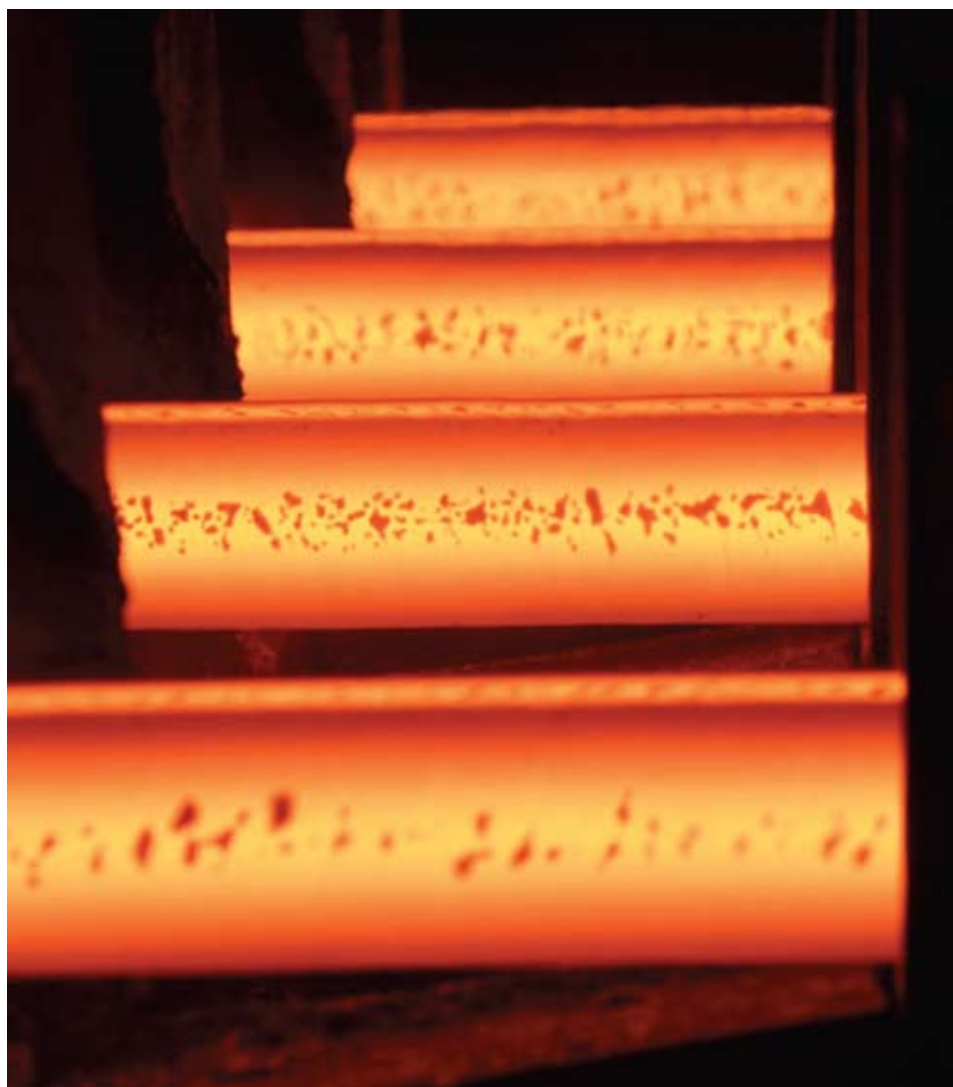


# **WORLDSTEEL SAFETY AND HEALTH PRINCIPLES**

Guidance Book



# CONTENTS

Foreword	3
About the worldsteel safety and health principles	5
Our commitment	7
The principles	9
The principles for a global industry	20
The principles are available in Chinese, Czech, Dutch, Finnish, French, Greek, Italian, Japanese, Korean, Persian, Russian and Spanish.	
Credits	23

The World Steel Association (worldsteel) Board of Directors has endorsed a set of safety and health principles. The Board strongly believes that clearly-defined principles will result in improved safety and health performance, as well as better business results across the industry.

worldsteel has developed this guidance book to encourage member companies to apply the principles.

