



Welcome to UK News 6th June 2018
your weekly update from around CEMEX UK

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CARING FOR FAMILIES

Don't Text And Drive – Ever



We recently had a very clear illustration of the importance of taking personal responsibility for Health and Safety and the consequences when we don't follow basic Health and Safety principles. At the end of March last year, a 42 year-old Contract Driver died in a road traffic incident while delivering Aggregate on our behalf. The nearside wheels of his tipper vehicle entered the grass verge on a country road. Despite struggling to regain control of the vehicle it overturned. The cab was severely damaged when it collided with a mature hedge row and the Driver died from chest and abdominal injuries.

The outcome of the Fatal Accident Inquiry into the incident has been published by the Scottish Courts, and also reported in the media. It confirmed that the Driver had been texting while driving on the morning of his death. In the first half hour of his journey, at the start of the day, he had sent and received nine texts; the last incoming text, which was unread, coincided with the time of the incident.

The Inquiry Report also noted he was speeding at the time of the incident, travelling at 57 mph in a section of road restricted to 40 mph for large goods vehicles. The Court concluded that had the Driver “not been using his mobile telephone while driving, had not been driving at excessive speed and had been more aware of his surroundings and other traffic, the collision and his resultant death might have been avoided.”

This sad and needless death and the resulting pain and suffering for family, friends and colleagues could so easily have been avoided... nothing is that important that it should require us to text while driving. This is a very clear reminder to us all to drive safely at all times and always follow the Driving Essentials.



Liverpool Team's Quick Thinking Saves Richey



A sub-contracted Haulage Driver, (Richey Larkman hauling for Malcolm Walsh), was experiencing some breathing problems whilst waiting for his next delivery at Liverpool Docklands Asphalt Plant. Richey subsequently began to hyper-ventilate and temporarily passed out.

The initial reactions were that Richey was having a heart-attack as he has a history of heart problems. The Plant staff acted fast and called Emergency Services whilst trying to revive Richey and bring him back round.

Richey was saved from a potentially harmful situation by the **fast action** and **teamwork** of the site operatives. Their calmness and professionalism whilst dealing with the situation meant that Richey was kept safe and in good hands until the medical professionals arrived. By stepping-in during this situation Richey's Health and Safety was placed as an utmost paramount by all concerned.

John Smith, Northern Operations Manager, commented: "The team at Liverpool Docklands coped remarkably well under difficult circumstances on the day. Docklands is a new site with many new members of staff who rallied on the day to ensure the health of our Driver was looked after, and emergency procedures were followed in a swift manner."

Last Week Was Addictions Health Week



An estimated 2 million people in the UK are fighting an addiction.

The most common ones are:

- o Drugs
- o Alcohol
- o Smoking

Life is stressful, and everyone needs something to help them relax. While some people manage to find healthy ways of relaxing everyone is tempted by vices such as alcohol, tobacco and drugs. The problem though is that this form of "self-medication" commonly brings out an addiction – the coping mechanism becomes an even greater problem unto itself.

There are other more sustainable coping mechanisms and lifestyle choices that you might consider trying. What makes the healthier choices less desirable for some people, however, is that they won't provide you with gratification without requiring you to put in a little effort.

Lighting up a joint and going for a jog are measurably different activities. But, just as drug and alcohol abuse commonly damages your self-perception, you might find that the activities which challenge you will likely enhance your feelings of self-worth. And, ideally speaking, you might find that building up your confidence and self-respect decreases your desire to consume drugs and alcohol.

Please share these awareness materials with your teams, colleagues, friends and family.



View via our Sharepoint site: <https://cemex.sharepoint.com/sites/HealthandWellbeing/SitePages/Week-Four.aspx> It includes a Powerpoint file with embedded videos for you to watch.

Or via our Yammer page:

https://www.yammer.com/cemex.com/#/threads/inGroup?type=in_group&feedId=14513002&view=all

Three Drownings In Disused Quarry Lakes Within Seven Day Period



MPA urges members to help raise public awareness of the dangers of open water. The recent tragic deaths of two teenage boys in the Republic of Ireland and a 28 year-old father in a site in Scotland only reinforces the importance of maintaining vigilance at all sites and supporting campaigns that help to educate the public about 'Cold Water Shock' and the hazards associated with open water such as Quarry lakes and reservoirs. Thankfully none of the incidents were on CEMEX sites.

Whilst it will be some time before the detailed information is available on these two incidents, early press reports tell an all too familiar story. Both cases involved a disused Quarry lake where there were warning signs about the dangers of swimming. In one case, the adult male appears to have been jumping from high rocks into the Quarry lake and failed to re-appear. In the second, a group of boys were in the Quarry, one attempted to swim out to an island and got into trouble, a friend who went to help him also drowned, a third teenager also got into difficulty, but was able to return to dry land. It is understood that this site was well known locally for people swimming and that the water in the lake was very deep and cold. Even after the fatalities, people were seen swimming in the lake the next day. A better appreciation of the hazards they were exposing themselves to might have made them think twice before engaging in these activities.

MPA is supporting the [UK's National Drowning Prevention Strategy](#) which aims to half the number of accidental drownings by 2026. A key theme of the strategy is to raise public awareness of the hazards associated with open water. MPA is committed to promoting campaigns which seek to achieve this. The campaigns being run by the RNLI and the RLSS (Royal Life Saving Society) have excellent resources and provide key safety messages that apply to both inland water and coastal waters. Please help us to support these campaigns by sharing the videos and website links with your colleagues.

The [RNLI Respect the Water](#) campaign highlights how floating can help save your life when suddenly plunged into water. Circa. 50% of accidental drowning involve individuals falling into water.

