



Welcome to UK News 21st May 2020
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Mental Health Awareness Week

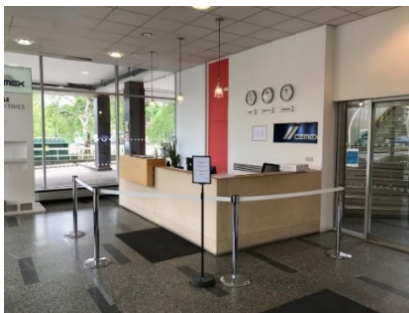


This week (18th – 24th May 2020) is Mental Health Awareness Week, an opportunity for us all to check in on our wellbeing and start conversations with our colleagues and family about this important topic.

The situation we are in is unprecedented, posing considerable challenges for us all as we adapt to new ways of working and living. This can put real pressure on our mental health, so we wanted to

share some useful resources that we hope will help. We would also like to urge all our employees to speak to their Line Managers or HR Business Partner, if they feel comfortable to do so. It is vital that we all support each other during this difficult time.

Working Remotely Update



As you may know, a working group led by Marcus Rappensberger has been set up to look at the measures that need to be implemented to enable a safe return to our office locations.

This group has now completed a review of our major offices across the UK and assessed what changes will be needed to ensure good hygiene and maintain physical distancing– for instance, looking at access and egress to the building, layout of desks, kitchen facilities etc.

Recently, the group held a virtual meeting with representatives from the UK RRT and presented their recommendations for all locations. Following this meeting, the group will start to implement the required measures, adapting all offices to ensure they are safe for our employees.

However, there are no immediate plans for a return to offices; remote working will continue for some time.



Currently, the Government guidelines require all those who can work from home to do so, and CEMEX will continue to adhere to this. We will not implement a return to offices until the Government restrictions are lifted, and until it is safe to do so. As always, the safety of employees remains our number one priority and we must make sure that all locations can allow physical distancing to be maintained, and good hygiene practice to be followed, if they are to reopen.

This is a complex issue and it is important that the right action is taken, at the right time. We will keep you updated on further developments as they arise. In the meantime, we would like to thank you for your continued commitment despite the challenges that working remotely can present – a high level of service to our customers is being maintained and you should all be proud of the work you are doing.

These Boots Were Made For Walking....



Did you know May was National Walking Month?

Many of us are appreciating the chance to get out for a walk more than ever. Living Streets has lots of tips and resources to help you keep your daily exercise fresh, interesting - and most of all - safe, whether you're walking as a family, trying to fit in some exercise whilst working from home, or if you're restricted to indoor exercise.

Find out more here: <https://www.livingstreets.org.uk/get-involved/campaign-with-us/national-walking-month-2020>

CEMEX University Courses



CEMEX University has introduced a number of courses to support our mental health during the pandemic.

One of these is Building our Physical & Emotional Well-being. This latest learning pathway has been developed by the CEMEX University team to help by providing a host of tips for families including those with young children and elderly parents. It also addresses the emotional strain along with the need to remain active and keep fit.

For those who are working remotely, a dedicated Working from Home pathway has been launched. This contains useful tips and best practices to make sure productivity and efficiency are maintained as much as possible while working remotely. Download a copy here:

<http://www.cemexuknews.co.uk/downloads> and a copy can be found at the bottom of this document.



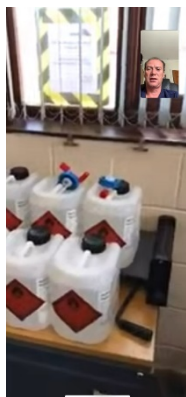
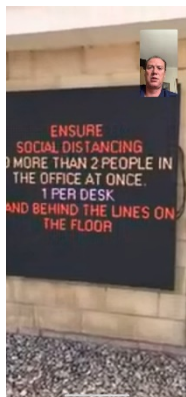
Employee Assistance Programme



Don't forget that CEMEX offers all employees a free, confidential employee assistance programme called Lifestyle Support. Lifestyle Support is easy to access, available 24/7 and can provide help and support with a wide range of issues or concerns such as family matters, debt, relationships, bereavement, depression and anxiety. It is run by a separate provider and not part of CEMEX; we don't receive any employee specific information from them.

Contact the Employee Assistance Line (Lifestyle Support) for confidential advice and support – call 0800 168 2143 or visit www.lifestyle-support.co.uk (Username: cemex Password: cemex).

