

Community

Alcoa Canada Primary Products is a major economic driver in the communities where its facilities are located. We believe the same importance should be given to our social and cultural relationships, so that every facet of the life of our employees, their families, friends and neighbours may be equivalently enriched.

A collective approach

The aluminum sector was hit especially hard by the economic crisis and the resources we could devote to our communities in 2009 were affected as a result. Our facilities, from Baie-Comeau to Bécancour, Deschambault, our administrative services in Montreal and the Alcoa Foundation, nevertheless collectively invested in dozens of initiatives in the areas of education, culture, healthcare and sustainability.

Alcoa Foundation

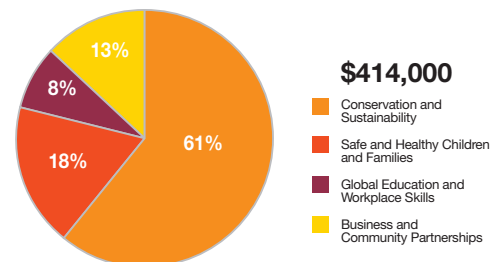
Despite the unfavourable economic context in 2009, the Alcoa Foundation maintained its commitments towards its partners, and supported a few new projects put forward by organizations whose values reflect its own. More than half of its donations enabled communities where we are located to face existing and future challenges related to sustainability.

In addition to the grants it awards jointly with Alcoa facilities, and the donations in its sectors of excellence, the Alcoa Foundation also contributes to communities through its two employee volunteer programs, ACTION and BRAVO!

Aware and sensitive to the needs of their communities, our people carried out a record number of ACTION projects in Québec in 2009, thereby contributing to the well-being of their neighbours and friends. The concrete results of these actions, combined with the success of our fourth Worldwide Month of Service, are an eloquent testimony to our enduring commitment.



Total of Alcoa Foundation grants in 2009 for Alcoa Canada Primary Products facilities by Area of Excellence
(excluding ACTION and Bravo! Programs)



ACTION

The name of this program stands for Alcoans Coming Together In Our Neighborhoods. ACTION programs are initiatives in which groups of Alcoa employees choose to lend a helping hand to their favourite non-profit or non-governmental organization by donating their time. To support their efforts, Alcoa donates an amount equivalent to US\$1,500 or US\$3,000 to the organization, depending on the number of employees who participated in the project.

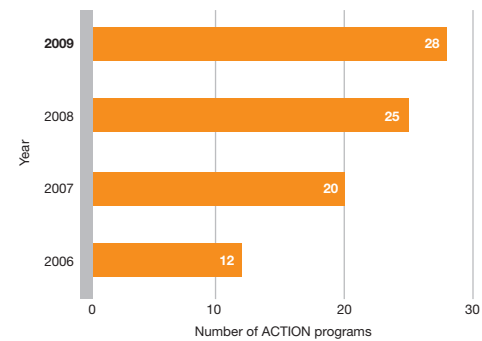
Over 300 Alcoa Canada Primary Products employees carried out 28 ACTION projects last year, for a total of 2,360 volunteer hours and a contribution of close to \$96,000. A total of 38 projects were completed across Canada.

Bravo!

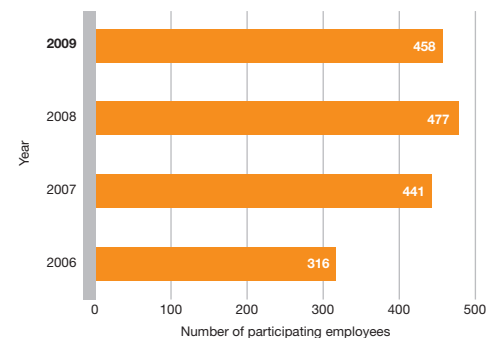
Alcoa also encourages individual commitment through the Bravo! program, which recognizes the contribution of any employee who devotes at least 50 hours of volunteer time a year to a non-profit or non-governmental organization. This organization receives the equivalent of US\$250 for each participating employee.

The areas of activity are as diverse as the interests of our employees, and any organization that complies with the program's criteria is eligible. This flexibility has helped maintain a high level of engagement towards this program. In Canada, 465 employees took part in the Bravo! program, with 458 of those participants coming from Alcoa Canada Primary Products. In total, our people gave 42,000 hours of their time. Alcoa awarded more than \$130,000 in Québec to the organizations favoured by participating employees.

ACTION programs
Alcoa Canada Primary Products



Bravo! programs
Alcoa Canada Primary Products



Worldwide Month of Service

For Alcoa, October is the Worldwide Month of Service and the cornerstone of its volunteer support program. In 2009, Québec achieved record participation at 55% compared to 10% in 2008.

A total of 2,776 volunteers from Alcoa Canada Primary Products, along with their families, took part in one of the 20 activities organized to lend support to over 1,000 people. The impacts were numerous: 400 meals served, 52 bags of garbage collected along the shores of a major river, five facilities revamped, several food drives, a Héma-Québec blood drive and 10 ACTION programs during which our employees, among other things, planted over 40 trees.

All in all, with more than half of our employees participating, the event was a total success and augurs well for the 2010 edition.

2009 Objectives	Results	Comments
Complete 26 ACTION programs in Baie-Comeau, Bécancour, Deschambault and Montréal.		28 ACTION programs were carried out by Alcoa Canada Primary Products plants.
Achieve 15% employee participation in Bravo! program for Alcoa Canada Primary Products.		15.7% employee participation level
Increase the number of managers participating in the Worldwide Month of Service.		An ACTION program was carried out by the Alcoa Canada Primary Products Board of Directors during the Worldwide Month of Service.
Promote the <i>Pensons climat</i> ("Let's Think Climate") conference in each of our communities.		Five conferences were presented in Trois-Rivières, Baie-Comeau (2), Saint-Casimir and Montréal.

Objectifs 2010

- Implement a new Alcoa Foundation system to measure and communicate the impact of our community engagement, at every stage of the projects.
- Complete 20 community initiatives during the fifth annual Worldwide Month of Service, including a fifth "Signature event".
- Carry out 31 employee-driven ACTION programs in Baie-Comeau, Bécancour, Deschambault and Montréal.
- Review how our Community Advisory Committees operate in light of our Community Support Policy objectives.