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2023 ENERGY MARKET REVIEW and 2024 outlook

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ALFED BUSINESS BRIEFING AND ANNUAL DINNER

WELCOMES RECORD NUMBER OF MEMBERS AND ANNOUNCES NEW PRESIDENT



The Aluminium Federation (ALFED) announced the appointment of its new president, Mark Allen at the Annual Business Briefing. Replacing outgoing president of two years Mike Dines, Allen is sales director at Mechatherm International, Britain's largest global aluminium furnace supplier, and boasts over 25 years' experience in the aluminium industry.

ALFED's Annual Business Briefing took place at the Tortworth Hotel in Gloucester last week, and was hailed a great success following a record turnout of over 120 delegates from across the UK aluminium supply chain. The yearly conference, aimed at strengthening collaboration between members and providing opportunities for attendees to share data and insights, featured a series of addresses from experts across the industry including Malindi Myers (Bank of England), Christian Mildner

(London Metal Exchange), Paul Williams (CRU), David Jenkins (Department for Energy Security and Net Zero), and Miles Prosser (International Aluminium Institute).

The daytime event was followed by ALFED's annual black-tie dinner and charity casino evening, this year attended by more than 250 members and welcoming special guest speaker, Ed Balls, who delivered the closing after-dinner speech. In his keynote address, Mike Dines announced the end of his presidency, expressing his gratitude to ALFED members and extending his personal support to incoming president, Mark Allen.

On his appointment, Mark Allen said: *"I am exceptionally proud that ALFED is handing me the baton to help them continue on their journey of growth."*

The dinner also saw the announcement of ALFED board member and ex-president between 2010-11, Colin Davies' retirement. In his speech, Mike Dines praised Davies for his commitment to ALFED and the Aluminium industry over the years.

For more information about the Aluminium Federation and to become a member, visit <https://alfed.org.uk/>





Thursday 30th November saw the Aluminium Federation (ALFED) host more than 250 guests at the 2023 Annual Dinner, hosted for the last time at the De Vere Tortworth Court Hotel in South Gloucestershire.

The dinner followed the day's annual business briefing, which saw speakers from the Bank of England, London Metal Exchange, London Stock Exchange Group, Cbamboo, the Department of Energy Security and Net Zero, and many more before finishing with a light-hearted taste of gin supplied by the fantastic Penrhos Spirits, served in their dedicated aluminium bottles!

As the evening activities drew in, we started in the Library Bar for a dedicated drinks reception to toast the send off of current ALFED President, Mike Dines, as his presidency of the last two years comes to an end.

After the introductory drinks, our guests moved into the Westminster Suite where we took our places for dinner. Mike Dines took to the stage to deliver a welcome speech, where he provided an overview of the year in the UK aluminium industry, covering the main highlights and challenges. Mike then went onto to speak much more light-heartedly, which included the announcement of this year's after dinner speaker, who in Dines' words, needed no introduction, Mr Ed Balls! He gave an overview into Ed Balls' history as a political figure, and who could forget his previous stint on Strictly Come Dancing with his prolific Gangnam Style routine! Unfortunately, Ed didn't re-enact this during his speech, but he did mention his appearance on the hit BBC TV

show, as well as inform us about his near-death experience on an aeroplane with former Prime Minister, Gordon Brown!

Dines' also paid credit to the entire ALFED team, for the hard work put into organising the business briefing and annual dinner. He also thanked each of the sponsors, including platinum sponsors, Mechatherm, diamond sponsors, Novelis, casino sponsors, Thermserve, as well as other ALFED member companies such as media partner Aluminium International Today, Aluminium Shapes, the London Metal Exchange, Tandom Metallurgical Group, Amri Metals, Jonas Metals Software, ALTEK, Avon Metals, Scan Metals, AES Metals, Richard Austin Alloys, BASF Chemetall and RIA Casthouse Engineering.

Finally, the announcement of Mike's successor as ALFED President was made, Mechatherm's Sales Director, Mark Allen. With over 25 years of experience in the aluminium industry and with a role at Mechatherm that sees him leading a globally successful sales team into some of the biggest aluminium projects in the world, we have no doubt that Mark will be an invaluable addition to the ALFED board. Speaking on his new appointment, Mark commented: "I am exceptionally proud that ALFED is handing me the baton to help them continue on their journey of growth".

After dinner, guests were treated to a dabble in our casino, supported by sapphire and casino sponsor, Thermserve. As well as the additional paid bar, guests were able to have a go on our Thermserve-branded roulette table, where their payment for chips was to donate to the chosen charity, Children with Cancer UK. By the end of the night, we had managed to raise almost £1,000 for a fantastic cause, so we would like to thank everyone who donated for their generosity.

We are already looking forward to making the 2024 annual dinner bigger and better at our new venue, the De Vere Beaumont Estate in Windsor on Thursday 28th November 2024!

If you wish to attend, please visit www.alfed.org.uk/event/alfed-annual-dinner-2024/ to book your tickets, but we suggest acting fast as 50% of the tickets are already sold out!

To discuss sponsorship opportunities for the dinner, please contact our Sponsorship Manager, Phil Bloxsome at sponsorship@alfed.org.uk.

