



Prevention of Sexual Harassment – Risk Assessment

Assessment details	
Date of Assessment	January 2026
Business Area	Cemex UK
Risk Assessor	Lucy Forster
People involved in making this assessment	Directors/Head of Departments
People at risk	All employees, agency staff, contractors, customers
Risks identified	
Risks identified of worker to worker sexual harassment Where are the power imbalances? Are staff working alone or at night? Do staff socialise outside of work? Do staff engage in crude or disrespectful behaviour at work?	Male-dominated workforce, with a large percentage of senior management roles being occupied by men. Risk of abuse of power leading to harassment. Employees working alone, in small groups or at night Social gatherings, including Christmas parties, potential for blurred boundaries especially in social settings with alcohol outside of work time. Possibility of banter at some client construction sites and our own sites/normalising inappropriate behaviour
Risks identified of third party sexual harassment Do your staff have customer/client/public-facing duties? Are customers or staff drinking alcohol? Are staff expected to attend external events, conferences or training?	Employees have regular contact with customers on CEMEX and client sites Employees have regular contact with other employees, contractors and customers over the telephone, e-mail and online calls. Employees come in to contact with Customers, Clients and members of the public at conferences, training events, career days and work events We can have a large number of contractors on our sites Employees attend meetings alone at customers sites/offices



Control measures	
Reasonable steps to be taken to reduce risk	<p>Specific training to be delivered to managers to ensure they understand what sexual harassment is, and that all reports formal and informal must be taken seriously, documented and appropriate action taken. This training includes educating managers on our policies and procedures and where to get support</p> <p>Running refresher training for all staff, with particular emphasis on inclusion, respectful behaviour and the importance of all staff reporting any sexual harassment they witness.</p> <p>Update statement to include our commitment to protect our employees against sexual harassment which all our customers and clients must sign before we do business with them.</p> <p>Update site and office inductions with Harassment Statement, which all visitors must read and understand and comply with.</p> <p>Instructing managers who manage the relationship with clients/contractors to arrange to discuss our approach and ensure that relevant protocols, responsibilities and reporting mechanisms are established for sexual harassment involving third parties</p> <p>Remind all employees of the Ethos Line and our grievance procedures</p> <p>Communicate change in legislation and our commitment and expectations of people to prevent Harassment at Cemex.</p>
Assessment review date	January 2027
Risk assessor signature	