

Responsible Steel™ Certified Site



Presented to

voestalpine Stahl GmbH

KLN00001105/4800682

Due to administrative changes within LRQA, this certificate replaces certificate KLN00001105/4589976, which is hereby withdrawn.

SITE NAME AND ADDRESS

voestalpine Stahl GmbH
voestalpine Giesserei Linz GmbH
voestalpine Grobblech GmbH
voestalpine Steel & Service Center GmbH

All sites:
voestalpine-Stra(l,e 3, 4020 Linz, Austria

CLIENT NAME AND ADDRESS

voestalpine Stahl GmbH
voestalpine-Stra(l,e 3, 4020 Linz

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

May 1st 2023

EXPIRY DATE

October 6th 2024

NEXT SCHEDULED AUDIT

September 2024

CERTIFIED SINCE

October 7th 2021

CERTIFICATION SCOPE

Design and development, production and sale of coke, hot metal, crude steel, sinter, hot-rolled sheet and strip, cold-rolled sheet and strip, coated sheet and strip, non -oriented electrical steel, ferric oxide, ferrous sulfate, metallurgical by-products, heavy plates, cut steel strips, steel blanks and steel castings including services as: Rail transportation, roadway transportation and shipping services, Energy-/ process media supply (power, water, steam, gas), plant maintenance and engineering, testing technology & analyses

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

voestalpine automotive components Linz GmbH;
voestalpine Stahl GmbH Site Steyring: (Mining limestone)

CERTIFICATION BODY

LRQA
1 Trinity Park Bickenhill Lane
Birmingham
B37 7ES
United Kingdom



AUTHORISED CERTIFICATION BODY SIGNATURE

J. van Dueren den Hollander, Global SD Manager TIS

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

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



Annex

voestalpine Stahl GmbH

Unique certificate number

SITES AND FACILITIES COVERED BY THE CERTIFICATE

voestalpine Stahl GmbH:

Slab production: coking plant, sintering plant, blast furnaces, steel plant

Coil production: hot rolling mill, cold rolling mills, continuous annealing lines, electro galvanizing line, hot dip galvanizing lines, organic coating line; inspection lines

voestalpine Giesserei Linz GmbH: manufacture of high-quality castings

voestalpine Grobblech GmbH: heavy plate rolling mill, finishing line, head and dishes-end production, clad production

voestalpine Steel & Service Center GmbH: slitting lines, cut-to-length lines, multi-blanking line, cut shape facilities

SUPPORT FUNCTIONS THAT CONTRIBUTED TO THE AUDIT

Shared Services Steel Division:

voestalpine Stahl GmbH / Technischer Service und Energie, voestalpine Stra e 3, 4020 Linz, Austria

Logistik Service GmbH, Lunzerstra e 41, 4031 Linz, Austria

voestalpine Standortservice GmbH, voestalpine Stra e 3, 4020 Linz, Austria

vivo Mitarbeiter-Service GmbH, Stahlstra e 33, 4031 Linz, Austria

Shared Services Holding:

voestalpine Rohstoffbeschaffungs GmbH, Stahlstra e 21, 4020 Linz, Austria

voestalpine Personal Services GmbH, Stahlstra e 30, 4031 Linz, Austria

voestalpine Insurance Services GmbH, Stahlstra e 14, 4020 Linz, Austria

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

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ResponsibleSteel

Audit report for the Voest Alpine Stahl GmbH

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Introduction

About ResponsibleSteel

ResponsibleSteel is a global non-profit organisation that works to maximise steel's contribution to a sustainable society. It does so by providing a platform for dialogue between steel companies and their stakeholders and by offering a third-party certification programme for steel sites that operate responsibly. The ResponsibleSteel Standard was launched in November 2019. It sets the benchmark that steel sites need to achieve to call themselves 'responsible'. The Standard was developed over the course of 3 years and represents a consensus between businesses and civil society stakeholders on what constitutes responsible steel sites. It covers a broad range of environmental, social and governance issues, such as health and safety, human and labour rights, greenhouse gas emissions, waste, water and corporate leadership.

ResponsibleSteel is the first global scheme for responsibly sourced and produced steel and its 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 follow-up 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 aim to align with the Good Practice set by [ISEAL](#).

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/>.

