



Welcome to UK News 27th August 2020
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Back to Office Update



On Monday, some members of the 4th floor team at Rugby returned to the office for the start of an initial two-week trial. This will give us the opportunity to test if temporary office capacity levels are practical and highlight any pressure points / potential issues to be overcome.

The trial has been positive so far and feedback is being gathered throughout, some of which we have shared with you below:

"It's been great to see people back in the office, its obvious work has been done to reduce surface areas so that cleanliness can be kept to an optimum but there is only a small number of people in at the moment – there may be more issues with more people around."

"I'm happy with the procedures in place at the office to accommodate everyone's health. There's pros and cons to working in both scenarios really as I can work well in both."

We have also spoken to some members of the Dispatch and Shipping Team at Wick who provided the below feedback about working on site:

"My initial concerns and vexations about returning to the workplace have been greatly assuaged by the satisfactory implementation of CEMEX's safer working practices. In fact, I am now of the mind that during these uncertain times a secure and stable workplace is somewhat of a blessing. The ability to work in an environment that promotes teamwork at a safe and respectful distance is advantageous to both productivity and personal wellbeing."

"CEMEX has certainly taken the proper procedures to make the office safe for everyone. Having helped to put the new safety measures in place, I knew I could feel safe returning back to the office."



Every week the RRT is monitoring the UK COVID situation and considering when a return to office may be feasible. Currently we continue to follow UK Government advice and work remotely wherever possible, and we will keep everyone updated on this situation.

In the meantime, work to prepare our UK offices continues:

- Screens are now in place on all floors of the Rugby office, and in the reception area
- Hand sanitiser dispensers for Rugby have arrived
- Screens for desks at Preston Brook will be installed next week
- A review of requirements has been completed at Peterlee



As previously communicated, we ask that employees continue to work remotely until advised otherwise by the RRT

As we see an increase in infection rates in certain areas of the UK, and indeed across Europe, it is more important than ever that we all understand the importance of adhering to these requirements and do what we can to prevent a potential spread of the virus.

Watch Your Hands



There was Safety Alert issued recently giving details of an incident where a driver's finger got trapped in a cab door. Please read the Alert, found at the end of this document or can be downloaded here:

<http://cemexuknews.co.uk/downloads>, with your teams and ensure that everyone is aware of the potential hazard.

Here are the details of the incident:

A contractor, who was operating an Articulated Dump Truck (ADT), stopped the vehicle in heavy rain to pick up a pedestrian and transport him to his light vehicle at the base of the quarry. While sitting down in the passenger seat, the passenger closed the door of the ADT, however, the Operator's left hand was on the door frame to assist with leverage (to then reach across with his right hand to pull the door from the seated position). The passenger closed the door, trapping the Operator's hand between door and frame, causing laceration to the Operator's index finger. The Operator attended hospital where his fingernail was removed, and stitches applied.

COVID-19 Alerts

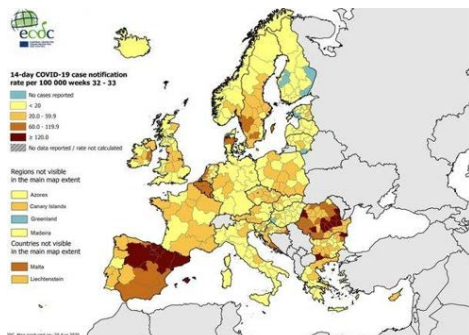


Whilst the UK is relatively stable at the moment, other parts of the world are not and are still seeing large rises in COVID infection and death. There have been two recent Global Alerts which have been circulated where CEMEX employees have sadly died from COVID, so please continue to be alert and keep to the COVID safety procedures to ensure that you and your colleagues are as safe as possible



both in and out of work. The Global Alerts can be found at the end of this document or can be downloaded here: <http://cemexuknews.co.uk/downloads>

Importance of Following Government Guidance on Quarantine



As the Government announces further alterations to the list of countries with which the UK has travel corridors, **we must all be alert to the changing nature of travel abroad and the impact this can have on our working and personal lives.**

From 4.00am, Saturday 22nd August, all arrivals from Croatia, Austria and Trinidad & Tobago must self-isolate for two weeks.

This decision has been made because data from the Joint Biosecurity Centre and Public Health England has indicated a significant change in both the level and pace of confirmed cases of coronavirus (COVID-19) in all three destinations. Also, from this date, Portugal will be added to the list of countries with which we have a travel corridor and quarantine will no longer be required.

