



Policy of Engagement and Inclusivity

Howmet Aerospace Foundation is committed to living and inspiring in others the values held by Howmet Aerospace and its employees. We are committed to partnering with nonprofits, the public sector and corporations in ways that reflect our ideals of integrity – being open, honest and accountable, and respect – treating all people with dignity and creating a diverse, inclusive environment in which everyone is encouraged and able to thrive.

We believe that a policy of engagement is the most effective way to promote Howmet Aerospace Foundation’s values and achieve mutually beneficial outcomes. Therefore, we ask all nonprofit organizations that receive Howmet Aerospace Foundation funds to adhere to the following inclusivity agreement.

Nonprofit Inclusivity Agreement

Howmet Aerospace Foundation is committed to diversity and inclusion. We do not tolerate discrimination, harassment or social injustice, and we support organizations that share our commitment to eradicating inequalities and improving the quality of life of socially and economically disadvantaged individuals and populations. To that end, as a condition of financial support, we ask our nonprofit partners to agree to agree to the following statement:

(NAME OF ORGANIZATION) shares Howmet Aerospace Foundation’s commitments as set forth above. I certify that (NAME OF ORGANIZATION) does not discriminate with respect to the individuals we serve/services we provide, based on race, color, religion, national origin, disability, sexual orientation, gender identity/expression, veteran status, genetic information, sex or age (within statutory limits) or any other legally prohibited basis.