Overview of the audited organisation

ResponsibleSteel member name	Voestalpine AG
Site description	<ol style="list-style-type: none"> 1. voestalpine Stahl GmbH Linz 2. voestalpine Steel & Service Center GmbH, (Linz Werk und Industriezeile) 3. voestalpine Grobblech GmbH (Linz Werk) 4. voestalpine Giesserei Linz GmbH (Linz Werk) <p><u>Activities:</u> steelmaking plant, sinter plant, blast furnaces, coking plant, power station, hot-rolling mill, cold-rolling mill hot-dip-galvanizing</p> <p><u>Products:</u> hot and cold-rolled steel strip, electrical steel, electrogalvanized steel strip, hot-dip galvanized, organic coated steel strip, heavy plates, foundry products.</p> <p>All sites: voestalpine-Straße 3, 4020 Linz, Austria</p>
Year site opened and major extensions and refurbishments	<ul style="list-style-type: none"> • 1938 Founding name "Reichswerke Aktiengesellschaft für Erzbergbau und Eisenhütten 'Hermann Göring'" • 1945 Renamed „Vereinigte Österreichische Eisen- und Stahlwerke AG (VÖEST)" • 1977 Merger of „VÖEST" with „Austrian Alpine Montangesellschaft" to form „VÖEST-ALPINE AG" • 1988 Named „VOEST-ALPINE STAHL AG" with six main divisional companies including "VOEST-ALPINE Stahl Linz GmbH" • 2001 The corporate group is renamed „voestalpine AG" <p>Extensions / or Refurbishments:</p> <ul style="list-style-type: none"> • 1975-1985 Cold Rolling Mill II; Blast Furnace A • 1993 Dedusting system for Sinter Belt 5 • 1995 casthouse dedusting system of Blast Furnace A and the new gas and steam turbines for the generation of electricity and industrial steam in the power plant • 1998 continuous annealing line in Cold Rolling Mill II • 1999 Secondary Dedusting 2 • 2000 new vacuum system in LD Steel Plant 3

	<ul style="list-style-type: none"> • 2004 relining and expansion of Blast Furnace A. Associated facilities (including the sintering plant, the power plant, LD Steel Plant 3, the rolling mills, and the galvanizing lines) are aligned with this new production capacity. • 2007 start-up “maximized emission reduction of sintering” (MEROS) system • 2011 completely modernization and a capacity expansion wide strip mill; the construction of a melting pot gas holder; and the installation of a new DeNOx system for the denitrification of sintering exhaust • 2018 Relining of Blast Furnace A • 2019 H2FUTURE, one of the world’s largest pilot plant for CO2-free production of green hydrogen in the steel industry • 2021 Start of construction of the fully automated pickling tandem line. • 2022 start modernization hot-dip galvanizing line • 2023 Delivery HO5 2023
Annual production	4.6 million tons of manufactured end products in 2020/21 FY
Number of employees and contractors	<p>Approx 9150 employees (full-time equivalent)</p> <p>150 contractors (on average over the year)</p> <p>Number of Men / Women approximate at the time of the assessment:</p> <p>Number of Men: 8370</p> <p>Number of Women: 930</p> <p>Composition workforce approximately 10% women</p>
Supported long-term emissions reduction pathway for the steel industry	With the Voest Alpine Greentech program, the organization aligns with and supports Paris Climate Agreement objectives – not specific to the steel sector however the Global UN Objectives are supported.
GHG reduction target at corporate level	<p>30% reduction in CO₂ emissions by 2030 possible (hybrid technology)</p> <p>carbon-neutral production possible by 2050 (focus on green hydrogen)</p>
Further environmental and social information	<p>Environment - voestalpine</p> <p>greentec steel - greentec steel (voestalpine.com)</p> <p>Corporate Responsibility - voestalpine</p>
Main contact for the site	<p>Karl-Jakob Schinagl (Head of Management systems)</p> <p>phone: +43 6646159425</p> <p>mail: Karl-Jakob.Schinagl@voestalpine.com</p>

Overview of the audit

Used Standard version	ResponsibleSteel Standard Version 1.1
Type of audit	Surveillance Audit
Audit dates and number of days	Stage 1: 15 and 16 February 2023 – 2 Assessors – 1.5 Days each Stage 2: 14 and 15 March 2023 – 3 Assessors – 2 Days each
Current certification status	Certified
Certification scope Describes the facilities and associated activities that will be covered by the certificate	<p>voestalpine Stahl GmbH, voestalpine- Straße 3, 4020 Linz, Austria Production and sale of coke, hot metal, crude steel, sinter, lime, hot-rolled sheet and strip, cold-rolled sheet and strip, coated sheet and strip, non – oriented electrical steel, ferric oxide, ferrous sulphate, metallurgical by-products, heavy plates, cut steel strips, steel blanks and steel castings including services as Rail transportation, roadway transportation and shipping services, Energy-/ process media supply (power, water, steam, gas), plant maintenance and engineering, testing technology & analyses, plant security services and Corporate Medical Centre.</p> <p>voestalpine Grobblech GmbH, voestalpine- Straße 3, 4020 Linz, Austria Development, manufacturing and distribution and sale of heavy plates, clad plates, multi-layer plates, plate cuttings, plate pressings.</p> <p>voestalpine Steel & Service Center GmbH. voestalpine-Straße 3, 4020 Linz, Austria Manufacturing of longitudinally cut steel strips, cut plates, steel blanks, cut shapes, parts and components.</p> <p>voestalpine Giesserei Linz GmbH, voestalpine-Straße 3, 4020 Linz, Austria Design, manufacture and distribution of steel castings.</p>
Audit limitations	No limitations, Fase 1 conducted remotely
Next audit type and date	Re-certification audit

