



Welcome to UK News 2nd July 2020
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Wear It Right.....



Face coverings are now becoming a part of everyday life, as different areas in the UK specify requirements for when and where they should be worn:

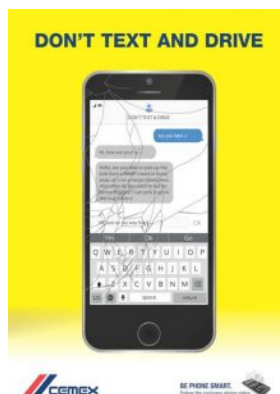
- England: Must be worn at hospitals by staff, visitors and outpatients, and on public transport.
- Scotland: Must be worn on public transport and recommended in enclosed public spaces such as shops.
- Wales: Recommended on public transport and in other settings where physical distancing is difficult.



To help you feel comfortable when wearing a mask, and also ensure you are wearing it and cleaning it correctly, we have prepared a short video guide, which

you can watch [here](#).

Safety Alert – Don't Use Your Mobile And Drive



Andy Taylor recently circulated a Global Safety Alert which relates to a fatal road traffic collision back in October 2018 in the UK involving a truckmixer Driver working on our behalf. We delayed circulating the Alert until the full facts were confirmed in the recent court case, where the Driver pleaded guilty to Death by Dangerous Driving and was imprisoned for 40 months.

As you will see from the Alert, a member of the public, Mr Brian Riley (65 years old), died when the truckmixer struck him as he pushed his bike up a hill; the Driver was looking down at his phone in the moments before the incident as his truck swerved into Mr Riley. In addition to the Alert, there is also a video footage from the truck camera system which was released by the Police – this can be viewed by visiting <http://cemexuknews.co.uk/downloads>. It shows the moments before the incident and also the Driver placing his phone in the storage locker behind the cab of his vehicle before going to check on Mr Riley... the Driver denied a second charge of committing an



act with intent to pervert the course of justice (by concealing the phone) and prosecutors opted to not pursue this matter following his admission of the other offence and it will lie on the file.

Matthew Yaxley, General & Commercial Manager for the Area, describes the day of the incident as the worst in his 26 years in the business, adding: "We started Friday 19th October 2018 the same as we did every other day, and through one event and phone call the entire workload, mood and emotions changed. It took some time for me to come to terms with what had happened, somebody had lost their life through the day to day activities that we undertake, and the outcome was totally out of the deceased's control. Images of the scene I can still recall today the same as I witnessed on the day itself and is something I will never forget."

Two out of our three most recent fatal incidents in the UK have been road traffic collisions resulting from mobile phone use. The World Health Organisation estimate that mobile phone use increases the risk of road traffic collisions by four times, irrespective of whether they are handheld or hands free. Please ensure you are aware of and follow our Policy on the use of mobile phones while driving and discourage family, friends and colleagues from using them too... by taking the time to STEP IN, you may prevent further tragic incidents like this.

The UK standards for the Safe Use of Mobile Phones are found here:

https://cemex.sharepoint.com/:w:/r/sites/UKHealthandSafety/_layouts/15/Doc.aspx?sourcedoc=%7B1F2445E1-96F3-4CA9-8A68-4E4F3C1309BA%7D&file=UK%20HS_Standards%20Safe%20Use%20of%20Mobile%20Phones%20v4.0%2029.02.16.doc&action=default&mobileredirect=true

Please discuss the Alert with your teams, including contract hauliers who work for us, and display it on relevant noticeboards.

Before starting any new task always **STOP, THINK...& CHECK** it is safe, and always **STEP IN** if you see anything unsafe. **LOOK AFTER YOURSELF AND EACH OTHER.**

Update On Working Environment



The Government has announced a series of changes to lockdown measures to protect us from the spread of Coronavirus, which will come into force from 4th July. This includes the re-opening of many businesses including hospitality venues and some revisions to the 2 metre physical distance rule.

These changes will affect all of us, and we understand employees will be concerned about how this will impact the way they work.