Virtual VFL



Thanks to Gary Burgess and the Supply Chain team at Rugby for virtually showing Dave Hart around their operation recently.

It was impressive to see the compliance with the CEMEX protocols, speak with the team and see the guidelines in place to ensure the safety of the drivers – it now needs to be called a VVFL!!!

BEING THE BEST FOR CUSTOMERS

Warwick Uni Opts For Vertua



The latest UK customer to opt for Vertua Classic Zero was R.O. Donaghey Ltd from Kidderminster. They are working for Warwick University who have commissioned them to build a new student accommodation.

The Construction Manager from Kier, who are the main contractors, saw an article in Construction Enquirer when we launched CEMEX Vertua last month and wanted to try it. It gives the customers the added bonus of using a material which is carbon neutral and good for the planet.

With all the usual help and collaboration from the Technical and Systems teams, we supplied 12m – all the while keeping Health and Safety as our number one priority and ensuring that social distancing measures were not breached.



The customer was happy with the results, and subject to Kier's approval, will be taking more of the same in the weeks to come, all at a very healthy margin. Thanks to Gilbert Morgan, Richard Kershaw, Noel Dixon and Sam White at Coventry plant for making this run so smoothly under difficult circumstances.

Technical Lab Up And Running....



The National Technical team are back and open for business as usual...

Richard Kershaw commented: "It was good to spend yesterday in the lab completing the first set of trials for a customer as they look for a lower carbon PQ Concrete. The trials were a follow up to our on-line meeting and completion of carbon calculations on a range of Concrete designs. Thanks to

Paul Fletcher and Sean O'Donnell for their support."

The control measures in place at National Technical Centre, Southam to ensure social distancing are clear and observed by all. Thanks David Webb for the induction to the new procedures.

CEMEX Scotland Supports Edinburgh's NHS Construction Teams

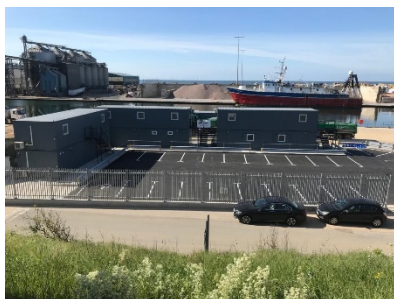


The Scotland Asphalt team recently supplied Western General Hospital in Edinburgh with Asphalt for the entrance ramp for improved Ambulance access.

Fantastic continued support throughout the lockdown from our resident haulier, Gordon Connor, testament to their professionalism on handling the current CV19 restrictions and requirements, with first class service to boot!

BEING THE BEST FOR SHAREHOLDERS

A Brighter Brighton....



New office and welfare facilities have recently been installed by CEMEX Engineering at Brighton Wharf. They are now open and ready for use with space for Logistics, Commercial, Operations and Readymix.



This has been installed as part of a significant capex investment in the site with improved visibility, pedestrian and traffic management. It supplements the improved processing equipment already installed over Christmas and new Readymix supply conveyors

and ballast discharge area that are underway but suspended as part of the measure to secure cashflow during COVID-19. Just waiting for the CGI!

Photo: credit Andy Roberts – Brighton Wharf Site Manager.



Rail Hits The 1 Million Mark



Fantastic to share with you that we have achieved our 1 millionth Aggregate tonne by rail in 2020. This is a significant milestone particularly given the lower volumes in recent weeks due to the COVID-19 pandemic.

In fact, the 1 millionth tonne has been achieved in the same timescale as 2019 which demonstrates the continued growth of rail volumes and the alignment with our sustainable transport strategy.

Thanks to everyone involved in this excellent collaboration between Materials, Urban Solutions and Supply Chain.

Five Industry Leaders Launch 2020 Construction Startup Competition



CEMEX Ventures, CEMEX's Corporate Venture Capital Unit, has announced the launch of the 2020 Construction Startup Competition. After the tremendous growth of its previous editions, Ferrovial, Hilti, VINCI Group's Leonard, and NOVA by Saint-Gobain joined the competition with the objective of identifying and fostering startups to lead the transformation of the construction industry.

