

All 2010 results

Governance

2010 Objectives	Results	Comments
Develop a regional sustainable development strategy.		Work has begun and discussions taken place with the Sustainability Advisory Committee regarding which priorities to consider in developing this strategy. The latter must reflect the region's strategic plan, which will be further developed in 2011.
Successful Sarbanes-Oxley audits at Baie-Comeau, Bécancour and Deschambault.		Successful audits at all three smelters.

Environment

2010 Objectives	Result	Comments
Zero non-compliances with environmental laws and regulations.		Most issues were administrative in nature and identified by Alcoa. Action plans have been put in place in each case.
Meet the requirements of the environmental performance agreement with the MDDEP (read the detailed results).		
Meet the requirements of the voluntary agreement with Environment Canada to reduce PAH emissions at Baie-Comeau.		The agreement was not renewed in 2010 since this parameter is now included in the MDDEP agreement.
Achieve perfluorocarbon (PFC) emissions of 0.37 t CO ₂ eq./t Al.	0.35	The Baie-Comeau Smelter's Söderberg plant recorded a particularly strong performance and reduced its PFC emissions by 41% compared to 2009.
Complete energy efficiency projects totalling 115 GWh in 2009-2010.	132	
Reduce waste landfilled by 10% compared to 2000.	-15%	

All 2010 results

Health and Safety

2010 Objectives	Results	Comments
Review the fatality prevention program.		All targeted activities for 2010 were implemented.
Create an action plan to further cultivate the health and safety culture within our facilities.		The plan entails the roll out of three strategies over two years.
Reduce by 20% the number of injuries requiring first aid.	-21%	
By the end of 2011, control 100% of the targeted tasks to reduce exposure to noise and chemical contaminants and ergonomic risks.		Underway since 2009, measures are currently in place to ensure we achieve our objective on schedule. Control of 63% of targeted tasks for noise, 81% for chemical contaminants and 70% for ergonomics.

Our People

2010 Objectives	Results	Comments
Deploy <i>AlcoaLearn</i> and review the content of our regional training programs for all areas of expertise.		Our new training organization structure was implemented in 2010 and work began to standardize training content. Roll-out of the <i>AlcoaLearn</i> program has been slower than anticipated due to the difficult economy.
Consolidate our new performance management and personal development plan model.		The "4E and 1P" performance management system is now well integrated into our business processes.
Deploy the best practices of all our plants for succession management planning throughout the region.		The Regional Workforce Committee began analyzing future needs to ensure that competencies and knowledge transfer are included in succession management plans.
Create a pilot working committee to look at measures for fostering work/life balance; define a plan to implement these measures.		We began compiling the list of mechanisms and practices that foster work/life balance. However, the implementation plan is still in development.
Establish a five-year plan for workforce productivity starting 2010.		The five-year workforce plan has been finalized and is being implemented according to schedule.

All 2010 results

Community

2010 Objectives	Results	Comments
Implement a new Alcoa Foundation system to measure and communicate the impact of our community engagement, at every stage of the projects.		The system was implemented in 2010; the analysis and study of the impact of Alcoa Foundation's commitments on a dozen partners will be completed in 2011.
Complete 20 community initiatives during the fifth annual Worldwide Month of Service, including a fifth "Signature event".		29 activities were completed in October, including five volunteer projects in Québec in the same week (Signature event).
Carry out 31 employee-driven ACTION programs in Baie-Comeau, Bécancour, Deschambault and Montréal.		
Review how our Community Advisory Committees (CAC) operate in light of our Community Support objectives.		The role of the CAC was defined.

Economic Development

2010 Objectives	Result	Comments
Develop a responsible procurement approach based on the pilot project carried out with suppliers in 2010.		The pilot project was successfully completed with more than 80 suppliers. We are also working with the international team developing Alcoa's global approach to responsible procurement.
Pursue the modernization of the Baie-Comeau Smelter.		
Implement 18 best practices in Québec plants.	13	13 best practices were implemented and 35 certificates obtained, the best performance within Alcoa's global network. All 18 best practices should be achieved by mid-2011.
Develop a strategic plan to position ourselves strongly in the global marketplace.		The 2011-2015 strategic plan is nearly completed and will be rolled out in 2011.