



EUROPEAN WOMEN SHAREHOLDERS
DEMAND GENDER EQUALITY

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ATMOSPHERE DURING THE AGM OF CRH

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By Jackie Jones

The 25 per cent target of women on the CRH Board will be met with the appointments at its 2015 AGM (a jump from 17 per cent from 2014), including a finance officer and several non-executives directors. This means CRH is ahead of the game of many similarly situated companies listed on the EURO STOXX 50 and is to be congratulated for this progress.

Atmosphere at the AGM: I rang and emailed the company before the AGM to enquire about procedure and in order to gauge how I would be received. The company was very receptive and helpful. The Company secretary himself spoke to me on my second phone call (put through directly) and welcomed me, explaining procedure as a reply to my email request and list of questions.

At the AGM, I was greeted by the company secretary's assistant who escorted me into the room and gave me a seat behind the non-executive directors, close to the microphone. The company secretary introduced himself and spoke to me about the day and when the floor would be opened to questions. I asked the first question. The Chair answered and handed it on to the Deputy who gave a longer explanation. The atmosphere was very pleasant and cordial.

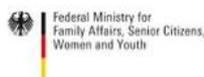
Analysis: there is nothing specific for women to get positions or to prepare women for positions on the Board. However, they do have 25% female representation on the Board. This is surprising for a company that is in a male-dominated sector: they are the third biggest building materials company in the world.

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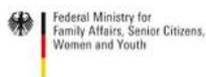
After the AGM closed, the Chair spoke to me, very happy with the project and asked questions. The Chief Executive was very pleased with himself and had a nod from his wife in the audience for his answers. One former Non-Executive (female, Professor at University) and one current Non-Exec director spoke to me about the position of women on Boards and both wanted more – acknowledging that it takes time.

Three more people from the AGM spoke to me about female representation and how it was very important to have diversity.

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