Under the slogan: "You are the missing piece," the five key industry players invite all entrepreneurs worldwide with innovative construction solutions to participate in this year's edition by submitting their projects from 19th May through 26th July 2020. The winners will be evaluated on five areas of opportunity within the industry – from smart cities and buildings to optimisation of supply chain management, construction with innovative materials or methods, and optimisation of productivity, efficiency, and quality in daily project management, among others.

CEMEX Ventures, Ferrovial, Hilti, VINCI Group's Leonard, and NOVA by Saint-Gobain come together for the 2020 Construction Startup Competition to add their weight behind startups breaking the paradigm of one of the least digitised and most fragmented industries. They will join their expertise and resources to boost startups with their knowledge of infrastructure, materials, and equipment, among other disciplines.

Those interested in participating can apply through CEMEX Ventures' webpage:

<https://www.cemexventures.com/startup-competition-2020/>. Once the five host companies have evaluated all of the proposals, they will engage the most promising startups with a further set of opportunities, from workshops to pilots or investments. In this fourth edition of the Construction Startup Competition, the winning startups will be invited to Chicago, USA, to present their solutions to an audience composed of global leaders in innovation, investment, and construction, tentatively on 2nd-3rd December 2020.

The global presence of the five host corporations allows startups from anywhere in the world to participate in the competition, giving them the opportunity to scale and expand their business to new geographic markets. The position these five leaders occupy within the construction value chain provides the participants with wide visibility of the challenges that the industry faces, as well as access to an active portfolio of important contacts. These factors help build connections to new investors and companies focused on innovation. Moreover, the competition offers participants the possibility of testing and implementing their solutions with any of the five host companies.



The great growth of past editions – where the number of applicants skyrocketed from year to year – helped to develop an ecosystem of over a thousand startups from over 80 countries focused on the construction industry. The 2020 Construction Startup Competition aims to complete a vision of new emerging solutions in the industry, facilitate an efficient review of investment opportunities, and create a community of players committed to solving the industry's challenges from an innovative, technological, and sustainable point of view.

For more information regarding the 2020 Construction Startup Competition, please visit:

<https://www.cemexventures.com/startup-competition-2020/>

BEING THE BEST FOR COMMUNITIES

Heathland At Rugeley



Rugeley quarry have worked in partnership to develop Heathland management plan, to bring their adjoining land, SSSI and part of the Special Area of Conservation (SAC) back into favourable condition.

CEMEX Rugeley quarry is a sand and gravel site on the edge of Birmingham, situated next to SSSI site Bevin's Birches. The site is being restored to heathland which is a high priority habitat for the area. Wildlife such as the Adder, Grass Snake and Common Lizard, as well as rare and red listed birds such as the Dartford Warbler,

Nightjar and Woodlark all benefit from this kind of habitat. Once restored the site will form part of a wider network of heath and woodland mosaics that includes Cannock Chase.

Overtime the site has become dominated by bracken and bramble with scrub starting to encroach, without undertaking vital management the heathland would be lost, and these priority species will lose their home.

A site visit to Rugeley took place in early March, before physical distancing, with Alex Finn from the CEMEX Restoration Team; Gareth Fenna, Quarry Manager; Jenny Oldroyd, RSPB Partnership Advisor; Jaclyn Lake, Natural England; and Wesley Parnell, RSPB heathland management team, to make an initial overview assessment of the heath's management needs. It was a really positive visit with all parties keen to work together. The weather was kind and the warm spring sunshine gave some great wildlife sightings too, with Woodlark calling, Goshawk seen and even Adder giving us a *hiss*, as we accidentally disturbed it, before sliding off and vanishing under the bracken.



CEMEX are working in-partnership with the RSPB, and liaising with Natural England, to pull together a plan to manage the adjacent land that is part of the SAC. This plan will be a long-term commitment by CEMEX, the vision is to bring back a more diverse structure to the heath, reduce bracken cover and manage scrub. This is going to be challenging in such an open area. With the first phase being a survey to identify which areas to prioritise management and to identify wildlife that use the site. After which a management plan will be drafted, and the vital management work started.

Photo credit: Dartford Warbler taken by Tim Melling.



Thank You From Liverpool



CEMEX Liverpool Readymix plant proudly displaying our banner thanking the NHS, key workers and volunteers, which was mounted on top of the Cement silos for all the commuters to see travelling the Liverpool to Southport rail line.

Thank You Compilation Video...



