



SOCIAL 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.

This policy presents the vision and expectations on social performance for Alcoa's locations worldwide.

Our Values (Act with Integrity, Operate with Excellence, Care for People, and Lead with Courage) 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.

Our vision is to create sustainable value in the communities where we have a presence and to secure the support of these communities through the full life cycle of our operations.

We are committed to conducting our business activities responsibly, acknowledging and respecting the rights, cultures, and heritage of all members of the communities where we operate. We manage our social performance through the effective identification of social risks and impacts related to our activities, seeking to avoid, minimize, mitigate, and remediate negative impacts and aspire to leave a positive legacy.

We actively engage with the communities and stakeholders where we operate, and we see our presence as an opportunity to enable economic activity while supporting educational, cultural and environmental programs through partnerships.

We are committed to contributing to the [United Nations Sustainable Development Goals](#).

We report on social performance in our annual Sustainability Report.

RELATED DOCUMENTS:

- Indigenous Peoples Policy
- Human Rights Policy
- Environment, Health and Safety Vision, Values, Mission, and Policy
- Anti-Corruption Policy
- Code of Conduct
- Integrity Line