

YT Gazette

ISSUE TEN
MAY 2016



BUREAU OF INTERNATIONAL RECYCLING (BIR) YOUNG TRADERS GROUP NEWS, ARTICLES & EVENTS



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GROUP, UAE

Words from our Chairman.

A message from Graeme Cameron of Sims Metal Management, our current BIR Young Traders Group Chairman.

Although I don't feel it, I am now 35 years of age and will soon no longer qualify as a young trader. After serving as Chairman of the BIR Young Traders Committee for the past two years, I will retire my position to a younger member. It has been a great pleasure being actively involved in the committee since attending my first BIR Convention in Düsseldorf in 2008. I am confident that our committee will be in good hands under the leadership of our new Chairman who is currently being reviewed by our senior peers on the BIR Advisory Council. I wish the new Chairman of the Young Traders Committee all the best in their endeavours to promote and guide the next generation of BIR leaders.

This edition of the BIR Young Traders Gazette is packed with articles and stories prepared by committee members. Here, young executives will share their experiences of attending previous conventions and of their involvement in our industry, as well as providing some highlights about the venue of our next meeting, Berlin.

During my term as Chairman of the Young Traders Committee, I actively promoted the case for having one of our young traders sitting on each of the senior BIR committees. Now all of the current Young Traders Committee members are sitting on at least one of the senior boards within the organisation. I am very proud of our committee members, who themselves are not only the future leaders of our great organisation but also are now promoting the benefits of the organisation through their ambassadorship.

I once again encourage all young traders attending this coming BIR meeting in Berlin to set aside time in their busy schedules to attend the BIR Young Traders' networking night on Tuesday, May 31 at Solar Lounge. This will be another fantastic opportunity for all of our young traders to network amongst peers in a relaxed environment.

I look forward to seeing everybody at what will be my last BIR Convention as a Young Trader. I may be getting old, but I will always be young at heart! Safe travels to Berlin.

Graeme Cameron
Sims Metal Management Asia Ltd, China
Chairman Young Traders Group



Party in Prague.

A recap of the BIR Young Traders Group dinner party at Kolkovna Celnice. A perfect location for Prague's excellent local food, beer and new friendships and business contacts made!



The Young Traders evening in Prague was again a very nice gathering. This time, the venue was located only a few minutes' walk from the Welcome Cocktail Reception at Kolkovna Celnice in the very centre of historic Prague. It gave young traders the opportunity to come along at their preferred time and enjoy both parties.

This great venue was located in the basement of a typical beer pub. After a welcome to us all from Young Traders Committee Chairman Graeme Cameron, we enjoyed a finger food buffet while, at the same time and for the whole evening, the bar offered a wide range of drinks to satisfy all tastes. Some stand-up tables allowed friends to catch

up and for new friendships (or at least new business relationships) to be built. It was possible to go from one group to another with ease and exchange business cards.

After the party, groups split up in order to continue their night out in Prague old town or at the bar of the Convention hotel. In short, this evening was a great success. I look forward to seeing you all at our next Young Traders evening in Berlin.

Alexandra Weibel-Natan
Manco, France

Experience the magic of Berlin.

Our next event is in Berlin, Germany, at the Solar Lounge where Germany's finest food, beer and fellow Young Traders await you. Pack plenty of business cards and we'll see you there!



Once again, the BIR Young Traders Committee in collaboration with BIR have planned a fantastic networking opportunity and welcomes all young traders to attend the 2016 Spring meeting.

This year's event will be held at Solar Lounge on Tuesday 31st May at 20.30.

Buses will depart from the conference hotel at 20.15. Be ready for spectacular views and a great night!

This stylish cocktail bar, which is located on the 17th floor

of a tower building, providing panoramic views of the city, is an experience not to be missed! The novelty begins when you enter at ground floor- after checking your coat, you enter into an elevator which runs along the outside of the building, giving you the feeling of being suspended in mid-air as you glide on up to the top floor. Once inside, you take a small staircase to the level above the restaurant to find this stylish, modern lounge area, bordered by floor to ceiling windows providing glorious views of the city.