Firstly, we want to confirm that all those who are currently working remotely should continue to do so until we communicate otherwise. We are in the process of implementing measures and installing equipment at our office locations to ensure they are ready to reopen when it is safe to do so – however the Government advice is still that all those who can work from home should, and so we continue to adhere to this guidance.

Secondly, for those who are working at our sites – **please continue to maintain the 2 metre physical distance.** The Government has recognised that maintaining 2 metre is not always possible and so the



distance can be reduced but only where additional mitigation measures are implemented. It still recommends keeping 2 metre away from other people as the risk of infection increases the closer you are to another person with the virus, and the amount of time you spend in close contact with them. Therefore, we will continue to keep aligned to the Government guidelines and respect the 2 metre rule wherever possible as this is one of the fundamental controls.

We ask all our employees to stick to the 2 metre distance to ensure their safety and that of others around them.

LTi Free Congratulations To....



Well done to Daniel Bateman and the Supply Chain team at Tilbury for reaching 13 years LTI and TRI free this week.

Dave Hart commented: "This is a fantastic achievement reached through consistent and continued safety leadership. Well done."

Digital Induction – COVID Control



Many thanks to Paul Carey for creating the COVID–19 Digital Induction now in use at Somercotes Rail, it is very simple and easy to use. Simply scan the QR code or visit the website from browser to complete the induction.

We have had some good feedback from those who have completed so far. There were initially a couple of issues with people not having a smart phone/data but that was easily rectified as they asked for verbal confirmations to the induction questions and entered the names on to the database on their behalf.

This is a great addition to our COVID–19 control measures, reducing paperwork and helping to keep us all safe.

New ISO Accreditation For Building Products And Cement



Recently several parts of the UK business have been undergoing external audits to attain accreditation to the ISO45001 Health and Safety Management standard. ISO45001 is the successor to ISO18001 and is intended to align systems to the Quality (ISO9001) and Environmental (ISO14001) standards.

Building Products (Rail) were the first to attain the new requirements closely followed by Rugby Cement, it is hoped that this will be followed by Paving Solutions in the coming weeks.

It is a credit to the teams involved that the process was completed in a relatively short time and with very few problems encountered.



BEING THE BEST FOR CUSTOMERS

Supplying An NHS COVID Test Station



Yet another great Paving Solutions story this week.

Thanks to Gary Hayhurst, Unit Manager, and his team from Lincoln Asphalt plant for supplying 110 tonnes of material to surface a new COVID Test Centre on Saturday in Grantham, which was due to open this Monday.



CEMEX Launches LabExperts



CEMEX is capitalising on its expertise as a globally renowned manufacturer of building materials by launching a new testing service for construction contractors and materials suppliers in the UK.

LabExperts will offer customers a full testing and investigation service managed from the CEMEX UK National Technical Centre in Warwickshire, which houses nine market-leading laboratories and advanced testing equipment.

An expert team of 15, comprising Technicians, Managers and Customer Liaison Support, will ensure that LabExperts can deliver on its three promises to customers, quality and availability of test reports, maintaining turnaround time commitments, and customer enquiry response time.

These three promises set CEMEX LabExperts apart in the industry through the ability to deliver a bespoke and consistently high-quality service. CEMEX LabExperts promises to communicate with customers regularly and in line with their requirements, providing clear and concise test reports and superior service in a pre-agreed time frame based on customer requirements.

Testing either on site or at the lab will be available for a wide range of products including specialist aggregates, asphalt, concrete, mortar, screed and paving; services that CEMEX itself uses for its internal quality control and investigation work.

LabExperts' standard and exploratory testing offers the determination of innate properties of materials, such as shape, size and density as well as the mechanical and chemical characteristics such as strength, resistance to mechanical or chemical action and exposure. Bespoke testing packages are tailored to each customer's individual needs with many tests UKAS accredited.

Mike Higgins, National Technical Manager for Quality & Product Development at CEMEX UK, commented: "Our new LabExperts division is perfectly poised to meet what we see as a clear gap in



the market; a promise to deliver on quality, reliability and response. We will work closely with each customer to identify and meet their individual needs, providing a tailored service and level of communication every time.

