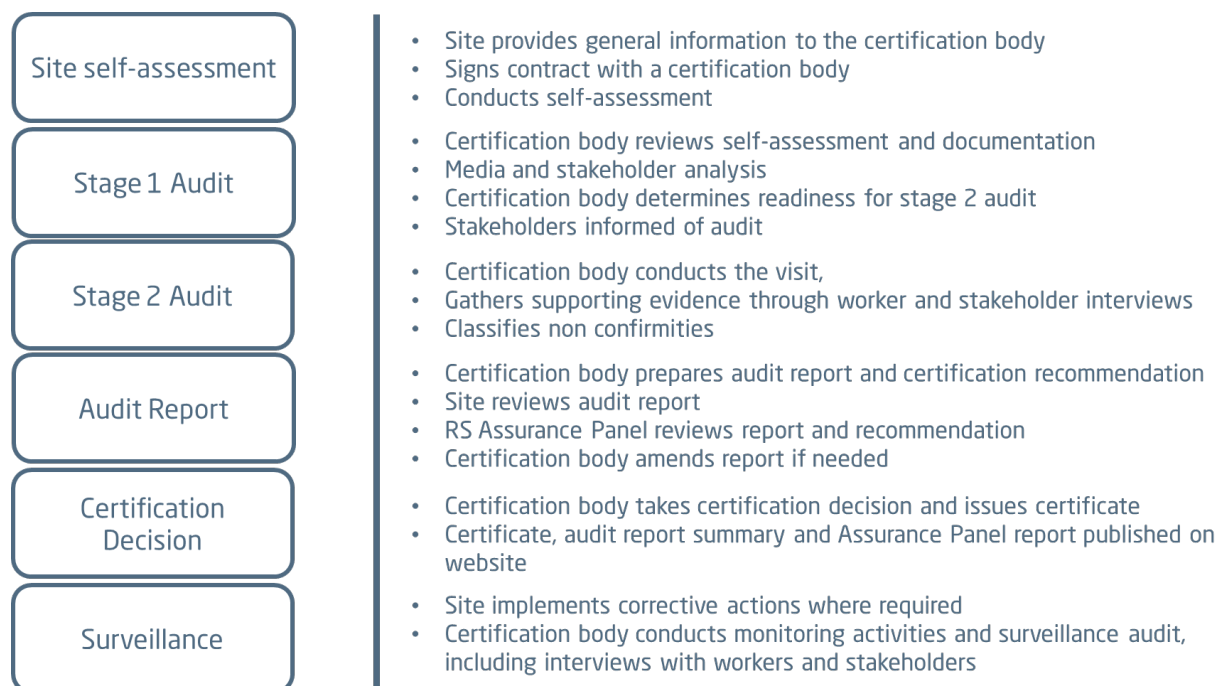
Our mission is to achieve net zero carbon emissions for the steel sector, and to enhance the responsible sourcing, production, use and recycling of steel.

We are a not-for-profit multi-stakeholder organisation founded to bring together business, civil society and downstream users of steel, to provide a global standard and certification initiative for steel. We have built a consensus on what sustainability looks like for steel – including the impacts of mining, steel production, the scrap metal supply chain, greenhouse gas emissions, water use, workers' rights, communities and biodiversity. We are the first global scheme for responsibly sourced and produced steel.

Our Members include steel makers, mining companies, automotive and construction companies as well as civil society organisations focused on labour rights, biodiversity, climate change and many other important issues.

## Overview of the certification process

Certification against the ResponsibleSteel Standard is voluntary and follows the process below:



Sites can apply to be assessed against the ResponsibleSteel Standard on a voluntary basis. Conformity with the Standard is verified by independent certification bodies and auditors. They study documentation provided by the site, review relevant media and scientific publications on the site, visit the site to see operations first-hand, and interview site management, process owners, shopfloor workers and external stakeholders such as authorities, community and civil society representatives. The assessment is summarised in an audit report that is reviewed by an independent Assurance Panel. Only if that Panel is satisfied with the quality of the audit and the resulting report, can a site with a positive certification recommendation be certified. A ResponsibleSteel certificate is valid for three years and certified sites have to pass a surveillance audit after 18 months and subsequent re-certification audits to remain certified. The rules and processes for ensuring compliance with the Standard are laid out in the [Assurance Manual](#) and have been developed in line with the Assurance Code of Good Practice set by the ISEAL Alliance.

ResponsibleSteel provides an Issues Resolution System that any stakeholder may use to log a complaint about any aspect of the ResponsibleSteel programme. The [Issues Resolution System](#) can be accessed via the ResponsibleSteel website.

More information on ResponsibleSteel can be found on <https://www.responsiblesteel.org/>.

