

DEAR W4M MEMBERS & SUPPORTERS

THURSDAY, 01/10/26

Following the summer period, Women4Metals is entering an exciting next phase with several initiatives and events on the horizon. While this edition focuses less on looking back and more on what lies ahead, our mission remains unchanged: connecting people, sharing best practices and driving meaningful progress towards a more inclusive metals industry.

We are excited to reconnect with many of you during LME Week in London and to share updates on upcoming programmes, events and opportunities to get involved.

Women4Metals at LME Week *TeaTime returns to London!*

One of the highlights of the Women4Metals calendar is just around the corner: our annual TeaTime gathering during LME Week in London.

Hosted by the Aurubis Women4Metals team, the event provides a unique space for professionals of all genders across the metals value chain to discuss topics beyond day-to-day business, share personal experiences, and connect in an open and supportive environment.

This year's TeaTime, titled *"Beyond Hard Skills: Emotions, Empathy & Leadership"*, will explore a topic that is increasingly recognised as a critical future skill. While technical expertise remains essential, effective leadership and collaboration also require emotional intelligence, and the ability to navigate workplace dynamics constructively.

As best-practice sharing remains at the heart of Women4Metals, participants from our Cross Mentoring Programme will kick off the afternoon by sharing their experiences and key learnings. Together, we will discuss how empathy and emotional awareness can contribute to stronger teams, better leadership, and a more inclusive workplace culture.

Event Details

Tuesday, 20 October 2026

2:30 pm - 4:00 pm (London time)

No.4 Hamilton Place, Mayfair, London W1J 7BQ

We look forward to welcoming many familiar and new faces. Please note that places are limited and will be allocated on a first-come, first-served basis.



REGISTRATION

 [**LINK**](#)

LOOKING AHEAD

FROM SUPPORT TO IMPACT: EVOLVING OUR W4M SUPPORTER MODEL

Updating our supporter structure

As Women4Metals continues its journey from start-up to structure, we are also evolving the way companies can support and actively contribute to our initiative.

Our proposed Letter of Engagement puts the focus on what we believe creates real impact: active participation, best-practice sharing, mentoring, visibility, collaboration and measurable progress.

Becoming a Women4Metals Supporter will remain free of charge. What matters is the willingness to contribute, engage and help move our shared vision forward.

Over the coming weeks, we will reach out to all existing Supporters to share the proposed framework and gather feedback. We want this next chapter of Women4Metals to be shaped collaboratively and reflect the needs of our community.

Interested in becoming a W4M Supporter?

If your company would like to learn more about becoming a Women4Metals Supporter, or if you are new to our network and would like to get involved, we would be delighted to hear from you.

Find out more about the W4M Supporter programme:

[LINK](#)

Questions? Contact Tanja Winter at t.winter@aurubis.com

Together, we can continue to build a stronger, more connected and more inclusive metals industry.



LOOKING AHEAD

CROSS MENTORING PROGRAMME UPDATE

Connecting people across the show floor

In August, the latest Women4Metals Cross Mentoring Programme came to a successful close with a final wrap-up session, bringing together participants to reflect on their experiences and key learnings.

Over the course of the programme, 14 mentoring tandems from across the industry exchanged perspectives, shared experiences, and built meaningful professional connections. We would like to thank all mentors and mentees for their openness, commitment, and enthusiasm throughout the programme.

Further insights, participant reflections, and information about the next mentoring cycle will be shared in a future edition of the Women4Metals Newsletter soon. Stay tuned!



NEW EVENT GUIDANCE & REGULAR FEEDBACK

Creating consistent and impactful W4M events

As the Women4Metals network continues to grow across different regions and organisations, we are introducing an Event Guidance framework to support the planning and execution of future W4M activities.

The guidance brings together key principles, best practices and practical recommendations to help ensure that Women4Metals events remain engaging, inclusive and aligned with our shared vision, regardless of location or format.

By creating a more consistent framework, we aim to make it easier for supporters and partners to organise impactful events while maintaining the unique spirit of the Women4Metals community. In addition, we will be introducing a short participant survey after each Women4Metals event. These quick feedback polls will help us better understand what resonates with our community, identify opportunities for improvement, and continue developing events that create meaningful value for participants.

Your feedback will play an important role in shaping future Women4Metals initiatives, topics, and event formats.

WHAT'S COMING UP

There's plenty to look forward to over the coming months. Be sure to save the dates below and stay tuned for further updates on our events, mentoring programme, and future initiatives.

STAY TUNED!

October 2026

- LME Seminar (19 October)
- Triland Cocktail Reception (19 October, fully booked)
- Women4Metals TeaTime (20 October)
- Triland Metals Seminar (21 October)

End of 2026

- Next Cross Mentoring Programme

Q1 2027 (approx.)

- Women4Metals Empowerment Days

The Women4Metals community continues to evolve, and we are excited about the opportunities ahead. Whether at the TeaTime during LME Week, through our next mentoring cycle, or at the Empowerment Days in 2027, we look forward to continuing the conversation and welcoming both familiar and new faces to the network.

As always, we welcome new ideas and contributions towards our mutual W4M vision. All W4M activities are open to supporters of **all genders** who want to join us in building a more inclusive and diverse industry.

**HOPE TO SEE YOU ALL SOON AND ALL THE BEST WISHES,
YOUR W4M TEAM!**

**HUBERTUS
HASSE**
H.HASSE@SYNFLEX.COM

**LEONA
WIGGENHAGEN**
LEONA.WIGGENHAGEN
@TRILAND.COM

**NICOLA
ROBERTSON**
NICOLA.ROBERTSON
@TRILAND.COM

**STEFANIE
KLEIN**
S.KLEIN
@AURUBIS.COM

**TANJA
WINTER**
T.WINTER
@AURUBIS.COM