If you return from a country that is not on the exemption list, it is a legal requirement that you self-isolate for two weeks and provide your contact details, in line with the advice [here](#). **This means that you must not leave your home for any reason** – including to go to work, to exercise, for shopping or visiting friends and family.

As we have advised in previous communications, if you have any travel plans or a holiday you have booked to an area that may be subject to quarantine restrictions, please ensure you speak with your Line Manager who will seek guidance from HR. As a reminder for Managers, if a member of your team is away from the workplace because they are self-isolating, you must update the Health & Safety tracker by filling in the form here: <https://forms.gle/WKDAFDdX81nRPTdz9>

CEMEX expects all employees to look after themselves and each other and follow the Government guidance around self-isolation when returning from overseas. Please be aware that failure to do this puts our colleagues, families and the wider community at risk and may result in disciplinary action.

A Summer of Safety



Please remember to put up the Summer Safety posters for the next few weeks to remind everyone to stay safe and take extra care whilst at work and covering for people who might be away. March to August is our worst period for incidents.

Please look out for yourselves and each other. The poster can be downloaded here: <http://cemexuknews.co.uk/downloads>



BEING THE BEST FOR CUSTOMERS

Good Things Come in Small(er) Packages....



BAGGED MORTAR
NOW AVAILABLE.



CEMEX has expanded its mortar range by adding smaller 25kg bagged options to two of its dry mixes in order to provide customers with increased flexibility of supply.

CEMEX's M4 and M12 Natural Mortar are now available in 25kg bags, as well as 1 tonne bags alongside the original dry silo option, to ensure all masonry requirements can be met – whatever the size of the site or requirements of the job.

Both sizes of bags are fully waterproof to make storage even easier; perfect for sites which are too small for a silo or need the mortar to be moved to different areas throughout the job. A bagged product also allows for a more efficient use of labour.

Readymixed, CEMEX's M4 and M12 Natural Mortar is easy to use; customers simply add water until the required workability is achieved. It is available as both natural and in a wide range of colours. CEMEX M4 and M12 Natural Mortar is suitable for brick laying, block laying, repointing, general masonry repairs and for laying patio and paving slabs. Additionally, M12 Natural Mortar is specifically designed for below ground and DPC environments where increased durability is required.

Both mixes are factory made for guaranteed consistency, using dried, constituents, accurately blended to approved mix designs to produce M4 and M12 mortars that comply with the requirements of BS EN 998-2.

Michael May, Sales Manager for CEMEX Mortars Europe, commented: "It is important that we continually adapt our product portfolio to provide increased flexibility for the customer, which is why we have included two bagged dry mortar options in the range. Bulk and 25kg bags are suitable for smaller sites where storage is a challenge or making good where the volume required on site doesn't lend itself to a silo. This means that whatever the size of the site or the needs of a job, we can provide a high quality, easy to use and consistent dry, pre-blended solution, compatible with a wide range of bricks and blocks."

CEMEX Go-es Paperless Update



As you may know, the UK has been chosen to be the next country to implement CEMEX Go Paperless, starting with Readymix, then Aggregates, with Cement to follow. The launch of the system was postponed slightly since our communication in May, but we are now in a position to move forward with this exciting project.

The Go team will be working closely with all those in Operations, BSO, Logistics, Commercial and Service Centre business units, and communicating in detail with customers.

A pilot in Greater Manchester is due to begin, which will give us the opportunity to test the system and highlight any potential pressure points before the UK rollout.



Following this, online training will be launched for Drivers, Logistics and Commercial teams. It is vital that this is completed within the allocated time frame to ensure you are able to use CEMEX Go Paperless and provide a seamless transition for customers.

Over the coming weeks and months, we will continue to keep you updated on how the process will work, who it will impact and how we need your help and support. We are excited to launch the next stage of CEMEX Go with you!

Paperless is not a new digital tool.

It's a new way of working, by using our existing technology to eliminate the use of paper.



