

Governance

2009 Objectives	Results	Comments
Successful Sarbanes-Oxley audits at the Baie-Comeau, Bécancour, and Deschambault smelters.		
Successful completion of unannounced Alcoa internal audits.		The Bécancour Smelter successfully passed an Alcoa audit in the fall of 2009.

Environment

2009 Objectives	Results	Comments
Zero non-compliances with environmental laws and regulations	5	Action plans were implemented in each case.
Complete the environmental impact study for the modernization of the Baie-Comeau Smelter.		Modelling to be completed in 2010
Meet the requirements of the Environmental Performance Agreement with the Ministère du Développement durable, de l'Environnement et des Parcs (Read the detailed results).		All requirements have been met. However, the additional ambient air sampling station at Baie-Comeau was only installed at the end of the year.
Meet the requirements of the voluntary agreement with Environment Canada to reduce polycyclic aromatic hydrocarbons (PAHs) emissions at Baie-Comeau (Read the detailed Results).		
Achieve perfluorocarbon (PFC) emissions of 0.43 t CO ₂ eq./t Al.	0.56	Good results were recorded in the prebake plants; there were difficulties at the Baie-Comeau Söderberg plant but with a significant improvement at year-end. We are in a good position for 2010.
Complete energy efficiency projects totalling 115 GWh in 2009-2010.	41.2 GWh	In 2009, we recorded efficiency gains of 41.2 GWh of electricity and 250,000 GJ of fuel. We will continue to pursue this target in 2010.
Reduce waste landfilled by 60% compared to 2000.	67%	

Health and Safety

2009 Objectives	Results	Comments
Reduce the number of recordable injuries by 28%	-39%	
Implement a regional operational plan to harmonize practices.		We launched this plan at the beginning of 2009, initiating a number of actions that contributed to the achievement of our strong results.

Our People

2009 Objectives	Results	Comments
Discuss employee engagement in times of crisis with the Sustainability Advisory Committee and implement its recommendations.		Recommendations were made and some actions were carried out in 2009. The remainder will be implemented in 2010.
Implement new performance management and personal development plan models for all salaried employees.		The process was successfully deployed in 2009 for all salaried employees. 2010 will be a year of consolidation and support to ensure the quality and proper execution of the process.
Increase productivity to make the region more competitive, while maintaining a maximum number of jobs.		Because of the challenges brought about by the economic situation, committees were created at each facility to review operating procedures and adopt an approach towards reducing the number of hours worked. This enabled us to preserve more jobs for more of our people.

Community

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.

Economic Development

2009 Objectives	Results	Comments
Optimize our cost structure to build a stronger position for our facilities during a global economic slowdown.		Substantial results were achieved but the challenges involved in maintaining our competitiveness on the global market are even more numerous for the coming year.
Sign an agreement and the related contracts with the Government of Québec for the expansion of the Deschambault Smelter.		While the project offers significant potential, given the current economic context, Alcoa has reviewed its strategy and does not intend to pursue this initiative or make any announcements before at least five years.
Establish a sustainability grading scheme for suppliers, and define an approach to help them progress in this area.		An assessment questionnaire was developed and tested with some suppliers, and the BNQ21000 project was selected as the supporting approach. The final evaluation approach will be determined in 2010.