Through the adoption of these principles at the highest level, worldsteel and its members demonstrate their commitment to an injury-free, illness-free and healthy workplace.

Lakshmi Mittal

Chairman, worldsteel

Chairman and CEO, ArcelorMittal

Ku-Taek Lee

Vice-Chairman, worldsteel

Chairman and CEO, POSCO

Paolo Rocca

Vice-Chairman, worldsteel

CEO, Techint Group

John Surma

Vice-Chairman, worldsteel

Chairman and CEO, United States Steel Corporation



# ABOUT THE WORLDSTEEL SAFETY AND HEALTH PRINCIPLES

The worldsteel policy statement on safety and health lays out the basic principles drawn up by the worldsteel Safety and Health Committee.

The principles are based on the experience, knowledge, company policies and values of the members of the working group.

The policy promotes excellence in safety and health practices. The set of principles it contains was established to demonstrate and communicate to internal and external stakeholders the priority that the industry places on its safety and health performance.

It aims to elevate standards across the industry, to achieve an accident-free steel industry.

The goal is zero: an injury-free, illness-free and healthy workplace.

Through the adoption of these principles, worldsteel member companies all over the world will have a basis for creating a safe and healthy work environment for everyone who works in the industry.

Note: This booklet provides guidance to worldsteel members on the meaning of the principles. Individual companies have different goals and procedures. The principles have to be adapted to meet differing cultural, social and corporate environments.

**The policy promotes excellence in safety and health practices.**

“Nothing is more important than the safety and health of people who work in the iron and steel industry.”



The safety and health of our people is our core value and will not be compromised in the face of other business issues. This applies to everyone involved in the industry, be they employees, service providers (contractors) or others such as suppliers, customers and visitors.

The industry is committed to the goal of an injury-free, illness-free and healthy workplace.

**Is safety and health the highest priority in your company? If so, is this reflected in your mission statement?**

**The industry is committed to the goal of an injury-free, illness-free and healthy workplace.**

“All injuries and work-related illness can and must be prevented.”





We will do everything we can, consistent with world class practices, to prevent injuries and illnesses.

Injuries and illnesses must not be considered a normal part of our industry. Everyone has a responsibility to prevent injuries and illnesses; it is only by working together that we will achieve a safe and healthy workplace.

Investigating and learning from accidents (with or without injury) will help prevent the recurrence of such events. Knowledge from the lessons learnt will help the whole industry to protect people and avoid situations that threaten safety or health.

**Implement a safety management system that includes risk assessment and hazard identification and control to prevent injuries and illnesses.**

## **Risk assessment**

All risks should be assessed to determine what kinds of injury or illness they could cause. There are

many ways to do a risk assessment. In the book 'Safety and health in the iron and steel industry', published by the International Labour Office, you will find explanations about hazard identification, risk assessment and control.

worldsteel offers member companies the opportunity to share 'Alerts'. These are incident reports that contain information such as the cause of the incident and key learnings. You can see the Alerts on the Accident Free Steel 2 website, on the worldsteel Extranet. All employees of worldsteel member companies are entitled to access the Extranet.

**Injuries and illnesses must not be considered a normal part of our industry.**

“Managers are responsible and accountable for safety and health performance.”



This includes everyone from company executives to front-line leaders.

It is essential that managers are seen to support safety and health initiatives in a consistent way. It lends credibility and thoughtfulness to every task, big or small. By leading the initiatives consistently, managers demonstrate that shortcuts are not acceptable.

If the leaders do not visibly change, nothing will. Managers should set priorities, establish goals and seek and provide resources for safety and health matters. This active involvement shows that there is a genuine desire to see each effort succeed.

**Include safety and health results in performance assessments and other career advancement decisions.**

It is important to note that this principle does not contradict the later principle stating that working safely is a condition of employment. All employees are responsible for their personal safety and that of co-workers, and must comply with all relevant safety and health rules.

**If the leaders do not visibly change, nothing will.**

“Employee engagement and training is essential.”



Everyone must be involved in a meaningful way, on a daily basis, to support injury and illness prevention. Through constant exposure to safe practices, people will develop behaviour that ensures each task is safe.

Engaged and empowered employees will choose to work safely. They will also feel comfortable to contribute their ideas for safety and health improvement. Involvement and recognition of the employee will promote good safety and health results.

