

Women4Metals: At a glance

Women4Metals

xx, Hamburg

 **Aurubis**

W4M
Women 4 Metals

Women4Metals: Vision and Goals



Our Vision

Together establishing the metal industry as an attractive employer for women, by ensuring fair conditions for everyone.



Our Goals

- ✓ **More female employees** for the metal industry **attract**
- ✓ **Equal opportunities** for all champion
- ✓ Support female employees on their **career paths** support
- ✓ Increase **visibility** for female employees
- ✓ More **expert & leadership positions** filled by **female** employees
- ✓ Improvement of **working conditions**

At a glance

Initiative to promote women in the metals industry

2019

Start with external Event, then build network internally



OPEN

Open to all Aurubis employees who share our common vision

Kontakt 

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Our vision

To jointly establish the metals industry, and Aurubis in particular, as an attractive employer for women with fair conditions for all



Our Goals

- ✓ Attract more women to the metals industry
- ✓ Fill more expert and leadership positions with women
- ✓ Support women on their career path
- ✓ More focus on different perspectives
- ✓ Greater visibility of women in the metals industry
- ✓ Actively advocate equal opportunities for all



Our internal organization:

- » CEO as sponsor
- » Core team at headquarters
- » Build local teams at sites, each with a lead coordinator
- » Cross-site and cross-department collaboration



Focus topics

Recruiting



Career Development & Enablement



Best Practice Sharing



Framework Conditions



Awareness & Communication

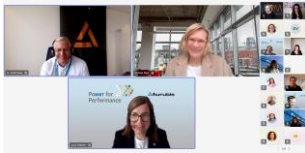
How W4M works at Aurubis? Formats, empowerment, collaboration & impact



W4M Impulse & Dialogue



January 2025:
Ellen Langenhan,
"Women in Leadership: Trust your team and yourself."



March 2025:
IWD 2025 with CEO Dr. Toralf Haag:
"Shaping diversity together"



April 2025:
Cawa Younasi
"Diversity Panel"

And much more...



October 2025:
Senator Dr. Melanie Leonhard
"The future needs diversity"



W4M Empowerment



Cross-Mentoring



Peer-Mentoring



Safe Spaces



W4M Milestones



Opening of the **women's washrooms** in LUN

- Construction washrooms HH
- Female Readiness & derived measures
- Information on life stages



Expansion of the HR presence to cover everything about **parenthood.**

- **Workwear** for women
- And much more...

» From promoting women to changing culture: W4M acts as an important cultural lever!

W4M
Women 4 Metals



W4M is the engine driving cultural change
at Aurubis and across our industry.