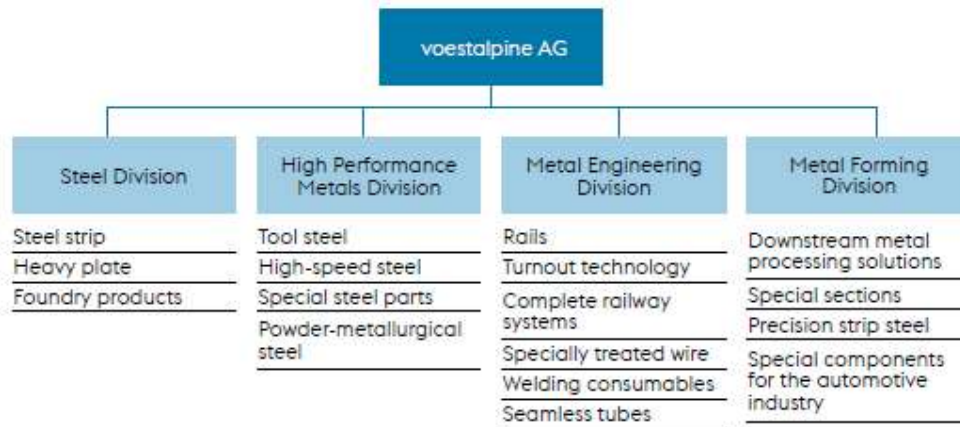
Certification body	<p>LRQA</p> <p>1 Trinity Park Bickenhill Lane</p> <p>Birmingham</p> <p>B37 7ES</p> <p>United Kingdom</p> <p>Contact:</p> <p>Mr. Wim Post, wim.post@lrqa.com and</p> <p>Mr. Fabian de Winter, fabian.dewinter@lrqa.com</p>
Audit team	<p>Lead auditor: Tobias Göpel (LRQA)</p> <p>Auditor/s: Dr. Birgit Gieren (LRQA); Thomas Classen (LRQA)</p>
Lead auditor declaration	<p>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 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>
Audit observers	<p>Thomas Zeferer (LRQA)</p>

Introduction to the site

Organisational context of the site

voestalpine AG THE FOUR DIVISIONS

voestalpine, which is headquartered in Linz, Austria, comprises 500 Group companies and sites in more than 50 countries on all five continents. The Group has four divisions.



STEEL DIVISION

As the division of the voestalpine Group that generates the highest revenue, the Steel Division is the quality leader in highest quality strip steel and a global market leader in both heavy plate for the most sophisticated applications and complex casings for large turbines.

The division produces highest quality hot and cold-rolled steel as well as electrogalvanized, hot-dip galvanized, and organically coated steel strip. This is augmented by electrical steel strip, heavy plate, and foundry activities as well as the independent downstream entities, Steel & Service Center and Logistics Services.

The Steel Division has reduced its share to 20% of the world's most advanced direct reduction plant in Corpus Christi, Texas, USA, which produces highest quality pre-materials (HBI) for steel production by both voestalpine and external customers.

Voestalpine Stahl GmbH in Linz is the division's main company and its largest operating entity. The Steel Division is the first point of contact for major automotive manufacturers and suppliers regarding strategic product development and supports its customers globally. Moreover, it is a key partner of the European white goods and mechanical engineering industries. For the energy sector, the division produces heavy plate that is used by the oil & natural gas industries as well as the renewable energy industry for applications under extreme conditions, for example, in deep-sea pipelines or permafrost regions.

For more information on voestalpine please visit:

