



# ALCAN INDIGENOUS PEOPLES POLICY



Alcan is committed to being a responsible and recognized international leader for its relationships with indigenous peoples. Alcan believes that building mutually-beneficial relationships with indigenous communities based on trust, respect and meaningful interaction creates sustainable value for both Alcan and indigenous peoples.

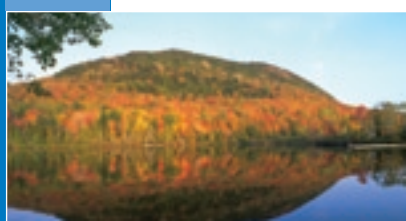
Alcan employees are expected to support, uphold and act in line with these strongly held values, consistent with the following guiding principles:

## GUIDING PRINCIPLES



- Alcan accepts the diversity of indigenous peoples. We acknowledge the unique and important interests that they have for the land and environment as well as their history, culture and traditional ways of life.
- In our interactions with indigenous peoples, Alcan will be guided by its core values of trust and transparency, integrity, accountability and teamwork.
- We will strive to build, maintain and enhance positive, sustainable, and mutually-beneficial relationships with indigenous communities wherever Alcan operates.
- We will strive to increase our awareness of the concerns and interests of indigenous peoples through respectful, open and transparent dialogue.
- We will work with indigenous communities where Alcan operates to encourage their economic independence through appropriate opportunities for employment, business development, education and training.

Any questions pertaining to this policy should be addressed to Alcan's Senior Vice President, Corporate and External Affairs.





## OPERATING PRINCIPLES

### RESPECT

Alcan is respectful of diverse communities, their languages and customs. We are guided by the principles of non-discrimination, respect for human rights and individual freedoms. We endorse our pledge through voluntary commitment to the UN Global Compact ten principles, an initiative that brings together companies with UN agencies to advance responsible corporate citizenship in the areas of human rights, labour, the environment and anti-corruption.

For more information please consult the UNGC website: [www.unglobalcompact.org](http://www.unglobalcompact.org)

### RESPONSIBILITY

We are a global company that is guided by its core values, which ensure that we respect our global responsibilities. Together with our *Worldwide Code of Employee and Business Conduct*, these shared values inspire us to be committed to our operating communities and enhances our sense of social responsibility.

For more information regarding Alcan's Code of Conduct, please consult our website: [www.alcan.com](http://www.alcan.com)

### TEAMWORK

We believe in leveraging the abilities of our stakeholders through a cooperative team approach to problem solving and project implementation. Interaction between groups is vital to the success of an organization and will add value by helping to enrich our relationships with the communities where we operate.

### ACCOUNTABILITY & COMMUNITY RELATIONS

We strive to be accountable and communicate with our communities in an open and transparent manner. Through this policy, we look to fulfill our commitment to the indigenous communities by building sustainability-focused programs that involve economic opportunity as well as environmental and social benefits for all of our stakeholders.

### POLICY IMPLEMENTATION

The implementation of the policy will be supported through a variety of means, which may include: education and training, appropriate opportunities for employment, partnerships, community relations, consultation and interaction with various stakeholders.