## Site information

<b>Country and town</b>	Poland, Warsaw
<b>Activities and products</b>	<p>Electric steel mill, rolling mill and finishing area including heat treatment of the bars</p> <p>Products:</p> <p>CC Billets 140mm / 160mm / 220mm</p> <p>SBQ ø20-80mm / Rebar ø10-50mm / Krybar ø 12-32mm</p>
<b>Year site opened</b>	1957
<b>Major extensions and / or refurbishments and year(s) when these occurred</b>	<p>1952 – erection of HUTA WARSZAWA [Warsaw Steel Plant] begins</p> <p>1957 – start-up of a Steel Foundry, the first production department of Huta Warszawa</p> <p>1958 – Steel Shop and Forging Shop begin to operate</p> <p>1960 – a Blooming Mill begins to operate</p> <p>1961 – start-up of a Drawing Mill</p> <p>1962 – start-up of a Heavy Section and a Small Section Rolling Mills</p> <p>1965 – start-up of a Cold Strip Mill</p> <p>1968 – start-up of a Medium Section Rolling Mill</p> <p>1972 – the expansion of the Steelworks is completed, and the fifth electric furnace with a capacity of 50 tons is put into operation.</p> <p>1985 – The old rolling mill of the Soviet production is replaced with a rolling mill made by Huta Zygmunt and constructed by Biuro Projektów BIPROHUT.</p> <p>1992 – Huta Warszawa is privatized on the basis of a joint-venture agreement with LUCCHINI Group, establishing Huta L.W. Sp. z o.o.</p> <p>1995 – Steel Shop modernization starts</p> <p>1997 – New Steel Shop start up (EAF 80 t, LF 80 t and four strands CC)</p> <p>2001 – modernization of the Steel Shop continues. Start-up of a VD 80t</p> <p>2004 – the Cold Strip Mill is shut down</p> <p>2005 – Arcelor Group takes over Huta L.W. The Company's name is changed to Arcelor Huta Warszawa Sp. z o.o. The Forging Shop is shut down. Erection of a new Hot Rolling Mill begins.</p> <p>2006 – Arcelor and Mittal groups merge. The Small Section Rolling Mill is shut down.</p> <p>2008 – start-up of the new Rolling Mill</p> <p>2011 – On October 18, ArcelorMittal Warszawa receives the title of "Employee-friendly Employer" by the trade union NSZZ "Solidarność".</p> <p>2012 - Medium Section Rolling Mill is shut down</p>



	2013 – ArcelorMittal Warszawa receives the title of 2013 “Reliable Employer of the Year”. It was granted also in 2014,2016,2017. 2021 – in August, start up a new cooling plant of the Finishing Plant
<b>Annual production</b>	Production capacity 600 000 tonnes per annum. Steel: 597 000 tones (liquid steel, 2021) Annual turnover: 1,89 mld PLN (c.a. \$ 400 million)
<b>Number of employees and contractors</b>	535 FTE+128 contractors
<b>Carbon reduction target</b>	35% reduction in CO2 emissions by 2030 and carbon neutral by 2050
<b>Further environmental and social information</b>	English version: <a href="https://www.arcelormittal-warszawa.com/en/responsibility/environment-protection/">https://www.arcelormittal-warszawa.com/en/responsibility/environment-protection/</a>

## Stakeholder engagement

Stakeholder engagement is an integral part of a ResponsibleSteel audit and ensures a rich and balanced collection of information and evidence. The auditors followed the methodology outlined in the [Guidance on Stakeholder Engagement](#) provided by ResponsibleSteel as well as the [Introduction to ResponsibleSteel for stakeholders](#).

Communication Manager in AMW provided the List of stakeholders, maintained for more than 5 years.

Stakeholders have been identified and the list is updated during Management Review (yearly) within the process of Integrated Management System . List of stakeholders has been verified by auditors during the audit.

In 2022 two stakeholders have been added to the List.

Management System incl. ISO 9001/14001/45001/50001, IATF standard.

At audit time Stakeholders List (see attachment, AUG 2022) contained:

7 Local communities incl. Residents society, Culture centres, Red Cross local office, schools, kindergartens,

8 National or local government authorities

2 Trade unions

21 Civil society organisations (operating at local, regional , national or global level)

4 Academics

1 Politician

1 Religion leader

AMW's CEO sent a special invitation letter to all Stakeholders from the list. The letter contained an invitation to participate in RS audit through possible interview or correspondence. DNV's auditors sent by email to Stakeholders an invitation letter with survey (as attachment) covering main RS stakeholders issues, asking

them to send their feedback and /or inviting them for direct meeting and conversation. Text of the mentioned DNV letter is presented in the Annex 1.

E-mail was sent to 41 respondents which represents all groups of AMW's stakeholders

11 respondents returned the completed questionnaires. Respondents represent each stakeholder group, with the exception of a politician and a local religious leader.

