



United Nations Global Compact

Alcoa is a values-based company, and we uphold the highest standards of respect for the protection of human rights for all stakeholders.

We are a participant in the [United Nations Global Compact](#). The compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment, and anti-corruption.

Statement of Support

Alcoa is fully committed to the United Nations Global Compact. Integrity and respect for people are core [Values](#) for Alcoa, and we believe that financial success, social responsibility, and protection of the environment are totally aligned and absolutely essential for long-term sustainability.

The [Alcoa Code of Conduct](#) outlines our commitment to be open, honest, and trustworthy in all of our dealings with all stakeholders. Our [policies and procedures](#), which apply to Alcoa-controlled operations globally, specifically incorporate our commitment to human rights, freedom of association, and excellence in environment, health, and safety. In addition, our policies clearly communicate that we will not tolerate forced, compulsory, or child labor; discrimination of any kind; or any forms of corruption and bribery in our global operations.

Klaus Kleinfeld
Chairman and Chief Executive Officer

2015 Communication on Progress

The following overview of our 2015 progress against the 10 principles is supplemented by references to information contained on our external website, www.alcoa.com and 2015 Sustainability Report.

Principles	2015 Progress	References
Human Rights		
1. Businesses should support and respect the protection of internationally proclaimed human rights.	Alcoa's Human Rights Policy is available in more than 20 languages on our corporate intranet and internet sites. We respect all internationally proclaimed human rights standards in our operations throughout the world. Treating each person with dignity and respect is one of our core Values. We value diversity and inclusion in all of our operations. We continued implementing a third-party supplier due-diligence program with our	Vision & Values → go Human Rights Policy → go

	<p>supplier base. This program includes specific survey questions related to child and slave labor and human trafficking.</p> <p>The Alcoa Code of Conduct, which is available in 19 languages, provides clear and easy-to-navigate information and guidance on ethics, compliance, and human rights.</p> <p>We have a robust and mature Integrity Line available 24 hours a day, seven days a week in multiple languages for employees and external stakeholders to report alleged violations of laws and our policies on a confidential basis.</p> <p>A portion (10%) of our variable compensation for managers and executives was based on progress in achieving diversity and inclusion objectives in each of our businesses and in every region throughout the world.</p>	<p>Integrity Line → go</p> <p>Inclusion Section in Alcoa's 2015 Sustainability Report → go</p>
2. Businesses should make sure that they are not complicit in human rights abuses.	<p>We seek to understand fully all aspects of how business is conducted where we have our operations throughout the world. Our standard is to contractually require our contractors and suppliers to adhere to the same internationally proclaimed human rights protections and guarantees to which we hold ourselves.</p> <p>We continued implementing a third-party supplier due-diligence program with our supplier base. This program includes specific survey questions related to child and slave labor and human trafficking.</p> <p>Our Global Supplier Sustainability Program assesses the performance of key suppliers against varied criteria that include human rights components.</p>	<p>Human Rights Policy → go</p> <p>Supply Chain Section in Alcoa's 2015 Sustainability Report → go</p>

	Our locations continued using the Alcoa Community Framework, which requires each of our locations to engage with key stakeholders in and around our facilities. Human rights is a critical component of the framework.	Stakeholder Engagement Section in Alcoa's 2015 Sustainability Report → go
Labor		
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Alcoa fully supports an employee's right to choose whether or not to join a union. We worked cooperatively and in good faith with many labor unions that represent groups of our employees in various facilities throughout the world.	Human Rights Policy → go Labor Relations Section of Alcoa's 2015 Sustainability Report → go
4. Businesses should uphold the elimination of all forms of forced and compulsory labor.	We forbid the use of any forced or compulsory labor within our own operations and the operations of our suppliers and contractors. We have policies and procedures in place to ensure that our recruitment practices are fully consistent with our human rights requirements in this regard. We continued implementing a third-party supplier due-diligence program with our supplier base. This program includes specific survey questions related to child and slave labor and human trafficking. Our Global Supplier Sustainability Program assesses the performance of key suppliers against varied criteria that include labor practices and human rights.	Human Rights Policy → go Supply Chain Section in Alcoa's 2015 Sustainability Report → go
5. Businesses should uphold the effective abolition of child labor.	We forbid the use of any child labor within our own operations and the operations of our suppliers and contractors. We have policies and procedures in place to ensure that our recruitment practices are fully consistent with our human rights requirements in this regard. We continued implementing a	Human Rights Policy → go Supply Chain Section in