The RLSS will be launching its [Drowning Prevention Week](#) on the 15 June. Please see their safety messages and free resources. Please share also these with your colleagues and ask them to share them with their family and friends. Hopefully, a better-informed community will help prevent others from putting their lives at risk.

MPA has a campaign Facebook page: [Stay Safe Stay Out of Quarries](#), videos and other free resources that can be used to support your community engagement work.

Please contact Elizabeth Clements if you would like MPA support with a particular problem site.



CARING FOR CUSTOMERS

Fulham Get Ready To Go...



Stuart Keithley and the team at Fulham are busy getting ready for the CEMEX Go live next week... good luck!

East Leake Open Again....



East Leake Quarry has successfully opened its gates again for business this week. It has been closed since February 2017 due to planning issues. We were on the verge of reopening in the summer of 2017 when a small group of Bee-eaters nested in the Quarry. They attracted national attention including a visit from Springwatch and over 15,000 bird enthusiasts!

Unfortunately, this delayed our ability to strip the land for processing. We then had a very wet winter and early Spring.

The East Leake team held a customer event day at the Quarry which was attended by 25 customers and staff. Customers had a tour of the Quarry, lunch and took away samples. They opened the gates again for business Monday and had a really busy day selling in excess of 800 tonnes! Well done to the team for getting the Quarry up and running again!

The photo shows customers enjoying the open day at East Leake Quarry - Peakdale Quarry products, Wanlip Sand & Gravel, Wrightmix Leicester and GRS Roadstone.

CARING FOR SHAREHOLDERS

REMINDER – Change Of CEMEX UK Registered Office



The registered office address for the CEMEX UK group of companies changed this week to:

CEMEX House, Evreux Way, Rugby, Warwickshire, CV21 2DT

From now on, please do not use any headed paper (or other documentation) containing the Thorpe address.



Environmentally Friendly Dredger



Finnish technology group, Wärtsilä, will provide the engines, propellers and control system for CEMEX UK's new hopper dredger being built by Damen. Wärtsilä will prepare the engines ready for use with IMO Tier III compliant selective catalytic reduction technology to reduce emissions.

When delivered, Wärtsilä claims that the 103-metre long, 4,975 gross tonnage dredger will be one of the most environmentally sustainable ships of its type in operation.

CEMEX Recognises International Suppliers



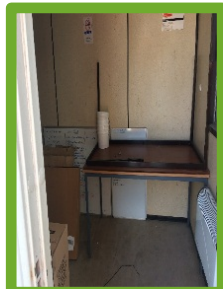
CEMEX announced the winners of the third edition of the company's INTEGRATE Innovation Program and the winner of the company's first global edition of Supplier of the Year.

In its final phase, CEMEX's INTEGRATE Innovation Program included 11 global suppliers of various categories and services (i.e. mobile equipment, paper and sacks, lubricants, additives, and refractory material, among others), who proposed 15 creative ideas to generate more efficient processes, products, and services. To evaluate and qualify the ideas received, 70 people from different areas of CEMEX (e.g. Technical, Planning, Operations, Innovation, Commercial, and Procurement) and different regions of the world participated in the selection of the three winning ideas.

Correspondingly, CEMEX representatives from the different global categories carried out the company's Supplier of the Year selection process.

Volvo won 1st place in the innovation program for competence development of machine operators with simulators. *Read the complete press release for the rest of the winners:* <https://cmx.to/2xBpxcK>

Op Ex Improvements For South Ferriby.....



Sean Page recently worked the 5S magic with the team at South Ferriby. Sean worked with Andrew Horner and his technical team to provide much needed storage space. The exercise provided an opportunity in "sorting" and marking the boxes before they were stored, which had previously been dumped in the storage container.

Well done team... see the before and after photos to see the improvement!!



Op Ex Training For Leeds



Operational Excellence Training went ahead last week with the Logistics Team at Leeds Asphalt Plant. Mike Andrew's led the session and there were some great ideas for waste elimination which could easily be used across the whole of the business. Watch this space for future developments.

Thanks to Carl Milton, Mike Roe, Sean Page and Nigel Smith.

CARING FOR COMMUNITIES

CEMEX Nominated As Responsible Business Champion



Mark Pawsey, MP for Rugby, has nominated CEMEX UK as his 2018 Constituency Responsible Business Champion and as a consequence we are entered into the national competition organised by the House of Commons CSR Group to find the national champion. The results will be announced on 4th July.

The Secretary of the awards said in an email to his office:

'Please thank Mark for supporting our Responsible Business Champions scheme. We set it up so that together we can celebrate the achievements of decent businesses like CEMEX UK and I am sure that they and their supporters throughout the local community will be grateful to Mark for nominating them.'

Collessie Lend A 'Seaside' Hand



Three members of staff from Collessie Quarry had a great Lend-A-Hand opportunity with Fife Coast and Countryside Trust in May. They helped with installing saltmarsh bio-rolls along the Eden Estuary not far from St Andrews.

This is related to a research project (Green Shores Project) run by St Andrews University which involves a pilot programme of placing bio-rolls (made from coconut fibre) to act as wave protections to the newly planted saltmarshes. The aim of the research project is to restore the saltmarsh habitat in parts of Scotland and by restoring the saltmarshes, they could potentially be a key method to lower flood and erosion risk.

The team received some lovely comments from FCCT: "A huge thank you to our team of volunteers from CEMEX Collessie Quarry for a hard bit of graft to install bio-rolls out on the north shore of the Eden Estuary. A small band of volunteers and a dollop of sunshine combined to make a memorable day and a positive impact. Thanks!"