Over the last few weeks, employees across the UK have shared photos and videos of themselves paying tribute alongside families and colleagues to the NHS and key workers who are playing such an important role to keep us safe. We have collected



these all together and created a short video.

Watching it made us all very proud of our teams and colleagues:

<https://web.microsoftstream.com/video/88a11337-faa7-45c3-b743-2dc609d388cf>

We hope you enjoy it as much as we did!

Hand Sanitiser Gratefully Received



CEMEX UK received a lovely thank you email from Rugby Borough Council after we donated some of our own produced hand sanitiser to them for use for offices and employees. Here is a snippet from the email:

"I would just like to thank CEMEX, on behalf of all our employees and councillors, for your generosity and consideration of the Council in donating hand sanitiser to us."

As you are aware, due to the difficulty in sourcing PPE and ensuring we do not take away from the NHS, it has posed us some challenges and therefore I know this will be very welcome.

Please do pass on my thanks to your management team."

Thanks go to Andlyn White, CSR Manager, for co-ordinating the UK community donations of hand sanitiser.



BEING THE BEST FOR EMPLOYEES

RIP Derrick Hopper

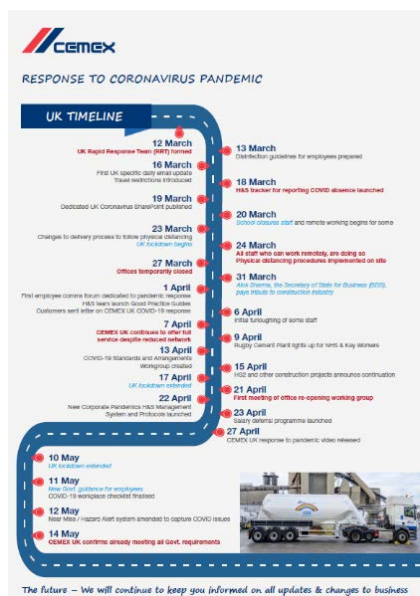


Sadly, we lost Derrick Hopper, Health and Safety Advisor. As Julie Welch summarises Derrick: “He was a dear friend, colleague – and in Derrick’s mind – a budding comedian! She shared this great picture of two similar characters – “Derrick’s on the right if you didn’t recognise him without his cravat! I’ll miss your passion for work and taste in music.”

Derrick joined the business in 1986, initially working at the Concrete products factory in Bishop Auckland, where his father also worked. He started in an operational role but soon developed an interest in health and safety. He later joined the Health and Safety team as an Advisor in April 2007 where he was able to turn his passion for looking after colleagues to good use, going on to become a Chartered Member of the Institution of Occupational Safety and Health while supporting the operations in their quest for ZERO Harm. Derrick was 58 years old and leaves behind a wife, son, daughter in law and granddaughter.

Andy Taylor paid tribute: “Derrick was a great colleague, who the team and I personally will miss greatly. He was never afraid to express his views, which he always did with the interests of everyone in the business at heart. A passionate health and safety professional who I feel privileged to have worked with. Our thoughts are with his family and friends.”

The UK Response To The Pandemic – A Roadmap



So much has changed for us all since the start of the pandemic, it is surprising to reflect that it has only been two months since lockdown began. Working with the Marketing team, we have created a roadmap which shows the key actions the RRT has taken over the last two months.

We hope this is a useful reference guide for you. Download a copy here: <http://www.cemexuknews.co.uk/downloads> or a copy can be found at the bottom of this document – please share it amongst your teams and display at your sites.

It’s amazing what can be done with great teamwork.



Zoom Update Meetings For All Employees



Over the last week some UK Directors have been holding Zoom meetings with their teams to update them on CEMEX UK's response to the Coronavirus pandemic and the effect this has had on the business. If you have not attended a session already and would like to do so, there are three opportunities available for all UK employees to participate in:

- Thursday 21st May 2.00 – 3.00 (run by Lex Russell)
- Tuesday 26th May 2.00 – 3.00 (run by Laurence Dagley)
- Wednesday 27th May 3.00 – 4.00 (run by Laurence Dagley)

If you would like to attend one of these sessions please contact Jane Haughton.