Training is an essential part of an effective safety and health system. All employees must have the necessary training, skills and tools to do their job safely. Employees need to show a willingness to be trained and to apply their acquired knowledge and skills. With the right training, each person can perform independent risk assessments.

Employees must know how to keep themselves and those around them safe.

**Talk to your employees about accident and illness prevention every day. Are they aware of the inherent dangers associated with their jobs?**

**Provide your employees with adequate training to protect themselves and their colleagues.**

**Engaged and empowered employees will choose to work safely.**

“Working safely is a condition  
of employment.”



By making safe work practices a condition of employment, we foster the importance of safety and health in the workplace.

It is the responsibility of every employee to understand and comply with all relevant safety and health rules and safe work practices. Each individual employee must take personal responsibility for their own safety and health.

Every employee is empowered to stop any work or process if they believe it to be unsafe or unhealthy. For many companies, there could be a substantial cultural barrier to such an action. It is a management responsibility to make sure that employees feel empowered and confident to take such a step.

Everyone must be aware of the risks involved with their work. Encourage each person to think through their tasks and to take steps to identify and eliminate any risks.

Upon arriving at work, and while at work, employees must be in a condition that will allow them to work safely.

**Does everyone on your site assess the risks of their job? What are the consequences if they do not?**

**Every employee is empowered to stop any work or process if they believe it to be unsafe or unhealthy.**



“Excellence in safety and health  
drives excellent business results.”





Caring about the well-being of our people is the essence of successful leadership. Good safety and health is good business and has a positive impact on employees. Engaging people in safety and health will contribute to improved business results.

Prevention of injuries and illnesses creates a competitive advantage by having our most valuable resource – our people – at work. All resources are jeopardised by workplace accidents, which result in production losses and downtime for investigations. The costs of accidents (with or without injuries) and illnesses undermine competitiveness.

A robust safety management system will help to reduce loss through incident prevention.

Loss can include:

- Loss of man hours
- Loss of production time
- Loss of process stability
- Loss of plant or equipment
- Loss of product
- Loss of shareholder confidence.

To invest in safety and health is to improve productivity and performance. See page 9 of the worldsteel book 'Accident Free Steel' for more information on 'the iceberg of incidents'.

**We should do what we say and say what we do.**

“Safety and health is integrated into all business management processes.”



Safety and health should be included in all new and existing business processes, for example, managing assets, production, projects and administration. It should be reassessed before any changes are applied.

When safety and health are consistently brought to the forefront of business decisions and processes, people develop an appreciation for the importance of the topic. People understand what is expected of them and have the knowledge to work safely.

**Before decisions are made, make an assessment of the safety and health implications. Involve different levels of people to ensure a thorough appraisal.**

**Bring safety and health to the forefront of all your business decisions and processes.**

# THE PRINCIPLES FOR A GLOBAL INDUSTRY

The principles are available in Chinese, Czech, Dutch, Finnish, French, Greek, Italian, Japanese, Korean, Persian, Russian and Spanish.

worldsteel  
ASSOCIATION

“钢铁业中，没有什么比员工的健康和安全更重要。”

1. 杜绝伤害事故，远离职业疾病。
2. 健康安全根本，领导关心负责。
3. 人人做出承诺，积极参与培训。
4. 共创安全环境，享受平安幸福。
5. 健康安全出色，经营业绩卓越。
6. 管理环环相扣，健康安全如一。

worldsteel  
ASSOCIATION

“Není nic důležitějšího než zdraví a bezpečnost práce lidí pracujících v hutním průmyslu.”

1. Veškerým poškozením zdraví a nemocem majícím vztah k vykonávané práci musí být předebráno preventivně;
2. Vedení je zodpovědné za dodržování bezpečnosti a ochrany zdraví při práci;
3. Angažovanost a školení pracovníků je nezbytné;
4. Pracovat bezpečně je podmínkou zaměstnání;
5. Dokonalost při ochraně zdraví a bezpečnosti práce vede k vynikajícím obchodním výsledkům;
6. Ochrana zdraví a bezpečnost práce musí být součástí všech řídicích procesů podnikání.

worldsteel  
ASSOCIATION

“Niets is belangrijker dan de veiligheid en de gezondheid van de mensen die in de staalindustrie werken.”

