



ArcelorMittal South Africa Whistleblower Policy

Scope

The Whistleblower Process is intended for the reporting of concerns with regard to possible irregularities in accounting, auditing or banking matters or bribery within the business of ArcelorMittal and its subsidiaries, not for general business complaints or product issues or grievances about an employee's personal employment situation.

Purpose

In compliance with the Sarbanes Oxley Act of 2002, the purpose of the Whistleblower Process is to identify any serious concerns with regard to irregularities in accounting, auditing or banking matters or bribery at the earliest possible moment.

Reports

If an employee of an ArcelorMittal subsidiary has a concern about possible malpractice falling within the scope of this Whistleblower Process, he/she should raise it in the first instance with his/her supervisor, a member of management, the head of the Legal Department or the head of Internal Assurance Department. However, if the employee is concerned about the response or lack of response, or if he/she feels unable to talk to his/her manager or anyone else mentioned above, he/she can use the Whistleblower Process.

Reports can be made either through the "Reporting accounting or auditing irregularities" section of the Mittal Steel web-site or by letter to the Audit Committee, P.O. Box 1180, 3000 BD Rotterdam, the Netherlands.

Treatment of Reports

Reports received will immediately be distributed to the Chairman of the Board's Audit Committee, the Secretary of the Board's Audit Committee and the Company Secretary. Any reports not related to accounting, financial auditing or banking matters or bribery will be disregarded, except when they relate to serious facts, i.e., when they affect the vital interests of ArcelorMittal or its employees' integrity or physical or mental wellbeing. In cases where there is a legal obligation to communicate the information to public bodies responsible for the prosecution of crimes, the Chairman of the Board's Audit Committee will instruct the Company Secretary to forward the report to the relevant competent authority.

If the report falls within the scope of the Whistleblower Process, the Chairman of the Board's Audit Committee will either instruct the Director of Internal Assurance to conduct an investigation or instruct the Company Secretary to ask the relevant Department or Subsidiary of ArcelorMittal to prepare a written report.

The Company Secretary will promptly inform any employee who is alleged to be involved in an accounting, financial auditing, banking or bribery issue of the facts alleged against him/her, as well as how to exercise his/her rights of access and correction. Such notice may be deferred for a very limited time period in order to secure any potential evidence.