Leverage CEMEX Go's full potential by taking advantage of each aspect of its functionalities



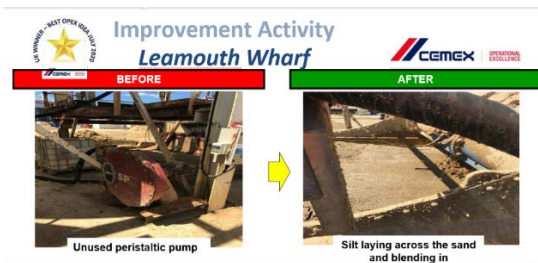
Reduce paper waste. A single city prints 180,000 delivery tickets by year



Seek possibilities for improvement for the billing collection process

BEING THE BEST FOR SHAREHOLDERS

Leamouth Wharf's Best Op Ex Idea



Another big 'Thank You' goes out to all of our teams for continuing to develop and implement their ideas that will help make CEMEX a Safer place to work, with better quality and greater efficiency / effectiveness.

The ideas for this month's competition include:

- Leamouth Wharf: Used an old peristaltic pump along with some new pipework to pump approximately 50% of the silt that would previously been loaded onto a barge and disposed of at sea back onto the sand on the dewatering screen.
- Hatfield quarry: Replaced a rented tractor and bowser with a towable dust suppression unit which is usable with site trucks. This alternative is a more cost-effective solution to dust suppression.
- Willington quarry: Improved access to the Skako feeders by reusing some site redundant equipment and minimise work at height issues from this maintenance task.
- Halkyn quarry: Improved access to the large Don Valley triple deck screen to minimise STF and fall from height hazards by installing a stairway and handrails.

Our congratulations go out to the team at Leamouth Wharf who took the Top Award this month!



Have a great idea you've implemented on site? Tell Mark Beagrie about it so we can share best practise and continue to improve all of our operations: markcharles.beagrie@cemex.com

BEING THE BEST FOR COMMUNITIES

CEMEX Helps Local Food Project



CEMEX has recently donated money towards the innovative Rugby based 'Carryit Come' project. The charity aims to support the vulnerable elderly black community local to Rugby with culturally tailored food deliveries and meals.

Many of the government backed schemes supply foods which many of the black community are intolerant too and cannot eat – such as dairy based products and pasta. In addition, many of the food support schemes come from the main supermarkets which don't supply the foods that this community typically eat (photo was taken pre-COVID).

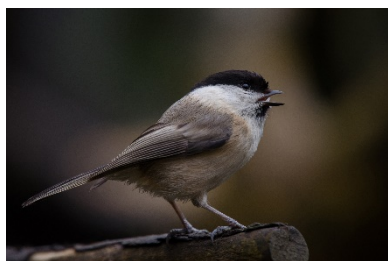
The 'Carryit Come' initiative is a fantastic partnership between Negrills restaurant (Rugby) and NU:GEN charity and it delivers cultural groceries and cultural home cooked meals to the most vulnerable elders in the black community.

Sherril Donaldson, Managing Director, thanked CEMEX saying that our donation will allow them to continue this service for the next three months and provide approximately 500 meals.

"I would like thank CEMEX for their generous contribution to the Carryit Come Project. The funds will allow us to continue with a service that keeps the most vulnerable members of the community away from the environments where they are more at risk of contracting the virus. The recipients of the service have been very grateful as the service has ensured they continue to maintain their 'normal' diet."



Willow Tit at Willington – More of a 'Status Quo' Kind of Bird!



RSPB visited CEMEX Willington quarry early March 2020 as part of a wider Willow Tit survey. The adjacent Derbyshire Wildlife Trust site is known to have Willow Tits breeding on site and CEMEX Willington quarry has some great habitat that will also sustain these now rare birds.

The Willow Tit is a back from the brink bird that is over 94% in decline: <https://naturebftb.co.uk/the-projects/willow-tit/>

In late July RSPB visited the quarry again to the to discuss with Site Manager, William Newton, the presence of Willow Tit on site, to see how the quarry can help these birds. The planned restoration of



Willington will produce a great wetland site with ponds, fen and wet grassland along with the vital wet woodland that Willow tit depend on, complimenting the wildlife site next-door.



Some of the restorations are looking really good and well established. There are a number of mature willow trees on site and areas of thicket-impenetrable bramble amongst damp vegetation that is perfect feeding for Willow Tit. The standing dead wood and broken tree limbs need to be kept too, wherever it is safe to do so, as this is future Willow Tit nesting habitat.

Willow Tits excavate their nest sites from wood, in a similar way to Woodpeckers, although Willow Tits need rotting softer wood to use a rock music analogy, you could say Woodpeckers are 'Metallica', death metal fans – the robust head bangers of the bird world –

whereas Willow Tit are more of a 'Status Quo' – soft rock kind of bird!