BMV Recognises CEMEX's Sustainability For The Third Consecutive Year



CEMEX announced today that, for the third consecutive year, the Mexican Stock Exchange recognised CEMEX as the best-qualified company in the area of sustainability from a total of 79 listed companies.

For the seventh consecutive year, the Mexican Stock Exchange selected CEMEX to participate in its Sustainability Index, which recognises organisations' performance in the three pillars of sustainability: Corporate Governance, Social Responsibility, and Environment.

CEMEX's recognition is based on work carried out by the Universidad Anáhuac México Sur, an organisation that annually analysis the information and practices of listed companies to determine the composition of the Sustainability Index. *Read the complete press release:* <https://cmx.to/2xltQ6f>

CARING FOR EMPLOYEES

Farewell Hector, Congratulations Laurence



I am pleased to announce that Laurence Dagley is joining the UK Leadership Team as Planning and Administration Vice President for the United Kingdom.

Laurence joined CEMEX in 2006 as Strategic Planning Project Advisor and his career has progressed with him undertaking various management roles in Strategic Planning for UK Services, Building Products and Cementitious. In 2010 his career path moved Laurence into a number of operational and commercial business roles – first as Director for Concrete Products and Ash and then into Aggregates as Marine Director.

I know that you will join me in congratulating Laurence on his appointment and wish him success with his new responsibilities.

With Laurence joining the UK Leadership Team, it is with warmest personal regards that we say farewell to Hector Tassinari. Hector is moving to Neoris, based in Monterrey, Mexico as Chief Financial Officer. Hector has been a highly respected member of our team whose dedication and contribution to the UK has been invaluable. On behalf of everyone at CEMEX please let us all wish Hector the very best of luck for the future and a smooth transition back to Mexico for him and his beloved family.

Tip-ex Tank-ex Awards 2018 Winners



The Tip-ex Tank-ex awards in Harrogate recognise the individuals, teams and businesses shaping the tipper and tanker industries. On Friday 1 June over 500 representatives from the tipper, tanker and bulk haulage industry came together as the 2018 winners were revealed.

This year CEMEX UK were awarded the Apprentice of the Year Award and Tanker Safety Award.



It was great to see Emily Luff from our Lincoln operation pick up the Apprentice of the Year Award - Emily recently graduated with our HGV Driver Apprentice Scheme and now drives a 32 tonne tipper truck delivering Aggregates and Asphalt. She is our first woman tipper driver apprentice in CEMEX UK and has been a great ambassador for bringing more women into the logistics sector.

She passed her HGV test first time and we have seen her flourish and grow in both confidence and skill set and become a safe and proficient driver of heavy trucks and clearly enjoys her job. She has become an asset to the team and a role model for future potential applicants.

Emily said she was shocked but delighted to win the Award both for herself and other young aspiring drivers.

Carl Milton commented: "It was a great achievement for Emily and all this year's apprentices, great recognition for the work and commitment going into to develop young people and talent in the company."

You can see Emily's entry: <https://youtu.be/L8rSodF9i1A>

April's Thanks For Your Effort Winner Is....



David Tyghe – Assistant Manager Asphalt - Salford Coating Plant

David responded at short notice on a Sunday morning to a plant breakdown - he cancelled his family plans for the day and travelled to the Plant. He then coordinated a team to fix the plant, enabling CEMEX to reduce the volume traded with a competitor and ensuring that the Plant was available for production on the Monday.



Thank you and congratulations David for your dedication over and above the normal expectations.

THANKS FOR YOUR EFFORT RECOGNITION SCHEME

When an individual/team demonstrates one or more of our values they may be nominated for recognition, monthly winners are recognised in UK News and the annual Team Talks. All employees are eligible and able to nominate. The monthly winners receive store vouchers to the combined value of £100.

The Thanks For Your Effort Nominees Were....



Yet again this month there are some amazing nominations for the Thanks For Your Effort Award. All of those nominated deserve recognition from all of us for being so fantastic. Without their efforts our company wouldn't be what it is. Thank you to you all for your efforts.



Andy Webster and the staff at the Grimsby Coating Plant. They also went above and beyond to service customers in normal and out of hours. The team had an order for 140t of Red/Red for two days at the end of March so they knew that they were going to be busy.



Seven trucks were needed with an early start because of the distance of the delivery. Andy Webster sent out a text message to all the collects letting them know that on these two days they would only be serving the collects from 12.00–3.00pm, and the staff were going to come in at 4.30am to give them the head start required. They also collaborated with Shipping to obtain three trucks from Selby - one from Lincoln and three from JA Barkers.

Frank Kehoe and the Liverpool Docklands Team – Asphalt Operations Liverpool Docklands.

Frank and the team have had operational issues at the Plant and delayed contractor promises – but they all have worked above and beyond. They have worked out of hours and weekends to ensure the customer is looked after. The volumes have increased in April and the staff are pulling out all the stops to ensure this is a successful Plant with great customer service. Nothing is too much trouble for the team and they are a credit to the business – all are committed to being the best and supplying superior customer service.

Nick Giles – Weighbridge, Forest Wood. There was an incident recently at the weighbridge where a customer was disgruntled that they were unable to load 3 tonne of material for collect. Nick followed 100% correct procedure and checked with the DVLA the legal capability of the vehicle. He offered the customer the material in two separate loads.

The customer was aggressive and threatening towards Nick, who kept his cool, and he dealt with the manner with an excellent level of customer service and understanding. The Driver has since been dismissed but the decision was left with Nick as to whether he wanted to accept an apology from the Company Director and passenger and allow them to return or ban them from the Plant altogether due to our zero tolerance to disrespecting staff. Nick made the decision that he's happy to accept the apology and continue to supply the company – considering how shaken up he was after the incident, this is admirable.

