

## All 2010 objectives

Alcoa Canada  
Primary Products

### Governance

#### 2010 Objectives

- Development of a regional sustainable development strategy.
- Successful Sarbanes-Oxley audits at the Baie-Comeau, Bécancour, and Deschambault smelters.

### Environment

#### 2010 Objectives

- Zero non-compliances with environmental laws and regulations.
- 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 PAH emissions at Baie-Comeau.
- Achieve perfluorocarbon (PFC) emissions of 0.37 t CO<sub>2</sub> eq/t Al.
- Complete energy efficiency projects totalling 115 GWh in 2009-2010.
- Reduce waste landfilled by 10% compared to 2009.

### Health and Safety

#### 2010 Objectives

- Review the fatality prevention program.
- Create an action plan to further cultivate the health and safety culture within our facilities.
- Reduce by 20% the number of injuries requiring first aid.
- By the end of 2011, control 100% of the targeted tasks to reduce exposure to noise and chemical contaminants.

### Our People

#### 2010 Objectives

- Deploy "AlcoaLearn" and review the content of our regional training programs for all areas of expertise.
- Consolidate our new performance management and personal development plan model.
- Deploy the best practices of all our plants for succession management planning throughout the region.
- Create a pilot working committee to look at measures for fostering work/life balance; define a plan to implement these measures.
- Establish a five-year plan for workforce productivity starting 2010.

### Community

#### 2010 Objectives

- 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.

### Economic Development

#### 2010 Objectives

- Develop a responsible procurement approach based on the pilot project carried out with suppliers in 2010.
- Pursue the modernization of the Baie-Comeau Smelter.
- Implement 18 best practices in Québec plants.
- Develop a strategic plan to position ourselves strongly in the global marketplace.