José-Martin Neumann
TSR Recycling, Germany

Places to visit in Berlin.

One of the most exciting cities in Europe. Superlative museums, grand monuments, nightlife, a performing arts scene that has no equal in Germany, fascinating neighbourhoods to explore, fabulous parks and green spaces to enjoy, cafes, beer gardens, shopping, elegant restaurants and on-the-go street food - Berlin truly does have something for everyone.



1. Berlin Wall (Berliner Mauer)

The barrier that divided the capital city of Germany from 1961 to 1989, a defining symbol of the Cold War. It is now a memorial filled with art by anonymous artists. Almost the entire wall has been removed, but still remains central to the history of Germany.



2. The Brandenburg Gate

The only remaining gate of Berlin, formerly used to separate the East and West sides of the city. Since the fall of the Berlin Wall, this has become a symbol of German unity.



3. Reichstag Building

One of Berlin's most historic edifices, this was built to house the Imperial Diet of the German Empire. The dome offers visitors a 360-degree perspective on the city, with some amazing views from the terrace.



4. Museum Island

In the heart of Berlin's city centre, you can visit five world-renowned museums on an island in the River Spree, blending heritage, history, culture and art in one magnificent setting.



5. Berlin Cathedral

Besides the wonderful construction of this building, including its magnificent dome, this is the largest church in the city and one of the capital's crowd-pullers.



6. Jewish Museum

This museum is a must for both history lovers and people who admire architecture. The Jewish Museum is one of the largest in Europe. It exhibits the social, political and cultural history of the Jews in Germany.



7. Haus der Kulturen der Welt

This is Berlin's national centre for the presentation and discussion of international arts, focusing especially on non-European cultures.



8. Egyptian Museum of Berlin

This museum is home to the world's most important collections of Ancient Egyptian artefacts dating from between 4000BC to the period of Roman rule, offering visitors a wonderful means of understanding one of the world's most renowned cultures.



9. Berlin-Dahlem Botanical Garden and Botanical Museum

Focusing less on history and more on nature, this botanical garden and botanical museum covers an area of 43 hectares and contains around 22,000 different plant species. A trip to Berlin is not complete without a dash of nature.



10. Berlin Zoological Garden

The oldest and best-known zoo in Germany, with around 20 500 animals and 1500 different species, thus presenting the most comprehensive collection of species in the world.

Scrap is in my blood.

From a young age Mike Commisso has always felt that scrap was in his blood ... Even while considering other career paths, he always got drawn back to scrap... Read on to learn more of his story.

From a young age, I have always felt that scrap was in my blood.

Some of my earliest childhood memories are of working in the scrap yard, sorting brass, cleaning metal and operating equipment.

Triple M Metal LP was founded by my uncle Mike Giampaolo over 40 years ago. From humble beginnings with a single truck, the company today operates 17 scrap metal facilities throughout Canada, the United States and Mexico, with over 600 employees. This growth has occurred through vertical integration and strategic acquisitions.

Over the years, Mike Giampaolo has invested in and grown the organisation to include:

- Global Electric Electronic Processing (GEEP), which is involved in electronics recycling.
- Matalco Inc, a manufacturer of high-quality, extrusion-grade aluminium billets.
- Venture Steel Inc, a steel service centre.
- Giampaolo Investments Limited, which is involved in real estate, land development, housebuilding and golf courses.

All told, the organisation employs approximately 2000 people.

Many of my family members have worked for Triple M Metal, including my parents and siblings, so scrap has always been a big part of my life. Throughout university, I spent my summers working in the scrap yard where I acquired invaluable hands-on experience and training. I quickly discovered that there is no school for scrap; you just need to get your hands dirty.

Although I considered other career paths, I was always drawn back to Triple M Metal because of the growth potential I saw for both myself and the organisation. I admired the company's culture and the passion of the people who surrounded me. I remember in high school I accompanied my father for "take-your-kid-to-work day". That day, my father landed a large industrial account and there, in the middle of the office, my uncle embraced my father when he shared the news. I wanted to be part of the excitement and most importantly the Triple M family.



