

“Our Employee Communities provide us with the knowledge and understanding of what it’s really like to work here. They provide the perfect forum for us to hear thoughts, and viewpoints and more significantly support the changes needed to ensure we create and maintain an environment where everyone feels they belong and can be themselves..”

Louise Houston, Head of Inclusion and diversity at Tarmac

People

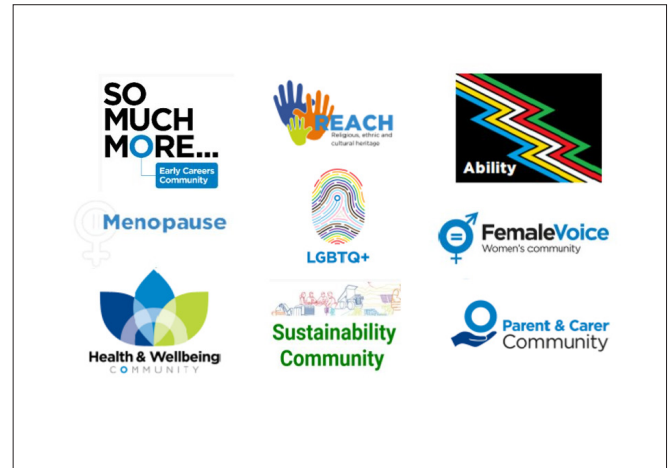
Our People

Employee communities 2022

As part of Tarmac’s ongoing inclusion and diversity commitments, we established a range of dedicated employee networks in 2021. Throughout 2022, these communities continued to grow with three new communities being established. In 2022, our communities were viewed over 10,000 times and have a combined membership of over 1,800 people.

- Female voice
- Menopause support (closed group for our female employees going through the menopause)
- Mental health and wellbeing
- LGBTQ+
- REACH (religion, ethnic and cultural heritage)
- Parents and carers
- Ability (physical and non-physical disabilities including neurodiversity)
- Inclusion and diversity champions
- Sustainability
- Go digital (set up in 2022)
- Early careers (set up in 2022)
- Ex-armed forces and emergency services (set up in 2022)

Colleagues may identify as part of the group or are able to provide support as an ally, such as offering skills, sponsorship and amplifying challenges, or simply to learn more. The networks are connecting colleagues and fostering social inclusion, as well as generating mentoring and coaching opportunities, offering personal and professional development, and ensuring visibility for all colleagues within Tarmac.



Through these communities our colleagues have also helped to drive real change in the business, here are some of the differences they have made during 2022:

Colleagues from our Menopause Support and Female Voice communities helped develop our new menopause policy that we launched in 2022. The new policy includes accompanying guidance for both line managers and employees, and will help employees have a productive, supportive conversation about their needs during menopause and any reasonable adjustments that may be required during this time.

In 2021, during a round table conversation between Peter Buckley, SVP, and our employee community chairs, the chair of our parents and carers community chair highlighted how our paternity policy was impacting parents around the business and why it needed to be reviewed. From this feedback, several paternity workshops were organised, where we spoke to parents from all over the business to gain an insight into how we could update and improve this policy. As a result, Tarmac launched its updated paternity policy in June 2022.