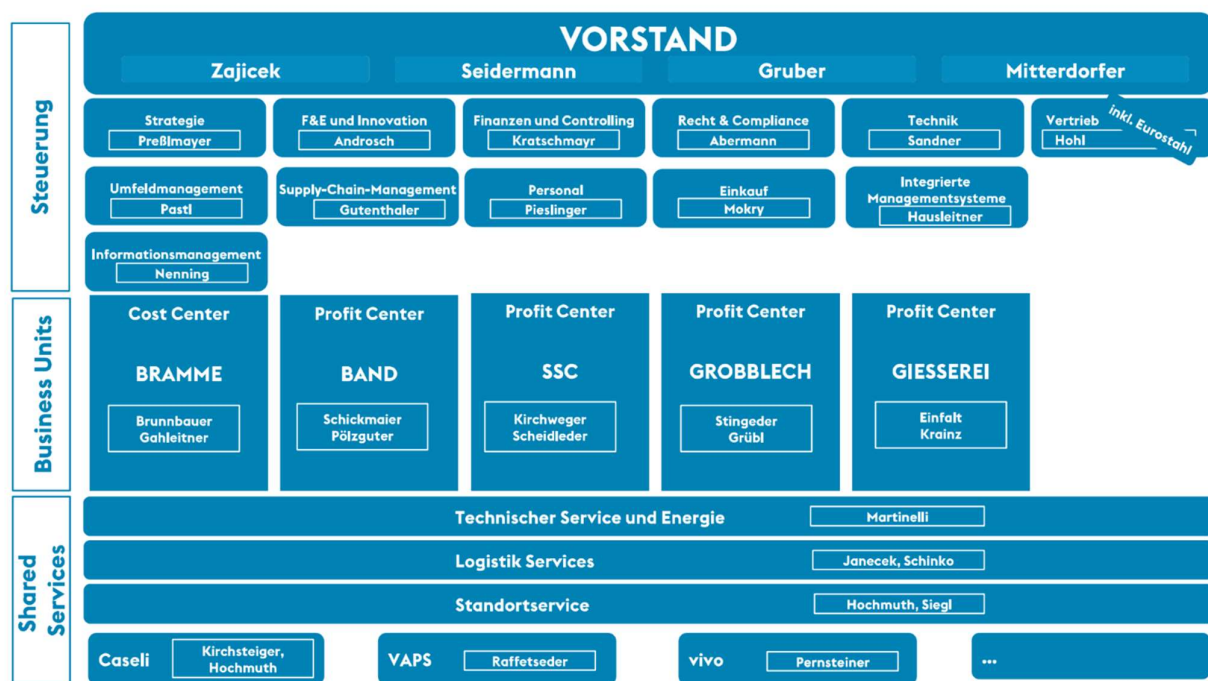
<https://www.voestalpine.com/group/en/group/>

<https://www.voestalpine.com/group/en/group/corporate-responsibility/>

<https://www.voestalpine.com/group/en/group/environment/>

<https://www.voestalpine.com/group/static/sites/group/downloads/en/publications-2020-21/2020-21-annual-report.pdf>

Process organisation voestalpine Steel Division



General description of the site's activities and products

Information about Site's activities can be found here: <https://www.voestalpine.com/stahl/en>

STEEL DIVISION COMPANIES



<https://www.voestalpine.com/group/en/products/>:

Products

Products are categorized as steel strip, heavy plate and foundry products, and functionality can be fine-tuned through implementing a variety of additional production technologies. A wide range of processing methods are applied in the further processing of steel strip and heavy plate. A number of metallurgical by-products are created in steelmaking. These by-products are valuable input materials in the production processes of other industries. As an innovative technology enterprise, voestalpine combines its high level of technical expertise with cutting-edge production systems. The companies of voestalpine share this expertise with external companies in a wide range of technical services.

Heavy plates	+
Steel strips	+
Additional treatments	+
Steel Strip Service	+
Flame cuttings	+
Foundry products	+
Metallurgical by-products	+
Technical services	+

Heavy plates

The focus of our heavy plates is on extreme strength, toughness, resistance to wear, long service life and a wide variety of preprocessing possibilities.

[More info](#)

Steel strips

The demands on steel are great. The range of voestalpine steel strips is even broader. voestalpine offers steel strips in a wide variety of grades and qualities.

[More info](#)

Additional treatments

Additional treatments extend the range of applications as coordinated with pre-defined product requirements of each individual customer.

[More info](#)

Steel Strip Service

Slit strips, sheets and shaped blanks with highest precision and best surface quality.

[More info](#)

Flame cuttings

Complex plasma and oxyfuel blanks as well as high-strength and wear-resistant standard formats from stock.

[More info](#)

Foundry products

As a world leader in the production of high-quality castings, voestalpine offers a broad range of foundry products.

[More info](#)

Metallurgical by-products

[More info](#)

Technical services

[More info](#)

PRODUKTIONSPROZESS voestalpine STEEL DIVISION



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](#).

Data and information Initial Assessment 2021:

External Stakeholders

The site has provided a list of stakeholders in the Implementation Instructions (45 stakeholders) during the initial assessment. Their completeness was checked in Stage 1 and 4 local stakeholders were added. An updated stakeholder list was received from the site during Stage 1 of the Surveillance Visit in 2023. Clarification was sought on the presence of Tourism Board related enterprises or individuals in the stakeholder list.

The stakeholders are representative of the following categories:

Local communities
National or local government authorities
Politicians
Labour unions
Religious leaders
Civil society organisations, NGO's, international associations
Universities, academics
Experts who work with the site on behalf of authorities as part of their control functions.

Stakeholders were informed in accordance with the RS Assurance Manual and guidance on the internet prior to the Stage 2 surveillance audit and asked to participate in the audit process. Some authorities declined to participate because they are not allowed to comment to third parties about the organizations being an oversight body for legal or compliance reasons.

