

Community

A commitment towards the communities where we live and work is a main priority for Alcoa Canada Primary Metals, as stated in the community support policy we developed in 2007 in collaboration with our Sustainability Advisory Committee.

A team effort

Every year, our plants and head office join with the worldwide Alcoa Foundation to contribute to the development of our partner communities. Together, we invested more than \$3 million in 2008 in dozens of initiatives that support education, culture, health and sustainability in communities from Baie-Comeau to Montréal.

As part of the 400th anniversary of the founding of Quebec City, our long-term partnership with the Québec Museum of Civilization resulted in our sponsorship of the *Urbanopolis* exhibition as well as *Le potager des visionnaires* by artist Franco Dragone. Both events highlighted the genius of Quebecers while providing an excellent showcase for our commitment.

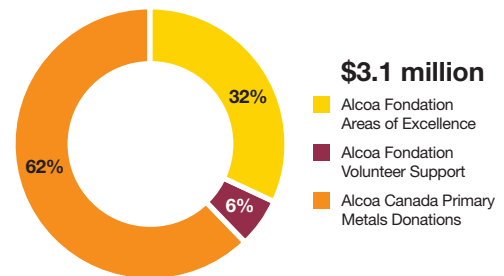
The Alcoa Foundation

The Alcoa Foundation alone awarded nearly \$1 million in 2008 to organizations in our communities that are active in its chosen sectors of excellence.

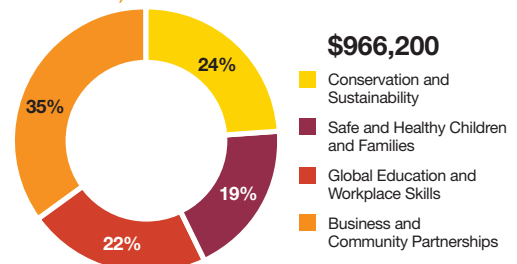
Among the actions undertaken in 2008 by the Alcoa Foundation was a donation to the Earth Day organization to create the first green wall in the Ville-Marie neighbourhood of Montréal. This green oasis in the heart of a densely populated area will offer a welcome haven for city dwellers.

The Alcoa Foundation has also been affected by the difficult economic conditions impacting the aluminum sector worldwide. This has resulted in a decrease in its endowment base and, by extension, its capacity to award grants. Regardless, it will continue its support of organizations in the area, which need assistance now more than ever.

Total grants from Alcoa Foundation and Alcoa Canada Primary Metals (ACPM) for 2008 in their local communities



Total of Alcoa Foundation grants in 2008 for Alcoa Canada Primary Metals facilities by Area of Excellence (excluding ACTION and Bravo! Programs, and minor and ACPM donations)



ACTION

In addition to the grants awarded jointly with Alcoa's various facilities and the donations within its sectors of excellence, the Alcoa Foundation also contributes to communities through its two employee volunteer programs, ACTION and Bravo!

ACTION programs are initiatives in which groups of Alcoa employees choose to lend a helping hand to their favorite non-profit or non-governmental organization by donating their time. In support of these efforts, Alcoa gives the organization an amount equivalent to US\$1,500 or US\$3,000, depending on the number of employees who participated in the project. In 2008, within Alcoa Canada Primary Metals alone, 267 employees carried out 25 ACTION projects for a total of 2,360 hours of volunteering and a contribution of close to \$75,000 from Alcoa.

Alcoa Worldwide Month of Service

Several ACTION projects take place in September and October, during the Alcoa Worldwide Month of Service. In 2008, close to 200 employees from our various locations joined forces to build or refurbish community facilities over the weekend of September 19-21. Together with their families and friends, they donated 814 hours of volunteer time.

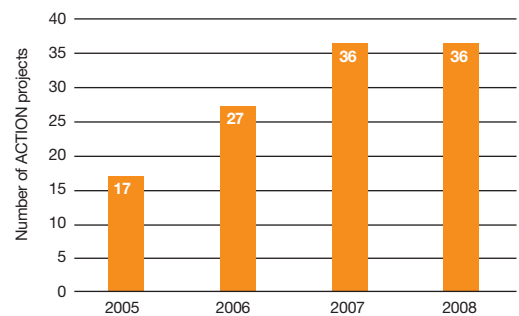
Bravo!

The Bravo! program 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.

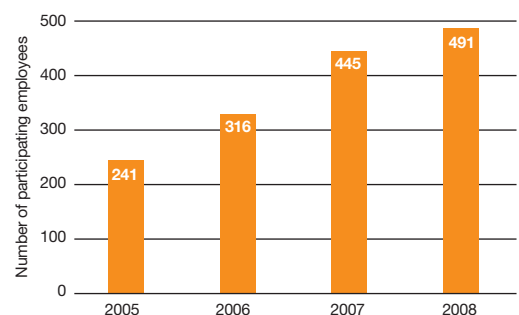
The areas of activity are as diverse as the interests of our employees, and any organization is eligible as long as it complies with the program's criteria. This vast array of causes has helped rapidly attract more and more participants – in fact the number has doubled in the last four years.

In Canada, 491 employees took part in the Bravo! program, 477 of whom are from Alcoa Canada Primary Metals, and gave 46,000 hours of their time. Alcoa awarded close to \$120,000 in Québec to the organizations favoured by participating employees.

ACTION Program in Canada



Bravo! Program in Canada



2008 Objectives	Results	Comments
Participation of 12% of Alcoa Canada Primary Metals employees in the Bravo! program.		Achieved a 14.5% level of participation.
Increase in the number of employees participating in regional ACTION programs during the Worldwide Month of Service.		In 2008, nearly 200 employees participated in the Worldwide Month of Service in one of the regions where Alcoa has a smelter, compared to 111 in 2007.
Establish long-term partnerships by investing in programs that have concrete goals and a significant impact in the regions where Alcoa is present.		Nine long-term partnerships were established with organizations in the communities where we are present.
Establish goals in each plant for their community support policy.		Goals were established at the Baie-Comeau and Bécancour smelters. In 2009, the Deschambault Smelter will follow suit.
Create and premier a play about sustainable development to be performed in the regions.		With support from the Alcoa Foundation, the play, <i>Acteurs de changement</i> ("Agents of Change"), was launched in April 2008 to be presented by the Regroupement des Conseils régionaux de l'environnement in Québec regions. This play-forum serves as a preface to a debate and training workshop on sustainability aimed at decision-makers.

2009 Objectives

- Complete 26 ACTION projects in Baie-Comeau, Bécancour, Deschambault and Montréal.
- Achieve 15% employee participation in the Bravo! program within Alcoa Canada Primary Metals.
- Increase the number of managers participating in the Worldwide Month of Service.
- Promote the Pensons climat ("Let's Think Climate") conference in each of our communities.