	<p>third-party supplier due-diligence program with our supplier base. This program includes specific survey questions related to child and slave labor and human trafficking.</p> <p>Our Global Supplier Sustainability Program assesses the performance of key suppliers against varied criteria that include labor practices and human rights.</p>	<p>Alcoa's 2015 Sustainability Report → go</p>
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	<p>Our recruitment processes and practices ensure the protection and respect for all people and that no individual is discriminated against on the basis of race, color, religion, national origin, disability, sexual orientation, gender identity/expression, veteran status, genetic information, sex, or age (within statutory limits).</p> <p>Our company Values include "respect"—we treat all people with dignity and provide a diverse, inclusive work environment.</p> <p>A portion (10%) of variable compensation for managers and executives was based on progress in achieving diversity and inclusion objectives in each of our businesses and in every region throughout the world.</p> <p>We met our 2015 goal to have women hold 22.3% of our global executive positions (achieved 22.8%).</p> <p>We received top ranking in the Human Rights Campaign Foundation's Corporate Equality Index for the seventh consecutive year.</p>	<p>Human Rights Policy → go</p> <p>Equal Employment Opportunity Statement go</p> <p>Vision & Values → go</p> <p>Inclusion Section in Alcoa's 2015 Sustainability Report → go</p> <p>Awards → go</p>
Environment		
7. Businesses should support a precautionary approach to environmental challenges.	<p>Alcoa supports the precautionary approach to environmental challenges.</p> <p>We have aggressive 2020 and</p>	<p>Strategic Sustainability</p>

	<p>2030 goals to drive our environmental performance against a 2005 baseline.</p> <p>We achieved a 31.3% reduction in carbon dioxide intensity (carbon dioxide equivalents per ton of production) against a 2005 baseline in our Global Primary Products business group.</p> <p>We reduced our freshwater-use intensity (consumption per unit of production) by 13.2% versus 2005 levels.</p> <p>We reduced our landfilled waste by 13.9% versus 2005 levels.</p> <p>We met our 2020 goal of a 15% reduction in bauxite residue land requirements per unit of alumina produced—seven years ahead of schedule—and continued reductions in 2015.</p>	<p>Targets Section in Alcoa's 2015 Sustainability Report → go</p> <p>Climate Protection Section in Alcoa's 2015 Sustainability Report → go</p> <p>Water Section in Alcoa's 2015 Sustainability Report → go</p> <p>Waste & Emissions Section in Alcoa's 2015 Sustainability Report → go</p>
8. Businesses should undertake initiatives to promote greater environmental responsibility.	<p>We have aggressive 2020 and 2030 goals to drive our environmental performance against a 2005 baseline.</p> <p>We use Sustainability Scorecards to measure each business' progress against key near-term sustainability metrics.</p> <p>We included an annual carbon dioxide reduction target as a component of our 2015 variable compensation program.</p> <p>Alcoa Foundation invested 29% of its 2015 funding in environmentally focused programs around the world.</p> <p>Among our employees, 47% participated in the 2015 Month of Service employee outreach campaign. Many of the activities were focused on the environment.</p> <p>We have a closed-loop</p>	<p>Strategic Sustainability Targets Section of Alcoa's 2015 Sustainability Report → go</p> <p>Sustainability Strategy Section in Alcoa's 2015 Sustainability Report → go</p> <p>Climate Protection Section in Alcoa's 2015 Sustainability Report → go</p> <p>Alcoa Foundation → go</p> <p>Month of Service → go</p> <p>Recycling Section in Alcoa's</p>

