

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

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Women4Metals Teatime 2024

01. 10. 2024

 **Aurubis**



# 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](http://www.women4metals.com)

**Join our LinkedIn site**  
  
Exchange ideas, experiences and knowledge

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Women4Metals  
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An initiative founded by  Aurubis



# Starting the work in our W4M focus topics

In order to fulfill our overarching W4M vision, to jointly establish the metals 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.

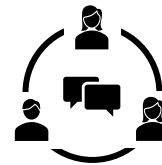
## Recruiting



## Career Development & Enablement



## Best Practice Sharing



## Framework Conditions



## Awareness & Communication

# Cross-Mentoring: Our Pilot

**Provider** = Women4Metals network

**Target group** = members of the W4M network.

**CROSS MENTORING** is a special form of mentoring in which the alliance companies work together to develop careers and expand their own networks. People are supported in their career development by a mentor from another company in the alliance.

The **relationship** between the partners is confidential, outside the hierarchy, voluntary and without authority. Experimenting, trying things out, learning and making mistakes are expressly encouraged within this protected space. Commitment, regularity and mutual respect contribute to a successful mentoring process.

**Goal** = to develop people in their professional goals and strengthen their skills in the process

**Qualifications** of the mentors

**USP** = Participants are brought together across companies, sectors, generations and/or genders, depending on the focus.

**Conditions of participation** = registration, membership

**Scope/duration** = 1 pilot 2024 with 15 slots (Nov. 2024 – May 2025) / from 2025 planned 6 months with 2 start dates each

**Costs** = 0,-€  
Included in the membership and in the selected package

**Outlook** = one mentee and mentor exchange group each on experiences

# W4M Milestones & next Steps

10/2023

Registration of organizations as official supporters

01/2024

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

02/2024

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

H1/2024

Launch **W4M Newsletter**

1<sup>st</sup> **W4M Metals voices**

Q2/2024

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

What happens next...

H2/2024

**CAJMxW4M** Workshop **VDM** events **LME** week incl. annual **W4M TeaTime** **Resourcing Tomorrow**

Start of the **Cross Mentoring**

Q4/2024

Kick-off **Focus Groups**

**Joint event with Tata Steel FeMale:** “Leading with Heart and Mind: **The Power of Emotional Intelligence**” incl. **site visit**

H1/2025

Next **Empowerment Day** at Synflex **“Have Courage - Against all odds”** incl. **site visit**

Launch **Podcast**

**W4M events** London & NYC

2025

**Pulse Check W4M Checklist** for Audits **Recruiting Trainings** **Buddy Programm etc.** **Universities & schools**



# Connect with us!



**Stefanie Klein**

Passion & ❤️ for an Inclusive Culture, Social Projects & People @ Aurubis AG | Women4...



**Laura Robert**

Operations Manager to the COO Multimetal Recycling at Aurubis AG



**Tanja Winter**

♥️ Copper ♾️ | Sales 🤝 | Women4Metals  
💖 | Tomorrow Metals 🌱



Register now:



W4M  
Women 4 Metals

