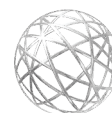




MARCH 8 #InspireInclusion

HAPPY INTERNATIONAL WOMEN'S DAY



INTERNATIONAL
ALUMINIUM

Aluminium, shaping a better tomorrow

'Be proud. Be assertive. Be interested.'

Anik Dubuc, the Aluminium Association of Canada



Anik Dubuc, Executive Vice-President of the Aluminium Association of Canada, shares her insights about the future of the industry and women's essential place in it.

How did you come to work for the aluminium industry?

I discovered the aluminium industry in the course of my Master's studies in Environmental Management. My first contact with this fascinating industry was through an internship linked to the integration of the ISO 14001 standard at Alcan in Canada, which turned into a job as an Environmental Coordinator in a production plant. For 26 years now, the production of primary aluminium has taken me from challenge to challenge.

What about the aluminium industry most excites you?

It's an evolving sector with a desire to improve its environmental performance. Not only does it adjust to the imperatives of the times, but it also demonstrates great leadership and is always one step ahead of the major issues shaping both production and markets.

Since my early days in the industry, I've been impressed and motivated by the industry's commitment to investing in and integrating new technological solutions to do better and be a catalyst for change. We are entering this new era of decarbonisation, and I feel privileged to be working through this historic turning point, where our industry will have to play a key role in modernising its processes and using aluminium as a critical material for the solutions to be put in place.

How has the landscape changed since you started in this sector?

Having started out in a plant using Söderberg technology, the modernization of processes involving more and more leading-edge technologies, such as artificial intelligence and robotization, testifies to the evolution of practices. Social acceptability and the fight against climate change are also issues that have greatly evolved. Although these issues were important when I began my career, they are now at the heart of business decisions and dictate future orientations and investments.

We know the aluminium industry is considered to be a male-dominated sector. What do you think is the most pressing issue facing women today in the sector?

Although women are increasingly integrated into the industry, stereotypes remain. Unconscious biases are still present, limiting the full integration of women into production, management and executive positions.

Who is your role model?

One woman who has inspired and guided me in my professional and personal life is my grandmother, who faced adversity on several occasions. She was a feminist in her own way, not stopping at the social barriers of the time or her level of education to achieve her ends.

With her lively, tenacious, self-interested spirit, she proved more than once that if you put your mind to it, you can go far beyond the limits that seem to impose themselves.

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Any advice for young women aspiring to work in the sector?

Trust yourselves. You're not impostors. Once you're through the door, you have a place that's rightfully yours. Be proud. Be assertive. Be interested. Enlist the help of a male or female mentor, and above all, take the plunge. Trust your intuition.

Can you highlight some of your career successes?

I am proud to have played a tangible role in improving health, safety and environmental performances in different smelters in Quebec, and to have contributed to innovative projects, such as the construction of the AP60 plant in Saguenay, Quebec. More recently, my role within the Aluminium Association of Canada has enabled me to put my experience and expertise to use in the sustainable development and promotion of the Canadian aluminium industry through strategic mandates, such as the fight against climate change, the development of the first traceability solution for the manufacturing industry, and the energy supply challenges in Quebec while training the next generation of our team.