Ian Hunter, Dove Holes Rail Team Leader. CEMEX has re-tendered all its rail freight traffic. With consistent under-performance from the existing dominant supplier, a new approach was needed. A new rail freight model is now being implemented with a new Terminal Services Operator appointed at Dove Holes, and the freight and handling split between a number of Operators. Whilst the main contracts start in June, from April we started to introduce providers early to provide additional capacity and get used to a new way of working. This has been massively challenging for Ian and his team on the ground managing not one but four freight operators on site and yet still managing to do this safely and achieving a higher tonnage than last year.

Cycle To Work Scheme



This year's window to save money on a bike through our Cycle to Work scheme is open. You can take advantage of the CEMEX Lifestyle offer between 14th May and 30th June.

Please visit: www.cemexlifestyle.co.uk, call Cycle to Work on 01908 303498 or text 'cycles' to 81025 to find out more.



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
203-05-2018	LGV Mixer Driver x 2	Readymix Southern	Cardiff	06/06/2018
204-05-2018	Night Driver Bulk Tankers Mon-Fri	Cement Logistics	Tilbury Cement Plant	07/06/2018
205-05-2018	Multi Skilled Operative – Perm Nights	Aggregates Northern	Dove Holes	07/06/2018
207-05-2018	Shipper/Fleet Planner Area 14	Readymix Central	Norwich	08/06/2018
210-05-2018	Sales Representative	Aggregates South East	Datchet/Langley	08/06/2018
211-05-2018	Sales Representative	Aggregates South Wales & West	Wickwar/Wick	08/06/2018
212-05-2018	Operations Maintainer	Cement	Rugby Plant	12/06/2018
213-05-2018	CRM Project Management Officer	CEMEX Go	Rugby Office	14/06/2018
214-05-2018	Security Investigator	UK Security	Rugby Office – UK – Wide remit	07/06/2018
215-05-2018	Customer Care Agent	CEMEX Go	Rugby Office	15/06/2018
216-06-2018	Relief Plant Manager	Readymix Northern	South Yorkshire	15/06/2018
217-06-2018	Area Manager	Asphalt	Yorkshire, Humberside, Central & Eastern	18/06/2018
218-06-2018	Regional Estates Manager	National Reserves	Northern Region	12/06/2018
219-06-2018	Nightshift Fitter	Concrete Products	Northfleet	15/06/2018

For further details on other roles and a full listing of other vacancies, together with information on how to apply, please log on to CEMEX Shift > My Services > Internal Vacancies>New IVCs.

We would love to hear from you for the next edition

To send us a story: either click on 'submit a story' on the UK News website or email gb-communicationsandpublicaffairs@cemex.com or call us on 01932 583 217/006

If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.







A pint



A 330ml bottle



A 175ml glass of wine



A 25ml single





BE AWARE OF DRUGS & ALCOHOL

Drugs and alcohol consumption can impair your judgment, eye sight, concentration, balance and endanger you, your workmates and your family. Don't let them ruin your life. Recognise the warning signs and get help for alcohol and drug abuse or addiction.

Marijuana



You receive a lot of mixed messages.

Download the facts:
www.teens.drugabuse.gov



Addiction: About 1 in 6 people who start smoking marijuana in their teens will become addicted.



Failure in School: Smoking marijuana interferes with learning and memory, increasing the risk of poor grades and dropping out of school.



Accidents: Smoking marijuana messes with the skills you need to drive safely, especially when combined with alcohol.





new leaf health



Substance Misuse and Addiction





CEMEX's Drugs and Alcohol Policy is designed to promote a culture in which drug and alcohol abuse is discouraged. It is intended to ensure that use of either drugs or alcohol does not result in risks to the health and safety of individuals, their colleagues, customers or the public, or impair the safe and efficient running of the organisation.

Both drugs and alcohol can impair an individual's judgement, make them over-confident and more likely to take risks. This is in addition to poor co-ordination, erratic behaviour, aggression and blurred vision – all side effects of drugs and alcohol.

CEMEX are committed to support and offer assistance with the rehabilitation of employees who may have a problem with drug or alcohol addiction and are prepared to commit to appropriate treatment. We ask that employees come forward if they believe they may have drug or alcohol addiction, and encourage people to step in and support colleagues or family members in seeking help where they believe they may have an issue.

If an employee thinks they have, or are developing, an alcohol or drug related problem they should inform their line Manager or Supervisor, or ring the confidential Employee Support Line, at the earliest opportunity. The Company promises to maintain the strictest confidentiality when dealing with individuals, within the limits of what is practicable.

This booklet, developed in collaboration with New Leaf Health, offers advice and information about addictions, not only drugs and alcohol, but also about smoking. It raises awareness about the effects of addictions, information how to give up and organisations that can provide help and additional advice.

Substance Misuse and Addiction

What causes addictions?

There are lots of reasons why addictions begin. In the case of drugs, alcohol and nicotine, these substances affect the way you feel, both physically and mentally. These feelings can be enjoyable and create a powerful urge to use the substances again.

Gambling may result in a similar mental "high" after a win, followed by a strong urge to try again and recreate that feeling. This can develop into a habit that becomes very hard to stop.

Being addicted to something means that not having it causes withdrawal symptoms, or a "come down". Because this can be unpleasant, it's easier to carry on having or doing what you crave, and so the cycle continues.

Often, an addiction gets out of control because you need more and more to satisfy a craving and achieve the "high".

Free, confidential advice and counselling is also available via our Lifestyle Support Employee Assistant Programme.
www.lifestyle-support.co.uk

How addictions can affect you

The strain of managing an addiction can seriously damage your work life and relationships. In the case of substance abuse (for example, drugs and alcohol), an addiction can have serious psychological and physical effects.