1. Alle verwondingen en aan het werk gerelateerde ziektes kunnen en moeten voorkomen worden.
2. Het bestuur verantwoordelijk is voor de uitvoering van veiligheids- en gezondheidsmaatregelen.
3. De toewijding en de training van het personeel essentieel is.
4. Veilig werken tot de tewerkstellingsvoorwaarden behoort.
5. Uitmuntende bedrijfsresultaten het gevolg zijn van uitmuntendheid op vlak van veiligheid en gezondheid.
6. Veiligheid en gezondheid opgenomen moeten worden in alle besluitprocessen.

worldsteel  
ASSOCIATION

“Mikään ei ole tärkeämpää terästeollisuudessa työskenteleville ihmisille kuin terveys ja turvallisuus.”

1. Kaikki tapaturmat ja työperäiset sairaudet voidaan ja pitää estää.
2. Johto on vastuussa ja tulostuullinen työturvallisuustuloksista.
3. Työntekijän sitouttaminen ja opastaminen on oleellista.
4. Turvallinen työskentely on työsuhteen edellytys.
5. Erinomaisuus työturvallisuustyössä tukee erinomaisia liiketaloudellisia tuloksia.
6. Työturvallisuus täytyy integroida kaikkiin johtamisprosesseihin.

“Rien n'est plus important que la santé  
et la sécurité des personnes qui travaillent  
dans la sidérurgie.”

1. Tout accident de travail ou maladie professionnelle peut et doit être évité.
2. Il est de la responsabilité de la direction de veiller à la qualité du bien-être et de la sécurité.
3. L'implication et la formation de chaque salarié sont essentielles.
4. Travailler en sécurité est une condition d'emploi.
5. Un bon encadrement en santé et sécurité assure une meilleure productivité.
6. Santé et sécurité doivent faire partie intégrante de tout processus de gestion industrielle.

“Nulla è più importante della sicurezza  
e della salute dei lavoratori nell'industria  
siderurgica.”

1. Tutti gli infortuni e le malattie professionali possono e devono essere evitati.
2. I dirigenti sono responsabili delle prestazioni in materia di sicurezza e salute sul lavoro.
3. L'impegno e la formazione dei dipendenti sono fondamentali.
4. Lavorare in sicurezza è una delle condizioni di impiego.
5. L'eccellenza nella salvaguardia della sicurezza e della salute porta ad eccellenti risultati economici.
6. La sicurezza e la salute devono essere integrate in tutti i processi di gestione aziendale.

«Τίποτα δεν είναι πιο σημαντικό από την  
Ασφάλεια και την Υγεία των ανθρώπων που  
εργάζονται στην βιομηχανία σιδήρου και  
χάλυβα»

1. Όλοι οι τραυματισμοί και οι ασθένειες που σχετίζονται με την εργασία μπορούν και πρέπει να αποφεύγονται
2. Η Διοίκηση είναι υπεύθυνη και υπόλογη για την επίδοση στην Ασφάλεια και Υγεία
3. Η εμπλοκή και εκπαίδευση των εργαζομένων είναι σημαντική
4. Η εργασία με ασφάλεια είναι προϋπόθεση για εργασία
5. Η αριστεία στην Ασφάλεια και Υγεία φέρνει και άριστα επιχειρηματικά αποτελέσματα
6. Η Ασφάλεια και Υγεία ενσωματώνεται σε όλες τις διαδικασίες διοίκησης της επιχείρησης

鉄鋼で働く人々の『安全 と健康』  
はすべてに優先する。

1. 全ての災害、業務に関連する疾病は防止でき、また防止しなくてはならない。
2. 経営は「安全と健康」の確保に関する責務と説明責任がある。
3. 従業員に対する安全の規約化と訓練は不可欠。
4. 安全に働くことは雇用の必須条件。
5. 最良の「安全と健康」は、経営における最良の業績に繋がる。
6. 「健康と安全」は全ての業務プロセスに組み込まれなくてはならない。