5 respondents expressed a desire to meet and talk directly (summary of interviews below)

Interviews:

1. Deputy Mayor of Bielany District - 5.09.2022 TEAMS meeting – 30 min
2. Resident representative - Councillor from Młociny (part of Bielany). TEAMS meeting 15.09.2022, 30 min
3. President of the Association of former employees of AMW – 30 min
4. Senior Citizens' Support Centre (Bielany) – 30 min
5. Society of Friends of Street Children "Grandpa Lisiecki" -30 min

#### Outputs from the interview with Deputy Mayor of Bielany District

Cooperation between the local government and the AMW plant is very successful. The plant always responds positively to appeals and proposals for cooperation from the local government, organisational units operating in Bielany or Bielany-based non-governmental organisations.

From time to time noise exceedance notified by residents have been registered and incidentally are registered presently. Open cooperation and communication with plant with these notifications.

AMW supports District in the following activities:

- it sponsors local sports organizations, e.g. Hutnik Warszawa,
- supports local athletes through scholarship programmes
- sponsors major cultural and sporting events, i.e. "Welcome Summer in Bielany", "Farewell Summer in Bielany", "Bielańskie Wianki", "Bieg Hutnika" or "Bielański Bieg Chomiczówki",
- provides its infrastructure (car parking) free of charge for the organisation of an open-air cinema,
- cooperates with educational institutions by organising class trips to the steelworks in order to familiarise them with the plant's activities,
- provides grants to educational establishments for the purchase of a sandpit with a canopy, a banner or plants for a nursery garden,
- makes donations to sick children
- is involved in disseminating the memory of generations of Warsaw steelworkers and the history of the plant founded in 1957 by, among other things, making available archive photographs and organising historical walks,
- in cooperation with the Library, organises excursions for local residents around the steelworks site, and participates in the Bielańska Fototeka project, thanks to which the digital archive of the history of the steelworks (photographs taken from the 1960s to the 1990s showing the work of the steelworkers) is being developed and digitised,

- recently, the company provided clothing and necessities to refugees from Ukraine who found shelter in Bielany due to the armed conflict in their country.

In 2019, during the 2nd Bielany Culture Gala, the AMW steelworks received an award from the Bielany District Mayor in the category of Patron of Culture, which testifies the high appreciation of our cooperation and the appreciation of the activities that the steelworks performs for the local community.

Cooperation in the implementation of all projects always takes place in an atmosphere of trust and readiness to help.

They also appreciate the cooperation with the AMW press office, which from time to time sends articles to the "Nasze Bielany" newspaper, published by the Bielany District Office, in which it publishes news and information on new investments in the plant's premises in the field of environmental protection.

At interview time, the interviewee did not indicate aspects on which AMW could better cooperate or engage in social, environmental, cultural issues with Bielany District

#### Outputs from the interview with Resident representative - Councillor from Młociny (part of Bielany).

The management of AMW have shown and continue to show great openness to contact with the local community - the spokesperson always responds to reports, answers emails, and the plant takes action suggested by residents - such as cleaning up the areas indicated.

They are particularly grateful for the sale to the city of the green area - Młocińskie Oaks, which is now under the management of the City Forests and has turned out to be one of the most valuable natural areas of the city.

The steelworks also undertakes measures to reduce noise from the site involving huge financial resources. The problem, however, is that the residents do not notice the effects of the work carried out - said councillor.

The Councillor, at every meeting, ask the representatives of the plant if there is a possibility that the noise nuisance could be emitted outside the knowledge of the plant authorities as, for example, ventilation or faster cleaning of the hall by the employees. They receive assurances that it is not.

The Councillor have made a request to the spokesperson that AMW changes the times of increased emissions. The Residents value AMW's other initiatives - the opportunity to visit the plant, the Steelworker's Run, support for neighbourhood initiatives, or most recently - the idea of building a cycle path along the tracks to Babice.

Residents expect transparency. They were very surprised to see successive editions of the acoustic map of Warsaw, where noise from the plant's premises, which is very inconvenient and during the measurement period there were many notifications, on the map of 2022 is not very intense and limited to the interior of the halls... Huta was very cautious about the idea of making its premises or fence available for the district detector. Residents have not been invited to a site visit in a situation of aggravated auditory sensation or to assess the problem from the height of the Matexi estate construction, even though this seems to be a common interest - the plant is committing large resources to quieting the annoyance, and there is no certainty as to its final effect.

#### Outputs from the interview with President of the Association of former employees of AMW

The interviewee highlighted that the current steelworks is a very modern plant that cares about the environment and health and safety.

On 11 May 2022, a tour of the steelworks site by former retired employees was held. As a result, there was very positive feedback about the Plant, its modern infrastructure including dust extraction and noise reduction.

The interviewee, as the President of the Association of former employees of AMW, expressed a very positive opinion on the cooperation between AMW and retired employees.

