



Welcome to UK News 10th December 2020
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

LTI Free Congratulations



Congratulations to Leslie Grabarz, Michael Roe and team on achieving 3 Years LTI and TRI free for Supply Chain at Dove Holes, North West and Yorkshire. This is a proud milestone given the complexity and scale of this operation.

Dave Hart commented: "This has been achievable through your consistent and continued safety leadership and commitment allied with the close collaboration with the Dove Holes, Materials and Urban Solutions teams.



Let's continue to build upon this performance working together as one team so we can reach our target of Zero incidents and Zero harm."

Don't Phone and Drive



The Safety team recently circulated a Safety Alert regarding a third party delivery driver who was observed watching a video on his mobile phone, balanced behind his steering wheel, whilst on a weighbridge. Quite rightly our Weighbridge Operator stepped in and asked the driver to put his phone away. However, whilst driving back out of the plant he was seen to reach over and replace his phone on his dashboard.

This was not the first time that there had been concerns expressed about this driver and he has consequently lost his job. Well done to our employee for stepping in, in what was a difficult situation. Even though the consequences were severe for the driver, nothing is more important than safety.



Nottingham Asphalt – Emergency Shower Good Practice

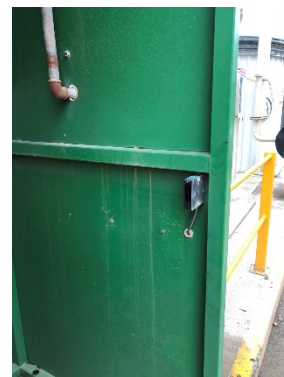


Well done to Dean Edwards and the team at Nottingham Asphalt plant for looking after Andy Taylor on site this week. It is the first time he had seen an emergency shower operated by a light curtain (light sensor switch which automatically turns the water on).

Andy commented: "It looks like a good practice worth further consideration."

If you want to find out more about the shower, contact Lee Wearing, Health & Safety Advisor –

lee.wearing@cemex.com



Do Good December – Happiness Calendar

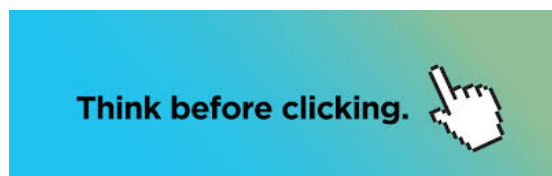


2020 has been a difficult year in so many ways. We have had to deal with uncertainty, anxiety, isolation and challenges with our financial situation, health or relationships. One thing that can hold us together and help us get through is kindness.

Although we can't change our situation, we can choose to respond to others (and ourselves) with kindness. And when we're kind, everything goes better. We help others, we help ourselves and we encourage others to be kinder too.

Feel free to print off and use this calendar, provided by the Action for Happiness charity. It can be found at the end of this document or in the download section of the UK News website: <http://cemexuknews.co.uk/downloads>. Find out more on their website <https://www.actionforhappiness.org> They even have an app you can download to give you daily actions and inspiration for happiness.

Have you been Pwned?



In a world where much of our personal data is necessarily shared online, it is vital to keep abreast of your personal data security. High profile data leaks are commonplace and often significant in size leaving you open to being scammed or a victim of identity fraud.

<https://haveibeenpwned.com/> is a useful and legitimate site to check if your email account and personal data has been compromised. Simply enter your email address, including your CEMEX email address, to ascertain if your data has been compromised. If it has (and it's commonplace) you should change your email password and any passwords associated with the accounts that the site advises has been compromised, with immediate effect.

Stay safe online and avoid being scammed.



A Heartfelt Thank You



Following their virtual Health & Safety Committee Meeting for NW Readymix, Paul Cheeseman and the team put out a heartfelt thank you to all staff, IHCs and contractors locally for their efforts this year.

We thought we'd share it too as it is such a lovely message and applies to all of us. Feel free to share this with your team and colleagues:

"We would like to take the opportunity to thank all our staff, IHCs and contractors for their efforts in what has been a challenging year for all of us. Operationally, we recognise the efforts you have gone to, the additional risks you have faced in coming to work, attending sites, interacting with others that can't be done by working at home. We have adapted to a new way of working, implemented procedures, controls and best practice to minimise the risks from COVID in our operations whilst still undertaking our daily roles. Planning commercially, you've had to adapt to remote working that brings its own challenges through available equipments, processes and lone working (couple that to childcare and supporting family and loved ones) that can impact mental health and wellbeing.