RoSPA Guide To Working From Home



Many of us have had to adapt to working remotely, which presents its own challenges as employees configure a new environment and alter their usual methods of working. Ensuring you have adequate resources to help you do this is key, whether that is ensuring you have the right screen, keyboard and workspace layout for your needs, or clarifying the expectations for your role and how this may have changed. All of these can have a real impact on both our mental and physical health, so it is important that you are comfortable and confident to work away from the office – particularly as government guidelines continue to ask those who can work remotely, to do so.

RoSPA have produced a useful guide to help. Download a copy here:

<http://www.cemexuknews.co.uk/downloads> or a copy can be found at the bottom of this document.

Please do speak to your Line Manager or Health and Safety partner if you have any specific questions or concerns about working remotely.

If you would like to access more resources and support for your mental health, visit <https://www.mentalhealth.org.uk/your-mental-health>

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

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







My Whole Self

Supporting your mental health while working from home

My Whole Self aims to create a healthier working culture built on respect and collaboration. We're encouraging employers to create a culture where people can be themselves at work. Whether online or in person, bringing your whole self to work is a mindset that's better for mental wellbeing and better for business.

As more organisations move to online working, human connections are more important than ever. Here are some ways to support your mental health, reduce feelings of isolation, and feel connected with colleagues while working remotely.



Get set up

Waking up

Although you may have some extra time in bed without a commute, aim to wake up around the same time every day. This helps stabilise your internal clock and improve your sleep overall. You'll feel less tired, more refreshed, and find it easier to concentrate throughout the day.

Getting ready

Keep to your established morning routine if you can – get ready, washed, and dressed as if you are going to the office. This will help you get into the mindset that you are at work.

Setting up your workspace

Try to set aside a work area separate from your sleeping area, as this will help to prepare you for work mode and make it easier to switch off at the end of the day. You don't need a home office to do this – a small desk set up in a corner of your room, or a laptop at the end of the kitchen table can do the trick.

If you're working with a small space, you could try setting up temporary 'zones' by hanging blankets or screens to visually separate your work area from your bed or living area.

Clear your work surface of clutter and set up your equipment to avoid physical strain – do a self-check using the guidance at

[nhs.uk/live-well/healthy-body/how-to-sit-correctly](https://www.nhs.uk/live-well/healthy-body/how-to-sit-correctly).

If you don't have a chair with back support, you could add a firm pillow.



My Whole Self



Get moving

Including some movement into your work from home routine will help maintain your physical and mental health. You'll feel more awake and alert, and your concentration and sleep will improve.

Outdoors

If you're not self-isolating, try going for a walk or a jog down the street before you start work for the day – this can help you to feel like you have mentally 'arrived' at work. Doing the same when you finish your working day can help you to leave your work mindset behind and switch off.

Indoors

If you're indoors, look online for an activity that suits you, such as a home yoga video or a fitness class. Some gyms are now live streaming their classes, so you could even join a fitness community in your local area.

No matter what exercise you choose, try to take regular screen breaks and stretch throughout the day. Try to take a clearly defined lunch break and move away from your workspace.



Get connected

Adapt your working style

Make sure you keep communication open with your team, as often and frequently as possible. Senior leaders should role model healthy working from home habits and behaviours. Here are some suggestions that we are trying:

- Video calls instead of emailing
- Short check-in and check-out calls between managers and their teams, at the start and end of the workday
- Optional Q&A sessions for colleagues to dial in and chat through any concerns or queries they have about working from home

Share your My Whole Selfie

Creating and sharing a My Whole Selfie is a fun way to show your authentic self to your colleagues. It can help you feel connected even if you're working remotely. Find out how at mhfaengland.org/my-whole-self/selfie-how-to.

Virtual social sessions

If you usually schedule time in the workday for an activity or exercising with your colleagues, continue to make time for this over webcam or phone. Here are some ideas that members of the MHFA England team enjoy:



My Whole Self

- Turning our morning or afternoon coffee break into a virtual coffee break
- Sharing photo updates of our lunchtime run
- Video calling for our afternoon craft session
- Daily online quiz session

Say hello

If you're working on the same document as another team member in the cloud, stop and say hello to each other.

Share your space

If you'd like to share your working space, why not give your colleagues a webcam tour? Or show off your pets at the end of a team catch up.



Get support

During times of stress it helps us to stay connected. Keep in touch with friends and family where you can. Use instant messenger to communicate with your colleagues if you are feeling out of the loop or need to talk to someone.

