

Women4Metals: Our Female Empowerment Initiative

External update

October 2023



Women4Metals – Open for everyone (all genders) who shares our vision!

Women's empowerment
initiative in the metal industry

2019

Start with external event, later internal



Join our LinkedIn group



Exchange ideas, experiences
and knowledge

2022

Open for
interested
companies /
organizations
to join W4M

Contact



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Our vision



Jointly establish
the metal industry
as an attractive
employer for women,
where fair conditions
prevail for all

Our goals



- ✓ Attract more women to the metal industry
- ✓ Fill more expert + leadership positions with women
- ✓ Support women on their career paths
- ✓ Put more focus on different perspective
- ✓ Gain more visibility for women in the metal industry
- ✓ Enforce equal opportunities for all in the metal industry

Information



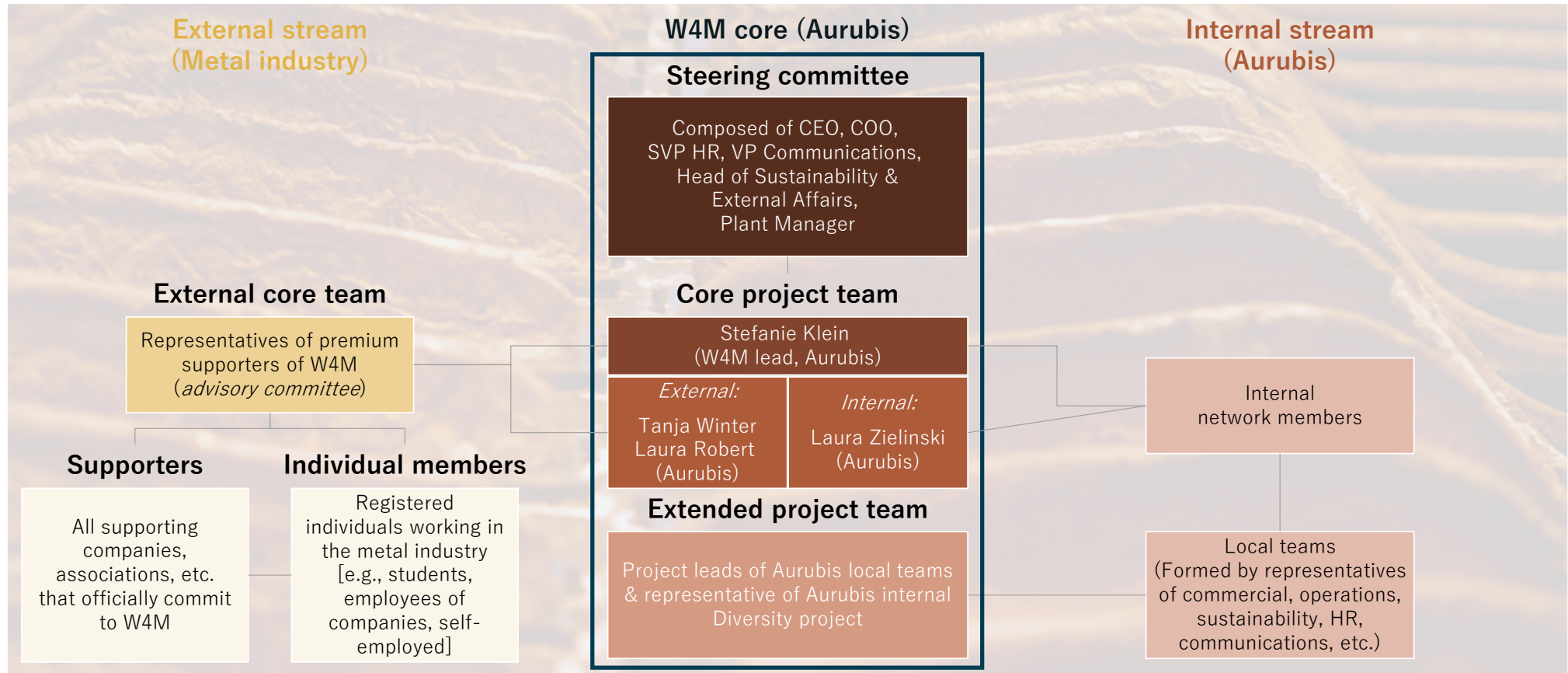
aurubis.com/women4metals

Registration:

