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Declaration of the IndustriALL Global Union ArcelorMittal Global Trade Union Network

17th November 2023

We, the representatives of the ArcelorMittal unions all over the world and IndustriALL Global Union, united in our commitment to the rights and welfare of workers, publish this declaration in light of the urgent issues identified during our recent meeting.

The critical situation of Occupational Health and Safety (OHS) at ArcelorMittal demands immediate attention. The company's prioritization of financial results over the safety and well-being of its workers is not only unacceptable but also poses a direct threat to the lives of those who contribute to its success. This is particularly striking as ArcelorMittal achieves record profits and enjoys a robust financial situation.

Moreover, the management's approach towards unions concerning OHS and broader social issues is deeply concerning. The lack of meaningful dialogue and consultation - despite the company's website declaration that "additional safety oversight is provided by the Global Health & Safety Committee (GHSC) which shares and promotes best practices and is chaired by the company's health and safety lead" - has led to strained relations, calling for a fundamental change in ArcelorMittal's approach to labor relations.

The recent tragedy in Kazakhstan, which resulted in 46 fatalities, has highlighted the essential need to include unions in independent investigations. We demand that workers' representatives be part of the commission investigating this disaster and any discussions related to the transfer of operations.

In Ukraine, workers face enormous stress and uncertainty due to the ongoing war. The refusal of PJSC ArcelorMittal Kryvyi Rih to extend the collective agreement during martial law and for an additional six months after its expiration, and the company management's decision to extend the collective agreement only on the condition that changes are made that significantly worsen the employees' situation, is a form of collective blackmail we firmly condemn. We express our unwavering support and solidarity with the Ukrainian workers during these difficult times. We call on ArcelorMittal to extend the collective agreement of PJSC ArcelorMittal Kryvyi Rih for the period of martial law and six months after the war's end.

We support the planned actions on November 20th in Bosnia Herzegovina, in Italy on November 23th, and in the Czech Republic on November 27th. These demonstrations of solidarity are vital in expressing our collective concerns and advocating for change.

Investment in decarbonization is another area where ArcelorMittal must significantly increase its efforts. The company's current investment strategies do not adequately address the urgent need for sustainable and responsible operations. Furthermore, we insist that any public aid granted to ArcelorMittal be conditional upon the company adhering to strict standards in employment, working conditions, training, social dialogue, and OHS. Public funds must support companies committed to responsible and ethical business practices.



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We call upon governments and international institutions to ensure that public aid, particularly for decarbonization efforts, is conditional on maintaining and improving social conditions. The transition to a greener economy must not come at the expense of workers' rights and welfare.

We also stress the need for immediate action to ensure worker safety in all their operations, especially in South Africa, and Italy, and protective measures for workers facing terrible conditions (extreme heat) and antiunion practices in Brazil. These are non-negotiable aspects of worker welfare.

Given the gravity of the situation, we find ourselves compelled to act. We are considering taking action against ArcelorMittal, holding the company accountable, and pushing for significant improvements in the working conditions and rights of its employees worldwide. We will collectively advocate for the dignity, safety, and fair treatment of all ArcelorMittal workers.

Furthermore, we will evaluate our participation in the Joint Health and Safety Committee (JGHSC) in light of the responses and actions taken by ArcelorMittal management. Our continued involvement will depend on the company's commitment to genuinely addressing the concerns raised and implementing the necessary changes.

This declaration is a call to action for ArcelorMittal. We demand tangible changes and a commitment to the safety, rights, and dignity of all workers across its global operations. Our collective voice will continue to advocate for these fundamental principles until they are fully realized and respected