



Alcoa Foundation Policy of Engagement and Inclusivity

Alcoa Foundation is committed to living and inspiring in others the values held by Alcoa and its employees. We are committed to partnering with nonprofits, the public sector and corporations in ways that reflect our ideals of integrity – being open, honest and accountable, and respect – treating all people with dignity and creating a diverse, inclusive environment in which everyone is encouraged and able to thrive.

We believe that a policy of engagement is the most effective way to promote Alcoa Foundation’s values and achieve mutually beneficial outcomes. Therefore, we ask all nonprofit organizations that receive Alcoa Foundation funds to sign the following inclusivity agreement.

Alcoa Foundation Nonprofit Inclusivity Agreement

Alcoa Foundation is committed to creating an environment of inclusivity and supporting organizations that reflect our values and embrace diversity. To that end, as a condition of financial support, we ask that our nonprofit partners sign the following inclusivity agreement.

ORGANIZATION/CHAPTER OF NATIONAL ORGANIZATION does not discriminate based on race, color, religion, national origin, disability, sexual orientation, gender identity / expression, veteran status, genetic information, sex or age (within statutory limits) or on any other legally prohibited basis.

Name of Nonprofit Organization

Signature of Authorized Official

Date

Printed Name of Authorized Official