AMW organizes cyclical meetings of former AMW employees with the management. The next one on 12.01.2023 - New Year's Meeting. Also with the participation of the District Mayor and Vice Mayor.

Annual Steelworkers' Day Meeting around 4 May - on the occasion of the Warsaw Steelworkers' March.

During the meetings, information is provided on the current situation of the plant and further development intentions, as well as on environmental protection issues undertaken by AMW.

AMW is the organizer of Jubilees - among others, on 12.05 2022 - the March of Warsaw Steelworkers on the 70th anniversary of the commencement of construction of Huta W-wa. and the 65th anniversary of the start of primary production at the Steelworks.

AMW supported the organisation of the Celebration of the 100th Anniversary of the Stanisław Staszic Academy of Mining and Metallurgy in Kraków organized by the Association on 2 October 2019 in the auditorium of the Warsaw Bielany district office. Participants included 73 AGH graduates formerly employed at AMW in specialist and managerial positions.

According to the interviewee, with the same level of production as in the 1970s, the inconvenience of the steelworks is minimal compared to the 1970s. Just a few streets away from the steelworks and no nuisance is observed.

#### Outputs from the interview with Representative of Senior Citizens' Support Centre (Bielany)

AMW supports the Project - Community Garden for Seniors organised together with residents of the Bielany district - This is an ecological corner (including a composter, regular planting of trees and plants). The project makes it possible for seniors to become active and have active contact with a green area. During the winter period, among other things, the decorating of the Christmas tree in the Garden and the putting up of Christmas decorations are organised. For this purpose, AMW has purchased a live Christmas tree with its planting in 2022.

AMW declares systematic support for this initiative.

During the interview, the interviewee did not indicate aspects on which AMW could better cooperate or engage in social, environmental, cultural issues with local communities and NGO's.

Information from senior citizens, former employees of the steelworks...There used to be more smell of the steelworks (odour, noise), now there is no disturbance.

#### Outputs from the interview with Representative Society of Friends of Street Children " Grandpa Lisiecki"

According to the interviewee, AMW takes great care of the environment (reduction of dust, odors and noise). The charges of the organization (mostly young people and children, families socially excluded for various reasons), do not complain about environmental nuisance in the urbanized areas around the smelter.

In the interview, the extensive assistance provided to the organization by AMW is highlighted. Among other things, continuous financial assistance since 2006. AMW's activities go beyond financial support (including the provision of meals for the facilities associated with the association).

The organization runs a day support facility (education). Among other things, homework, compensating for deficiencies in school subjects. AMW supports the purchase of educational materials. In terms of sports and recreational activities for the charges, AMW supports the purchase of sports equipment. The interviewee points out the very good communication with AMW and the transparency of the support plans and rules. The charges of the facility perceive positive changes in the area around the Steelworks. The surroundings of the MAKRO shop. More greenery, tidier area. Visible attention to the aesthetics of the AMW's administrative building.

According to the interviewee, steelworks, by supporting the Society of Friends of Street Children, has a sense of possible critical social perception, of supporting socially excluded people. According to some, "these funds, could be better used to support other social initiatives"

Sample of the important feedback from the survey:

Warsaw Technical University:

"AMW is open to cooperation with universities, organising tours of the plant for students during which specialists employed at the smelter expertly explain the production processes. Internships and apprenticeships for students are also organised. The company also participates in the non-scientific activities of the university, e.g. by co-sponsoring student picnics, etc. The company is active in the local environment (Bielany Warsaw), organising exhibitions, sports competitions, supporting initiatives in the area of culture and environmental protection, acting for the benefit of those in need (e.g. supporting the facility for blind children in Laski). Despite the fact that it is a large and intensively operating heavy industry plant, the residents of Bielany (and I am one of them) do not feel the nuisance of its operation. The plant is environmentally friendly"

Bielany Culture Center

"Cooperation on cultural projects has always taken place in an atmosphere of trust and readiness to help"

What else could AMW do?

1. Resumption of cooperation with cultural institutions in the Bielany district in the scope of the project "Arcelor Mittal's steelworks to its city" - financing the realisation of cultural projects, e.g. performances by leading figures of the Polish music and entertainment scene
2. Continuation of taking care of monuments (taking care of their technical condition) commemorating historical events taking place in Bielany and located in the immediate vicinity of the steelworks

3. The housing estates and nature adjacent to AMW are exposed to the negative effects of the industrial activities of the smelter - noise, especially at night and at weekends, especially during the warm season; the emission of odour nuisance described by residents as "the smell of burning cables"; the protracted reclamation of the post-mining dumps - these are the main problems. Local residents give a proposition to increase the participation of the community exposed to these negative impacts and having an idea of the impact on the surrounding nature in the recognition of the problem - e.g. funding of noise and emission sensors and emission of pollutants, the results of which would be available online; invitation of representatives of the residents - councillor, residents' self-government to a site visit establishing the source of the problems in the situation of their occurrence; continuation of silencing and neutralisation works; acceleration of reclamation works.
4. Secure the functioning of ecological corridor leading from the New Warsaw Forest to Młocińskie Oaks in the emerging local plan for Huta, take care of the green buffer between housing estates and secure Młocińskie Oaks. Absolutely abandon the idea of running arterial roads along the border of Młocińskie Oaks and move it as far away from Anny Jagiellonka Street as possible

Workers are an important internal stakeholder group since they are directly affected by the activities of the sites.