The fact that ResponsibleSteel is not yet so well-known led to many queries, requests. Trust had to be built up. Thanks also to the support of voestalpine, this was very successful in many cases. Some Stakeholders have assured themselves about the seriousness directly with the colleagues of voestalpine, not with the certification body. This could already be evaluated as a good sign of a trusting relationship between voestalpine and its stakeholders.

A total number of 14 interviews were conducted between July 8 and August 12. Interview partners were available in each category mentioned. This enabled a comprehensive picture of stakeholder perceptions to be obtained. The interviews were almost all conducted as video or telephone conferences due to the Corona pandemic. Stakeholders located directly at the site (e.g. works council) were interviewed on site. In conducting the interviews, the ResponsibleSteel guidance published on the internet was applied, but was adapted to the specific interview situation.

The stakeholders interviewed showed great openness in the discussions. Many described their long-standing relationship with voestalpine as very constructive, goal- and solution-oriented. Representatives of public authorities assured that voestalpine Stahl GmbH is a reliable company that meets official and legal requirements and is also open to all improvements. Other interviewees emphasized the company's ability to innovate. At the political level and among local authorities, the company's reputation is very high because it is a reliable partner that also promotes the region. Employee representatives highlighted the outstanding social benefits and welfare. The only area for improvement mentioned by one stakeholder was the speed of decisions. Other stakeholders, where the topic was deepened, rather accept this as "normal for such complex companies" and emphasized that this is again a success factor for sound decisions and reliable action plans. No concerns were mentioned which would indicate non-compliance with the requirements of the ResponsibleSteel standard. Specific relevant input from stakeholder interviews has been taken account of in the conformity classifications of individual requirements.

Workers

Workers are an important internal stakeholder group since they are directly affected by the activities of the sites. There is a total number of 10060 employees incl. contractors. Thereof appr. 9970 belong to the certification scope (incl. contractors and agency workers).

Production runs 365 days per year, at site Linz Werk either in 4 shift or 5 shift schemes. At the site Linz Industriezeile (voestalpine Steel & Servicecenter GmbH) the night shift and weekend shift take place on a limited basis and as required.

Worker Interviews

The number of group and individual interviews was derived from the RS Assurance Manual recommendations (based on the number of employees). A total number of 16 employees were interviewed during the Stage 2 Surveillance audit, 8 of them in individual interviews, 8 employees in group interviews (2 to 4 per group). Employees were asked to participate on a voluntary basis. The interviews took place at the site (in quiet and friendly meeting rooms) but without the presence of supervisors or other observers, so that a trusting atmosphere was ensured.

The employees interviewed represented very different groups:

Younger and older employees

Contractors, temporary workers, employees

Apprentices, trainees

Male, female and diverse people

Workers at the shop-floor, clerks in the office, team leaders, foremen

In short and long service with the company.

In this way, a very differentiated impression could be gained.

Employees are used to audit situations (e.g. Customer & ISO Audits) but were not familiar with this type of interview. Therefore, objectives and framework conditions (e.g. confidentiality, no traceability of statements to individuals) were explained at the beginning of each interview.

The results of the Worker Interviews were considered as audit trails during the assessment and in the evaluation of the audit results with focus on principle 1-5.

The main topics on which employees were asked concerned principles 1-5, with a focus on the consistent implementation of the criteria throughout the company, e.g. discrimination, payment, social care, occupational health and safety, respectful treatment of people of different origins, bribery, communication in the event of conflict, training, personnel development, knowledge of environmental and sustainability goals for the company and its own divisions etc. Of importance in addition was the perception of voestalpine Stahl GmbH as an employer in the region, its future viability, sustainability and social responsibility.

The employees described their personal experience with the company very openly, proudly and in some cases very passionately. The opportunities for personal development, social benefits, and social responsibility toward employees, temporary workers, and contractors were particularly often cited as outstanding compared to other employers. The commitment to environmental protection and biodiversity was also highlighted by interviewees. In some cases, employees have worked for the company for several generations, starting at the company with internships and staying until retirement. The company's reputation among the respondents' families was rated as very high. In response to the question "If I were to ask your family about voestalpine, what would they tell me?", social benefits also for families were often mentioned (e.g. childcare, free cinema for kids) and job security, "because the company is always reinventing itself".

External Stakeholder notification and interviews / comments / information:

The Stakeholder list was reviewed and updated by the Site and reviewed by the audit team. No new stakeholders were identified, contact details for stakeholder representatives were updated where required including where representatives have changed.

Stakeholders were invited through the Site to provide comments or information and to indicate their interest or willingness to be interviewed. No stakeholder replies were received apart from authority representatives' declinations with rationale as during the initial assessments. The invitations were sent out through the sites communications representatives, choice having been made in light of the favorable relationship between the site and it's stakeholders and the fact that the auditors are not known to Stakeholders which, it was felt, would not be conducive to the invitation and involvement process. No comments, requests for inclusion, involvement were received through the communication channels of the Certifying Body.