We are a renowned building materials supplier, and this also helps us to differentiate our testing provision – we use LabExperts ourselves for our internal quality control, investigation and product development and have the wider resource and technical expertise of a global brand.”

For further information about CEMEX LabExperts, please visit cemex.co.uk/lab-experts

Relaying In Lincs



Congratulations to the Paving Solutions team in Lincolnshire for delivering the section of the A52 in Huttoft for the County Council during lockdown.

Well done to the teams for working within the new COVID guidelines and delivering a great new road safely.

Nice before and after shots too!

CEMEX Launches New Fast Laying, Eco-Friendly Asphalt



Building materials supplier CEMEX presents VIAPATH™, a premium single layer asphalt solution for cycle lanes and footpaths*, which has been expertly developed with speed of construction in mind.

VIAPATH can be laid between 25mm and 70mm thick, eliminating the need for multi-layer surfacing which can be costly – both in terms of the materials and labour required. It also presents significant time savings, which helps to limit the disruption to pedestrians and other road users and achieve a faster rate of job completion. In addition, multi-layer construction can often lead to damage in underlying layers

resulting in further delays and spiralling costs.

For those looking to incorporate more eco-friendly products into their construction projects, VIAPATH offers real sustainability benefits. It achieves a carbon footprint reduction for a project by requiring less fuel use during the paving operation, less tack coat/bond coat and lower on-site wastage.

A further benefit of this single layer solution is that it addresses a common cause of potholes caused by traditional pavement construction. Typically, a horizontal joint would be required between the binder course and surface course layers which presents an inherent risk to the ingress of water. With VIAPATH this joint is eliminated, thus improving the overall structural durability of the pavement. Martin Ashfield, Technical Manager for Asphalt & Paving, CEMEX Europe, commented: “As more and more of us adapt to new ways of sustainable travelling that also eases pressure on public transport, the development of cycle and footpaths is critical.



Fortunately, VIAPATH is a premium-quality asphalt solution that has been specifically designed to replace surface, regulating or binder courses in a single pass. This will allow our customers to quickly meet government demands for fast pop-up solutions, while also being cost-effective and minimising disruption to pedestrians, cyclists and other road users.”

CEMEX R&D, Innovation and Business Development projects are part of the global R&D collaboration network, headed by CEMEX Research Centres, based in Switzerland.

For more information about VIAPATH, visit: <https://www.cemex.co.uk/viath-path-asphalt-for-cycle-lanes-footpaths>

More Great Solutions In Sheffield



Another great Paving Solutions project has recently been finished in Sheffield on Snig Hill by one of our Northern teams.

Great to see us working with customer NMCN plc on regenerating the Castle Market area.



Why Is Vertua Better Than Just Offsetting?

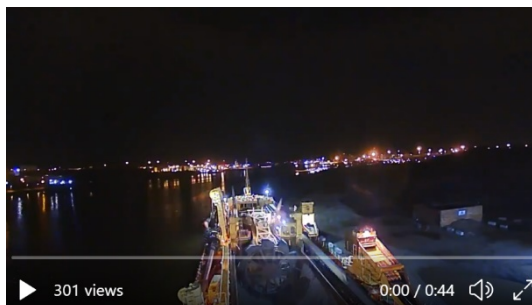


In this week's Vertua video, Steve Crompton, Director of Quality and Product Technology, Materials West Europe, talks about why the Vertua range is better than just offsetting, and the challenges of creating this low carbon concrete product.

Watch the video here:

<https://web.microsoftstream.com/video/e80ed2ad-9caf-4a2d-b3e3-3e443e8017af> [Recorded before lockdown]

A Day In The Life Of A Dredger



Kurt Cowdry has posted this nifty little video of the 'night Sand Falcon' on twitter – it's a nice speedy look at it's day!

Follow the link to have a look:

<https://twitter.com/i/status/1267864520904585221>



Thank You



It is always great when a customer takes time to write in with positive feedback.

The UK Concrete Products team received an email from Sally Elliott of Rouden Civils in Kent last week:

"Thank you.... despite the pressure you are all under the service we are currently getting from CEMEX far exceeds that of most of our other suppliers so kudos to you all."