Impairments caused by drugs and alcohol can risk the safety of you and your colleagues.

Some studies suggest addiction is genetic, but environmental factors, such as being around other people with addictions, are also thought to increase the risk. An addiction can be a way of blocking out difficult issues. Unemployment and poverty can trigger addiction, along with stress and emotional or professional pressure.

Getting help for addictions

Addiction is a treatable condition. Whatever the addiction, there are lots of ways you can seek help. You could see your GP for advice or contact an organisation that specialises in helping people with addictions.

Alcohol

Realising you have a problem with alcohol is the first big step to getting help.



Aim for
2-3
Alcohol
free days
per week

Don't
consume
more than
14
units per
week

Binge
drinking
is defined as
consuming
6+
units



Risks of drinking too much

Regularly drinking more than 14 units a week risks damaging your health.

Fourteen units is equivalent to six pints of average-strength beer or 10 small glasses of low-strength wine.

New evidence around the health harms from regular drinking have emerged in recent years.

There is now a better understanding of the link between drinking and some illnesses, including a range of cancers.

The previously held position that some level of alcohol was good for the heart has been revised.

There is no safe amount

The type of illnesses you can develop after 10 to 20 years of regularly drinking more than 14 units a week include cancers of the mouth, throat and breast, stroke, heart disease, liver disease, brain damage, damage to the nervous system

It is now thought that the evidence on a protective effect from moderate drinking is less strong than previously thought.

The less you drink, the lower the health risks.

Many people who drink the night before don't realise it takes several hours for alcohol to disappear from the body and risk driving under the influence the next day.

Calories in alcohol

Did you know a standard glass of wine can contain as many calories as a piece of chocolate, and a pint of lager has about the same calorie count as a packet of crisps?

The average wine drinker in England takes in around 2,000kcal from alcohol every month.

Drinking five pints of lager a week adds up to 44,200kcal over a year, equivalent to eating 221 doughnuts.

Hidden risks of social drinking

If you think only alcoholics and binge drinkers are putting their health at risk, think again. Many people who see themselves as "social drinkers" are at risk of developing long-term health conditions because of the amount they regularly drink.

Most drinkers are unaware that regularly drinking more than 14 units a week can lead to a wide range of long-term health problems, including cancer, stroke and heart attack.

Alcohol misuse

If you are worried about your drinking or have had an alcohol-related accident or injury, you may be offered a short counselling session known as a brief intervention.

Keeping a "drinking diary" may be recommended so you can record how many units of alcohol you drink a week. You may also be given tips about social drinking, such as alternating soft drinks with alcoholic drinks when you're out with friends.

Moderation vs abstinence

Cutting alcohol out completely will have a greater health benefit. However, moderation is often a more realistic goal, or at least a first step on the way to abstinence.

Withdrawal symptoms

If you're dependent on alcohol to function, it's recommended you seek medical advice. Some people may be prescribed medication, attend self-help groups, receive extended counselling, or other therapies.

What does 1 unit of alcohol look like?



Smoking

Making small changes to your lifestyle may help you resist the temptation

Tobacco smoke contains over **4000** chemicals

You're **4 times** more likely to quit if you get help from stop smoking services.



Combining smoking + drinking raises your risk of mouth cancer by **38 times**

How will stopping smoking make life better?

1 Breathe more easily

People breathe more easily and cough less when they give up smoking because their lung capacity improves by up to 10% within nine months.

2 Gives you more energy

Within 2 to 12 weeks of stopping smoking, your blood circulation improves. This makes all physical activity much easier.

3 Feel less stressed

The withdrawal from nicotine between cigarettes can heighten feelings of stress. It's easy to confuse normal stress with nicotine withdrawal, but this is not the case. In fact, scientific studies show people's stress levels are lower after they stop smoking.

4 Quitting leads to better sex

Stopping smoking improves the body's blood flow so improves sensitivity. Men who stop smoking may get better erections. Women may find their orgasms improve and they become aroused more easily.

5 Improves fertility

Non-smokers find it easier to get pregnant. Quitting smoking improves the lining of the womb and can make men's sperm more potent.

6 Improves smell and taste

When you stop smoking, your senses of smell and taste get a boost. Your mouth and nose recover from being dulled by the hundreds of toxic chemicals found in cigarettes.

7 Younger-looking skin

Stopping smoking has been found to slow facial ageing and delay the appearance of wrinkles.

8 Whiter teeth and sweeter breath

Giving up tobacco stops teeth becoming stained, and you'll have fresher breath.

9 Quit smoking to live longer

Half of all long-term smokers die early from smoking-related diseases.

10 Protects your loved ones

By stopping smoking, you'll be protecting the health of your non-smoking friends and family, too.

Think positive

You might have tried to quit smoking before and not managed it, but don't let that put you off. Look back at the things your experience has taught you and think about how you're really going to do it this time.

Make a plan to quit smoking

Make a promise, set a date and stick to it. Sticking to the "not a drag" rule can really help. Whenever you find yourself in difficulty say to yourself, "I will not have even a single drag" and stick with this until the cravings pass.

Think ahead to times where it might be difficult – a party for instance – and plan your actions and escape routes in advance.

Consider your diet

Is your after-dinner cigarette your favourite? A US study revealed that some foods, including meat, make cigarettes more satisfying. Others, including cheese, fruit and vegetables, make cigarettes taste terrible. So swap your usual steak or burger for a veggie pizza instead.

You may also want to change your routine at or after mealtimes. Getting up and doing the dishes straight away or settling down in a room where you don't smoke may help.