Based on the results of stakeholder interviews in 2021 and the very low number of complaints it was determined that this would be in line with expectations following from the excellent relationship that the site maintains within its context in the region; i.e. no complaints or requests to be involved in the audit were received by the certificate body. A total of 8 complaints were received by the site, which is considered to be low within the context of the production process and it's associated risk as well as the proximity to Linz city proper. This is supported by the Media analysis where no unfavorable comments have been found during the media monitoring by the CB (Google Alert) or in articles provided by the site.

Employee / Worker interviews

During surveillance verification, audit team conducted 2 group interviews with total 8 employees. Male, female and migrant employees have been included in the scope of interviewing.

Interview team 1: consisted of three men, one woman, all of Austrian Nationality, one employee from non-Austrian origin, one apprentice (support present from works council) – total 5

Interview team 2: consisted of three men, one woman, all of Austrian Nationality, one employee from non-Austrian origin, one apprentice (support present from works council) – total 5

Interviews took place in favorable atmosphere. At no time interviewers had the feeling of guided interviews. No complaints at all from employees. Very open-minded, high levels of commitment and awareness of company internal programs such as WIR, SUN+. The WIR Program is focused, among others, on diversity, inclusion and belonging in team composition, behavior, communication etc.

Summary of audit findings

The performance of Voest Alpine Stahl GmbH (sites as per introduction) 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:

Conform	Conformity, the requirement is fulfilled
Opportunity for Improvement (OFI)	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.
Minor non-conformity	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
Major non-conformity	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
Exclusion	The respective requirement, Criterion or Principle has been excluded from the audit since it is not applicable to the sites. The reasons for any exclusions are provided in the table further below (audit results for each requirement)

Updated Overview 2023 Findings per Principle and Criteria:

Principles and criteria (# of requirements)	Conform	OFI	Minor NC	Major NC	Exclusion
Principle 1. Corporate Leadership					
Criterion 1.1: Corporate Values and Commitments (6)	6	0	0	0	0
Criterion 1.2: Leadership and Accountability (5)	5	0	0	0	0
Principle 2. Social, Environmental and Governance Management Systems					
Criterion 2.1: Management System (6)	6	0	0	0	0
Criterion 2.2: Responsible Sourcing (6)	4	#11	#3, #4	0	0
Criterion 2.3: Legal compliance and signatory obligations (6)	6	0	0	0	0
Criterion 2.4: Anti-Corruption and Transparency (8)	7	0	#5	0	1
Criterion 2.5: Competence and awareness (5)	5	0	0	0	0
Principle 3. Occupational Health and Safety					
Criterion 3.1: OH&S policy (6)	6	0	0	0	0
Criterion 3.2: Health and Safety (OH&S) management system (10)	10	0	0	0	0
Criterion 3.3: Leadership and worker engagement on OH&S (10)	10	0	0	0	0
Criterion 3.4: Support and compensation for work-related injuries or illness (8)	2	0	0	0	6
Criterion 3.5: Safe and healthy workplaces (5)	4	0	0	0	1
Criterion 3.6: OH&S performance (2)	2	0	0	0	0
Criterion 3.7: Emergency preparedness and response (6)	6	0	0	0	0
Principle 4. Labour Rights					
Criterion 4.1: Child and juvenile labour (9)	5	0	0	0	4
Criterion 4.2: Forced or compulsory labour (7)	7	0	0	0	0
Criterion 4.3: Non-discrimination (9)	8	0	0	0	0
Criterion 4.4: Association & collective bargaining (12)	11	0	0	0	1
Criterion 4.5: Disciplinary practices (5)	5	0	0	0	0
Criterion 4.6: Hearing and addressing worker concerns (5)	5	0	0	0	0

Principles and criteria (# of requirements)	Conform	OFI	Minor NC	Major NC	Exclusion
Criterion 4.7: Communication of terms of employment (5)	5	0	0	0	0
Criterion 4.8: Remuneration (11)	11	0	0	0	0
Criterion 4.9: Working time (7)	7	0	0	0	0
Criterion 4.10: Worker well-being (2)	2	0	0	0	0
Principle 5. Human Rights					
Criterion 5.1: Human rights due diligence (5)	5	0	0	0	0
Criterion 5.2: Security practice (9)	5	0	0	0	4
Criterion 5.3: Conflict-affected and high-risk areas (5)	0	0	0	0	5
Principle 6. Stakeholder Engagement and Communication					
Criterion 6.1: Stakeholder engagement (10)	10	0	0	0	0
Criterion 6.2: Grievances and remediation of adverse impacts (12)	12	0	0	0	0
Criterion 6.3: Communicating to the public (7)	6	#10	#7	0	0
Principle 7. Local Communities					
Criterion 7.1: Commitment to local communities (8)	8	0	0	0	0
Criterion 7.2: Free, Prior & Informed Consent (3)	0	0	0	0	3
Criterion 7.3: Cultural heritage (7)	0	0	0	0	7
Criterion 7.4: Displacement and Resettlement (9)	0	0	0	0	9
Principle 8. Climate Change and Greenhouse Gas Emissions					
Criterion 8.1: Corporate commitment to achieve the goals of the Paris Agreement (8)	8	0	0	0	0
Criterion 8.2: Corporate Climate-Related Financial Disclosure (2)	2	0	0	0	0
Criterion 8.3: Site-level GHG emissions measurement and intensity calculation (3)	3	0	0	0	0
Criterion 8.4: Site-level GHG reduction targets and planning (11)	11	0	0	0	0
Criterion 8.5: Site-level GHG or CO2 emissions reporting and disclosure (8)	7	0	#9	0	0
Principle 9. Noise, Emissions, Effluents and Waste					
Criterion 9.1: Noise and vibration (7)	7	0	0	0	0
Criterion 9.2: Emissions to air (8)	8	0	0	0	0
Criterion 9.3: Spills and leakage (9)	9	0	0	0	0

