

Women4Metals: Our Female Empowerment Initiative

Concept for Partners, Supporters and Members

December 2023



Overview of different groups from external W4M network

Partners and supporters

Companies, associations, start-ups, universities, self-employed individuals, 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 members

Employees working in the metal industry, self-employed individuals

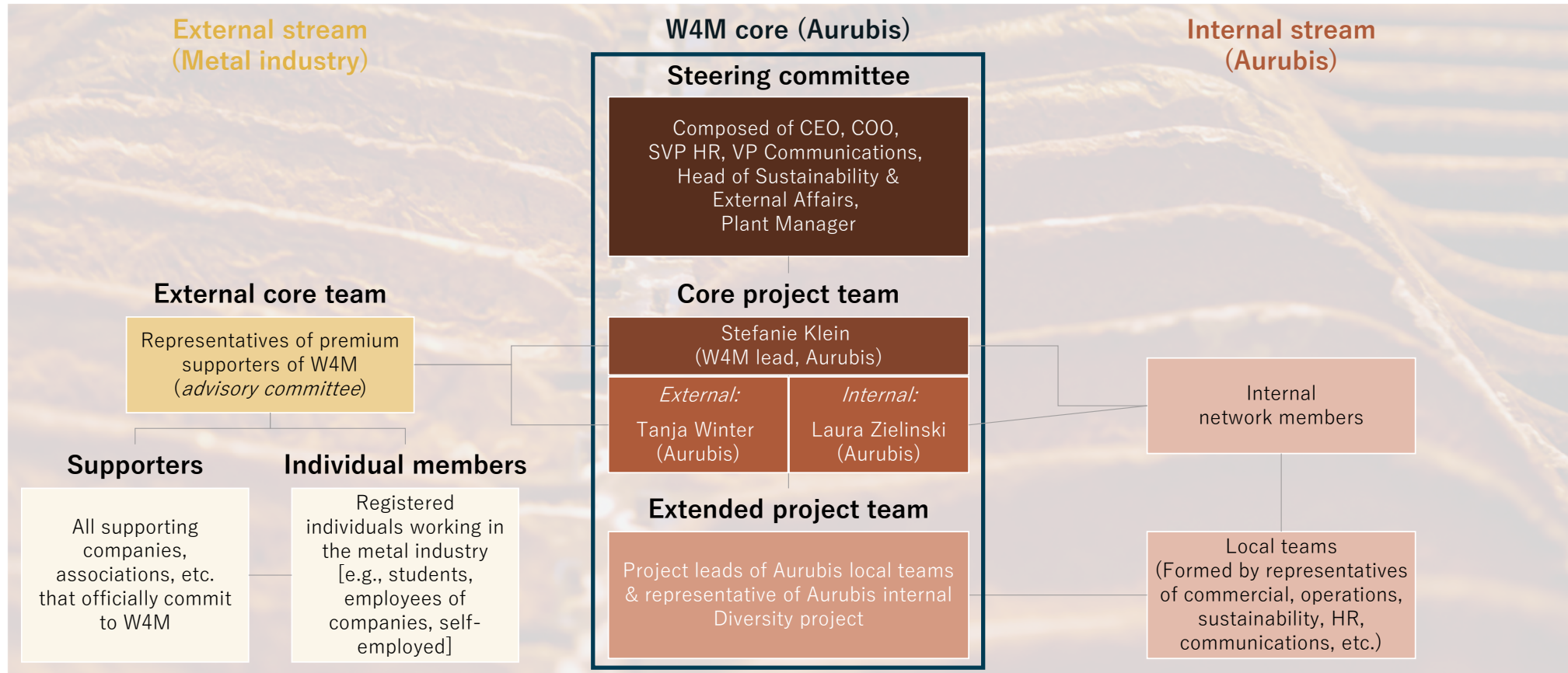
Individuals

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

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

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.



Benefits of joining W4M as an official partner/supporter



Elevate your organization's profile as an employer, showcasing commitment to diversity and women's advancement and possibly including it in your ESG reporting



Constantly enhance your organization's offerings for women, increasing job satisfaction and retention



Provide your female employees with **access to exclusive, industry-wide training, programs, and events**



Collaborate & spar with like-minded experts from different companies of the metal industry



Play an active role in shaping W4M and advancing diversity & inclusion in the metal industry



Easily become part of a growing network and take advantage of its benefits to advance your company's gender diversity efforts by taking a pioneering role

Benefits of joining W4M as an individual member



Connect & cooperate with a variety of people in the metal industry through our shared community platform



Attend exclusive events & training sessions



Participate in exclusive cross-mentoring program across the metal industry



Get access to different resources, e.g., W4M newsletter, podcast, industry-specific publications, and more



Participate in regular discussion groups to shape the network and take action



Take on the role of a W4M ambassador, representing the initiative and vision at events, on LinkedIn, etc.