The challenge of furlough and extended periods away from work will have also brought uncertainty at times, alongside integrating into a new way of working on return that brought its own challenges. Everything we've tried to achieve hasn't been done without some additional challenge. We've said goodbye to valued members of our team whose own contribution should not be forgotten.

So, to each and every one of you across the board, be you, IHCs, Shippers, Technicians, Sales, Contractors, Logistics or Operations, our thanks and gratitude go out to you for your support and commitment throughout.

Please remain focused, look after yourselves, look after one another and stay safe."

BEING THE BEST FOR CUSTOMERS

Isofines 5000 Series Product Launch in UK



CEMEX UK is proud to present the latest additions to its admixtures range: the ISOFINES 5000 Series, offering safe and easy materials drying solutions. The ISOFINES 5000 Series is capable of absorbing high amounts of the water that could accompany any type of mud, spoil or sludge.

The ISOFINES 5000 Series can be used on tunnelling spoil plastic concrete waste, moulded and diaphragm walls, jet grouting and concrete excessive finishings, as well as in the sedimentation pool in quarries. Through the removal of water, this admixture technology allows for the treated material to be transported and disposed of safely.



Additionally, these solutions can also reduce a project's carbon footprint; they provide an alternative solution to quicklime and are more cost-effective when compared to a pure cement solution due to the lower dosages required. A broad range of formulations are available, including a cement-free option.

The ISOFINES 5000 Series also has the added feature of quickly recycling liquified and difficult to handle mud – a solid material is obtained facilitating landfilling, and thereby reducing pollution. It can be delivered in bulk recycled plastic bags or silos which means there is no waste material on jobsites and a great volume is transported.

Virginia Flek, National Technical Sales Executive for CEMEX Admixtures, commented: "The ISOFINES 5000 Series is an excellent addition to our high-quality admixtures range; presenting safe and easy drying solutions which also offer considerable sustainability benefits."

This series is already available in France and has been used on extensions to the Metro lines in Paris with great success. We are excited to launch it in the UK and make it available to our many customers who work on projects which create spoil with high amounts of water.

The ISOFINES 5000 Series is part of CEMEX's admixtures portfolio of construction chemicals, which offers quality, efficient and reliable solutions, which includes grinding agents, plasticisers, superplasticisers, accelerators, retarders, air entraining, water-repellent, water retaining agents, stabilisers amongst others".

BEING THE BEST FOR SHAREHOLDERS

Back to the Drawing Board – New UK Supplier



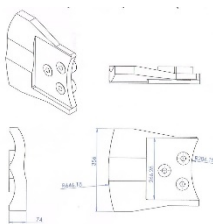
This week the low-cost countries (LCC) Procurement team finalised a new deal with a UK supplier for our log washer machines which wash our Aggregates.



They worked closely with the UK Aggregates teams to identify a saving in the supply chain, with the UK based company being the best option for supplying the parts. The team went right back to the drawing board to understand the technical drawings, mouldings and samples for the machinery and aim to have the finished products by February 2021.

Jazz Cheema, National Operations Negotiator, commented: "It's refreshing to use UK suppliers in the LCC process and for this one to be a casting factory used direct, managing our whole process from technical drawing to producing mould casts with our CEMEX part numbers casted in for ease of product identification linking to our SAP product material codes."

This is another great example of the procurement strategy and teamwork with operations providing streamlined processes, cost savings and quality products for the business.



Isn't She Beautiful....



We're thrilled to share this video of the UK's new marine dredger, CEMEX Go Innovation.



The ship has now undertaken its sea trials and the official handover from Damen to CEMEX will take place in December at the shipyard in Romania. The ship will then go to the Damen shipyard in Holland for final testing

before it comes to the UK for dredging trials in UK waters on CEMEX licenses, during February 2021.

To view the video visit: <https://we.tl/t-jDysTc3nwZ>

CEMEX Introduces Vertua® in Mexico, its Low Carbon and Net-Zero CO2 Products



CEMEX announced recently that Vertua®, its low carbon and net-zero CO2 products, is now available in Mexico after a successful introduction in Europe.

Vertua® is a milestone towards carbon-neutral construction becoming a reality. Since 1st December, it is available in Mexico City, Monterrey, Guadalajara, Cancun, Tijuana, León, Querétaro, Puebla, Mérida, and Mazatlán, and will be gradually available in the rest of Mexico.

Vertua® is the result of the work done by the CEMEX's Research and Development Centre in Switzerland and it's one of the main components of the ambition to deliver net-zero CO2 concrete for all products and geographies by 2050. Customers in several European countries are already using Vertua® in flagship infrastructure projects and many climate-friendly building projects, reducing their construction CO2 footprint significantly.