Change your drink

The same study as above also looked at drinks. Fizzy drinks, alcohol, cola, tea and coffee all make cigarettes taste better. So when you're out, drink more water and juice.

Some people find simply changing their drink (for example, switching from wine to a vodka and tomato juice) affects their need to reach for a cigarette.

Identify when you crave

A craving can last five minutes. Before you give up, make a list of five-minute strategies. For example, you could leave the party for a minute, dance or go to the bar.

Get stop smoking support

If friends or family members want to give up too, suggest to them that you give up together.

Cannabis

Your risk of getting addicted to cannabis is higher if you start using it in your teens or use it every day.



Research shows
10% of regular
cannabis users
become
dependent

Trying to give up? call
Frank's free drugs
helpline on 0300 123 6600

Most widely
used illegal
drug in the
UK



What is cannabis?

Cannabis (also known as marijuana, weed, pot, dope or grass) is the most widely used illegal drug in the UK.

The effects of cannabis vary from person to person:

- you may feel chilled out, relaxed and happy
- some people get the giggles or become more talkative
- hunger pangs ("the munchies") are common
- colours may look more intense and music may sound better
- time may feel like it's slowing down

Cannabis can have other effects too:

- you may feel faint or sick
- it can make you sleepy and lethargic
- it can affect your memory
- it makes some people feel confused, anxious or paranoid, and some experience panic attacks and hallucinations
- it interferes with your ability to drive safely

Regular use

If you use cannabis regularly, it can make you demotivated and uninterested in other things going on in your life, such as education or work.

Long-term use can affect your ability to learn and concentrate.

Developing Tolerance

As with other addictive drugs, such as cocaine and heroin, you can develop a tolerance to cannabis. This means you need more to get the same effect.

If you stop using it, you may get withdrawal symptoms, such as cravings, difficulty sleeping, mood swings, irritability and restlessness.

Cannabis and tobacco

If you smoke cannabis with tobacco, you're likely to get addicted to nicotine and risk getting tobacco-related diseases such as cancer and coronary heart disease.

If you cut down or give up, you will experience withdrawal from nicotine as well as cannabis.

Cannabis and mental health

Regular cannabis use increases your risk of developing a psychotic illness, such as schizophrenia. A psychotic illness is one where you have hallucinations (seeing things that aren't really there) and delusions (believing things that aren't really true).

Your risk of developing a psychotic illness is higher if:

- you start using cannabis at a young age
- you smoke stronger types, such as skunk
- you smoke it regularly
- you use it for a long time
- you smoke cannabis and also have other risk factors for schizophrenia, such as a family history of the illness

Cannabis also increases the risk of a relapse in people who already have schizophrenia, and it can make psychotic symptoms worse.

Other Risks

Cannabis can increase the risk to health and safety at work of an individual, colleagues and others.

Cannabis can be harmful to your lungs and can make asthma worse.

You're more likely to be injured in a road traffic accident.

Cannabis may affect your fertility.

If you're pregnant, cannabis may harm your unborn baby.

Cannabis increases your risk of cardiovascular disease and stroke.

Medicinal benefits?

Cannabis contains active ingredients called cannabinoids. This is used to relieve the pain of muscle spasms in multiple sclerosis.

Trials are under way to test cannabis-based drugs for other conditions.

**Cannabis is naturally occurring - it is made from the cannabis plant.
The main active chemical in it is tetrahydrocannabinol (or THC for short).**

Cocaine

A highly addictive, powerful stimulant, cocaine can cause a very strong psychological dependence.

Possession
can get you up to
seven years
in jail

Common
additives include
lactose,
cornstarch,
sugar, talcum
powder



What is cocaine?

Powder cocaine (coke), freebase and crack are all types of cocaine, and all are powerful stimulants. Freebase and crack can be smoked, and powder cocaine can be snorted in lines. Both cocaine powder and crack can also be prepared for injecting.

How does cocaine make you feel?

Cocaine gives the user energy, a feeling of happiness and being wide awake, and an overconfidence that can lead to taking risks. The effects are short-lived, so more drug is taken, which is often followed by a nasty "comedown" that makes you feel depressed and unwell, sometimes for several days.

How does cocaine affect your health?

If you take cocaine, it's possible to die of an overdose from overstimulating the heart and nervous system, which can lead to a heart attack. It can be more risky if mixed with alcohol.

Risks

Taking cocaine is particularly risky if you have high blood pressure or already have a heart condition.

If you're pregnant, cocaine can harm your baby and even cause miscarriage.

If you've had previous mental health problems, it can increase the chance of these returning.

If you snort cocaine, it can damage the cartilage of your nose over time.

If you inject it, you are at higher risk of dying as the result of an overdose, and your veins and body tissues can be seriously damaged. You put yourself at risk of catching HIV or hepatitis if you share needles.

Cocaine and alcohol

Using cocaine with alcohol (or other drugs) can substantially increase risk of side-effects. Alcohol and cocaine together can be particularly dangerous, as they mix together in the body to produce a toxic chemical, called cocaethylene.

Finding help

If cocaine is damaging your relationships, work, money situation or health you can get help to stop on the NHS. **You don't have to be taking cocaine, or crack cocaine, every day to be addicted to it.**

One sign of addiction is that you have tried to cut down or stop but can't.

There are effective treatments available to help you stop.

You can go and see your GP, who can refer you for treatment.

Or, if you prefer, you can refer yourself directly to your local drug treatment service.

At your first appointment you will be asked lots of questions about your health and drug use. This is so a tailored treatment plan can be put together for you.

You'll be given a key worker who will support you throughout your treatment plan.

Which treatments work for cocaine addiction?