Packages for company supporters and individual members

“Bertha Benz”

Basic package

- ✓ **Company supporters** (unlimited employees)
- ✓ **Minimum requirements** and lower contribution
- ✓ **Low costs** per year

Key Offerings:

- ✓ Access to **community platform** of members from the metal industry
- ✓ **Cross-mentoring program** across companies
- ✓ Access to exclusive **events, trainings and programs**
- ✓ **External presentation as supporter of W4M and gender diversity** via website & logo

“Marie Curie”

Advanced package

- ✓ **Company supporters** (unlimited employees)
- ✓ **Active participation** and occasional contribution
- ✓ **Medium high costs** per year

Key Offerings:

- ✓ Access to **community platform** of members from the metal industry
- ✓ **Cross mentoring program** across companies
- ✓ 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.

“Ada Lovelace”

Individual member

- ✓ **Individual members** (unlimited)
- ✓ **Ambassador of W4M**, individual participation and contribution
- ✓ **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**

- Additionally, there are **selected W4M Premium Partners**, the co-creators of the network who will be part of the advisory committee.
- Beyond the defined content, benefits and costs of the supporter packages for companies, **supporters can individually agree on further ways to cooperate with W4M** (e.g., jointly hosting an event at the company site, organizing a virtual keynote speech, appearing at career fairs, etc.).
- As the founder of the initiative, Aurubis **will not generate any profits from it**

Prices of packages for company supporters

- A variety of costs arise each year for setting up and running the external W4M network in the current form. **Aurubis, as the founder of the initiative, will not profit**, but is asking for financial contribution to sustain the industry-wide initiative over the long-term.
- As W4M is intended to be a female empowerment initiative for the entire metals industry, we have developed a **tariff model for companies who want to actively participate as an official partner/supporter** of the network. At the same time, Aurubis will continue to provide personnel as well as financial resources to organize and drive W4M forward.

Package type (costs p.a.)	Company with up to 50 employees	Company with up to 500 employees	Company with more than 500 employees
Bertha Benz (Basic)	€ 500.-	€ 1,000.-	€ 2,000.-
Marie Curie (Advanced)	€ 1,000.-	€ 1,500.-	€ 3,000.-

Offerings for all supporters

OFFERINGS FOR SUPPORTERS*	Premium Partners	Marie Curie (Advanced)	Bertha Benz (Basic)
Use of W4M logo (e.g., own website, social media channels, job ads)	x	x	x
Company presentation on W4M website	x (Logo)	x (Logo)	x (Name on list)
Naming as official supporter / premium partner on official W4M materials	x (Always)	x (Event-related)	
Access to closed W4M member area via collaboration tool (incl. database of trainings, materials, etc.)	x	x	x
Exclusive access to W4M events, trainings & programs (e.g., Lunch & Learn)	x	x	x
Exclusive access to Cross Mentoring program	x	x	x
Discount & early access to virtual and onsite trainings / events	x	x	
Discount / free access (tbd.) to industry-specific publications e.g. analysts' reports (in development)	x	x	x
Networking with other companies, associations, and individuals of the same industry	x	x	x
Best practice sharing, and exchange of experiences	x	x	x
Active contribution to the development of the network, incl. training offerings, focus topics, etc.	x	x	
Representation in the advisory committee and moderation / chair of W4M focus groups by one representative per organization (incl. regular virtual meetings, collaboration tool channel, etc.)	x		
Co-responsibility / partnerships in W4M representation at events (e.g., keynote speech, booth → event-related costs may apply)	x	x	
Hosting of plant tours at supporters' sites for all interested W4M members	x	x	
Presence in W4M communication channels (incl. newsletter, podcast, LinkedIn)	x (e.g., min. 3 per year)	x (e.g., 1 per year)	

*under development; further benefits might be added later on

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Offerings for individual members

OFFERINGS FOR INDIVIDUAL MEMBERS	Individual members
Get access to closed W4M member area via collaboration tool (incl. database of trainings, materials, etc.) and LinkedIn community	x
Get access to regular W4M newsletter, podcasts, industry-specific publications, and other resources	x
Network with female and male employees and managers, DEI & HR experts and role models from other companies and associations of the metal industry	x
Share best practices and exchange experiences with like-minded people	x
Actively shaping and contributing to W4M vision and targets	x
Attend exclusive virtual as well as onsite W4M events (e.g., keynote speech, plant tours at supporters' sites) & trainings (e.g., industry-related trainings and general skills) <i>Please note:</i> Participation fee may apply, discount available if your company is an official W4M partner/ supporter	x
Participate in exclusive Cross Mentoring program	x
Raise your voice , create new ideas together and actively initiative change within the metals industry	x
Be an ambassador and represent W4M to the outside world (on LinkedIn, career fairs, industry events, etc.)	x
PRICE TAG	<i>Free of charge</i>