Site Manager, Bill, will be undertaking some active management for Willow Tit, retaining dead wood and using some felled timber pinned to trees, like nest boxes to ensure there's plenty of opportunities for nesting and retaining those brambly areas for feeding.

We are really pleased that CEMEX are working with RSPB and 'Back from the Brink' on Willow Tit at Willington, it will be the first CEMEX site to trial a joint RSPB/Willow Tit project.

Willow Tit image credit: Tim Melling

We are all Looking Out for Swallows



We thought you might like to learn that it's not just the UK who are looking out for the birds on our sites. Last week, our Aggregates quarry in Neustrelitz, Germany received recognition for being a "Swallow-friendly house" from a local representative of the NABU (German Association for Nature Conservation). 50 to 60 pairs of rare Sand Martins have been breeding in the quarry this year.

Colleagues from the quarry are very keen to make sure that breeding pairs find a steep face in a part of the quarry that is

not actively used.

This is a great recognition for the work of our colleagues in Neustrelitz and an important step in strengthening our relationship with nature conservation partners!

Thank you to Konrad Hoeppe and everyone involved!



Halkyn Welcomes Local MP



The team at Halkyn had the pleasure of welcoming Rob Roberts, MP for Delyn, to the site recently.

The weather was kind and they visited the vantage point which allowed for a safe and socially distanced viewpoint of our operations!

BEING THE BEST FOR EMPLOYEES

Want to Nominate a Colleague?



Who do you think deserves and Thanks For Your Effort Award?

Nominate any colleague you think has gone above and beyond their day job and demonstrated any of the CEMEX values.

Please email: gb-hrplanning@cemex.com for a nomination form or use the form on the UK News website: www.cemexuknews.co.uk

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
089-08-2020	Plant Manager	Materials UK South	Canning Town – East London	28/08/2020
090-08-2020	Plant Manager	Materials UK South	Sydenham Plant	28/08/2020
091-08-2020	Quarry Operative	Materials UK Central	East Leake Quarry	03/09/2020
092-08-2020	Electrical Shift Technician	Cement Operations UK	Rugby Plant	04/09/2020
093-08-2020	Transport Planner	Materials UK South	Fulham Office	28/08/2020
094-08-2020	Fitter/Fabricator	Materials UK North	Halkyn Quarry	04/09/2020
095-08-2020	Operative	Materials UK Central	Swinderby Quarry	04/09/2020
096-08-2020	Relief Plant Manager	Materials UK North	Yorkshire	08/09/2020

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 COVID-19 ALERT

INCIDENT DETAILS

A contractor, who worked in a concrete pumping operation, heard that a family member from another household had passed away with the COVID-19 virus, so he visited the house to directly support family members. Afterwards, he also attended the funeral service with the rest of the family. When the contractor returned to work, he didn't report the event to his supervisor, and he continued working for 4 days without displaying any symptoms himself. On the 5th day however, he began to feel weak and he asked his supervisor for permission to go home. After feeling no better the following day he visited several Doctors, because he was not confident about their conclusions or the medication being provided, and he suspected something more serious. By the following day, he had a high fever and was now experiencing breathing difficulties and two days later he was admitted to hospital. Sadly, the day after, our contractor passed away. The contractor's wife also caught the virus, but has since made a full recovery.



KEY FINDINGS

- The contractor had direct contact with his deceased family member and other members of that person's family.
- The contractor did not declare his contact with an infected person and other potentially infected people.
- The screening procedures at the site where he worked did not include a specific question at that time about declaring any contact with others that have or are suspected to have the virus.
- Improvement opportunities were identified to better influence the adoption of key behaviors by the workforce.

3rd July 2020

C-19A 2020 / 2

MANAGERS – KEY POINTS TO CHECK

- Our Behaviors that Save Lives have been effectively communicated to all employees and contractors and the requirements, which includes the need for physical distancing and how to protect yourself / others, are regularly promoted.
- People are aware of the need to place themselves in quarantine and to tell their supervisor whenever they have been in contact with others that have, or may have, the virus.
- Screening procedures include relevant questions about potential contact with others that may have the virus.
- Effective quarantine and contact tracing measures are in place at all sites.
- Our CEMEX Protocols are implemented, and regular monitoring takes place to ensure the controls remain effective.

