



# INDIGENOUS PEOPLES POLICY

This policy applies worldwide to Alcoa and its subsidiaries, affiliates, partnerships, ventures and other business associations that are effectively controlled by Alcoa, directly or indirectly (together the "Company"), and all directors, officers and employees of the Company.

## Background

Alcoa has been a global leader in the bauxite, alumina and aluminum industry for more than 130 years. Our Values (Act with Integrity, Operate with Excellence and Care for People) provide the common framework for our decisions, actions and behaviors. Living our values requires us to meet the highest standards of corporate behavior in all aspects of business, in all regions of the world.

We recognize and respect the diversity, cultures, customs and values of the Indigenous and other Land-Connected Peoples<sup>1</sup> where we operate and acknowledge their needs, concerns and aspirations regarding their heritage and traditions.

We acknowledge that our operations are located in the homelands of Indigenous Peoples and that, over the long history of our operations and through generations representing varying and increasing levels of cultural awareness, we have affected the rights and lives of those people in ways we might not fully appreciate or understand.

Alcoa has had a variety of programs and initiatives that recognize Indigenous and Land-Connected Peoples, which have been largely driven by our operational locations.

## Our Approach

We will continue to be honest and responsible in dealing with the communities, including Indigenous and Land-Connected Peoples, where we operate, explore and actively manage closed sites.

Where groups of Indigenous and Land-Connected Peoples have profound and special connections to land and waters close to our operations, we will engage with them to find mutually advantageous outcomes. These connections and outcomes link to physical, spiritual, cultural and economic rights and to general wellbeing, held individually and collectively. Alcoa recognizes that these rights and well-being may be expressed in cultural, governance and decision-making processes that stand apart from mainstream populations.

Accordingly, with respect to new operations or major capital projects that are located on or near lands traditionally owned by or under customary use of Indigenous and Land-Connected Peoples, we will engage with those affected by our activities by respecting their unique histories, cultures and aspirations for self-determination, by listening and responding, and by offering support for activities that are sustainable after our operations have closed.

Where Indigenous and other peoples with connections to land are acknowledged by governments, we will act in accordance with all applicable laws and regulations as well as the principle of Free, Prior, Informed, Consent and other tenets of the International Labour Organisation (ILO)

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<sup>1</sup> Social groups that have ethnographically demonstrated residency and/or spiritual and/or livelihood connections to definable geographic areas that have persisted over more than one generation. This includes multi-generational extended families, clans, traditional populations and other social groups who have an emotional and/or spiritual attachment to the geographic estate in question.



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Convention No. 169 on Indigenous and Tribal Peoples, and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

Wherever possible, we will seek to establish support for new activities from affected Indigenous communities through independently monitored dialogue, collaborative accommodation of each other's interests and formal agreements.