



COMPLIANCE WITH THE EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION LAWS AND REGULATIONS

Alcoa reaffirms its policy to provide equal employment opportunity in recruiting, hiring, upgrading and promotion, conditions and privileges of employment, company-sponsored training, access to facilities, educational assistance, social and recreational programs, compensation, benefits, transfers, discipline, layoffs, recalls or termination of employment to all employees without discrimination because of race, color, religion, national origin, disability, sexual orientation, gender identity / expression, veteran status, genetic information, sex or age (within statutory limits).

We live our Values and measure our success by the success of our customers, shareholders, communities and people. Alcoa's success is driven by the advantage created by the collective efforts of its people, and is dependent upon a diverse, inclusive environment that embraces change, new ideas, respect for the individual and fosters an equal opportunity for success. We have zero tolerance for discrimination, intimidation or harassment of any kind.