## “철강산업에 있어서 직원의 건강과 안전보다 중요한 것은 없습니다.”

1. 모든 종류의 재해와 작업관련 질병은 예방되어질 수 있고 또한 그해야만 합니다.
2. 모든 관리자들은 직원의 건강과 안전에 대해 책임이 있을 뿐만 아니라 그 실적들에 대해서도 설명할 수 있어야만 합니다.
3. 직원들의 참여와 훈련은 필수적입니다.
4. 안전한 상태에서 일하는 것은 근로의 필수조건입니다.
5. 직원의 건강과 안전은 훌륭한 사업성과가 나타낼 수 있도록 도와주는 역할을 합니다.
6. 건강 및 안전관련 사항은 모든 사업영역에서 통합관리되어야 합니다.

هیچ چیزی مهمتر از ایمنی و بهداشت افراد شاغل در صنعت آهن و فولاد نیست.

- 1- تمامی حوادث و بیماری های ناشی از کار را می توان و باید پیش گیری کرد.
- 2- مسئول و پاسخگویی عملکرد بهداشتی و ایمنی؛ مدیریت ارشد است.
- 3- مشارکت دادن و آموزش شاغلین از واجبت است.
- 4- از شرایط استخدام در صنایع آهن و فولاد تعهد به انجام کار در شرایط ایمن است.
- 5- تعالی ایمنی و بهداشت به تعالی کسب و کار می انجامد.
- 6- ایمنی و بهداشت با تمامی فرآیند های سازمان عین است.

## “В черной металлургии нет ничего более важного, чем безопасность и здоровье занятых здесь людей”

1. Все производственные травмы и заболевания могут и должны быть предупреждены.
2. Руководители ответственны за безопасность производства и здоровье работников.
3. Вовлечение работников в деятельность по охране здоровья и труда, их обучение жизненно необходимы.
4. Безопасная работа должна быть условием трудовой занятости каждого работника.
5. Высокий уровень охраны здоровья и труда способствует достижению успеха в бизнесе.
6. Охрана здоровья и труда должна быть интегрирована во все процессы управления бизнесом.

## “Nada es más importante para la industria siderúrgica que la seguridad y la salud de sus trabajadores.”

1. Todos los accidentes y enfermedades profesionales pueden y deben evitarse.
2. Es responsabilidad de la dirección los resultados de la seguridad y la salud en el trabajo.
3. El compromiso y formación de los trabajadores es fundamental.
4. Trabajar con seguridad es una condición imprescindible del empleo.
5. La excelencia en seguridad y salud ayuda a obtener excelentes resultados empresariales.
6. La seguridad y la salud en el trabajo debe estar integrada en todos los procesos y áreas de la empresa.

This booklet was produced with input from the worldsteel Safety and Health Committee. worldsteel thanks ArcelorMittal, BlueScope Steel, Corus, Essar, Hüttenwerke Krupp Mannesmann, Novolipetsk Steel, Outokumpu, POSCO, Saudi Iron and Steel, ThyssenKrupp, US Steel and Wirtschaftsvereinigung Stahl for their photographs and other contributions.

## Photography:

Cover image: ArcelorMittal  
Page 4: BlueScope Steel  
Page 6: BlueScope Steel  
Page 8: Hüttenwerke Krupp Mannesmann  
Page 10: ArcelorMittal  
Page 12: POSCO  
Page 14: Bluescope Steel  
Page 16: ThyssenKrupp  
Page 18: Novolipetsk Steel

## Concept and copyrights:

World Steel Association

This publication is printed on MultiDesign paper. MultiDesign is certified by the Forest Stewardship Council as environmentally-responsible paper.

**World Steel Association**

Rue Colonel Bourg 120  
B-1140 Brussels  
Belgium

T: +32 (0)2 702 89 00  
F: +32 (0)2 702 88 99  
E: [steel@worldsteel.org](mailto:steel@worldsteel.org)

C413 Office Building  
Beijing Lufthansa Center  
50 Liangmaqiao Road  
Chaoyang District  
Beijing 100125  
China

T: +86 10 6464 6733  
F: +86 10 6464 6744  
E: [china@worldsteel.org](mailto:china@worldsteel.org)

**[worldsteel.org](http://worldsteel.org)**