



Sexual and Discriminatory Harassment

In this Policy, you will find:

- ✓ U. S. Steel Košice, s.r.o. ("USSK") policy prohibiting Sexual or Discriminatory Harassment
- ✓ The requirement to report instances of Sexual or Discriminatory Harassment

1. POLICY

It is the policy of USSK that no employee or applicant for employment will be subjected to Sexual or Discriminatory Harassment. All USSK managers are responsible for enforcement of this policy.

2. APPLICABILITY

This Policy applies to all conduct by executives, or employees that arises in the course of, or relates in any way to, any such individuals employment or service to USSK.

3. YOU MUST NOT

a. Engage in Sexual or Discriminatory Harassment

Executives and employees must not engage in any act of Sexual or Discriminatory Harassment. In addition, some acts of sexual or discriminatory harassment may violate laws of Slovak republic such as Act No. 365/2004 Coll. On Equal Treatment in Some Areas and On Protection Against Discrimination, as amended (hereinafter referred to only as "Antidiscrimination Act"). Sexual or Discriminatory Harassment under this policy will be viewed under a reasonable person standard, taking into consideration the perspective of individuals of the same race, color, religion, gender, sexual orientation, gender identity, national origin, citizenship, age, physical or mental disability and, genetic information as the individual subjected to the alleged harassment.

b. Retaliate Against Anyone for Making a Good Faith Report

You must not retaliate against anyone for submitting a good faith report of Sexual or Discriminatory Harassment.

Key Definitions

"Discriminatory Harassment"

Use of epithets, slurs, negative stereotyping, ridicule, or any other offensive, insulting, intimidating, or hostile conduct, with a nexus to the workplace, towards an individual or group, regardless of form (e.g. written, oral, graphic, electronic, social media), that relates to race, color, religion, gender, sexual orientation, gender identity, national origin, citizenship, age, physical or mental disability, genetic information, or status as a past, or present member of, or applicant to, the uniformed services.

"Sexual Harassment"

Sexual harassment is defined in the Antidiscrimination Act and for purposes of this Policy as any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature whenever:

- Submission to such conduct is explicitly or implicitly made a term or condition of employment;
- An individual's response to such conduct is used as the basis for employment decisions; or,
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Includes, but is not limited to, sexual jokes; sexual innuendoes or gestures; prolonged staring or leering at another; inappropriate, unwelcome, and offensive touching of another; an open display in the workplace of sexually related material, such as photographs, drawings, etc.; a supervisor's request or acceptance of a sexual favor from a subordinate employee in exchange for a tangible job reward or detriment or an express or implied promise of such a reward or detriment; and a physical sexual assault of any kind.

Sexual harassment can be same-sex or opposite-sex.



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4. YOU MUST

Report Sexual or Discriminatory Harassment

Any employee or applicant for employment who believes that he or she has been subjected to an act of Sexual or Discriminatory Harassment, or who has knowledge of such conduct involving others, must promptly report the incident.

Reports may be made to your supervisor (if a report involves your direct supervisor, you may report to your supervisor's supervisor), Human Resources, the Law Section or the U. S. Steel Ethics and Safety Line which is available 24 hours a day, seven days a week, and provides a convenient way to make reports, anonymously if the reporter chooses. The U. S. Steel Ethics and Safety Line may be reached in any of the following ways:

- Telephone: +421 55 684 2289
- Internet: www.ussteel.com/corp/EthicsLine
- U. S. Steel Intranet: Click "U. S. Steel Ethics and Safety Line" under "Employee Links"
- Mail: U. S. Steel Ethics and Safety Line, U. S. Steel, Vstupný areál U.S. Steel, P.O. Box 17, 044 54 Košice

If the report involves a director, officer, or executive (Vice President or higher), please report the matter promptly to the Vicepresident Subsidiaries and General Counsel or the U. S. Steel Ethics and Safety Line. Intentionally false and/or malicious reports of Sexual or Discriminatory Harassment will not be tolerated and may result in discipline in accordance with USSK Working Order.

5. OTHER REQUIREMENTS

a. Policy Publication

Management will inform current employees and new employees of this policy prohibiting Sexual and Discriminatory Harassment and of their right and responsibility to report any Sexual or Discriminatory Harassment that they experience or of which they are otherwise aware. The policy will be made available to all employees on the Company's intranet site.

b. Investigation of Reports

Management will conduct a prompt and appropriate investigation of any report alleging Sexual or Discriminatory Harassment in violation of this Policy. All employees shall cooperate in the investigation of any such report as required. Each report will be investigated by authorized individuals, who will be able to investigate free from inappropriate pressure or influence. Each investigation shall be conducted on a confidential basis to the extent practicable.

As warranted, management will take corrective action, including disciplinary action in accordance with the USSK Working Order if it concludes that conduct by an employee has violated this policy.

Following an investigation and implementation of any appropriate corrective measures, authorized employees will advise the reporting party of the results of the investigation.