Look after yourself and set aside time to prioritise self-care – **find some simple self-care tips here.**

For information about mental health and coronavirus visit:

- Mental Health Foundation's **tips for looking after your mental health during the coronavirus outbreak**
- Mind: **Coronavirus and your wellbeing**

If you're feeling anxious or isolated, remember that support is out there.

Talk to your Mental Health First Aider

If your company has trained Mental Health First Aiders or Champions, make a note of their contact details, and don't hesitate to get in touch with them if you need to. They can use their skills to support anyone struggling with their mental health by signposting them to the appropriate support, both in and outside of the workplace.

Speak to your HR or EAP

If your organisation has this in place, talk to your HR or contact your Employee Assistance Programme.

Mental health helplines

Samaritans offers free, confidential support 24 hours a day on 116 123.

Find a list of national mental health services and helplines at **mentalhealth.org.uk**.

WORKING FROM HOME

A GUIDE TO STAYING SAFE AND STAYING WELL
WHILE WORKING AT HOME

1 SCREEN

ADJUST SCREEN
BRIGHTNESS
AND CONTRAST



ADJUST FONT
SIZES
so they are
easy to read



The screen should be
directly in front of you,
around an arm's length
away, with the top of the
screen roughly at eye level.



- Your forearms should be approximately horizontal and the user's eyes should be the same height as the top of the screen.
- The screen should be placed to avoid glare or bright reflections. This is often easiest if the screen is not directly facing windows or bright lights and by using curtains/blinds.
- Make sure individual characters on the screen are sharp, in focus and don't flicker or move.
- Adjust the brightness and contrast controls on the screen to suit lighting conditions in the room.
- Make sure the screen surface is clean.
- Select colours that are easy on the eye (avoid red text on a blue background, or vice versa).
- Laptop users should be encouraged to use a docking station or firm surface and a full-sized keyboard and mouse where possible and the height and position of the portable's screen should be angled so that the user is sitting comfortably and reflection is minimised.

3 DESK & CHAIR

- Ensure there is enough work space to accommodate all documents or other equipment. A document holder may help avoid awkward neck and eye movements.
- Make sure there is space under the desk to move legs.
- Avoid repeatedly stretching or twisting to reach things.
- Use a comfortable, stable chair that enables you to have a straight back, supported by the chair, with relaxed shoulders.
- Your knees should be slightly lower than your hips and Your elbows should be by the side of your body so your arm forms an L-shape at the elbow joint.
- Avoid excess pressure from the edge of seats on the backs of legs and knees, rest feet on the floor, don't cross your legs. A footrest may be helpful.



2 KEYBOARD & MOUSE

- Place your keyboard in front of you, with a gap of about 4 to 6 inches at the front of the desk to rest your wrists between bouts of typing.
- Keep your arms bent in an L-shape and your elbows by your sides.
- A space in front of the keyboard can help you rest your hands and wrists when not typing.
- Try to keep wrists straight when typing.
- Keep a soft touch on buttons, do not press hard or overstretch the fingers.
- Position the mouse within easy reach, so it can be used with a straight wrist.
- Support the forearm on the desk, and don't grip the mouse too tightly.



4 WORKSPACE

- Make sure the room is comfortable in terms of space to move around, heating, lighting, ventilation and noise.
- Anyone working alone is at risk in an emergency because they have no one on hand to help if problems occur.
- Avoid wires trailing over floors or walkways as they could trip people up.

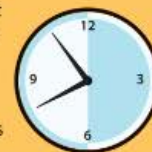


5 WELLBEING

CLARIFY EXPECTATIONS

- Workers should have a clear understanding of what their duties are and whether they are different from their usual tasks, what hours they are expected to work and what to do in the event of illness.
- In addition, it can be helpful to set boundaries in terms of separating family and caring responsibilities from work responsibilities, ensuring interruptions are kept to a minimum and that you have a designated work 'space'.

- Make sure you don't over-work. Keep track of your hours and resist the temptation to keep checking email when your hours are finished.



KEEP IN
TOUCH



- Working from home can be lonely and isolating, which can impact on mental health, so it is vital to have regular communication with your manager and colleagues. This could be via the phone, email or videoconferencing software.

**MOST IMPORTANTLY...
TAKE REGULAR BREAKS**



RESPONSE TO CORONAVIRUS PANDEMIC

UK TIMELINE



The future – We will continue to keep you informed on all updates & changes to business