After graduation, I started out as a metal buyer focusing mostly on non-ferrous metals. I immediately loved buying scrap and thrived on the fast pace, the volatile commodity markets and the competitive nature of the business. My colleagues were extremely supportive and provided me with a wealth of knowledge and experience from which to learn. I would listen to the phone conversations of seasoned traders and observe how they acquired new business, maintained accounts and built relationships. Because of this, I was able to develop and hone my own skills quickly, as well as develop my own trading style. I enjoyed the aspect of creating long-lasting supplier relationships and was hungry to bring new business to the company.

I eventually took on additional responsibilities in non-ferrous trading by marketing various grades, with my main focus being copper. This gave me a different perspective on the marketplace as a whole. I realised the importance of supply and demand, and the art of maximising

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the value of the commodities we traded. I gained an appreciation of the complexity of both regional and global scrap markets and how they work together to determine the value of metals.



In the past two years, I have transitioned into a new role as Vice President of Non Ferrous Trading. This has shifted my focus towards our people and my team. My uncle always told me the most important part of business is to “surround yourself with good people”. Triple M Metal has always focused on creating an organisation of hard-working and dedicated individuals where succession planning is part of our everyday culture. Every employee is challenged to develop their successor and is encouraged to do so in order to grow and advance in the organisation. This sets us apart from our competition and will ensure our continued success for generations to come as we focus on building a sustainable business.

Joining the Young Traders Committee of the BIR has allowed me to network with the other young leaders of our industry. The BIR has done an exceptional job of focusing on the next generation of their association. Events such as the Young Traders dinners, board representation and registration discounts for traders under 35 are all examples of BIR’s commitment to bridging talent and providing a platform for future leaders to exchange ideas and build relationships.

I have been lucky enough to grow up in a family business full of great, hard-working people, to be a part of an industry that has a fantastic future and to do something that I really love. I know scrap will always be in my blood.

By Mike Commisso
Triple M Metal, Canada

The melting pot.

Discover more about the BIR Young Traders Group from two of our committee members.



Graeme Cameron
Sims Metal Management Asia Ltd, China

What was it like to attend your first BIR Convention?

My first BIR Convention experience was in Autumn 2008. In hindsight, it probably was not the best environment to be attending my first conference; however, it was a great experience and I learned a lot! I was not sure what to expect when I arrived at the Convention; to be completely honest, I was really nervous. In an attempt to overcome my nerves, I prepared for the conference prior to leaving home by skimming through the attendee list and making a short list of people who I thought I would like to meet. I then went through the agenda and highlighted each of the meetings that I wanted to sit in on. This really helped me take advantage of the limited time I had at the conference.

Why did you join the YTG?

I joined the Young Traders Group after meeting with several current and former members who enthusiastically described how much they had learnt from being a member. Finally, Paul Coyte, our former Chairman, sat down with me and explained how members of the YTG contribute to the BIR and the importance of having young members participate in the organisation. He really did a great job of promoting the Young Traders Group.

What benefits have you derived from being a member of the YTG?

I have learned a great deal from being a member of the YTG, including how the BIR operates and the appropriate etiquette used when participating in BIR meetings. I have also made a great number of contacts within our industry; many of these people have become very close friends of mine.



José-Martin Neumann
TSR Recycling, Germany

What was it like to attend your first BIR Convention?

The first BIR Convention I attended was the one in Munich. I remember the really busy days during which I met many business partners, some of whom have now been friends and partners for many years. It was a brilliant experience because I felt that, for the first time, I was deeply joined to the scrap industry.

What were your expectations?

I expected some busy days with a lot of trading and meeting new people. Besides this, I can assure you that I did not think I would be getting so little sleep!

Why did you join the YTG?

I joined the Young Traders Group because I liked the idea of meeting other young people in our sector and of exchanging experiences and opinions. Young traders are the perfect combination of business and fun. I have already done business with many of the young traders and I hope I can continue to do so over the next few years.