Carl Platt commented: "Congratulations and thank you to Lianne and the UK Concrete Products team, please keep up the good work."

BEING THE BEST FOR SHAREHOLDERS

CEMEX Moves Ahead With Its Strategy To Address Climate Change



CEMEX announced recently that the company will move ahead with its Climate Action Strategy and continue advancing towards its vision of a carbon-neutral economy by effectively addressing society's increasing demands to mitigate climate change.

In February 2020, CEMEX defined an ambitious new 2030 target of a 35% reduction of its net specific CO₂ emissions per ton of cementitious product compared with its 1990 baseline, aligned with the IEA technology roadmap for the cement sector to fulfill the Paris

Agreement's commitment under a 2-Degree Scenario. Additionally, the company established a new ambition to deliver net-zero CO₂ concrete globally to all of its customers by 2050.

"Climate change is one of the biggest challenges of our time, and we believe that we can continue to address it as a fundamental component of our efforts to recover from the COVID-19 pandemic," said Fernando A. Gonzalez, CEO of CEMEX. "We're capable of capturing this unique opportunity to build a better, more sustainable future, leveraging our robust experience in sustainability, health, and safety."

To fulfill the company's new 2030 target, CEMEX has developed a detailed CO₂ roadmap for each of its manufacturing plants to accelerate the rollout of proven technologies worldwide. To do so, CEMEX aims to reduce CO₂ emissions in clinker through the production of novel clinkers with lower heat consumption, the use of alternative decarbonated raw materials, and the increased use of alternative fuels. CEMEX also aims to reduce CO₂ emissions in cement by increasing the substitution of clinker with alternative cementitious materials, using admixtures to enhance strength, and adopting new grinding technologies to improve performance. Complementarily, CEMEX continues to reduce CO₂ emissions in its power supply by increasing the use of renewable energy.

For more information on the company's Climate Action Strategy, please visit: www.cemex.com/climate-action



CEMEX Ventures Will Recycle Plastic To Produce Concrete And Aggregates



CEMEX Ventures, CEMEX's Corporate Venture Capital and open innovation unit, announced its investment in Arqlite SPC, a US company based in California. Arqlite SPC processes unrecyclable plastic waste into artificial gravel, avoiding the use of natural quarry aggregates and boulders in the production of light concrete with a low CO2 footprint and for installing drainage beds for construction and landscaping. CEMEX Ventures' new alliance with Arqlite SPC offers an innovative solution around the construction industry's circular economy: it gives a second life to plastic and reduces the

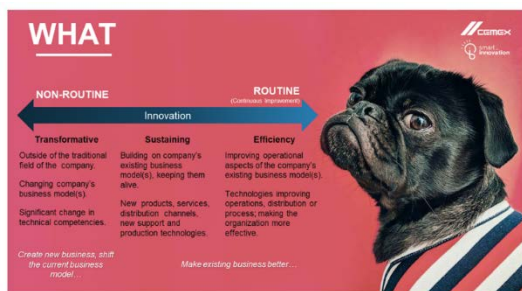
carbon footprint and operating costs of handling and producing construction materials such as aggregates and concrete.

Arqlite SPC began its research and development process in Argentina in 2016. It has developed an innovative technology that allows most of the plastic waste to be recycled instead of disposal at a landfill or polluting the environment. The light aggregates it produces represent a significant advance in sustainable construction, multiplying thermal and acoustic insulation by ten times compared to mineral aggregates and offering better construction quality and higher energy conservation. The aggregate is three times lighter than stone, making it excellent for low CO2 concrete that is also intended to reduce required structural supports and to significantly lower transportation costs. The low thermal conductivity of plastic reduces its reaction to extreme temperature variations and, therefore, the possibility of fracturing or altering the concrete mix.

One million plastic bottles are purchased every minute, and 500 billion plastic bags are used annually. Also, eight million tons end up in oceans every year, threatening marine life. Thus, CEMEX Ventures and Arqlite SPC bet on a low-cost technological solution, capable of processing the vast majority of plastic waste as raw material. Due mainly to the lack of environmental awareness and existing technical limitations, it is estimated that only 7% of the 300 million tons of plastic waste generated is finally recycled.