*Please note - If you purchase a ticket for the dinner, this automatically includes a ticket for the business briefing.

AN END OF AN ERA FOR THE ALFED ANNUAL DINNER AT THE DE VERE TORTWORTH COURT HOTEL

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Speaking on their ALFED membership, Managing Director, Andy Wilson, commented: "We are very pleased to join ALFED at this time while BCW Treatments are continuing to invest in new capital programs to provide advanced sustainable surface treatment processes for our customer base. The new fully automated pre-treatment and powder coating plant will support our current anodising, passivation and wet paint capabilities supplying the automotive, aerospace and transport sectors".

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BOAL Extrusion UK Ltd

The properties of aluminium, being lightweight, strong, durable and recyclable means it plays a key part in a sustainable, decarbonised world. With growth in global aluminium demand expected to be 40% by 2030, it is essential that BOAL Extrusion UK is aligned with the key drivers in its customer's markets, linked to sustainability. ALFED membership supports BOAL Extrusion by providing market insights, a network of key industry members and by representing the aluminium industry with government on industry challenges. ALFED membership will also provide a resource for technical knowledge and delivers excellent training through the ALFED Training Academy, ensuring we train, develop and retain our skilled employees. We are pleased to announce BOAL Extrusions UK's membership with ALFED and look forward to joining their network of businesses who process, trade and work with aluminium.

www.boalextrusion.com



CarbonChain

CarbonChain provides end-to-end visibility into the carbon footprint of aluminium supply chains. Its AI-powered carbon accounting platform enables manufacturers, traders and their banks to measure, report and lower their emissions, so they can retain market share and prepare for new and changing regulations. With available data on over 80% of global emissions, CarbonChain's software allows companies to track the emissions of every product, supplier, or trade finance transaction. CarbonChain's methodology V0.94 has been validated by SGS and verified by Bureau Veritas according to global carbon accounting standards.

Adam Hearne, CarbonChain's CEO, commented: "To transition the UK aluminium industry to net zero, every actor in the value chain must come together. Being part of ALFED allows us to collectively enhance the industry's carbon measurement methods and benchmarks, fostering transparency and large-scale decarbonisation."

www.carbonchain.com



ISRA Vision Parsytec

ISRA Vision Parsytec is a leading provider of technologies for industrial image processing (machine vision). To make production both more sustainable and more cost-effective for customers worldwide, they help to detect defects at an early stage through surface inspection, ensure quality and thus secure their customers' competitive edge. One of their future-oriented applications is the extrusion master, which aims to use surface inspection to reduce the amount of scrap from extruded aluminium profiles and increase yield. This helps ISRA make a decisive contribution to the topic of sustainability; including saving finite resources and continuously optimising process chains.

Speaking on their new ALFED membership, they commented: "ISRA Vision Parsytec are excited to join ALFED as a Supplier Member. ALFED champion the interests of their members, promote best practice and foster innovation. ISRA are a company that continues to innovate solutions for surface inspection and believe this membership will be a successful one".

www.isravision.com



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Speaking on their ALFED membership, Nvolve commented: "At Nvolve, we

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www.josephash.co.uk



Smart Architectural Aluminium

Smart Architectural Aluminium is the UK's leading supplier of aluminium systems, building a reputation both for their product quality and innovation, design and technical expertise. Their systems are manufactured from start to finish at their purpose-built 60,000m-squared plant in the Southwest of England. The most modern and efficient of its kind in the UK, the plant is home to our three state-of-the-art aluminium extrusion presses, two dedicated paint lines and finishing facilities.

Managing Director, Dean Thomas, commented: "We're delighted to now be members of ALFED which does a great job representing and supporting the aluminium sector in the UK".

www.smartsystems.co.uk

are committed to driving Operational Excellence and fostering a Connected Workforce. Joining the Aluminium Federation (ALFED) is a natural extension of our mission. ALFED's dedication to innovation and best practices in the UK aluminium industry complements our own focus on digitising work instructions, enhancing employee engagement, and achieving sustainability goals".

www.nvolvegroup.com



ALFED APPOINT MECHATHERM'S MARK ALLEN AS NEW PRESIDENT

The Aluminium Federation (ALFED) are proud to announce Mechatherm's Sales Director, Mark Allen as the new President, as the current presidency of Mike Dines comes to the end. Mark will join the ALFED Board, helping to lead the line in driving ALFED forwards between now and the close of 2025.

As the voice of the UK aluminium industry, representing over 150 members across the entire supply chain, it is vital that the ALFED board is representative with expertise across all areas of the aluminium sector.

Mechatherm International Limited is Britain's largest global aluminium furnace supplier, with installations in 35 countries across the world supporting a vast variety of applications from primary smelters, advanced recycling centres and the ancillary equipment used in aluminium casting and heat treatment processes.

With over 25 years of experience in the aluminium industry and with a role at Mechatherm that sees him leading a globally successful sales team into some of the biggest aluminium projects in the world, we have no doubt that Mark will be an invaluable addition to the ALFED board; and we can't wait to start working with him as he takes his position as our new President.

