

BEST PRACTICE

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|--------------------|--------------------------------|-------------------|--------------|
| LOCATION: | Company-wide | ARTICLE YEAR | 2024 |
| ACTIVITY: | Improving health and wellbeing | COMPANY: | CEMEX UK |
| SUB ACTIVITY: | No Sub Activity Available | COMPANY LOCATION: | Company-wide |
| BEST PRACTICE No: | BP2223 | COMPANY TEL: | 0000 |
| COUNTRY OF ORIGIN: | | | |

TITLE

'Hey Girls' Free Sanitary Products - Topic 7

ARTICLE

FINALIST - TOPIC 7 & SPECIAL AWARD

Women make up a minute percentage of the UK's construction/quarrying workforce, however, this may not be due to the roles themselves, but instead, an old-school outlook on equality and bias. The construction sector, unfortunately, holds its reputation for being a "man's" career, despite this being a very outdated construct.

Enticement of women into our industry is put off by:-

- Poor fitting PPE - with PPE provided often been designed to fit the male build, commonly resulting in women working in uncomfortable or ill-fitting PPE
- Poor maternity schemes in comparison to job roles outside of the construction sector.
- Discriminatory behaviour
- Job flexibility
- Poor welfare facilities

Whilst Cemex, and indeed the industry, have made progress with all of the above bullet points and particularly diversity, welfare facilities are a challenge; especially where shared facilities are in place.

Please watch the video to see some of the initiatives introduced by CEMEX to address woman's welfare in the work environment.

ARTICLE IMAGES