This investment by CEMEX Ventures is part of CEMEX's ambition to deliver net-zero CO2 concrete to all of its customers globally by 2050, as this solution uses practically all types of plastics as raw material, preventing them from ending up in landfills or unsustainable destinations. Find out more at: <https://www.cemex.com/media/press-releases>

Smart Innovation – What Are We Looking For?



Have you been wondering what the Smart Innovation team are looking for?

They are looking **for all types of innovation**. They are looking *for any viable solution that is new to a specific context and time, while creates value to user and provider.*

To help you navigate through and better understand how they categorise innovation, have a look at the definition diagram in the image. If you'd like to get more context watch the on demand 60 minute webinar ([here](#)) *Essential Insights into Innovation Idea Challenge 2020*.



If you are interested in learning more about innovation in CEMEX and our region, and receive more learning materials and tools, go to <https://cmx.to/smartinnovation> and follow [EMEAA Yammer](#).

BEING THE BEST FOR COMMUNITIES

400 Hands Say Thank You



CEMEX UK received a large thank you on behalf of the 200 plus girls and women in the Girlguiding units in Bookham and Effingham, near our Leatherhead and Guildford Readymix plants in Surrey, as they received a donation of 15 litres of CEMEX made hand sanitiser recently.

Christine Moss, the Girlguiding area leader commented: "Girlguiding is a charity which runs meetings for girls and women from 5-100 years old and is completely run by volunteers. The sanitiser donation means that we will be able to safely start our normal meetings again in September.

We are so grateful to CEMEX for this donation, we would have had to charge the girls for the costs otherwise. Our meetings really provide an important social space and adventures for the girls and we can't wait to see them all again in person!"

1,500 Facemask Costs Donated



Another great community donation from CEMEX came in the form of material costs for 1,500 face visors.

We have been working in collaboration with business Concrete Carrot. During the pandemic, they have had to pause normal business and instead used their time manufacturing face visors for those who need it - such as Birmingham Children Hospital, Marie Curie, GP practices, airports, schools and more!

So far, they have produced approximately 5,000 face visors.

Amazing What You Can Do Together



By joining forces with the Southam Lions (for distribution) and Invopak (for packaging), we have been able to distribute 2,000 x 50ml bottles of CEMEX hand sanitiser to our local communities.

Well done everyone!



BEING THE BEST FOR EMPLOYEES

WE'X Pulse Survey – Return To Workplace



Last month, around 600 UK employees were invited to participate in a global online survey. The intention behind this was to get an indication of how employees feel about returning to their workplace and what their experience has been for those that have returned.

Key points are summarised below, but in general the results are very positive, particularly for people that have now returned to their workplace; many responses were more favourable than the Europe average. This gives us reassurance that the work of the Rapid

Response Team, as well as managers and supervisors in leading their teams, and everyone pulling together in very challenging times has made a real difference to how well we are coping with the pandemic as a UK business.

However, the survey results also tell us we need to do more, particularly in helping people to understand when they might return to their usual workplace and what to expect when they do. We also need to make sure that everyone feels able to raise any concerns about their safety and wellbeing.

Key Points

- Some questions were specifically aimed at people who have now returned to their usual place of work. These results told us:
 - o 94% said returning to their workplace has been a very positive experience and better than they might have anticipated
 - o 97% are clear about their customers' needs and how to meet them, but for some (23%) there is a level of concern about how well this can be done outside of their usual work environment
 - o 97% said stress levels are manageable
 - o 85% told us they know how to report a safety issue

Other questions were more general and included people who have not yet returned to their normal place of work e.g. they continue to homework, as well as those who have. Responses to these questions told us:

- 89% feel valued by CEMEX
- 74% think their safety and wellbeing is a top priority for CEMEX
- 69% said that the company supported them in adapting to changes that affect them and their job
- 53% feel that there was sufficient communication about returning to their workplace
- 52% said they felt comfortable about raising concerns about working during the pandemic

Next Steps

- Preparations for re-opening offices at the appropriate time are well underway and we will provide more regular updates about this. There is a lot to do, but we are confident we have good plans in place, and we are making steady progress.
- Government advice is still to work from home where possible. However, we are starting to review which teams and job roles we might expect to return to offices first, so that as government guidance changes and our office preparations are completed, we are ready to take next steps.