ALL PERSONNEL – ACTIONS TO TAKE

- Always follow the local restrictions for interacting and never visit anyone that has COVID-19 symptoms or anyone who has been in contact with those that have symptoms – if for some reason you suspect you have been in contact with such a person, immediately place yourself in quarantine and notify your supervisor.
- Always follow the Key Behaviors that Save Lives! This includes while at home and while commuting as well as while at work.
- Support your family and friends by promoting the importance of the Key Behaviors with them as well!



Identify and Inform



Personal Hygiene



Physical Distance



Protect yourself & Others

GLOBAL COVID-19 ALERT

INCIDENT DETAILS

A company readymix truck driver decided to visit his mother in her home to support her, because she was ill with a high temperature and an upset stomach. Our employee spent around 1.5 hours with her before returning to his home and then to his place of work the next day. Four days later, he heard that his mother's condition had become worse and that she had been admitted to hospital with respiratory failure and other COVID-19 symptoms. Our employee was placed in quarantine and subsequently tested Positive for the virus. His health condition deteriorated in the following days and he was admitted to hospital, where sadly, he passed away just over a week later.

KEY FINDINGS

- Our employee visited his mother who was ill with COVID-19 symptoms
- Despite being quarantined, he decided to visit his mother again when she was first admitted to hospital.
- It's thought he was most likely infected when he visited his mother for the first time. He returned to work and only notified his supervisor days later when his mother was taken to hospital.
- While he was in hospital, his wife began to display symptoms and received treatment for the virus. His mother is continuing her recovery; however another close relative has since died with COVID-19 related symptoms as well.
- Our employee was also in contact with 3 other drivers while at work and one of them was subsequently found to have caught the virus as well.

3rd July 2020

C-19A 2020 / 1

MANAGERS – KEY POINTS TO CHECK

- Our Behaviors that Save Lives campaign has been communicated to all employees and contractors with regular promotion of the requirements, including the need to Identify symptoms and inform, which includes when in contact with a suspected/confirmed case.
- All the company protocols are implemented in all operations.
- The control measures are effective, and any needed improvements are timely implemented.
- All site Managers and the COVID Pandemic Coordinator have been trained in our HSMS Element 15 requirements.

ALL PERSONNEL – ACTIONS TO TAKE

- Inform your supervisor immediately if you have developed any COVID-19 related symptoms or if you've been in contact with a confirmed/suspected case.
- Always follow the government guidelines and company requirements to keep yourself and others safe.
- If family members or close friends are ill, do not visit them.
- Always follow our 4 Key Behaviors that Save Lives, including when at work, when commuting and when at home!

Watch the Behaviors that
save lives video



You can scan QR Code
with your mobile phone or
click on the following link:
<https://cmx.to/2CPdJb>



Identify and Inform



Personal Hygiene



Physical Distance



Protect Yourself & Others



SAFETY ALERT

UK SA08/2020 – 19.08.2020

Display Until
25.09.2020



MOBILE PLANT OPERATOR TRAPS HAND IN DOOR

DETAILS OF THE INCIDENT

A contractor, who was operating an Articulated Dump Truck (ADT) stopped the vehicle in heavy rain to pick up a pedestrian and transport him to his light vehicle at the base of the quarry. While sitting down in the passenger seat, the passenger closed the door of the ADT; however, the Operator's left hand was on the door frame to assist with leverage (to then reach across with his right hand to pull the door from the seated position). The passenger closed the door, trapping the Operator's hand between door and frame, causing laceration to the Operator's index finger. The Operator attend hospital where his finger nail was removed and stitches applied.



KEY FINDINGS

- The risk assessment had not identified this potential hazard.
- The passenger and ADT Operator did not communicate regarding the closure of the door.
- The position of the door handle led Operator to an unusual movement when in seated position.
- The weight of the door required some force to close.



KEY REVIEW POINTS

- Brief Operators regarding potential pinch point between door and frame.
- Review risk assessment for access/egress from cab.
- Review pedestrian and vehicle management in changing environments (weather and quarry development).
- Review first aid provisions for access to running water.
- Communication between Operator and passengers.

Look after yourself and each other

Don't let anyone act unsafely, always stop unsafe practices.

Safe Systems

Follow safe systems of work, site rules, signage and traffic signals.

Incident/Hazard alerts

Report all incidents/hazards immediately.

Driving

Drive safely, ensure you are authorised and that vehicles/mobile plant are well maintained.