What benefits have you found from being a member of the Young Traders Group?

The benefits of being a member of the Young Traders Group are many. It starts with being a perfect platform for exchange of market experiences and opinions. Me and my colleagues from TSR have done a lot of business with members of the Young Traders Group and the atmosphere of the dinner event is unique. Through the get-to-know games, it is easy to find new business partners and friends, and the events always have been a lot of fun.

Spotlight on a Young Trader.

27-year old Bashar Ehsan Gadawala serves as the Operational Manager of ALA Group, headquartered in Dubai, UAE - renowned recyclers in the metal industry.



I was just 8 years old when I became part of conversations on scrap recycling. My family had already been in this business for a decade at that time, so it was only natural that as a child I listened to stories told by my father and grandfather related to the family business. At a very early age, I became familiar with names of metals and other jargon used in this industry. Most boys my age were interested in video games or football but I wanted to grow up and be a part of this exciting world of the recycling business, and talk to people about Mill Berry, Honey, Taint/Tabor, HMS, etc.

While I was pursuing a graduate degree at De Montfort University in the UK, I started mingling with professionals of related industries and promoting our company, ALA Group. With my father's permission, I also visited several

yards in the UK in order to gain first-hand knowledge of how this trade works. I met several senior people at these yards who taught me a lot about the business.

While I was studying in the UK, I also had the opportunity to attend the BIR Convention in Beijing in 2006, which broadened my horizons with regard to the international recycling industry. My first official visit to BIR as a representative of ALA Group took place in May 2012 when I gave a presentation on Theft/Shortages at Southern Ports of China. This was my first speaking opportunity and proved to be quite a memorable experience. I received direct feedback from my peers which benefited me a lot and improved my knowledge of industry-related policies. This was a challenging but immensely rewarding opportunity as I interacted with some of the brightest minds in the industry.

As a result of these experiences, I was more than ready after graduation to jump in and make a difference in the metal recycling industry.

At ALA Group, our aim has been to be recognised as a renowned recycler across the globe. Our mission is to ensure the delivery of an integrated, cost-effective and environmentally-sound metal recycling system. I am working hard with my team to ensure that ALA Group becomes a leader in the development, implementation and maintenance of innovative and sustainable metal recycling services.

In accomplishing this goal and my professional development, BIR has played an indispensable role. In 2015, I was elected as a BIR Young Traders Committee member - a great privilege for me and my company. It's such a dynamic platform where I get to meet and exchange notes with so many top professionals from the international recycling industry. BIR truly facilitates free and fair trade of recyclables in this highly-competitive industry.

YTG members have their say.

Below is a list showing Young Traders Group members' representation within the BIR's Advisory Council and all the way through the various Divisions and Committees.

Advisory Council

The Advisory Council is the forum in which the Presidents of the Special Committees present their reports to the Executive Committee. BIR past Presidents and the BIR Director General also participate in these meetings.

Graeme Cameron, Sims Metal Management Asia Ltd, China

Ferrous Division

Jose-Martin Neumann
TSR Recycling GmbH, Germany

Non-Ferrous Metals Division

Nasser Al-Sharif
Sharif Metals Int'l LLC,
United Arab Emirates

Paper Division

Tarek Al-Sharif
Sharif Metals Int'l LLC,
United Arab Emirates

Textiles Division

Richard Lewis
Avon Metals Ltd,
United Kingdom

Stainless Steel & Special Alloys Committee

Lorenzo Geri, Rottami Padana SRL, Italy

Plastics Committee

Romain Wagner, Jean Goldschmidt International, Belgium

Convention Committee

Richard Lewis, Avon Metals Ltd, United Kingdom

Communications Committee

Sandra Vrielink, OneSteel Recycling, China

International Trade Council (ITC)

Alexandra Weibel-Natan
Manco, France

Membership Committee

Nicky Jason, Sansing Ltd, China

Young Traders Committee

Refer to Page 11 for a full list of the Young Traders Committee.