Mark began his Mechatherm career as a software engineer, working on site installing software on furnace packages in Dubai, Bahrain and Russia. His work on site led him to pursue a strong service division within Mechatherm, ensuring the level of care taken during installation could be continued for the lifetime of our products. During 2015, Mechatherm Services was born. With Mark taking lead on the project it began to flourish, so much so that in 2019 Mark was given the role of Sales Director, where he has since been bringing his unconventional approach to capital projects, resulting in record-breaking sales.

Speaking on his new appointment, Mark commented: "I am exceptionally proud that ALFED is handing me the baton to help them continue on their journey of growth".

ALFED CEO, Tom Jones also commented: "Mechatherm are a well renowned aluminium furnace manufacturer who export their goods and services as well as supplying the UK industry. It was felt that

Mark would be a really good fit, with his industry knowledge and experience, this will bring a new dimension to the Board".

For more information about Mechatherm, please visit www.mechatherm.com.

To read more about ALFED, please visit www.alfed.org.uk.



- ALFED's new President: Mark Allen, Sales Director, Mechatherm International Limited

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BIGGER INTO
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www.a-meg.com**

ALFED's Annual Business Briefing in November welcomed speakers from across the industry to share insights on the current climate and future outlook for UK aluminium.

Last year was characterised by a weak economy, with the UK aluminium industry suffering from low inventories, a prolonged and extensive fall in demand, and sanctions still hanging over Russian metal. There is, however, an expected economic upshift by the end of 2024, and with new EU regulations adding taxes to high carbon imports from 2026, the aluminium industry can expect a year of transitional change, with renewed focus on supply chains and sustainability.

ECONOMIC OUTLOOK

In 2023, the weakened economic climate was exacerbated by both an energy crisis linked to global conflict, and supply chain disruptions that have yet to fully recover from the pandemic.

These supply chain issues have led to historically low stock levels of aluminium and despite a recent spike at the end of 2023, global consumption has remained relatively flat. This weakness in European aluminium imports has however been counterbalanced by strong demand from China – a market which is now the key driver of global aluminium trade. With the booming Chinese electric vehicle and solar panel industries, demand from China doubled between 2022 and 2023 and absorbed the primary surpluses left by demand slumps in Europe, making a significant contribution to the market.

"Demand remains weak for the next couple of quarters, but late 2024 will be a turning point"

**PAUL WILLIAMS,
HEAD OF ALUMINIUM,
CRU**

While industry-wide global export prices have fallen considerably over the last 12 months, this year economic slacks are expected to open up, strengthened in part by a resilient labour market, a fall in energy prices and improvements in household real income growth. While Aluminium is set to remain in surplus with overhanging low inventories through most of 2024, it will move into a more balanced market towards the end of the year, with demand beginning to make a meaningful recovery by 2025.

REGULATORY CHANGES

The EU's new carbon border adjustment mechanism (CBAM) is revolutionising the way that supply chains operate across all industries. While producers in the EU have historically received free allowances on the European Emissions Trading Scheme (ETS), these are now being phased out to limit "carbon leakage", and replaced with a global system to level the playing field on carbon prices.

Thousands of the most polluting EU businesses must now comply, with aluminium producers now liable to report on both direct and indirect embedded emissions, and from 2026 paying a levy on direct emissions based on European carbon pricing (phasing in progressively from a 2.5% cost in 2026 to 100% in 2034). With 30,000 tonnes of aluminium

imported into the EU every day, CBAM will have a significant impact on the UK aluminium industry.

"In 2024, UK aluminium will require a day-to-day understanding and compliance with new EU regulation. CBAM will deeply effect the nuts and bolts of how businesses manage trade across the EU border, and companies will need to think deeply about how the mechanism will affect cost structures when it becomes tax in 2026."

**GABRIEL ROZENBERG,
CEO,
CBAMBOO**

The UK government also recently announced its own version of CBAM, which adds a carbon import tax to products and materials entering the UK market. Presently details are scarce, but there is expected to be a transitional period where reporting requirements and charges are introduced through a similarly gradual approach.

During the EU CBAM transitional period and in preparation for its UK counterpart, aluminium importers should begin collecting and collating both in-house data and on supplier emissions, which can be used to analyse carbon risks, adapt business models, and take actions to change procurement strategies or renegotiate supplier contracts.

THE OPPORTUNITY FOR SUSTAINABILITY IN UK ALUMINIUM

The UN's Sustainable Development Goals (SDGs) are a collection of seventeen interlinked sustainability objectives which offer a "blueprint" for a healthier planet, society and economy, and the aluminium industry has a major role to play in achieving these goals.

Aluminium contributes significantly to the growing UK sustainable economy, predominantly in renewable energy technology, the transition to electric vehicles, and as the most widely recycled drinks container, but there are six key sustainability issues which the industry must consider to more closely align with the SDGs: climate change, circularity, emissions & waste, water, biodiversity, and people.

Increasing sustainability in these areas will require a strong sector ambition and industry-wide collaboration to set measurable goals and metrics for

Aluminium will benefit from an increased focus on the sustainable development goals. Climate change is key, but we must continually work to demonstrate progress on all sustainability issues"

**MILES PROSSER,
SECRETARY GENERAL,
INTERNATIONAL ALUMINIUM INSTITUTE**

tracking progress. With cooperation across aluminium supply chains, new technologies and knowledge can be researched, developed and implemented.

