



Terms of Reference for a Joint Global OHS committee in ArcelorMittal.

The most effective tool that we have ensuring good health and safety in the workplace is cooperation between trade unions and management, because organised workplaces are safer workplaces. Increased employee involvement leads to higher levels of compliance and better health and safety performance with this in mind this agreement sets out areas of cooperation between management and trade unions at global level.

By identifying common ground between workers, unions and management on health and safety issues we can make a positive impact on the number of accidents in the workplace and significantly reduce the risk faced by workers. A Global OHS committee will help to improve communication, collaboration and coordination between unions and management.

Size and scope

The committee should be made up OHS experts ideally this would amount to 9 from unions and 3 management. (4 from the EMF and 5 from IMF) with the ability to call in expertise as and when required. All costs associated with the committee will be borne by the company. 3 Union representatives from the committee will also attend Arcelor Mittal OHS board meetings.

The main function of the committee would be to identify areas for improvement in the company and act as a facilitator in harmonising safety performance across the group. The committee would only deal with issues related to health and safety and would not act as a negotiating committee on behalf of unions or management its function would be solely to offer guidance.

Initial Steps

- a. Review current performance in the company.
- b. Identify common problems or areas for improvement.
- c. Establish OHS committees in each plant-look at what mentoring is needed.
- d. Encourage unions and management to work together.
- e. Develop the role of safety representatives-training programmes.
- f. Develop a joint publication.

Signed: **LN Mittal** **M Malentacchi** **B Samyn** **L Gerard**

Date:

Place: