



Welcome to UK News 18<sup>th</sup> June 2020  
your weekly update from around CEMEX UK

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## BEING THE BEST FOR FAMILIES

### COVID Protocols Playbooks



Our Protocols – Behaviours that Save Lives Playbooks for specific business areas are now available to help employees working at our sites understand the series of special protocols implemented by CEMEX globally to combat COVID-19 and protect the health and wellbeing of our people and those we work with.

Initially, we are releasing the Playbooks for Drivers, and those who work in Production. These can be viewed and downloaded [here](#). Please read these carefully if relevant to your business area, and ensure they are shared with all applicable members of your team. It is very important that all those in these units understand the protocols and the action they should be taking to keep themselves and those around them safe.

Playbooks are also available for those who work in Customer Care, Sales and Offices, and these will be released when Government Guidance changes and a return to offices is safe and appropriate.

### Stay Safe This Summer



With this being our high risk period for accidents (May-August) please use the poster attached or from the download section of the UK News website, to publicise to colleagues.

Make sure your summer is a good one by taking care of yourselves and each other.



## Keep Returning To Work Safely



As more of our sites reopen and our colleagues return to work after furloughing, please continue to ensure that you look out for one another and make safety your number one priority.

A short video for all employees has been created as a useful reminder of the need to put health and safety first and strive for Zero Harm. You can watch this here:

<https://web.microsoftstream.com/video/9865c047-3dc4-4a66-9edb-ca9093fe10b8>

Additionally, graphics have been designed to be added to your email signature, to act as a regular reminder of this important message. Download these [here](#) and encourage your colleagues to do the same.

## BEING THE BEST FOR CUSTOMERS

### If At First You Don't Succeed....



Last Autumn Aaron McDowell, Customer Service Team Leader, and Jackie Horabin visited our customer, Portal Construction, who at the time only placed small orders around 100/200t per month. Over a period of time they did experience some bad service with dropped tonnage and always had difficulties getting through and because of this placed order elsewhere. Jackie and Aaron

promised to resolve the issue and get things back on track, and we would then secure some new volumes/sites.

Aaron tells the rest of the story: "Since we had this meeting they have placed and we have successfully delivered 15,000-20,000 tonnes over four sites. They haven't had one issue and not a single dropped load. Liz, who is the main buyer for Portal, has said we are the best in the industry and not only is our stone better quality but the service is beyond what any other company can offer. Think everyone involved from planning to weighbridge should all be thanked for their hard work over the last eight months."

### Line Pumps Hire Leads To Successful Pour



Working in partnership with Procon Readymix, we hired out one of our line pumps to Construction Services in order to successfully pour our Readymix Permatite waterproof concrete. The customer had been using another supplier for their pumps, however, after hearing that we had this capability he decided to use our one stop solution.



The pour went smoothly, and we look forward to offering this end-to-end service to more customers now that we are officially up and running.

### First Customers For Vertua From The Leeds Plant



Materials Northern - Yorkshire Area have recently supplied their first pours of Vertua classic concrete out of Leeds plant. This enables the customer to reduce the carbon footprint for the contract.

### Vertua Video!



You can now watch the second of our video interviews about Vertua, our innovative low carbon concrete range, which includes the option to offset residual CO2 and provide a CarbonNeutral product, in accordance with The CarbonNeutral Protocol.

Andy Spencer, VP Corporate Affairs, Sustainability & ERM – CEMEX EMEAA Region, talks about CEMEX's sustainability strategy and how the new Vertua concrete range plays a part in

this (recorded before lockdown).

Watch the video here: <https://web.microsoftstream.com/video/23948d2e-f53c-43ce-a6cb-ada37ee312cf>

## BEING THE BEST FOR SHAREHOLDERS

### Fast Tracked Volumes For Dove Holes



Great news from Dove Holes.... we have achieved our highest ever volume in a week through Fast Track.

Over 13kt was achieved which represents over 30% of the total volume in the week across the Weighbridge. This supports our customer service commitment and fleet efficiency targets and has been made possible by the collaboration between the Materials and Supply Chain team.

Thanks to everyone, in particular Hayden Gill, Neil Adams, Elizabeth Bowden, Michael Roe and Sharon Lomas.



## Smart Innovation Webinar



For those of you who are wondering what Smart Innovation is all about and have a seed of an idea, join the next innovation webinar to find out more. The first one was 'sold out' so book up for the next one.

Here is the links to the [video replay](#) & [power point presentation](#).

There will be a second webcast on Wednesday 24<sup>th</sup> June at 10 am CEST.

## BEING THE BEST FOR COMMUNITIES

### CEMEX Leaders Join RSPB's Wild Challenge – Why Don't You?



Lockdown has brought a whole variety of challenges depending on our individual circumstances, from the extremes of being on our own and not seeing anyone for what could be weeks, to being a parent working from home, having often bored and fractious children at home all day; all of which can be substantially challenging.

Keeping happy and healthy both physically and mentally is key to how we bounce back out of this situation, as gradually restrictions are lifted. This is also true of our children - many parents will talk of children

having cabin fever - there are well documented connections between spending time outdoors in nature and our feelings of wellbeing.

During lockdown lots of people are seeing wildlife in their gardens, many are noticing more about nature locally whilst working from home, either in their gardens or on daily exercise. To encourage this, our partner the RSPB runs a programme called Wild Challenge – an opportunity for people to connect with the natural world in brave new ways – to reach out and touch it and meet it head-on, up-close and personal.

Three of the leaders from across the UK business took part in the Wild Challenge, and hopefully this will encourage you and your families to participate too! Find out more below...

Steve Redwood, Land Development and Permitting Director for Europe, is on lockdown in rural Cambridgeshire with his family – three boys. Like many others he has been making the most of the weather and helping his children connect with nature on his doorstep for daily lockdown exercise and to fight off cabin fever!

Steve decided to participate in the RSPB's Wild Challenge with his youngest son, Harry (eight years old), by combining a birdwatching wildlife walk with sowing wildflowers for bees. They walked around the local farmers' fields looking for birds, insects and basically anything moving!

Steve says: "Our walk took us around the local field boundaries; we saw hedge sparrows, a pair of Red Kites who nest in the local woodland being chased by three or four crows and on adjacent lakes we could see a pair of nesting swans. My son was particularly interested in the badger sett we saw by the





woodland and discussed why we did not see any badgers during the day. On our way home we walked past a pond and saw a grass snake (well I think it was?) swimming across the pond.

At home we sowed some wildflower seeds on a patch of open land in our garden. We used some wildflower seeds bound in clay that you throw on the prepared ground (raked over and watered) - called Beebombs which are great for kids and very easy to sow. We discussed the importance of wildflowers for bees and how important bees are for the countryside, biodiversity and their role in the ecosystems. Adding a nectar corner, full of flowers for bees, butterflies, hoverflies is a really rewarding way to add more colour to the garden and help nature.

We had a really enjoyable day and have done a little to help wildlife. We had some quality time together outside, and quite an exciting and interesting afternoon! Although Harry was as reluctant to pose for the photo!"



Meanwhile, CEMEX Managing Director UK Materials Lex Russell, is on lockdown in Edinburgh with his older son and Lex decided to take part in the RSPB's Wild Challenge, by looking for Signs of Spring.

Lex commented: "The changes to all of our lives that the COVID pandemic has brought have been unprecedented. My personal situation found me in lockdown in Edinburgh sharing a flat with no garden with my eldest son. The challenges of work during the crisis were some of the most extreme that I have ever endured. Very quickly it became apparent

that during lockdown I needed to look after both my physical and mental wellbeing.

Working with the RSPB I have developed a great passion for engaging with nature in our quarries and sites, so the "first signs of spring" initiative seemed like a good opportunity for me, to let nature help me maintain my overall wellbeing. My highlight is the early morning walks along the Water of Leith listening to the dawn chorus and smelling the aroma of the wildflowers. This gave me the inspiration to deal with all of the challenges I had to face in a working day."

You can hear Lex talk through his Wild Challenge experience, and learn more about his passion for nature, [here](#).

It can be hard to find green space in the heart of a cities, but parks and communal gardens are a place to start, with rivers sides and canal paths being richer in nature.

Lex:

- Listened to the dawn chorus.
- Listened to a bird in full song.
- Looked for spring - finding the first flowers.
- Found the first trees coming into leaf.
- Watched for invertebrates- butterflies and pollinators.





Finally, Andy Spencer, VP Corporate Affairs, Sustainability & ERM for the EMEA Region, took part in a Wild Challenge in his back garden – going on a bug safari!

Andy is spending lockdown at home with his family in Leicestershire and taking time out in his garden has given him the opportunity to check in on the two bee and bug hotels he installed a few years ago.