As it stands, aluminium is currently at business-as-usual levels for greenhouse gas (GHG) emissions and not on track for making reductions as set out in the SDGs – levels have in fact risen. To remedy this, the sector could benefit from targeting three pathways for reducing GHG emissions: i) electricity decarbonisation, i.e. renewable energy procurement; ii) direct emissions, such as those from fleets and production processes; and iii) recycling and resource efficiency, including the use of side streams and water use.

LOOKING AHEAD

In this fluctuating economic climate, the aluminium industry must consider the long-term implications of global conflict, supply chain disruptions, and

evolving regulatory pressures. Future considerations will need to be centred around identifying new import suppliers, understanding stretch capacity of domestic supply and considering alternatives to primary aluminium, while putting a refreshed focus on greenhouse gas emissions and sustainability.

The aluminium industry will be key to driving industrial change and sustainable progress in the UK economy. With significant strategic value to innovation across a variety of sectors, aluminium is perfectly positioned to capitalise on the rising demand for sustainable materials and unlocking growth in the global green economy.

For now, the sector must focus on pushing through another difficult year, but on the other side the aluminium industry will benefit from an invigorated economic upturn and growth in demand as the markets balance out in 2025 and beyond.

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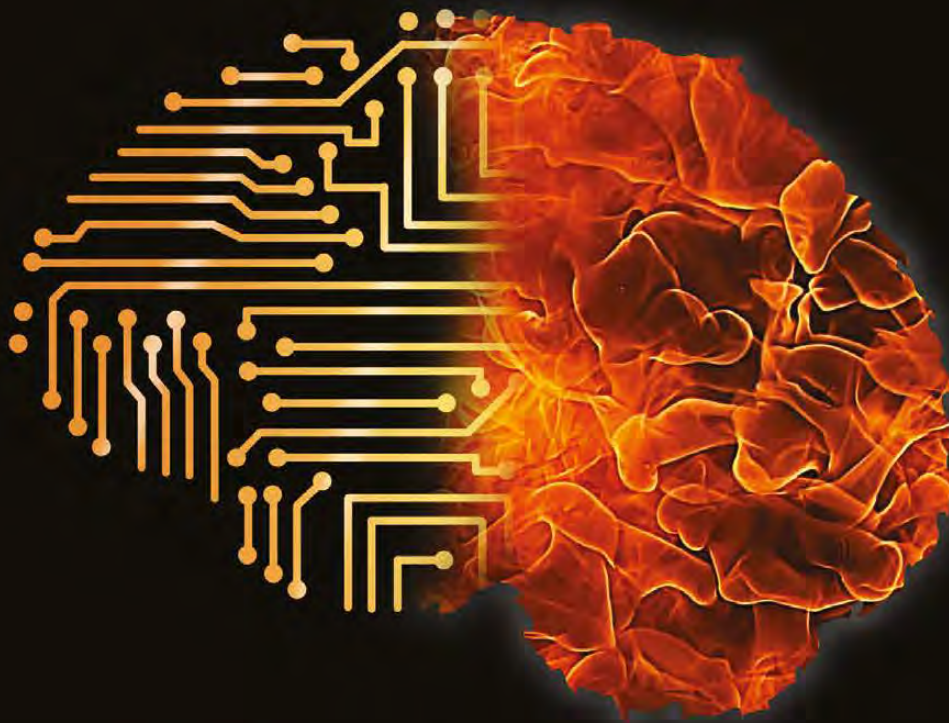


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BOAL EXTRUSION'S NEXT STEPS TOWARDS SUSTAINABILITY:

Successful implementation of
new log oven in Shepshed, UK

In an exciting move that reinforces their commitment to reduce environmental impact whilst driving operational efficiencies through the plant, BOAL Extrusion in Shepshed, UK, has recently completed a significant installation of a new billet oven for aluminium extrusion. This new step follows the Company's transition to 100% renewable electricity from wind and solar sources last May, solidifying BOAL Extrusion's dedication to sustainable business practices.

Emma Swann, the General Manager at BOAL Extrusion UK, highlighted the important nature of this investment within the framework of the Group's ESG strategy. The decision to replace the log oven for the 9" press was driven by significant developments in technical capabilities available in the market, in terms of thermal process control, production performance and quality improvements. It also represents a strategic move to enhance energy efficiency and align with environmental responsibility for the Company.

The project has been around 18 months in the making, from initial supplier evaluation, payback calculations and contract agreement, through build time, factory acceptance testing and transportation from Italy to the installation and commissioning of the oven. The investment is in the HP7 Series, which is the top model of Omav's furnace series. The oven represents state-of-the-art technology in rapid log heating and will deliver a significant reduction in energy consumption compared to the previous oven, representing an annual reduction of over 310 tonnes of CO₂ emissions – the equivalent of planting around 12,500 trees, each year.

The logistics of transporting and offloading the new oven has been a project in itself. Taking seven HGV trucks to get the component parts from Italy to Shepshed, the largest of which weighed 20 tonnes, requiring specialist lifting equipment to offload and move into the plant.

Preparations for the installation were implemented in good time, with BOAL Extrusion engaging in intensive communication with its customers and other stakeholders. The transition during the decommissioning of the existing installation was meticulously planned, and the Company was back in full production in just over a month, from December 2nd to January 9th. This timeframe represented a tight but well-executed schedule, showcasing BOAL Extrusion's dedication to minimising disruptions during this crucial phase.

The investment also includes a log brushing machine to reduce contaminants in the alloy and replaces the hot log shear with a hot saw, to benefit from a more precise cut billet. The clean cut billet will help reduce the introduction of air into the extrusion process which can cause blisters.

The successful delivery of this project is attributed to close collaboration with Omax, working alongside the expertise of BOAL's in-house maintenance engineers and specialist contractors.

Beyond the environmental impact, the investment has brought about a positive transformation in the working environment at BOAL's Shepshed plant, directly benefiting the operating staff. The installation has successfully achieved reduced thermal loss and increased automation, contributing to a safer, more comfortable, and efficient workplace. Emma Swann emphasised that this investment is not just about modernising equipment; it's a holistic approach



aimed at improving overall operational sustainability and enhancing the well-being of the team that operate and maintain this equipment.

"We believe in delivering on our ambitions when it comes to our ESG strategy," stated Emma Swann. "Last May, we made the significant move to rely entirely on renewable electricity. Now, with this investment, we have addressed another critical aspect of our operations toward reducing our carbon footprint, enhancing our environmental performance and providing a positive impact on our operating staff."

As the industrial landscape for aluminium undergoes a transformation towards more sustainable practices, BOAL Extrusion's

investment exemplifies the progressive change within the UK's extrusion sector.

BOAL Extrusion's journey towards a greener and more sustainable future is a testament to the Company's proactive approach to environmental stewardship and the well-being of its operating staff. By embracing innovative technologies and strategic investments, BOAL Extrusion is demonstrating that sustainability, profitability, and a positive work environment can all go hand in hand.



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” Thank you for a most inspiring and hugely educational event UK Metals Expo 2023.

I am already looking forward to next year's event which I am sure will be even bigger and better. Well done to all. **Director of Purchasing, Amari METALS**

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2023 ENERGY MARKET REVIEW AND 2024 OUTLOOK

THIS ARTICLE WAS WRITTEN ON MONDAY 8TH JANUARY 2024
BY RORY INGHAM, DIRECTOR, BIY ENERGY

While it's too soon to look back on 2023 with fond memories of the good old days, amidst the dark clouds, we saw sunlight break through!

The year began in the midst of the energy crisis, with wholesale gas prices reaching 350 pence per therm (11.9p/KWh) and electricity at £412/MWh (41.2p/KWh). Despite these extremely high prices, the market consistently fell from the unbearable highs of mid-2022. Fortunately, the government's wholesale price cap provided some relief for most companies exposed to these prices, but perhaps not enough for those still facing extortionate gas and electricity prices.

The wholesale markets continued to fall (with a few bumps along the way) to 18-month lows in the summer of '23. The most significant spike occurred in October, with prices rising 20% in response to the conflict in the Middle East. However, within a month, the spike had diminished, and prices continued their slow and steady decrease, thanks to a well-supplied gas system and high European storage going into winter.

The only positive outcome from this energy crisis has been the increased investment in renewable generation and efficiency, which will hopefully, over time, keep the country's demand for energy and carbon emissions as low as possible.

Looking ahead to 2024, as always, there are reasons why prices may continue to fall and why they may increase. Of course, there are also the current unknowns that we can discuss this time next year!

The main threat to prices comes from increasing tension and escalation of the war in the Middle East, particularly if other countries join the conflict and block trade routes and the supply of natural resources to Europe. If this happens, I would expect the market to increase by approximately 40% for around 3-6 months. The Russia-Ukraine war shouldn't impact prices further, as Europe is closing in on its second well-supplied winter without Russian gas and benefits from increased LNG supplies from the USA and other countries. The lack of Russian gas is already priced into the market.

I'm on the optimistic side of the fence, hoping that downward pressures such as the record supply of renewable electricity from wind and solar, and very high gas storage levels across Europe as we move towards the end of winter, will mean good supply levels of natural gas throughout the summer during planned maintenance periods. Throw in a potential recession (but again, optimistic this will be avoided), and the fundamentals of good supply and lower demand should be enough to lower prices in 2024!



As always, no one knows quite what the energy market will bring in 2024.

Our focus and advice this year will be to protect against upward price spikes but, at the same time, leave enough exposure to the market to take advantage of falling prices. The main ways you can do this are through a good flexible trading strategy or by exploring hybrid-style contracts or taking shorter-term fixed-price contracts in advance.

Here's hoping the term 'energy crisis' can be left in 2023!



• Rory Ingham,
Director, BIY Energy



HOW

GLOBAL CONFLICT

IS IMPACTING THE

ALUMINIUM SUPPLY

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This year we examined the ongoing impact of the Russia/Ukraine war on the UK aluminium supply chain and concluded that establishing full accountability across the whole cradle-to-grave of materials imported and exported is a critical responsibility for the aluminium industry.

Russia's invasion of Ukraine in 2022 created a significant shock to the global order and the devastation caused was instantaneous. As well as the pain, destruction and bloodshed shouldered by the people of Ukraine, the wider pressure of disruptions to the Ukrainian grain supply was felt immediately (primarily maize, wheat and sunflower products) – a critical and irreplaceable food security lifeline for many developing countries.

In the two years since, the ripples of continued conflict have been felt by almost every individual, industry and supply chain worldwide; from fuel and food to primary materials. But if we drill down into the aluminium sector, it's important to understand the specific market consequences of global conflict and how they will impact strategic decision making moving forward.

THE IMPACT OF CONFLICT ON UK ALUMINIUM

In October, ALFED launched an in-depth research report analysing how the UK aluminium supply chain has rapidly adapted to navigate the complexities posed by international conflict. Both politically and morally, increasing pressures from government and industry mean that all materials traded within the UK must have a clear path of origin and do not in any way financially support the Russian state. This includes both intended end use and potential re-use of materials.

Due to Russia's small share of UK unwrought aluminium imports, the short-term impacts have only been tangential. Weak economic conditions have driven a decrease in primary aluminium demand, and levels are not expected to return to those experienced pre-pandemic for the foreseeable future.

Total imports are down nearly 50kt (from 124kt in the first six months of 2022, to 78kt in the same period of 2023), with the UK primarily relying upon semis. These reductions have led to no new significant suppliers of material into the UK for primary metal since the start of 2022.

Therefore, despite the UK's ban on Russian origin aluminium imports (either directly, or through other countries), forecast demand decreases are expected to be larger than Russia's historic share of primary metal imports to the UK. We're in fact likely to see recycled metal consumption increase in its place.

Over the medium term, sourcing for the wider European supply chain may come under greater scrutiny (with Russian material now being traded almost exclusively with China and Turkey) but until economic conditions change dramatically, security of the UK sector remains.

THINKING TO THE FUTURE

Our main concern is to protect the UK aluminium industry, support domestic production and ensure the impact on the wider supply chain is minimised. We fully support establishing total accountability for all materials imported and exported, at all stages of their lifecycle, as they pass through the UK system and beyond, but this means that a number of questions are important to consider.

Primarily, where will the UK source additional primary aluminium from once economic conditions improve, and should we already be thinking about new suppliers in the market who have traditionally not targeted the UK for export?

If the UK is unable to source this additional primary aluminium, which other products could be used in direct replacement and where could they be sourced from? It's important to consider the possible costs, barriers, competition and challenges of embracing such a strategy. As an alternative option, is there scope to increase domestic production to offset shortfalls?

Most importantly, will the UK government support the supply chain in the medium and long-term, either financially or through bilateral trade agreements, if trading bans remain? The importance of government support cannot be understated considering the sizeable effort required to identify new import paths. After all, freight costs alone for sourcing primary material from suppliers geographically more distant than Russia will likely see costs to the end consumer rise if no support is given.

QUICK DECISIONS, NIMBLE STRATEGIES, FORWARD PLANNING

The impact of global conflict has already changed the way in which the UK aluminium supply chain operates and, as an industry, we must consider the longer-term implications.

While we are yet to experience any major disruptions, planning for the future is essential – be that through identifying new import suppliers, understanding the stretch capacity of domestic supply, lobbying for government support, or simply considering alternative products to primary aluminium if necessitated.

This, alongside the continued pressure to decarbonise the wider supply chain, means commercial strategies must – and will – change. Being ready to adapt, respond and even capitalise upon the macro-environment is key for continued success. Collaboration across the supply chain will, as ever, prove essential.

ALFED PARTNERS WITH BLOODHOUND EDUCATION TO DELIVER THE ALUMINIUM AMBASSADOR PROGRAMME

The Aluminium Federation (ALFED) have partnered with Bloodhound Education to deliver the Aluminium Ambassador Programme, aiming to help promote the manufacturing sector as an attractive career path to the younger generation by visiting schools and conducting workshops that teach children the hands-on skills that are vital to becoming a successful engineer.

Delegates from ALFED member companies including Helen Forrest and Rachel Wiffen from Innoval Technology, and Angela Scott from Kitts Green Operations Ltd are amongst the active ambassadors to have already signed up to the programme. Having attended a couple of initial training sessions, the ambassadors recently attended Willenhall Community Primary School in Coventry to observe and help Rob Bennett from Bloodhound Education lead the first of hopefully many school workshops.

The workshop saw the school's year 6 children work together in groups to build their own cardboard model of the prestigious Bloodhound supercar, using aluminium cans for the car wheels. Speaking initially with the class teachers, they expressed their enthusiasm for the workshop, stating that it was wonderful to see certain children who are usually very quiet and anxious engage so well in the activities.

Rob Bennett from Bloodhound Education also commented: *"The Bloodhound, ALFED partnership has enabled us to develop a hands-on practical activity for young people to see how amazing aluminium is and the potential roles in the industry. It was my joy to share my passion for engaging & inspiring the next generation of engineers into the industry at the ALFED end of year briefing. I would love to see more ambassadors signing up to the programme as Helen, Rachel and Angela already have. We can all make a difference & plant a few 'seeds' with a small investment of time and effort. Fostering curious kids to be the engineers for the sustainable future we all need!"*

From the ambassador's perspective, Helen and Rachel commented on why they wanted to get involved in the programme: *"The aluminium ambassador programme provides an excellent opportunity to promote science and engineering to young people who may not view these as attractive career options. It's especially important to encourage girls and students from disadvantaged backgrounds. Plus, it's important to challenge outdated stereotypes of what an engineer is. Superior science and engineering will come from a more diverse workforce".*

Additionally, speaking specifically on the Willenhall school visit and the future benefit of the programme to the aluminium sector, Helen and Rachel also commented: *"The children were really engaged and seemed to thoroughly enjoy the workshop. Rob is an excellent communicator. By raising awareness of the many facets of the aluminium industry, more young people will consider the industry when making career choices".*

To find out more about the aluminium ambassador programme, please visit <https://alfed.org.uk/policy-areas/skills/>.



THE TRANSFORMATIVE POWER OF LEADERSHIP DEVELOPMENT:

Boosting business outcomes and productivity

BY GEORGE BAIN, GEORGE BAIN CONSULTING

In the fast-paced and ever-evolving landscape of today's business world, the role of a leader extends beyond traditional directives and decision-making. Successful leaders recognise the importance of investing in their greatest asset – their staff. Prioritising the development of employees not only fosters a positive work environment but also significantly impacts business outcomes and productivity.

Leaders who focus on developing their staff understand that innovation is the cornerstone of success in the modern business era. By encouraging creativity and providing opportunities for professional growth, empowers employees to think outside the box. When team members feel supported in exploring new ideas and solutions, they are more likely to contribute innovative solutions to challenges and improve performance.

A key element of leadership development is fostering a culture of open communication and collaboration. Investing time and resources in developing team members builds trust and establishes strong relationships. Engaged employees are more committed to their work, leading to increased productivity and higher levels of job satisfaction. This, in turn, results in reduced turnover rates and the associated costs of recruiting and training new talent.

Development programs provide employees with the skills and knowledge necessary to excel in their roles. Continuous learning opportunities not only boost individual performance but also enhance the overall capabilities of the team. In a rapidly changing business environment, adaptability is a crucial asset. Prioritising staff development ensures that teams are equipped to navigate challenges and capitalise on emerging opportunities.

Employees value organisations that invest in their professional growth. Actively supporting the development of staff creates a sense of loyalty and commitment. When individuals see a clear path for advancement within the company and feel their contributions are recognised, they are more likely to stay with the organisation long-term. This continuity leads to a stable and experienced workforce, reducing the costs associated with turnover.

Focussing on staff development contributes to the creation of a positive work culture. A positive work environment fosters higher morale and a sense of community among team members. Employees are more likely to be motivated and enthusiastic about their work when they feel supported and valued. This positive energy ripples through the organisation, promoting a collaborative atmosphere that benefits everyone.

Effective leadership development programs not only benefit individual employees but also contribute to building a strong leadership pipeline within the organisation. By identifying and nurturing potential leaders from within, companies ensure continuity and maintain a deep pool of talent capable of guiding the organisation through future challenges.

In conclusion, prioritising the development of staff plays a pivotal role in shaping the success of organisations. By fostering innovation, enhancing employee engagement, promoting skill development, and creating a positive work culture, will contribute to improved business outcomes and increased productivity. In an era where adaptability and continuous learning are key to success, investing in the growth and development of the workforce is not just a strategic choice but a fundamental necessity for long-term success in a competitive business landscape.

<https://georgebainconsulting.co.uk>

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INNOVAL

CONSULTANCY, TECHNICAL SUPPORT AND
TRAINING FOR THE ALUMINIUM INDUSTRY

Sustainability Strategy Day

Date: Thursday 6th June 2024

Venue: BMA House, London

Professionals from the UK aluminium industry are set to come together again for ALFED's second Environmental Sustainability Strategy Day in London. Held once again at BMA House in London, the day will include speakers and panel discussions from those across the supply chain to share insights and discuss the fundamental issues surrounding reaching Net Zero in the aluminium sector.



UK Metals Expo

Date: 11th - 12th September 2024

Venue: Hall 11, NEC Birmingham

UK Metals Expo is a new event bringing the entire metals supply chain together with the engineering and manufacturing sector. From primary metal manufacture to supply chain management, processing metals, metal fabrication, machinery, engineering, surface coatings and recycling.



Women with Metal Conference

Date: Tuesday 29th October 2024

Venue: International Convention Centre, Birmingham

The inaugural Women with Metal conference is back for a second year, although hosted for the first time in partnership with ALFED. The conference is founded and hosted by Kirsty Davies-Chinnock, Managing Director or member, Professional Polishing Services Ltd, and Chair of the British Stainless Steel Association.

Event speakers will include women working in the metals sector itself, as well as others focussing on career development, CPD, and the day will also be full of fantastic networking opportunities at a venue in the heart of the city of Birmingham.



ALFED Business Briefing and Annual Dinner

Date: Thursday 28th November 2024

Venue: De Vere Beaumont Estate, Windsor

After the huge success of the 2023 dinner, this year's event is set to be hosted at the elegant De Vere Beaumont Estate in Windsor for the first time, holding a record number of guests. Another fantastic networking opportunity for members to come together to celebrate the end of another year in the aluminium industry, while it is also filled with valuable insights from the briefing, followed by the inaugural black-tie dinner - all set in the prestigious English capital city.



