

# W4M

Women 4 Metals

An initiative founded by



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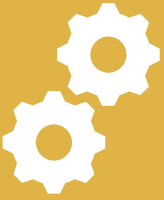


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## What is Women4Metals?

- Women4Metals is an **industry-specific women's empowerment initiative in the metal industry** that was **founded by Aurubis in 2019**.
- Since October 2022, the **network has now been open to other companies / organizations** in the industry who want to join us in making the industry more attractive for women.



## How are we organized?

- Initiator and main sponsor of W4M is the **Aurubis AG**. The head of the network is **Mrs. Stefanie Klein**.
- In the start phase, we will **exchange ideas and experiences** with cooperating companies / organizations to jointly **shape our network** and **define our way forward until next year's LME teatime**.
- Within W4M, we also **interact via our [LinkedIn group](#)**. Hereby, our members can exchange their ideas, experiences, and knowledge, benefit from others, support each other and offer collegial advice.
- Further, we **meet at well-known trade fairs and events** in the metal industry.
- All relevant information as well as cooperating companies / organizations will be displayed on the **W4M website** ([www.aurubis.com/women4metals](http://www.aurubis.com/women4metals)) that is currently under construction.



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## What is our vision?

- Our vision is to jointly **establish the metal industry as an attractive employer for women**, where fair conditions (transparent career paths, work-life balance, equal pay etc.) prevail for all.
- Within the network, we want **to support each other** and, as role models, **inspire other women** with our passion for this industry.



## What are our goals?

- Through this network, we want to **attract more women** to the metal industry, **fill more key positions with women** and generally **support women on their career paths**.
- Further, we would like to put **more focus on the female perspective** for the further development of the metal industry.
- **Women will gain more visibility** in the metal industry and in their companies. Our network makes it possible for us to **appear together**, e.g., at trade fairs or industry meetings.
- With W4M, **equal opportunities** in the metal industry can be **actively demanded and enforced**, employer conditions for women should be revised and improved.



## What are your key benefits as participating company?

- Increase the **visibility of your company with regards to diversity / women's work.**
- **Strengthen the employer attractiveness** of your company on the labor market.
- **Raise the visibility of your female employees and increase their job satisfaction** by enabling them to network with other women in the industry.
- Use the **W4M logo** on your website and other channels and link us in your initiatives around the topic of women in the metal industry.
- Be **mentioned** as a supporting company / organization **on the upcoming W4M website.**
- As **one of the first members** of the network, you will benefit from **leading the way as one of the pioneers in women in metals.** Together with you, we will work out **concrete goals and activities of the network in the kick-off phase.** This could include internal working groups for further elaboration of specific topics, hosting of joint events and joint appearance at panel discussions. A close cooperation from the beginning will also enable you to **find direct sparring partners** among like-minded experts from different companies.



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## What do we expect from you in return?

- Within our network, we want to **mutually benefit from best practices**. Therefore, we would be very pleased if you **actively participate in W4M events** and **share with us your experiences and perspectives** on the topic.
- Moreover, W4M thrives to get more visibility for women in the metal industry. Therefore, we would highly appreciate if you **link our network on your company website** and **actively promote the network and our activities through your communication channels**.



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## Who can participate?

- Since October 2022, the network has now been **open to other companies and organizations in the industry** who want to join us in making the industry more attractive for women.
- In general, every person who works or is interested in the metal industry can participate, regardless of country and gender.





## How can you become a member?

- You can fill out our **non-binding registration** form on behalf of your company / organization. We will then **contact you as soon as possible** via your given email address with further information about the network and first meeting dates.

**Click on the link to register now**



[www.aurubis.com/women4metals-registration](http://www.aurubis.com/women4metals-registration)

- In case of **any questions**, please feel free to contact Mrs. Stefanie Klein directly ([women4metals@aurubis.com](mailto:women4metals@aurubis.com)).