

## Governance

### Objectives 2009

- Successful Sarbanes-Oxley audits at the Baie-Comeau, Bécancour, and Deschambault smelters.
- Successful completion of unannounced Alcoa internal audits.

## Environment

### Objectives 2009

- Zero non-compliances with environmental laws and regulations.
- Completion of an environmental impact study for the modernization of the Baie-Comeau Smelter.
- Meet the requirements of the **Environmental Performance Agreement** with the Ministère du Développement durable, de l'Environnement et des Parcs.
- Meet the requirements of the **voluntary agreement with Environment Canada** to reduce polycyclic aromatic hydrocarbons (PAH) emissions at Baie-Comeau.
- Achieve perfluorocarbon (PFC) emissions of 0.43 t CO<sub>2</sub> eq/t Al.
- Complete energy efficiency projects totaling 115 GWh over the 2009-2010 period.
- Reduce waste landfilled by 60% compared to 2000.

## Health and Safety

### Objectives 2009

- 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.

## Our People

### Objectives 2009

- Discuss employee engagement in times of crisis with the Sustainability Advisory Committee.
- Implement new performance management and personal development plan models for all salaried employees.
- Increase productivity to make the region more competitive, while maintaining a maximum number of jobs.

## Community

### Objectives 2009

- 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.

## Economic Development

### Objectives 2009

- Optimize our cost structure to build a stronger position for our facilities during a global economic slowdown.
- Sign an agreement and the related contracts with the Government of Québec for the expansion of the Deschambault Smelter.
- Establish a sustainability grading scheme for suppliers, and define an approach to help them progress in this area.