



Alcoa

Materials

RISK LEVEL:



Medium Risk

DESCRIPTION:

Alcoa has not publicly terminated business relationships due to ideological differences, though it does vet suppliers according to LGBTQ policies. The company does not have viewpoint protection for its employees. Alcoa has supported the Equality Act and requires all nonprofits it works with to sign non-discrimination agreements. For these reasons, Alcoa receives a "Medium Risk" rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

Alcoa received a score of 90 on the Human Rights Campaign's Corporate Equality Index. Among other requirements, this means that Alcoa vets vendors for support of LGBTQ policies (1).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **Medium Risk**

While Alcoa does not have a rule prohibiting donations to faith-based charities, the company does require nonprofits that work with the Alcoa Foundation to sign a nondiscrimination and inclusion policy (1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

Alcoa does not protect its employees from viewpoint discrimination (1).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. **Medium Risk**

Alcoa signed an open letter in support of the Equality Act (1).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Lower Risk

The Alcoa Foundation is primarily focused on environmental efforts and does not fund ideological groups hostile to freedom of expression.

Uses corporate political contributions for ideological, non-business purposes. Lower Risk

Alcoa's PAC gives in a bipartisan manner and does not fund ideological PACs [\(1\)](#).

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