ArcelorMittal Warszawa employs a total of 535 people under employment contract, of which about 10% are women. Generally there are full time contracts with few exceptions. Additionally 128 employees are employed by external companies as subcontractor. Nearly 50% of employed workers are 50 years old or older, and 7% are under 30 years old. In the management staff (N-1 +N-2) women account for 33%, production management staff: Shift Leader and Area Leaders are completely dominated by men.

For the interviews, AMW representatives were asked to provide lists of employees according to the following criteria: full-time employees in office positions; full-time employees in production positions; full-time employees in positions of Shift Leaders and Area Leaders and Specialists; full-time female employees; heads of organisational units; long-service employees; short time employees (up to 1 year); social labour inspectors; trade union leaders; employed by external companies as subcontractors.

According to RS Assurance Manual - 626-875 employees (AMW = 663) requires:

- 15 individual interviews
- Group interviews: (2 x 3) and (1 x 4)
- Total: 25 employees have to be interviewed with 7 audit hours dedicated to those interviews.

The above requirements have been met during the audit.

During audit 26 employees have been interviewed. There were 16 individual interviews; 2 interviews with a group of 3 employees and 1 interview with a group of 4 employees. Total time spent on interviews – 8 hours.

Finally, 26 employees were interviewed meeting the following criteria (some of them met more than one criterium, e.g. a women, on Specialist position with long working career):

- full-time employees in office positions - 10
- full-time employees in production positions – 10 (non-managerial)

- full-time employees in positions of Shift Leaders and Area Leaders and Specialists - 10
- full-time female employees -6
- heads of organisational units - 4
- long-service employees - 6
- short time employees (up to 1 year) - 4
- social labour inspectors - 2
- trade union leaders – 2 (there are 2 trade unions in AMW)
- employed by external companies as subcontractor - 3

The auditors assess that it was possible to interview people representing all the profiles indicated above.

AMW provided the conditions for conducting the interviews assuring necessary discretion. In addition to the scheduled interviews, the possibility to meet anonymously with interested employees was open throughout the audit (the information made available to the public before and during the audit included a contact phone number directly to the DNV auditor and an email address where one could apply to speak with the auditor outside the knowledge of AMW management). Main outputs from the interviews:

It is important to highlight the high consistency of opinions expressed by employees on working conditions at AMW. The opinion is positive, both in terms of social conditions and a perception of safety.

In particular, on the positive side, it should be highlighted:

- the provision of working clothes and personal protective equipment (employees feel safe)
- the provision of a service related to keeping work clothes clean
- the social package, including medical services, meal subsidies
- open communication with employees and numerous channels to report possible inconveniences
- no discrimination and honesty

It is important to stress that none of the women interviewed provided negative information about unequal treatment, exclusion or harassment of any kind.

Among the few issues reported by workers as such that could be improved were:

- alignment of social packages between full-time and agency workers
- occasional poor quality meals in the canteen
- lower quality of sanitary facilities in some locations

Of the interviewees, the opinions of union leaders were particularly important. The declarations of the AMW management regarding the policy of open communication and cooperation with trade union organisations were fully confirmed. Leaders expressed their satisfaction with the conditions provided for them to carry out union activities. These included, in particular:

- full-time delegation of union work
- provision of premises for union offices
- regular communication with company management (weekly meetings)
- rapid response to any problems reported
- support for union activities
- tough but fair negotiating process

Trade Union Leaders did not identify any issues that could reflect negatively on the relationship between employee representation and company management. As auditors observed, management of ArcelorMittal has created such an environment for the functioning of the trade unions that they do not raise any objections. As far as the subject of discussion is concerned, issues of wages were raised during the talks, which is always a line of dispute and discussion between workers and the employer.

The statements of the social labour inspectors were also of great importance. As in the case of trade union leaders, here, too, openness to dialogue and cooperation between workers and managers of organisational units in the field of improving occupational safety was emphasised.

