

Health and Safety

Health: 20% reduction in exposure to noise and chemicals

To reduce noise exposure, we are initially focusing on isolating employees and modifying or confining equipment that exceeds noise level regulations. Additional measures for equipment that is difficult to access or with technical constraints, are currently under review. Chemical exposure was the subject of numerous initiatives in 2008 at the Baie-Comeau and Bécancour smelters aimed at better capturing dust emissions at the source that may contain beryllium. Thanks to these efforts, we succeeded in decreasing exposure to noise and chemicals by an average of 20% over the 2006-2008 period.

Safety: measures put in place to achieve zero injuries in 2011

Alcoa Canada Primary Metals allocated nearly \$8 million to capital investments in 2008 in support of several initiatives led by its health and safety committees. Our facilities recorded few recordable accidents once again in 2008, except for the Baie-Comeau Smelter, where the number of incidents surpassed the previous year. These results caused the rate of recordable accidents to rise from 0.5 to 0.71 per 200,000 hours worked for Alcoa Canada Primary Metals plants in Québec. Because of the low number recorded in previous years, this represented an increase of 42%. Employee safety remains a top priority, and we are sparing no effort in returning to our 2007 level of performance.

A traffic accident involving two of our employees at the Deschambault Smelter was our first lost-time accident in three years. Our focus remains firm on achieving zero injuries by 2011, and we encourage behaviours that create a safe working environment for all of our people.



2008 Objectives	Results	Comments
20% reduction in the frequency of reportable injuries compared to 2007.	+42%	
20% reduction in total injuries (including first aid).	+12%	The number of accidents increased at the Baie-Comeau Smelter mainly due to inattention and behaviors. Measures (observation programs and structured plant tours) have been implemented that should ensure a return to historic levels in 2009.
Implement observation programs, with the participation of union representatives.		Achieved at the Baie-Comeau Smelter and under development at Bécancour.
Increase the level of health and safety intervention by coaches and supervisors.		This helped minimize risks and provided a better safety framework in the plants.

2009 Objectives

- Reduce the number of reportable injuries by 28% compared to 2008.
- Implement a regional organizational plan to harmonize practices: focus on communication between plants, training efficiency, and the standardization of observation programs and plant tours.