aurubis.com/women4metals-registrierung

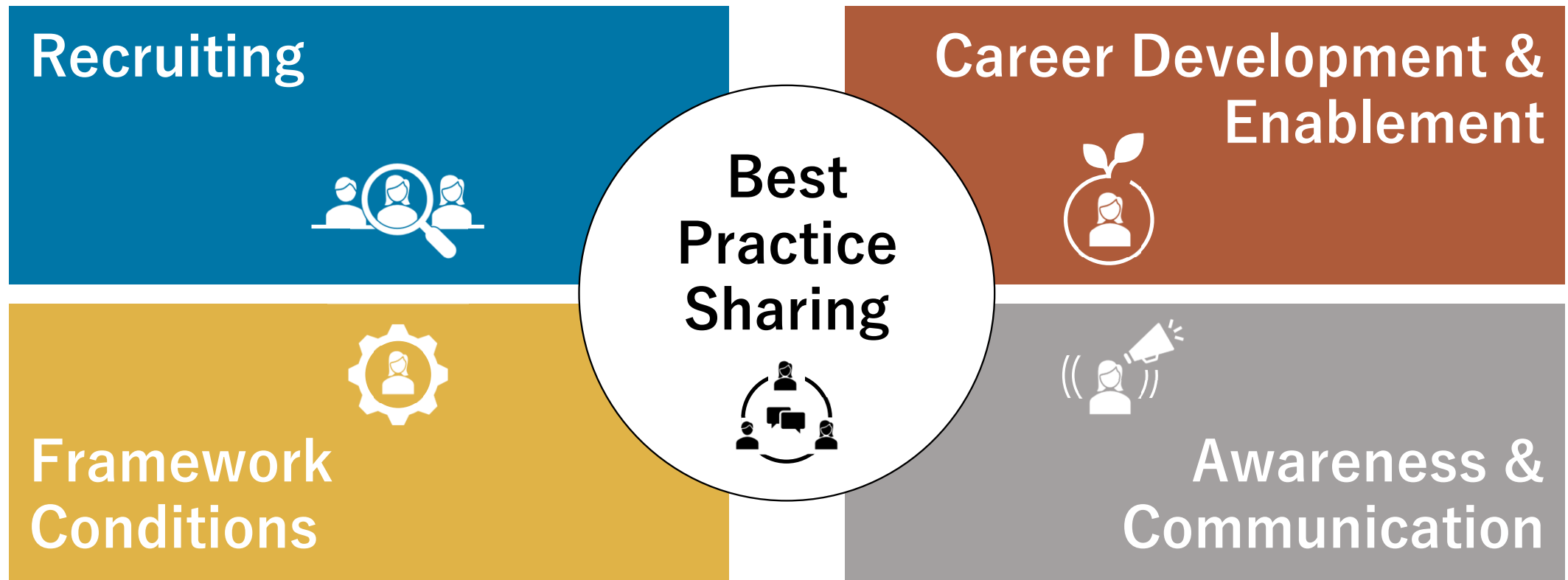
W4M organization

W4M is divided into two streams, one Aurubis internal and one external, which is accessible to all companies, associations, and individuals in the metal industry.



W4M focus topics

In order to fulfill our overarching W4M vision, to jointly establish the metal industry as an attractive employer for female employees where fair conditions prevail for all, we have **identified five central strategic pillars**. These topics will **provide the framework for our cooperation with other organizations** in the coming months and years, against which we will identify opportunities for improvement, implement activities, and measure progress.



External W4M achievements, impressions and statements

Achievements since 10/22 in numbers

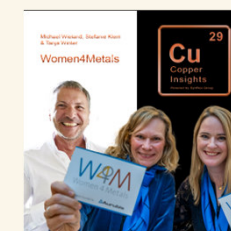
- **More than 60 interested external organizations worldwide** (CL, DE, DK, USA, UK, FR, IT, SE, CH, PL), number is constantly increasing
 - *Companies & associations:* VDM, ICA, Synflex/SHWire, Cronimet, Glencore, pdv, Cosarco, Trimet, Metaloop, etc.
 - *Networks & universities:* Women in Mining, Women @ThyssenKrupp, Sisterhood is Power (Beiersdorf), RWTH Aachen, Mint.pink, etc.
- **Onboarding workshops** with external members and deep dives into strategic pillars
- Setting up a **community tool** with all external members
- Presentation of W4M and workshops at **various events / conferences** (e.g., Coiltech, Female Business Conference)
- Since 10/23 first Premium Partner: VDM, Synflex Group, MTM Ruhrzinn



Official supporters as of today



Joint event with VDM (Verbund deutscher Metallhändler und Recycler)



Copper Insights Podcast

“Impressive achievements and a clear vision of W4M. It’s great to see that we are not only discussing diversity, but also finding ways to live it.”

“I’ve been missing an initiative like W4M in the metal industry for years, brought this up years ago, but they didn’t want to prioritize women back then.”

“I’m excited about the Aurubis #Women4Metals initiative – more women in the metal industry would be a huge benefit to the industry. It’s just so encouraging to meet so many great women, not forgetting the men who support this vision.”

“Recruitment stands and falls with the image of the industry – we need to work on this together. W4M is a great initiative to tackle that.”

External W4M key milestones & next steps

10/2022

Presentation of strategic concept at **LME event** incl. opening to externals

03/2023

W4M at Copper Insights Podcast

03/2023

W4M Talk at Coiltech Conference in Augsburg

05/2023

Kick-off meeting and follow-up sessions to define joint **roadmap**

10-12/2023

Registration of organizations as official supporters and **set up of collaboration-tool**

02/2024

Second joint event W4M & VDM incl. female empowerment sessions

What has been achieved so far

What's next

10/2022

Go-live of **W4M microsite on the website**

03/2023

Joint event with metal association VDM in Berlin

03/2023

Female Business Conference 2023

07/2023

Positive response of > 60 interested organizations as of today

10/2023

Presentation of **one year progress & structure for supporter packages** at LME event

Q1/2024

Start of **Cross Mentoring**

03/2024

Start of **W4M newsletter & podcast**

THANK YOU to all our members & supporters!

If you would like more information about the network and how to support the initiative, please contact Stefanie Klein via W4M@aurubis.com.

www.women4metals.com