

Women4Metals: The Industry Branding & Female Empowerment Initiative in the Metals Industry

Update September 2024

Founded by (colleagues of)



Women4Metals – open to everyone (all genders)

Women's empowerment initiative in the metals industry – founded by Aurubis colleagues

Our goals

- » Attract more female employees to the metals industry
- » Fill more **expert & leadership** positions with female employees
- » Support female employees on their **career** paths
- » Gain more **visibility** for female employees
- » Enforce **equal** opportunities for all

Our vision

Jointly establish the metals industry as an attractive employer for female employees, where fair conditions prevail for all

2019
Kick-Off with first networking event

2022
Opening of the initiative for external organizations/ individuals

Information and registration: 
www.women4metals.com

Join our LinkedIn site

Exchange ideas, experiences and knowledge

Contact: Stefanie Klein
Women4Metals
W4M@aurubis.com



An initiative founded by  Aurubis



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 are **the framework for our mutual activities with individuals & organizations** in the coming months and years, against which we will identify opportunities for improvement, implement activities, and measure progress.

Recruiting



Career Development & Enablement



Best Practice Sharing



Framework Conditions



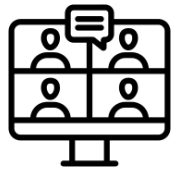
Awareness & Communication

Impact for our industry

>80 Interested companies + associations



HR Excellence Award Winner



On- & Off-Line Workshops on Focus Topics

Our Premium-Partners



Our Supporters



Advisory Committee

Collaborations e.g. with



The W4M network



Individual members

Employees working in the metal industry, students, etc.
– everyone sharing our vision!

Partners and supporters

Companies, associations, start-ups, universities, self-employed individuals, etc.

Individuals
Free registration for all;
access to the majority of offerings
free of charge*

***Participation fees may apply**
(e.g., onsite events, trainings, etc.)

Companies & associations
Costs set as packages
(*see detailed pricing*);
possible additional costs
by individual agreement

Universities, start-ups, self-employed, etc:
Individually agreed
contribution
(e.g., financial, human /
material resources)

Individual Membership & Packages for Company Supporters

“Ada Lovelace”

Individual member

- ✓ Free of charge



Key Offerings:

- ✓ Access to **closed W4M community platform** via collaboration tool
- ✓ **Access to different resources**, e.g., W4M newsletter, podcast, industry-specific publications
- ✓ **Cross-mentoring program** across the metal industry
- ✓ Access to exclusive **events & training sessions**

“Bertha Benz”

Basic package

- ✓ Company supporters
- ✓ Very low annual fee (max. 2 k€ p.a.)



Add. Offering:

- ✓ **External presentation as supporter of W4M and gender diversity** via W4M website

“Marie Curie”

Advanced package

- ✓ Company supporters
- ✓ Low annual fee (max. 3 k€ p.a.)



Add. Offerings incl. :

- ✓ Discount & early access to exclusive **events, trainings and programs**
- ✓ Annual **feature in one of the W4M communication channels**
- ✓ **External presentation as supporter of W4M** via joint events, W4M marketing materials, etc.

- Additionally, there are **selected W4M Premium Partners**, the co-creators of the network who will be part of the **advisory committee**.
- **Marie Curie supporters can individually agree on further ways to cooperate with W4M** (e.g., jointly hosting an event at the company site, virtually, ...)
- As the founder of the initiative, Aurubis **will not generate any profits from it**

Collaboration Tool for Members and Supporters

For an even stronger network, we are providing our supporters and members with a collaboration tool. We encourage you to proactively **share** experience, issues, resources, questions, events, know-how, etc., within the tool to grow together.

Who gets access to the collaboration tool?

- ✓ Become a company supporter (people from the company receive access if you inform us about them) or Member
- ✓ Authorized users contact us directly
- ✓ Or register additionally as an individual

What is the collaboration tool used for?

- ✓ Industry-wide exchange
- ✓ Driving forward focus topics
- ✓ Networking
- ✓ Updates

W4M Milestones & next Steps

10/2023

Registration of organizations as official supporters

01/2024

Start of the official **Supporter- and Member Packages + Go-Live Collaboration Tool**

02/2024

“Empowering WoMen in Metals” event with W4M & Premium Partners incl. Female Empowerment Session

05/2024

Launch **W4M Newsletter**

Q2/2024

W4MxWiM Chile,
CWIEME Berlin,
IWCC Washington,
BIR Copenhagen,
Mining Forum Berlin
CRU Events
PMK

What happens next...

Q3/2024

W4M Online Power Talks (starting on 30.07.24)

Pulse Check

Cross Mentoring

Program: Call for Mentees & Mentors

1.10.2024

Annual **W4M TeaTime** during LME Week London UK

H2/2024

Start of (Site) Visits at **cooperating Companies/Organizations** e.g., Synflex, Glencore)

H2/2024

Start work in Focus Groups to develop/offer e.g. **Recruiting Trainings, Buddy Program, W4M Checklist** for Audits
Collaboration with **universities & schools**

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