Purity of Aluminium Foil Webinar

Date: Tuesday 16th April 2024

Time: 11.00am - 11.30am

Price: Members - Free Non Members £25 + VAT

This online zoom webinar is specifically aimed at the hair dressing industry with regards to the use of aluminium foils. Hosted by ALFED Technical Manager, Jan Lukaszewski.

Register at: www.alfed.org.uk/event/purity-of-aluminium-foil-webinar



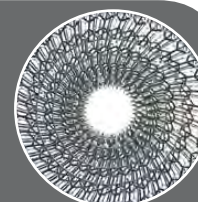
NEW! Introduction to Aluminium Surfaces & Treatments

Date: 4th - 5th June 2024

Price: £590 (10% discount for ALFED Members)

An online course hosted by Innoval Technology, in association with ALFED. Course modules will include: Aluminium Surfaces, Surface Cleaning, Surface Pre-Treatment, Anodising and Coating Technologies.

To register your interest, please visit: www.alfed.org.uk/event/introduction-to-aluminium-surfaces-treatments/



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TRAINING COURSES

WORLD OF ALUMINIUM TRAINING

The World of Aluminium is an intermediate level technical course specifically designed for production engineers, process and quality technicians, stockholders, customer facing sales/marketing persons and material/product purchasing materials. This course is aimed at individuals who have a solid basic understanding to confidently engage with the aluminium industry and its products.

The course assumes no prior knowledge of metallurgy and is specifically tailored to the industry sector. Technical elements are balanced with insights into the history of aluminium, its growth as the strategic metal of society, its sustainability properties and its illustration of products, to create a holistic broad rounded knowledge.

There are 2 dates available:

Tuesday 5th March 2024

To find out more, please visit:

alfed.org.uk/event/world-of-aluminium-training/

Tuesday 24th September 2024

To find out more, please visit:

alfed.org.uk/event/world-of-aluminium-training-2/



9.00am - 4.30pm



Bragborough Hall Business Centre, Daventry, NN11 7JG

ALUMINIUM LIGHT TRAINING

The Aluminium Light training is a tailored course on aluminium as a strategic metal and a basic introduction for existing staff or new starters who don't have a technical background.

During the course, delegates can expect to cover modules, including: Aluminium Light, Aluminium Production and Global Demand, Wrought Aluminium and Applications, Heat Treatment of Aluminium, Elastic and Plastic Behaviour of Metals, Production of Wrought Aluminium, Extrusion, Drawing, Shaping and Forming of Aluminium, Corrosion and Protection of Aluminium, and Casting Technologies.

There are 2 dates available:

Tuesday 19th March 2024

To find out more, please visit:

alfed.org.uk/event/aluminium-light-training/

Tuesday 22nd October 2024

To find out more, please visit:

alfed.org.uk/event/aluminium-light-training-2/



9.00am - 4.30pm



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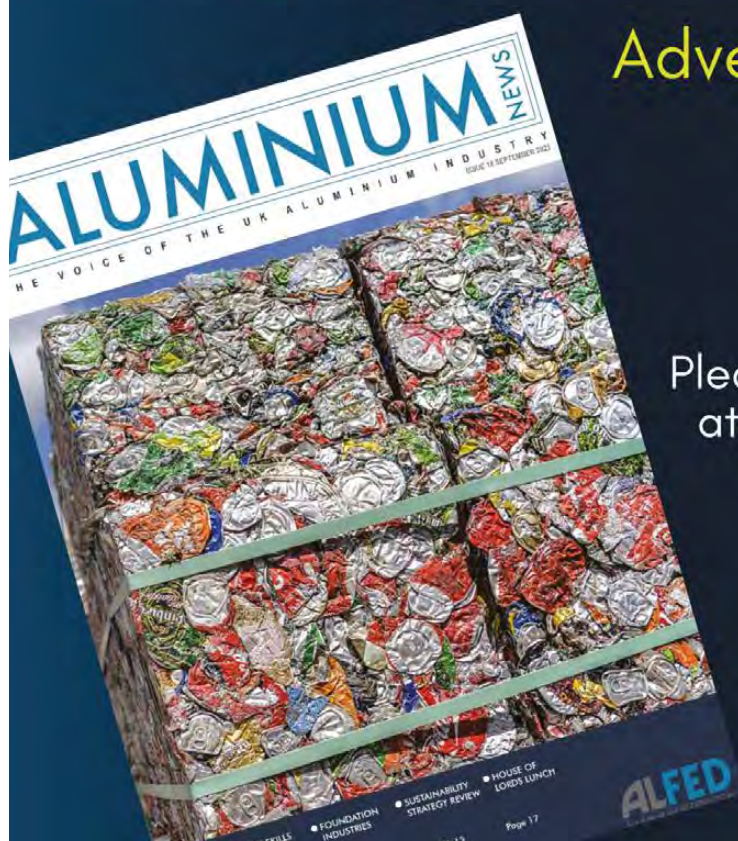
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