

July 24, 2023

Dear All,

NomoGaia is excited to announce that our Executive Director Kendyl Salcito is taking on a partial-time position at Alcoa USA as Director of Human Rights. In this role she will manage Alcoa's human rights program designed to support Alcoa's human rights-respectful projects and operations. This is an opportunity for Alcoa to meet its rising human rights ambitions. Kendyl will retain her post as the Executive Director of NomoGaia in a part-time capacity.

Our board and management have carefully considered potential conflicts of interest, actual and perceived. We have taken, and want to share, steps to maintain NomoGaia's separation from Kendyl's Alcoa work. First, Kendyl will cease aluminum-related work under her role at NomoGaia, as aluminum has been one of NomoGaia's focus areas. We authorize Kendyl to speak about any of her past work at NomoGaia, including published reports that cover the aluminum industry (e.g. "Driving Force" regarding automotive supply chain links to the Uyghur Region in China). We have asked the Secretariat of the Aluminium Stewardship Initiative to consider how Kendyl's role in the organization may change as a result of both NomoGaia and Alcoa currently being members.

While NomoGaia will not restrict Kendyl's engagement with companies, governments, civil society, academia, multistakeholder initiatives, or other institutions, we are publicizing her new position to be transparent about her roles and activities. We recognize that some civil society organizations and academic departments prefer not to engage with corporate personnel. We have full confidence in Kendyl's integrity and independence, and urge other organizations to make their own considered judgments about how to engage with her and with us.

We are excited about the opportunities that Kendyl's split role presents for both NomoGaia and for Alcoa. We believe Alcoa has hired an expert with a lifelong commitment to human rights to guide its human rights program. We believe that NomoGaia will benefit from Kendyl's new experiences and insights.

Please do not hesitate to contact us with questions.

Regards,

The NomoGaia Team