Andy says: “The bee and bug hotels have been a very easy way to encourage more wildlife into our garden – it was literally just a case of hanging them up on the fence! I installed a couple of them about three years ago, both on a south facing fence at the bottom of the garden, near to a tree and some Laurel bushes.

We had to be patient at first but in the second year we started to notice the holes being filled and then in springtime a frenzy of activity during the day. They are now used a lot by solitary bees. One of the bee hotels has different spaces for insects and we have seen lacewings and other insects around it. I definitely think we have seen more bees in the garden as a result. Although it is a small garden, we have a few miniature fruit trees and we seem to be getting better pollination and more fruit over the past couple of years. We have also noticed last year and this year several ground nesting bee nests – and the bees are not aggressive at all so no fear for the kids!”

Watch a video of Andy’s bee hotel in action [here](#).

As you can see from these three examples, wherever we are spending lockdown there are still plenty of opportunities to get out and experience nature. If you’d like to take part in your own Wild Challenge, click through the link below – and keep us updated on any activities you do!

<https://www.rspb.org.uk/fun-and-learning/for-families/family-wild-challenge/>

## Donations Of Sanitiser And Face Masks



We continue to engage with our local communities by donating hand sanitiser and face masks. In total we have donated over 500 litres of hand sanitiser and 1,000+ face masks to:

- Care homes
- Local hospices across the UK
- STOLL, a charity that provides housing and support to ex-veterans
- AGE UK
- Food banks and home support care services
- Local schools to assist in their journey of re-opening



Though these gestures may seem small, they have a huge impact on ensuring to improve health and safety measures in our battle against COVID-19. Thank you to our Health and Safety, Admixtures and all teams that are involved in helping our communities.



## BEING THE BEST FOR EMPLOYEES

### A Bit Of Fun...



CEMEX Lifestyle, our employee benefits platform, are running a light-hearted pet competition! Categories include cutest pet, pawfect puppy, best costume and pet/owner lookalike. Submit a photo of your furry friend for a chance to win an online movie voucher.

Email your entry to : [Employee.Benefits.Competition@sodexo.com](mailto:Employee.Benefits.Competition@sodexo.com)

Please include your pets name and the category you are entering before 30th June.

### CEMEX And Cyber Crime! Know Your Role....



Colleagues will be well aware that the risk from cyber enabled crime remains the number one security related risk to CEMEX business across the globe. In fact, cyber related crime is probably the most significant risk to the vast majority of businesses, regardless of size or global span.

During the COVID-19 pandemic in particular, cyber criminals have been busy and industrious exploiting user frailties in an attempt to hack email accounts and organisational data storage. Recently reported high-profile examples include the international motor manufacturing giant Honda, whose global business has been hampered by a suspected malware attack causing production losses globally.

Closer to home, several UK based CEMEX users have been targeted recently by malicious email phishing attempts. In two separate cases, 25 email accounts received a malicious email one of which led to an attempted fraud of significant financial value.

A suite of preventative measures is deployed across CEMEX IT, both hardware and software, to minimise these risks and prevent the impact of cyber criminals. However, one single factor is more important than all other hard and software security measures; you, the user. It is more vital now than ever before, for each of us to practice safe and secure use of our IT and email accounts.

Staff are reminded:

- Never click on a link contained within an email the origin of which you are not 100% sure of.
- If in doubt, check the email veracity with the sender first, preferably by telephone (never by direct reply to the email in question).
- Never enter your log-on credentials from an email link.
- Always assume CEMEX will not forward emails requiring your log on credentials.
- Practice safe password management and ensure you regularly change your password.
- When working away from the office, connect only through the CEMEX VPN.



Colleagues are encouraged to visit the UK Cyber Security SharePoint and view an informative, bespoke video, recorded in partnership with the West Midlands Region Organised Crime Unit:  
<https://cemex.sharepoint.com/sites/UKCyberSafetyDay>.

Please practice the advice the video contains; it may save you and the organisation from becoming the next victim of a cyber related crime!

### Internal Vacancies

| IVC Ref     | Position   | Company           | Location | Closing date |
|-------------|------------|-------------------|----------|--------------|
| 066-06-2020 | Technician | Building Products | Buxton   | 30/06/2020   |

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](mailto: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.





# Stay Safe This Summer



## Be extra careful when covering for people who are on holiday

Most major and fatal accidents happen between March and August.

Protect yourself and other colleagues - don't rush, take care and stay safe.