- We would like to get a better understanding of people's experiences while homeworking, what works well and how we might work in the future, as well as any concerns anyone may have about returning to their office. With that in mind we plan to run another short survey a bit later this month.
- Please talk to your manager or supervisor if you are worried about anything, or any member of the RRT. It is very important that we all feel able to raise concerns, whether specifically about COVID or other safety/wellbeing issues.

Life Through A Lens Competition



For all those budding photographers out there – CEMEX Lifestyle has launched a new photo competition for a chance to win a movie voucher.

The categories include best wildlife photo, best scenic photo, best junior photo and best abstract photo.

Enter your photo via: employee.benefits.competition@sodexo.com by 15th July.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
068-06-2020	Plant Fitter	Materials UK South	Angerstein Wharf	17/07/2020

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

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

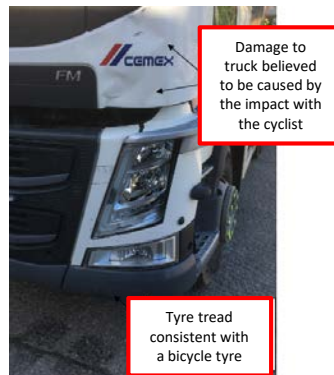


GLOBAL SAFETY ALERT

CYCLIST WALKING WITH BICYCLE FATALLY INJURED

INCIDENT DETAILS

While driving to a customer making the 3rd delivery of the day, a contracted readymix truck driver was involved in a fatal collision with a cyclist who was walking up the road in the same direction.



KEY FINDINGS

- Initial witness accounts before the collision reported seeing the deceased was walking within the designated white line to the nearside of the road and was clearly visible to other road users.
- Witnesses stated that the driver had been seen looking down into his lap, with his vehicle veering to the nearside and failing to brake as he collided with the deceased. In-cab dashcam footage supported these statements.
- Investigators found that he had been using his mobile phone whilst driving on a number of occasions that morning, and that during these periods the vehicle had often strayed from the correct lane and been driven at excess speed.
- After the collision, a camera on the outside of the vehicle captured the driver exit the cab and place a mobile phone into an external compartment, before going to check on the cyclist.
- The driver was sentenced to 40 months' imprisonment and was also disqualified from driving for five years and eight months.

Please click on the QR code or use the link below to access a video taken from the CCTV of the vehicle just before and also after the collision. <https://vimeo.com/398771896>



MANAGERS - KEY POINTS TO CHECK

- Drivers are trained and follow the Policy for mobile phone use and know it's strictly prohibited to text, email etc and to hold the phone while driving.
- All drivers have received training in how to protect Vulnerable Road Users (cyclists, motorcyclists and pedestrians) as part of their Defensive Driving training.
- Drivers are aware to only overtake a Vulnerable Road User when it is safe and legal to do so and to give them plenty of room (at least 1.5m) and to reduce their speed according to the conditions.
- Appropriate action is taken when H&S rules are not followed, including those relating to mobile phone use

ALL PERSONNEL – ACTION TO TAKE

- Never text, email or hold a mobile phone while driving and fully understand and follow the CEMEX Policy for mobile phone use – the requirements are there for the safety of you and others who may be affected by your actions.
- Mobile phones are a dangerous distraction. Always avoid distractions and be extra vigilant, especially for Vulnerable Road Users – always reduce your speed to a safe level and allow at least 1.5 metres when overtaking.
- Always check in your mirrors (including blind spots mirrors) before manoeuvring, including when overtaking.
- Check your mirrors are correctly aligned and all other fitted safety devices are working e.g. sensors, cameras, alarms etc



Mobile Phones



Respect



Other Road Users



Remember