	<p>recycling system for the aluminum-intensive Ford F-150 truck.</p> <p>We implemented a comprehensive strategy to increase the use of revert, or post-consumer material, in aerospace markets.</p> <p>We segregated and recycled valuable aerospace alloys through a closed-loop system with Boeing.</p> <p>We operate facilities that recycle aluminum wheel scrap into billet for new wheels.</p> <p>Alcoa Foundation was the first committed funding partner of The Recycling Partnership, a public/private partnership to increase packaging recycling rates in the United States.</p> <p>Alcoa and Alcoa Foundation invested approximately US\$7.3 million in recycling initiatives between 2007 and 2015.</p> <p>Our Global Supplier Sustainability Program assesses the performance of key suppliers against varied criteria that include environmental performance.</p>	<p>2015 Sustainability Report → go</p> <p>Supply Chain Section in Alcoa's 2015 Sustainability Report → go</p>
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	<p>Alcoa 951 bonding technology enables the mass production of aluminum-intensive vehicles like the F-150 truck.</p> <p>Automotive parts made with the Alcoa Micromill® material will be twice as formable and 30% lighter than parts made from high-strength steel.</p> <p>We introduced a lightweight, all-aluminum commercial truck frame still under development that will reduce truck weight by more than 40% compared to steel frames.</p> <p>Our 18-kilogram (40-pound) Ultra ONE™ heavy-duty truck</p>	<p>Products Section in Alcoa's 2015 Sustainability Report → go</p>

	<p>wheel is 47% lighter than a steel wheel of the same size.</p> <p>We unveiled our Ampliforge™ process, which significantly reduces material input and simplifies production.</p> <p>We continued to expand the use of the Alcoa-developed Natural Engineered Wastewater Treatment (NEWT™) system to treat sanitary and process wastewater, which is then reused in manufacturing processes.</p> <p>We completed an ambitious initiative that determined the positive greenhouse gas impact of almost all of our products and created a repeatable methodology to track this greenhouse gas handprint.</p>	<p>Water Section in Alcoa's 2015 Sustainability Report → go</p> <p>Net Positive Section in Alcoa's 2015 Sustainability Report → go</p>
Anti-Corruption		
10. Businesses should work against corruption in all its forms, including extortion and bribery.	<p>The Alcoa Code of Conduct, which is deployed to every employee, and the Alcoa Supplier Standards discuss our zero tolerance for bribery and corruption. All employees receive Code of Conduct training annually.</p> <p>Our Anti-Corruption Policy prohibits facilitation, or "grease" payments, and commercial bribery in addition to bribery of public officials.</p> <p>Approximately 17,000 employees receive online anti-corruption training annually. Employees working in identified areas, such as finance, procurement, legal, compliance, logistics, sales and marketing, and government affairs, receive annual live (in-person or webinar), country-specific anti-corruption training as well.</p> <p>We require all medium and high-risk third-party intermediaries to complete</p>	<p>Ethics & Compliance Program → go</p> <p>Anti-Corruption Policy → go</p>

	<p>annual online anti-corruption training to ensure awareness of our Anti-Corruption Program requirements and company Values.</p> <p>Each year, we recognize International Anti-Corruption Day (December 9 in 2015). A communication from our chief ethics and compliance officer is sent to all employees reaffirming our zero tolerance for bribery and corruption and the duty to operate ethically and in accordance with the law.</p> <p>Our global Integrity Line and web reporting capability provide employees and external stakeholders with the opportunity to confidentially report any potential violations of law, regulations, and company policies and procedures 24 hours a day, seven days a week. Reports also may be made via letter, fax, email, and online to our Compliance organization or management.</p> <p>We continued implementing a third-party supplier due-diligence program with our supplier base. This program includes specific survey questions related to child and slave labor and human trafficking.</p>	<p>Integrity Line → go</p> <p>Supply Chain Section in Alcoa's 2015 Sustainability Report → go</p>
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