## Summary of Audit Findings

<b>Conform</b>	Conformity, the requirement is fulfilled.
<b>Opportunity for Improvement (OFI)</b>	The respective requirement or criterion has been implemented, but effectiveness or robustness might be increased, or it is a situation that could lead to a future non-conformity if not addressed.
<b>Minor non-conformity (NC)</b>	Isolated, unusual or non-systemic lapse. Or a lapse with limited temporal and organisational impacts. A non-conformity that does not result in a fundamental failure to achieve the objective of the relevant requirement or related criterion. Sites can become certified with minor non-conformities, but they must have addressed them by the time of their next audit.
<b>Major non-conformity (NC)</b>	A non-conformity that, either alone or in combination with further non-conformities, results in or is likely to result in a fundamental failure to achieve the objective of the relevant requirement or related criterion. For example, non-conformities that continue over a long period of time, are systemic, affect a wide range of the site's production or of the site's facilities. Sites with major non-conformities cannot be certified.
<b>Exclusion</b>	The requirement is either <b>not applicable</b> : excluded from the audit since it is not applicable to the sites; or <b>not rated</b> : the requirement is very closely linked to another requirement where a non-conformity (NC) or opportunity for improvement (OFI) has already been raised. Sometimes, when requirements are linked to one and the same subject-matter, it is appropriate to count NCs or OFIs only once to avoid repetition.

The performance of ArcelorMittal Warszawa Sp. z o.o. in relation to the Principles and Criteria of the ResponsibleSteel Standard is summarised in the table on the next page. The headings of the table mean the following:



Principles and criteria (# of requirements)	Conform	OFI	Minor NC	Major NC	Exclusion
<b>Principle 1. Corporate Leadership</b>					
Criterion 1.1: Corporate Values and Commitments (6)	6				
Criterion 1.2: Leadership and Accountability (5)	5				
<b>Principle 2. Social, Environmental and Governance Management Systems</b>					
Criterion 2.1: Management System (6)	5		1		
Criterion 2.2: Responsible Sourcing (6)	6				
Criterion 2.3: Legal compliance and signatory obligations (6)	6		1		
Criterion 2.4: Anti-Corruption and Transparency (8)	8				
Criterion 2.5: Competence and awareness (5)	5				
<b>Principle 3. Occupational Health and Safety</b>					
Criterion 3.1: OH&S policy (6)	6				
Criterion 3.2: Health and Safety (OH&S) management system (10)	10				
Criterion 3.3: Leadership and worker engagement on OH&S (10)	9	1	1		
Criterion 3.4: Support and compensation for work-related injuries or illness (8)	7				1
Criterion 3.5: Safe and healthy workplaces (5)	5				
Criterion 3.6: OH&S performance (2)	2				
Criterion 3.7: Emergency preparedness and response (6)	5		1		
<b>Principle 4. Labour Rights</b>					
Criterion 4.1: Child and juvenile labour (9)	9				
Criterion 4.2: Forced or compulsory labour (7)	7				
Criterion 4.3: Non-discrimination (9)	9				
Criterion 4.4: Association & collective bargaining (12)	10				1
Criterion 4.5: Disciplinary practices (5)	5				
Criterion 4.6: Hearing and addressing worker concerns (5)	5				
Criterion 4.7: Communication of terms of employment (5)	5				

Principles and criteria (# of requirements)	Conform	OFI	Minor NC	Major NC	Exclusion
Criterion 4.8: Remuneration (11)	11				
Criterion 4.9: Working time (7)	7				
Criterion 4.10: Worker well-being (2)	2				
<b>Principle 5. Human Rights</b>					
Criterion 5.1: Human rights due diligence (5)	5				
Criterion 5.2: Security practice (9)	9				
Criterion 5.3: Conflict-affected and high-risk areas (5)					5
<b>Principle 6. Stakeholder Engagement and Communication</b>					
Criterion 6.1: Stakeholder engagement (10)	10				
Criterion 6.2: Grievances and remediation of adverse impacts (12)	12				
Criterion 6.3: Communicating to the public (7)	7				
<b>Principle 7. Local Communities</b>					
Criterion 7.1: Commitment to local communities (8)	8				
Criterion 7.2: Free, Prior & Informed Consent (3)					3
Criterion 7.3: Cultural heritage (7)			4		2
Criterion 7.4: Displacement and Resettlement (9)					9
<b>Principle 8. Climate Change and Greenhouse Gas Emissions</b>					
Criterion 8.1: Corporate commitment to achieve the goals of the Paris Agreement (8)	8				
Criterion 8.2: Corporate Climate-Related Financial Disclosure (2)	2				
Criterion 8.3: Site-level GHG emissions measurement and intensity calculation (3)	3				
Criterion 8.4: Site-level GHG reduction targets and planning (11)	9	1	1		
Criterion 8.5: Site-level GHG or CO2 emissions reporting and disclosure (8)	3		4		4
<b>Principle 9. Noise, Emissions, Effluents and Waste</b>					
Criterion 9.1: Noise and vibration (7)	6	1			
Criterion 9.2: Emissions to air (8)	8				
Criterion 9.3: Spills and leakage (9)	9				

