



# Safety and Industrial Hygiene Policy

In this Policy, you will find:

- ✓ A summary of U. S. Steel's safety and industrial hygiene program
- ✓ Your responsibilities for safety and industrial hygiene

## 1. POLICY

U. S. Steel complies with applicable safety and industrial hygiene laws and regulations and continually strives to achieve the highest standards in these areas. Our objectives are to provide a safe and healthy working environment and to prevent accidents, injuries, and illnesses in the workplace.

U. S. Steel develops and implements effective safety and industrial hygiene processes and management systems, driving a sustainable zero-harm culture and incorporating a framework for setting and reviewing objectives and targets that go beyond compliance with legal requirements. Our programs require management to communicate pertinent job-related safety and industrial hygiene requirements to an engaged and highly skilled workforce, empowered with capabilities and resources needed to assess, reduce, and eliminate workplace risks and hazards.

### WE BELIEVE

The following values guide the development of safety and industrial hygiene processes, management systems, and programs:

- "Safety First" is our primary core value.
- All incidents and injuries can be prevented.
- Safety is a personal responsibility; management is accountable for results.
- Employee engagement and training is essential.
- Hazardous exposures can be eliminated or safeguarded.
- Prevention of incidents and injuries is the right thing to do and is good business.

## 2. APPLICABILITY

U. S. Steel Officers and Employees

### SAFETY HOTLINE

[U. S. Steel Ethics and Safety Hotline](#)

## 3. PROGRAM FRAMEWORK

**Shared Responsibility:** U. S. Steel promotes safety and industrial hygiene management as a core value by conducting operations in a safe manner and recognizing that the accountability and responsibility for safety and industrial hygiene management extends from each individual employee to the top executive of each business unit.

**Empowered Leadership:** U. S. Steel vests managers and supervisors with safety and industrial hygiene responsibilities and provides leadership and support to them from safety and industrial hygiene personnel.

**Intentional Design:** U. S. Steel integrates safety and industrial hygiene management systems and processes as essential elements in all functions by establishing and maintaining plans, objectives, and programs and by providing resources for implementation and program maintenance.

**Third Party Requirements:** U. S. Steel requires contractors and suppliers to conduct their activities consistent with this policy and in accordance with the U. S. Steel Contractor Safety Standard Specification.

## 4. PROGRAM ELEMENTS

U. S. Steel's safety and industrial hygiene program will:

- Establish safety goals, measure performance, and communicate those goals and performance to all employees.



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- Conduct safety and industrial hygiene audits and initiate corrective action when required.
  - Assess job task and process hazards that have the potential to cause adverse safety and industrial hygiene issues and either eliminate those hazards or implement corrective and preventive actions.
  - Develop Safe Job Procedures with the input of employees and provide proper training on such procedures, safe work practices, and recognition of potential workplace hazards.
  - Strive to maintain the highest standard of safe working conditions in all facilities.
  - Measure and regularly assess compliance with the Legal department and corporate safety and industrial hygiene requirements and periodically provide related information to the Board of Directors.
- Report to your supervisor(s) or another appropriate resource any conditions you believe are unsafe.
  - Always wear appropriate personal protective equipment.
  - Report incidents, injuries, and illnesses as required, and obtain appropriate medical attention for all injuries and illnesses.

### 6. The STOP Card

Remember, as stated on the STOP Card, all employees are empowered to STOP work for conditions that endanger individuals, equipment or our work environment. Examples of such conditions are listed on the STOP Card. Employees and supervisors must work in partnership and resolve any STOP work issues that arise.

### APPENDICES

#### Related Policies and Procedures

- Alcohol and Drug Free Workplace Policy
- Environmental Management Policy
- Prevention of Workplace Violence Policy

### 5. YOUR RESPONSIBILITIES

As part of the safety and industrial hygiene program, you are responsible for all safety and industrial hygiene activity inherent in your work and you must:

- Know and understand the safety and industrial hygiene requirements, Safe Job Procedures and other applicable safe work procedures, and safety management objectives applicable to your work.
- Use sound judgment and be aware of potential hazards to you and your co-workers before performing a job-related task.
- Integrate safety and industrial hygiene considerations into all aspects of your work.