

Governance

2008 Objectives	Results	Comments
Successful Sarbanes-Oxley audits at the Baie-Comeau, Bécancour, and Deschambault smelters.		
Implementation of the ESS environmental compliance management software.		
Sustainability training for management.		Completed for the management teams of all three smelters, Montréal office team to follow.

Environment

2008 Objectives	Results	Comments
Zero non-compliances with environmental laws and regulations.	9	
35% reduction in the intensity of perfluorocarbon emissions (PFCs) compared to 2006.	33%	
Signature of a voluntary agreement with the Government of Québec to reduce greenhouse gas emissions (GHG) for the 2008-2012 period.		
Signature of an environmental performance agreement with the Ministère du Développement durable, de l'Environnement et des Parcs for the 2008-2015 period.		
Signature of a voluntary agreement with Environment Canada to reduce polycyclic aromatic hydrocarbons (PAHs) emissions at Baie-Comeau.		
50% reduction of waste landfilled in 2008 compared to 2000.	49%	
Development of a water consumption reduction plan.		The plan has been developed but, in light of the economic crisis, the implementation schedule is being revised.
Completion of energy efficiency projects to achieve total savings of approximately 65 GWh.	349 GWh	
Evaluation of the potential of improving the energy efficiency of casthouse furnaces.		
Evaluation of the potential of using biogas.		Evaluation completed, results inconclusive.

Health and Safety

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.

Our People

2008 Objectives	Results	Comments
Complete an audit of two of our plants under the "Healthy Business" standard and identify the improvements needed to remain an employer of choice.		The project was launched but delayed due to the economic context.
Complete development of the succession management strategy at the regional and provincial levels.		Completed at the Baie-Comeau Smelter only.

Community

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.

Economic Development

2008 Objectives	Results	Comments
Provide technical support to small and medium-sized enterprises in developing expertise and innovations in aluminum products.	Green	Launch of Alcoa Innovation in June 2008.
Establish a sustainability grading scheme for suppliers, and define an approach to help them progress in this area.	Yellow	A pilot sustainability grading scheme has been developed. Work will continue in 2009.
Launch a competition for the development of eco-designed aluminum products.	Green	A contest was launched in 2008. The winner was declared in 2009.
Sign an agreement with the Government of Québec for the expansion of the Deschambault Smelter.	Yellow	Negotiations will continue in 2009.