Principles and criteria (# of requirements)	Conform	OFI	Minor NC	Major NC	Exclusion
Criterion 9.4: Waste, by-product and production residue management (11)	11				
<b>Principle 10. Water Stewardship</b>					
Criterion 10.1 Water-related context (7)	7				
Criterion 10.2 Water balance and emissions (8)	7				1
Criterion 10.3 Water-related adverse impact (6)	5	1			
Criterion 10.4 Managing water issues (8)	7		1		
<b>Principle 11. Biodiversity</b>					
Criterion 11.1: Biodiversity commitment and management (25)	13	1			11
<b>Principle 12. Decommissioning and closure</b>					
Criterion 12.1: Decommissioning and closure (13)					13
	Conform	OFI	Minor NC	Major NC	Exclusion
<b>Total (370)*</b>	<b>303</b>	<b>5</b>	<b>14</b>	<b>0</b>	<b>50</b>

\* Note that the Total in the table does not correspond to the sum of Conform, OFI, Minor NC, Major NC and Exclusion due to the way that requirements and conformity classifications are counted.

## Strengths

1. Corporate governance – strong global support for company culture and compliance with corporate policies and procedures.
2. Management's commitment to dialogue with employees and the community. Building the image of the steelworks as a friendly organisation, though with its obvious impacts on the environment.
3. Leadership Training for managers at all levels (planned periodically)
4. Commitment to safety. Training cycle "Take care" for all blue collar workers (Training every six months for 8 years - end of phase 2. From 2023 start of phase 3)
5. Visualisation of health and safety rules - posters on, among other things, FPS standards in all departments
6. Audits carried out by management and specialists, focused on ensuring continuous safety improvement with a focus on the behavioural aspect. Each auditor is trained in this area
7. Commitment to the environment - reducing negative impacts, including investment in reducing noise emissions.
8. Open communication with the community - attendance at meetings, transparent lines of communication
9. Magazine "1" - regular communication internally as well as externally to the company about AMW highlights, action plans, successes, etc.

10. An ambitious decarbonisation plan
11. Social activism - support programmes offered on the basis of transparent allocation and accounting rules
12. Integrated management system - documented, implemented and effectively used in the day-to-day management of the company
13. Working with trade unions - creating a platform for partnership and cooperation in the management of labour and occupational safety issues.
14. Biodiversity Action Plan. A professional analysis of the steelworks' natural environment, its impact on it and a list of ongoing projects, both on the steelworks site and in its immediate surroundings.
15. A system for working with whistleblowers. Obtaining information, professional analysis and taking action. Strong support for all ArcelorMittal policies related to business ethics issues.
16. Regular review and analysis of key business, environmental and health and safety indicators - e.g. COCPIT reports.

## Areas for improvement

Areas for improvement below cover all issued audit findings (14 minor nonconformities and 5 opportunities for improvement)

1. More transparency in some activities which are important for the stakeholders: environmental impacts and programmes; GHG emissions, dealing with grievances, etc.
2. Use of social media channels in communication with local communities. It is worth considering increased communication and information activity through social media, particularly as the smelter is located in the vicinity of both large human settlements and important natural areas.
3. Execution of particularly hazardous work (work on platforms, electrical work above 1 kV) by agency workers (explanation of the legal context of the recruitment in accordance to Polish law)
4. Integration of RS standard requirements into integrated management system control
5. Testing of all developed emergency plans
6. More advanced application of the implemented and developed risk assessment process , as a method of identifying the need to implement additional preventive actions against: social risks, risks of human rights violations, risks to cultural heritage sites.
7. Improve the quality of the consultation process at the Health and Safety Committee by preparing the meeting agenda and providing members with the information necessary to prepare for the discussions well in advance.

## Exclusions

**3.4.2 :** In countries in which compensation for work-related injury, illness or death is not provided through a government scheme, collective bargaining agreement or mandatory benefits by law, the site has a commitment to cover the costs and losses associated with work-related injury, illness or death.

Reason: In Poland compensation for work-related injury, illness or death is a subject of legal regulation: "Act of 30 October 2002 on social insurance against accidents at work and occupational diseases".

**4.4.2:** Where national law restricts workers' organisations, the site has evidence showing that it respects and does not obstruct legal alternative means for workers to associate freely.

Reason: In Poland there is no law which restricts workers' organisations.

**5.3:** Conflict-affected and high-risk areas

Reason: at the time of audit AMW was not operating in conflict-affected or high-risk areas

**7.2 :** Free, Prior and Informed Consent (FPIC)

Reason: There is no indigenous people recognized in the area of ArcelorMittal Warszawa

**7.3.3:** Where critical cultural heritage exists in the site's area of influence, the site does not remove, significantly alter or damage it or instruct another party to do so, unless the affected communities request its removal for the purpose of protection and preservation.

Reason: There is no critical cultural heritage exists in the site's area of influence.