Principles and criteria (# of requirements)	Conform	OFI	Minor NC	Major NC	Exclusion
Criterion 9.4: Waste, by-product and production residue management (11)	11	0	0	0	0
Principle 10. Water Stewardship					
Criterion 10.1 Water-related context (7)	7	0	0	0	0
Criterion 10.2 Water balance and emissions (8)	7	0	0	0	1
Criterion 10.3 Water-related adverse impact (6)	6	0	0	0	0
Criterion 10.4 Managing water issues (8)	8	0	0	0	0
Principle 11. Biodiversity					
Criterion 11.1: Biodiversity commitment and management (25)	10	0	0	0	14
Principle 12. Decommissioning and closure					
Criterion 12.1: Decommissioning and closure (13)	0	0	0	0	13
	Conform	OFI	Minor NC	Major NC	Exclusion
Total (370)*	398	2	5	0	68

Strengths

Noteworthy achievements or outstanding performance

- EMAS certification since 1999 (Includes requirements beyond ISO 14001 that are similar or equal to criteria in the ResponsibleSteel standard)
- Occupational Health and Safety (OHS) well established for many years: ISO 45001, BGF- certificate (Certification of local authorities for health promotion)
- Hydrogen plant - one of Europe's largest research projects with external partners to harness the use of hydrogen as a substitute for coal

Leadership and Worker commitment, Worker engagement

- Outstanding commitment to sustainability and social responsibility at all levels of the company, including workers, temporary workers, managers
- Involvement and empowerment of employees perceived during worker interviews and audit discussions
- Systematic and recurring communication to internal and external stakeholders to maintain and develop awareness for sustainability and social responsibility, e.g. Project initiative "WIR"

Maturity Level of Integrated Management System, Compliance and Risk Management

- The company has established and certified an Integrated Management System, based on local legal requirements and IATF 16949, ISO 14001, ISO 45001 and EMAS, since many years. Social responsibility is established in guidelines and has been audited by Clients (e.g. VW).

- The principle of continuous development and improvement of environmental, energy and occupational health and safety performance is so internalized at all levels of the company that it is an important part of the corporate culture, it can be seen as part of the corporate DNA. However, this sometimes led in audit discussions to the point that remarkable approaches and initiatives has not being communicated as such but recognized by the audit team. This is a strong indicator of the high maturity level of the management system.
- Lots of examples could be highlighted continuous, e.g. air pollution reduction over the last 30 years with remarkable achievements (7547 t/a in 1985 to 195t/a in 2020), Biodiversity preservation, waste management (increase of waste in recovery over the years up to 90%).
- Appropriate methods, tools and management control loops are used to manage risks and compliance and to control the integrated management system. Stakeholder management, e.g. Risk Management System, Internal Compliance audits and IMS Audit System, legal compliance reviews.

Stakeholder management

- The site proactively involves stakeholders, beyond what is required by law, in planning, implementing and reviewing the effectiveness of corporate activities in relation to sustainability and social responsibility.
- Long-standing, trusting and professional relationship with authorities, associations, NGOs, local authorities
- Ideas and suggestions from Stakeholders are taken up and evaluated in terms of feasibility

Social Responsibility and employee benefits and care

- above-average social benefits for employees
- human and labour rights are respected, and violation would not be tolerated.
- high OHS standard established, low rate of accidents and near misses
- Learning from history: public exhibition in the museum of contemporary history at the site Linz
“Forced labour in World War 2 at the voestalpine plant”

Innovation

- The company's motto is “One step ahead”. There are strong capabilities and enablers available for supporting innovations, e.g. technical, knowledge, expert network, management attention and empowered employees.

Areas for improvement

Areas for improvement

There were 9 minor non-conformities identified during the initial assessment, most of which were related to the short implementation time available to the project team. The status update per outstanding NCN is documented below.

