

November 1<sup>st</sup>, 2016



## **HUMAN RIGHTS POLICY**

Alcoa is a global enterprise that does business in many distinct local markets. In order to do so successfully, we rely on all Alcoans living Alcoa's Values.

Values provide the common framework for our decisions, actions and behaviors. They are our universal language—transcending culture and geography. Living our Values requires us to meet the highest standards of corporate behavior in all aspects of business—in all regions of the world.

The foundation of our Values is integrity and caring for people, which are fundamental to our enterprise.

Alcoa's approach to issues involving human rights is guided by our Values.

### **Children and Young Workers**

As a fundamental principle, we do not employ children or support the use of child labor. We do encourage the creation of educational, training or apprenticeship programs tied to formal education for young people.

### **Freedom of Engagement**

We believe that people should work because they want or need to, not because they are forced to do so. We prohibit the use of prison labor, forcibly indentured labor, bonded labor, slavery or servitude.

### **Equality of Opportunity**

We recognize, respect and embrace the cultural differences found in the worldwide marketplace. Our workplace is a meritocracy, where our goal is to attract, develop, promote and retain the best people from all cultures and segments of the population, based on ability. We have zero tolerance for discrimination or harassment of any kind.

### **Compensation**

We ensure that compensation meets or exceeds the legal minimums and is competitive with industry standards. Our compensation philosophy is clearly communicated to employees and is in full compliance with all applicable laws.

### **Freedom of Association**

We recognize and respect the freedom of individual Alcoans to join, or refrain from joining, legally authorized associations or organizations.

### **Relationships with Indigenous People**

Within the framework of our Values, we respect the cultures, customs and values of the people in communities where we operate and take into account their needs, concerns and aspirations.