Shredder Committee

Martina Francesci
Fonderie Pandolfo SRL, Italy

Finance Committee

Graeme Cameron, Sims Metal Management Asia Ltd, China

International Environment Council (IEC)

Tyres Committee

Forged Together.

A special thanks to our committee members below for helping grow, mentor and develop the BIR Young Traders Group.

**Graeme Cameron**

Sims Metal Management Asia Ltd, China
Chairman Young Traders Group
Representative to the Advisory Council

**Paul Coyte**

Hayes Metals, New Zealand

**Zain Nathani**

Nathani Group of Companies, India
Vice-Chairman Young Traders Group

**Nasser Al Sharif**

Sharif Metals International, United Arab Emirates
Representative to the Non-Ferrous Metals Division

**Alexandra Weibel-Natan**

Manco, France
Representative to the International Trade Council

**Julie Hooper**

OneSteel Recycling, China

**Hemant Sharma**

Risheek Global, Singapore

**Sandra Vrielink**

OneSteel Recycling, China
Representative to the Communications Committee

**Jose-Martin Neumann**

TSR Recycling, Germany
Representative to the Latin America Committee
& the Membership Committee

**Bashar Gadawala**

Ala Metals, United Arab Emirates
Representative to the Stainless Steel &
Special Alloys Committee

**Tarek Al Sharif**

Sharif Metals International, United Arab Emirates
Representative to the Paper Division

**Simon Isaacs**

Panamax Metals Ltd, United Kingdom

**Richard Lewis**

Avon Metals Ltd, United Kingdom
Representative to the Convention Committee
& to the Textiles Division

**Nicky Jason**

Sansing International, United Kingdom

**Romain Wagner**

Jean Goldschmidt International, Belgium
Representative to the Plastics Committee

**Mike Commisso**

Triple M Metal, Canada
Representative to the E-Scrap Committee

**Martina Francesci**

Fonderie Pandolfo SRL, Italy
Representative to the Shredder Committee

**Aaron Rosenthal**

Cooper's Iron & Metal Inc, Canada

PAST CHAIRMEN/-WOMEN OF THE YTG

Paul Coyte

Hayes Metals, New Zealand - Dec 2009 – Oct 2014

Caroline Craenhals

Belgian Scrap Terminal, Belgium - Oct 2005 – Dec 2009

Boris Bronneberg

SMP, Germany - May 2004 – Oct 2005

Joen Jensen

Scandscrap, Sweden - May 2002- May 2004

Michael West

Metalrecyclers.com Ltd, Australia - May 2001 – May 2002

HONORARY MEMBER

Mark Sellier

OneSteel Recycling, China

A brief history of the Young Traders Group.

Established in 2001, the BIR Young Traders Group has been fostering the industry leaders of tomorrow alongside the development of a world-wide community of fellow industry peers.

Established in 2001, the BIR Young Traders Group has been fostering the industry leaders of tomorrow alongside the development of a worldwide community of fellow industry peers.

The Young Traders Group was created by BIR so that young executives (those aged 35 years and under) could start to become more involved in the activities of the organisation.

The first meeting of what was then called the Young Executives Committee took place in London in 1995 under the chairmanship of Mitchell Padnos of Louis Padnos Iron & Metal (USA). In 2001, it changed its name to the Young Traders Club and was given fresh

impetus with the broadening of its framework to include regular Young Trader networking evenings during BIR conventions. These dinners gave younger delegates the possibility to get to know each other and network in a more relaxed setting.

In recent years, the YTG has been developing programmes and activities, and is represented on the board of each commodity division. It is a platform for young traders to become part of the wider BIR organisation and become involved in its decision-making.

The YTG continues to grow and look towards the future, providing opportunities for all those interested in becoming involved.



Get in touch.

If you have any questions or would like further information on the Young Traders Group, BIR, membership or upcoming events and conferences we'd love to hear from you.

Visit www.bir.org, email bir@bir.org or call +32 2 627 57 70



BIR - REPRESENTING THE FUTURE LEADING RAW MATERIAL SUPPLIERS

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