Surveillance Audit 2023:

The corrective action process has been explained by the site including the risk based determination on whether or not correction is deemed sufficient or whether a root-cause analysis needs to be conducted including a determination of effectiveness.

Number of new Non-Conformities raised: 0

Number of Non-Conformities closed out: 4

Number of Non-Conformities outstanding: 5

Regarding the status of existing NCN's the following has been established:

#1 Values, policies and commitments to support RS vision and mission is readily accessible to the public. At the time of the audit not all workers at site were aware of them (requirement 1.1.2).

Update SV Audit 2023:

NCN now closed out based on information which considered satisfactory at this time.

#2 There is an effective process in place to monitor the effectiveness of the Integrated Management System (management reviews, dashboards etc.). The present reports and key figures refer to the period before the RS implementation and have therefore not yet covered all aspects of the ResponsibleSteel Standard. This is planned for 2021. The report template has already been extended (1.2.3).

Update SV Audit 2023:

NCN now closed out based on information which considered satisfactory at this time.

#3 Procedures and key figures for responsible sourcing are defined and implemented. There were not enough actuals available due to short implementation phase (2.2.3)

Update SV Audit 2023:

Sufficient evidence provided to maintain NCN in open status until next scheduled verification.

NCN **not** closed out based on the information provided and maintained until next scheduled verification (2024)

#4 Suppliers own commitment to responsible sourcing are not fully available at site, but records have been requested already from suppliers. (2.2.2)

Update SV Audit 2023:

Sufficient evidence provided to maintain NCN in open status until next scheduled verification

NCN **not** closed out based on the information provided and maintained until next scheduled verification (2024)

One New Opportunity for Improvement raised as listed below.

#11 New Opportunity for improvement:

The on-site visits at Raw Material Suppliers do not necessarily verify how the requirements are being met – there are no guidelines in place for the conduct of these site visits or requirement for supporting evidence

#5 The site should report to the public the names of business associations, charities and think tanks that have received donations. Procedure is in place, a list of donations is available, but the publication is planned with next business report (2.4.6)

Update SV Audit 2023:

NCN **not** closed out based on the information provided and maintained until next scheduled verification (2024)

#6 The site is requested to implement a program to promote inclusion, diversity, gender equality etc. There are trainings in place and records available, but they do not cover all aspects yet. The ongoing project “WIR” will fill this gap. Consistent communication to all workers has not yet finished, more guidelines to support the program are in preparation (4.3.5).

Update SV Audit 2023:

NCN now closed out based on the information listed above which considered satisfactory at this time.

#7 The site shall communicate on material social and environmental issue. CR Report, Environmental Statement cover topics except for information on complaints and details on sponsoring. Communication is planned for next report (6.3.1).

Update SV Audit 2023:

The NCN is considered to remain open with sufficient progress considered to have been made at this time. At the Certificate Renewal Stage this NCN is required to be closed out and the site is advised to provide sufficient documentary evidence (process description documented and records to application of process).

#10 New Opportunity for improvement:

The materiality assessment does not identify biodiversity as material although the topic is strictly regulated and the site is dealing with significant legal requirements on an annual basis.

#8 There is no complete financial disclosure according to the Task Force on Climate-related Financial Disclosures (TCFD) yet. Requirements of the TCFD have been worked out and a project plan has been developed (8.2.2)

Update SV Audit 2023 :

NCN now closed out based on the information listed above which considered satisfactory at this time.

#9 Public reporting on GHG did not cover all aspects required in principle (8.5.1), but is planned for next reporting.

Update SV Audit 2023:

*NCN **not** closed out based on the information provided and maintained until next scheduled verification (2024)*

Exclusions

Non-applicable Principles, Criteria or Requirements	
Criterion 2.4.4	Austria is not classified as high corruption risk (CPI= 76 in 2020).
Crit. 3.4.2, 3.4.3	Austria has statutory accident insurance
Crit. 3.4.4 b) & c)	no claims or payments after injuries (see 3.4.2 & 3)
Crit. 3.5.3	There are no housing facilities for voestalpine employees on the plant premises
Crit 4.1.3 a) – c)	No risk of child labour, forbidden by Austrian law
Crit. 4.4.2	Free access to employee representation ensured by EMRK Article 11
Crit. 5.2.2 a) -c)	The site operates in a save area
Crit. 5.3	No operations in Conflict-affected and high-risk areas, monitoring of suppliers ensured
Crit. 7.2	There is no indigenous population at the site and in the area of influence
Crit. 7.3	There is no cultural heritage at site and in the area of influence
Crit. 7.4	There is no displacement and resettlement in the past 10 years
Crit. 10.2.4	Regulatory standards are available
Crit. 11.1.2c) - 11.1.6,	No indigenous population, no ramsar areas, site is located outside from natural habitats, no protected areas and KBAs
Crit. 11.1.11	The site is not subject of controversy
Crit. 12	No plant closure planned