**7.3.4 :** Where cultural heritage sites or values of indigenous peoples may be impacted, the site applies the FPIC process.

Reason: as 7.3.3 and there is no impact for cultural heritage registered to date and expected as from to date

**7.4** Displacement and Resettlement

Reason: There is no any activity recognized in the area of ArcelorMittal Warszawa influence which will affect the need for displacement or resettlement.

**8.5.1:** The following information is publicly reported on an annual basis:

**b)** ... The GHG emissions (CO<sub>2</sub> e) for heat and steam imported to the site(s) from outside the site boundary

Reason: The site is not importing heat or steam

**e)** Any CO<sub>2</sub> or GHG (CO<sub>2</sub> e) emissions that are considered to be 'credit emissions' for the site(s)

Reason: AMW does not use credit emissions from external retailers

**h)** The basis for the GHG emissions intensity measurement of the site(s), including:

An explanation of variations in figures reported using different measurement standards /

An explanation for the combination of GHG emissions measurements and CO<sub>2</sub> emissions measurements

Reasons: AMW does not use different measurements standards for GHG emissions

AMW does not use a combination of GHG emissions measurements and CO<sub>2</sub> emissions measurements

**10.2.3.c:** The site monitors and keeps records of water emissions. Sampling of water: c) Always occurs at the same specified points upstream of its water sources and downstream of a wastewater discharge point;

Reason: AMW does not discharge sewage into natural receivers (surface and underground waters)

AMW collects and analyses water samples before entering the Site and collects and analyses wastewater samples from collector No. 1 (a representative location for all wastewater discharged from the Site) before discharging it into the municipal sewer system. The wastewater is then transported through the sewerage system of the Warsaw-based Municipal Water and Sewage Company to the "Czajka" wastewater treatment plant, from where it is discharged to the receiver - the Vistula River. Downstream of the Site's inspection manhole (collector no. 1 ) sewage from the entire left side of Warsaw is connected to the city sewer at this location and together they are discharged to the city treatment plant. The impact of the plant's water and sewage management on surface and groundwater is analysed each time before issuing water permits by the relevant services. The condition of the Vistula River is studied as part of state monitoring

**11.1.2:** The site does not initiate activities or plan associated facilities in or immediately adjacent to the following areas:

a) World Heritage sites

Reason: No World Heritage sites are in the area of AMW influence

c) Indigenous and community-conserved areas (ICCAs) unless such activities are endorsed with the Free,

Prior and Informed consent of the affected peoples and communities

Reason: No Indigenous and community-conserved areas (ICCAs) are in the area of AMW area of influence

d) Ramsar sites

Reason: There are no Ramsar wetlands within a buffer of 5 km from the site

**11.1.3:** In the case of natural habitat, the site does not significantly convert or degrade them, unless all of the following are demonstrated: a)..b)..c)

Reason: There is no critical habitats identified in the area of AMW influence

**11.1.4:** In the case of critical habitat, the site does not implement any activities or plan infrastructure, unless all of the following are demonstrated: a)..b)..c)

Reason: There is no critical habitats identified in the area of AMW influence

**11.1.7:** The site has identified and assessed the biodiversity risks and adverse impacts in its area of influence that result from its activities. The assessment has taken account of risks to and adverse impacts on the following:

b) Species on the IUCN Red List of Threatened Species, categorised as vulnerable, endangered or critically

endangered

Reason: There are no species on the IUCN Red List of Threatened Species, categorised as vulnerable,

endangered or critically endangered identified in the area of AMW influence

**d)** Natural and critical habitat, as well as modified habitat with significant biodiversity value.

Reason: There are no natural and critical habitat, as well as modified habitat with significant biodiversity value identified in the area of AMW influence

**12.** Decommissioning and Closure

Reason: The site has no current activities and plans for decommissioning and closure

# Assurance Panel Declaration

In line with the ResponsibleSteel Assurance Manual, three members of the Assurance Panel reviewed the full audit report for ArcelorMittal Warszawa Sp z o.o, including the auditors' findings for each individual requirement of the ResponsibleSteel Standard. Subsequently, the Assurance Panel members met online to discuss individual findings and to align their views on the audit report. We sought clarification and asked for reconsideration of conformity classifications where the auditors' conclusions were not sufficiently substantiated. Following review of the changes that were made by the auditors, we support the certification recommendation for ArcelorMittal Warszawa.

The Assurance Panel's conclusions on the final audit report are as follows:

- The audit report contains sufficient detail to support an informed certification decision
- The supporting evidence and rationales given in the audit report support the auditors' conformity classifications
- The certification recommendation based on the audit report is conclusive

This statement has been approved by the three members of the Assurance Panel who reviewed the audit report on 24 January 2023.

More information on the audit process and the role of the Assurance Panel can be found in the [ResponsibleSteel Assurance Manual](#).