Treatments that are known to be effective for cocaine addiction include:

Talking therapies – therapies like cognitive behavioural therapy (CBT) help you to understand your addiction and to change your thoughts and behaviour. This will either be as part of a group or one to one with a specialist drugs counsellor or therapist.

Couples therapy – you may be offered this if you have a partner who does not use cocaine.

Incentives – you may be offered rewards, such as vouchers, for sticking with your treatment and for staying off cocaine when it finishes.

Unlike treatment for heroin, there are no medicines that work as substitutes for powder cocaine, crack cocaine and other stimulants. However, you may be offered medication to help with related symptoms. In one study 61% of people having treatment for a powder cocaine addiction had stopped using within six months.

Steroids

Anabolic steroids are **class C** drugs

Anabolic steroids are prescription-only medicines that are sometimes taken without medical advice to increase muscle mass and improve athletic performance.



You should see your GP if you think you're addicted



Steroid use

If steroids are misused they can cause serious side effects and addiction.

Anabolic steroids are manufactured drugs that mimic the effects of the male hormone testosterone. They have limited medical uses and aren't to be confused with corticosteroids, a different type of steroid drug that's commonly prescribed for a variety of conditions.

Anabolic steroids are performance-enhancing drugs that increase muscle mass and decrease fat, as well as causing many undesirable effects. Some athletes, weightlifters and bodybuilders take them regularly to improve their physical performance and build up their bodies.

However, people of all ages have been known to misuse these drugs, including adolescent boys who suffer from body dysmorphia, an anxiety disorder where the way someone thinks about their body doesn't match the way it looks.

Side effects



Some people believe taking anabolic steroids will help them become fit and healthy. This isn't true: taking anabolic steroids is a dangerous drug habit.

Regularly taking anabolic steroids causes a range of male features, not just increased muscle mass. It can also lead to potentially dangerous medical conditions, such as high blood pressure (hypertension) or heart attacks.

Like many other substances, anabolic steroids are addictive. This means you can crave the drug, require more to get the same effect, and have withdrawal symptoms if you suddenly stop taking them. A person who is addicted to anabolic steroids will continue using them despite experiencing unpleasant physical side effects.

When doctors prescribe steroid medication, they always advise coming off the medication slowly by gradually reducing the dose. Coming off anabolic steroids suddenly can result in withdrawal symptoms.

Effects of anabolic steroids

Men		Women	
Reduced sperm count & infertility		Facial hair growth	
Shrunk testicles		Body hair	
Erectile dysfunction		Loss of breasts	
Baldness		Swelling of the clitoris	
Breast development		A deepened voice	
Increased risk of developing prostate cancer		An increased sex drive	
Severe acne		Problems with periods	
Stomach pain		Hair loss	
		Severe acne	

Withdrawal symptoms can include depression and apathy, feelings of anxiety, difficulty concentrating, insomnia, anorexia, decreased sex drive, extreme tiredness (fatigue), headaches, muscle and joint pain.

Men and women who take anabolic steroids can develop the following conditions

Heart attack or stroke
Liver or kidney tumours
High blood pressure (hypertension)
Blood clots
Fluid retention
High cholesterol
Psychological effects

Misusing anabolic steroids can also cause the following psychological or emotional effects

Aggressive behaviour
Mood swings
Manic behaviour
Hallucinations and delusions

Get Help

With the right help and support, it's possible for you to get drug free and stay that way.



FRANK



NHS

Where to get help for drugs

Your GP is a good place to start. They can discuss your problems with you and get you into treatment.

They may offer you treatment at the practice or refer you to your local drug service.

If you're not comfortable talking to your GP, you can approach your local drug treatment service yourself.

Visit the Frank website to find local drug treatment services.

If you're having trouble finding the right sort of help, **call the Frank drugs helpline on 0300 123 6600**. They can talk you through all your options.

Charity and private drugs treatment

As well as the NHS, there are charities and private drug and alcohol treatment organisations that can help you. Private drug treatment can be very expensive but sometimes people get referrals through their local NHS.

Your first appointment

- At your first appointment for drug treatment, staff will ask you about your drug use.
- They will also ask about your work, family and housing situation.
- You may be asked to provide a sample of urine or saliva.
- Staff will talk you through all of your treatment options and agree a treatment plan with you.
- They can tell you about local support groups for drug users and their families or carers.
- You'll also be given a keyworker who will support you throughout your treatment.

What drug treatment involves

This depends on your personal circumstances and also what you're addicted to.

Your keyworker will work with you to plan the right treatment for you.

Your treatment may include:

Talking therapies – talking therapies, such as cognitive behavioural therapy (CBT), help you to see how your thoughts and feelings affect your behaviour.

Treatment with medicines – if you are dependent on heroin or another opioid drug, you may be offered a substitute drug, such as methadone. This means you can get on with your treatment without having to worry about withdrawing or buying street drugs.

Detoxification (detox) – this is for people who want to stop taking opioid drugs like heroin completely. It helps you to cope with the withdrawal symptoms.

Self-help – some people find support groups like Narcotics Anonymous helpful. Your keyworker can tell you where your nearest group is.

Reducing harm – your drugs workers will help you reduce the risks associated with your drug-taking. You may be offered testing and treatment for hepatitis or HIV, for example.

Where will you have your treatment?

You may have your treatment while living at home or as a hospital inpatient. If your drug-related problems are complicated you may be referred to a residential rehab.

Adfam

Adfam has local groups for families affected by drugs and alcohol. Find a support group near you. It also has a range of information for the families of drug users.

DrugFam

DrugFam offers phone and email support to people affected by other people's drug or alcohol misuse. Email office@drugfam.co.uk or phone the helpline on **0300 888 3853**.

Release

Release offers free, confidential advice on drugs law for drug users and their families. Email ask@release.org.uk or phone the helpline on **020 7324 2989**.

Zero Tolerance

Within CEMEX there is zero tolerance of any drugs that could adversely affect work performance and/or health and safety.

The detection of any drugs will determine that the person is under the influence of drugs and has tested positive.

Although the legal driving limit for alcohol in England is 35 micrograms of alcohol per 100 millilitres of breath, CEMEX have lowered this limit to 22 micrograms, which is the legal driving limit for most European countries.

The detection of alcohol above the limit stated will determine that the person is under the influence of alcohol and has tested positive.

There is zero tolerance to the possession of non-prescription drugs on any CEMEX premises and the Company reserve the right to search for prohibited substances if they have reason to suspect a contravention.

Testing positive for drugs or alcohol without a satisfactory medical explanation will be considered as gross misconduct and could lead to instant dismissal and all employees have a responsibility for reporting any medication they are taking that could affect their own or others safety whilst at work.



Not far enough to help
keep your children safe.

Most of the harmful chemicals
in cigarette smoke are invisible.



tobacco free futures
take7stepsout.co.uk

Help protect your children.
TAKE 7 STEPS OUT
A graphic of seven white footprints arranged in a line, pointing away from the text towards the right side of the image.



Talking to your kids about **alcohol**

As a parent you have **more influence**
over your child than you may realise

drinkaware

Alcohol and Children

Did you know there's evidence that children are more likely to be drinking underage if their parents drink to excess?¹ What they see at home helps children think about how they might drink as an adult. So, just as children learn to walk and talk like their parents, they learn how to drink like them too.

Evidence shows that meaningful conversations between parents and their kids helps children develop a sensible relationship with alcohol². You can follow these simple tips to start the alcohol chat with your child:

- If you choose to drink alcohol, don't feel hypocritical for doing so when you have told your children they can't. Instead, explain that alcohol is only for adults because their bodies have finished growing, and even adults have rules about how much they can drink.
- Talk to your kids about how drinks come in different strengths and sizes and let them know what an alcohol unit is and how it's measured.
- Children notice if their parents have different drinking patterns at special occasions or on holiday. To avoid confusing them, explain that usually you stick to the low risk unit guidelines.



- If you have guests at home, offer a choice of non-alcoholic and alcoholic beverages
- Try to avoid talking about alcohol as a cure for stress e.g. "I've had a hard day, I really need a drink".
- If you do decide to have a drink, try sticking to a small glass of something with your meal rather than as soon as you get through the door.

Talk openly to your children about how alcohol makes you feel. Explain the after effects of alcohol the next day and let them know these effects would be worse for them as they're smaller and their bodies are still developing. Try to avoid any conversations that glamorise your own or a friend's drinking.

*The UK Chief Medical Officer advises that an **alcohol-free childhood is the healthiest and best***

*For adults, to keep the risks from alcohol to a low level, the UK Chief Medical Officers recommends that it is **safest not to drink more than 14 units a week on a regular basis**. If you regularly drink as much as 14 units a week, it's best to spread your units evenly over three days or more.*

Answering difficult questions about alcohol

What does **alcohol taste like?**

You could say:

Wine tastes a bit like sour grape juice, cider like sour apple juice and beer can be bitter. Because taste buds change as you get older you might find alcohol doesn't taste very nice.

Why do you and other adults drink?

You could say:

Because I like the taste and because alcohol in small amounts can relax you and make you feel good. But there are other ways of feeling good and relaxing – shall we talk about some of them?

What does it **feel like to be drunk?**

You could say:

It can make you feel dizzy and silly. If you have too much you can be very silly – dangerously so. Sometimes you don't care what you say or do. And afterwards you can feel sick and have a headache – a hangover.

My friends have all tried booze, so why can't I?

You could say:

I cannot decide what other kids get up to – but I care about you. Alcohol, even a small amount, would harm you now and I love you far too much to risk that.

Is drinking **dangerous?**

You could say:

Yes, particularly at your age as your body is still developing. Drinking alcohol can make you less aware of danger, so you're more likely to hurt yourself. It has been linked to problems with your liver and even your performance at school.

It looks really fun, **why are you trying to stop me enjoying myself?**

You could say:

Yes, it can be fun when your body is fully grown, and even then it can lead to problems. Hangovers or having to remember the stupid things you did while drunk aren't fun. Drinking too much can also make you poorly. Let's think of other things you can do to unwind or have fun. But drinking isn't one of them – it's bad for you and I say no.

For more information and advice about alcohol visit **drinkaware.co.uk**

Drinkaware offers a range of information, tips and advice about alcohol including downloadable resources. We also have a mobile app to track and calculate the units and calories in your drink.

If you are concerned about your own or someone else's drinking you can get confidential, **free help and advice by:**

- Contacting your **GP**
- **Calling Drinkline on 0300 123 1110** - a free, confidential helpline
- Finding local alcohol services at :
www.nhs.uk/Livewell/alcohol/Pages/Alcoholsupport.aspx

Other useful **contacts:**

Addiction

If you are concerned that you or someone you care about has a problem with alcohol phone Drinkline on **0300 123 1110** or visit **addaction.org.uk** to find your local Addaction services.

Mental health

YoungMinds provides information and advice on young people and mental health. Visit **youngminds.org.uk** or call **020 7089 5050**.

1 IPSOS Mori (2015) Drinkaware Monitor 2014: Young people's drinking behaviour and attitudes in the UK.
2 Newbury-Birch et al. (2008). Impact of Alcohol Consumption on Young People: A Systematic Review of Published Reviews. Department for Children Schools and Families. Research Report DCSF-RR067.