All CEMEX Press Releases: <https://www.cemex.com/media/press-releases>

BEING THE BEST FOR COMMUNITIES

Secret Santa with a Twist....



This year the team at Preston Brook decided that as they couldn't do the usual Secret Santa for each other that they would change it up a bit. They chose to donate the usual £10 they would spend on a gift for a colleague to a local charity.

As a team, so far they have raised an impressive £260 for the Halton Christmas Toy Appeal. This charity buys toys for children who would have gone without otherwise.

Well done to the team, and particularly Abbie Le Surf who co-ordinated the team's giving efforts.



Fundraiser – Cash for Kids



This year has been different for many reasons, and the festivities no doubt will not be what we're used to. However, for some children this Christmas will be just the same as always and they will wake up on Christmas morning without so much as a chocolate orange to open.

Now, whilst we appreciate Christmas isn't **JUST** about the gifts, the joy a child feels while opening a gift is something that shouldn't be taken away from them, no matter what.

Last year our team in the North East helped out at the Cash for Kids warehouse, helping to distribute over 50,000 gifts to children in the North East (please check out their pictures below!) This year, for obvious reasons, they are unable to assist in person, but would still like to make a contribution, and have asked for your help. They would like to raise as much money as possible for Cash for Kids to ensure no child in the North East goes without a gift, this year more than ever.



If you would like to help out, please donate here: <https://www.cashforkidsgive.co.uk/campaign/north-east-mission-christmas-fundraising-2020/fundraisers/cemex/>

No matter how big or small your donation is, it will greatly help. All images taken pre-COVID.

BEING THE BEST FOR EMPLOYEES

Welcome to CEMEX



We are delighted to extend a warm welcome to two new members of the Admixtures UK Sales team. Ryan Eyre and Marko Svagelj have joined us as Admixture Sales Executives for the South West and South East respectively.

Ginny Flek, Admixtures Senior Sales Executive, has the pleasure of introducing her two new colleagues:





"Marko has come to CEMEX from the Breedon Group where he worked in the Technical department for some years building upon the experience he gained from his time at Hope and the Croatian Institute of Civil Engineering.

Ryan previously worked at Chryso where he was involved in various projects including HS2. He comes with a wide range experience in our industry, as well as a Concrete business in his family!



I know you all will join me in giving them a warm welcome to the CEMEX group."

An Early Christmas Present!



Massive congratulations to employee, Brett Haigh (multi skilled Operative at Stourton depot/Asphalt plant) and wife Megan who welcomed their daughter, Holly Hazel (what a great name), into the world last week.

Holly is the first child for the couple and another grand-daughter for Steve Haigh, Brett's dad, who also works at Stourton as the Site Fitter.

John Beard, Site Manager, commented: "We are all made up for them all – another addition to the Stourton family!! And a bit of sunshine at the end of a mad year!"

Look Out for your M&S Voucher



Hopefully some of you will have already received your Christmas voucher in the post. But if not, please look out for your CEMEX Christmas present.... a little thank you for your hard work this year.

Avoid Those Extra Festive Pounds



It's tempting to totally over-indulge at Christmas, especially after the year we've had, but you can still treat yourself without expanding your waistline.

Here's some great festive tips for a healthy and happy Christmas from cemexlifestyle.co.uk. We all know that being overweight is bad for our health and your mind, so take a bit of time to think about some of the tasty alternatives to alcohol and sugar and try to plan a few more activities apart from vegging on the sofa....

You will feel better for it and enter the year ahead with a clearer head and happier body.



Changes To Fuel Mileage Rates



The fuel rates for business mileage have been updated effective 1st December in line with the latest HMRC Advisory Fuel Rates.

The rates by engine type and size are outlined in the table below.

SAP Concur has been updated and claims for mileage from that date onwards will be made at the revised rates.

Fuel Type	Engine size	Rate From 1 Sep 2020	Rate From 1 Dec 2020
Petrol	1400cc or less	10p	10p
	1401cc to 2000cc	12p	11p
	Over 2000cc	17p	17p
Diesel	1600cc or less	8p	8p
	1601cc to 2000cc	10p	10p
	Over 2000cc	12p	12p

We Are All Ears....



Tell us what you think of the communications you receive from CEMEX UK. The Internal Communications team (Sarah Murphy, Vicky Leonard and Tracey Neal) are keen to hear from you so they can improve what they say, and how they say it!

It will only take a few minutes and you might win a £20 Amazon voucher for your time!!

Please follow the survey monkey link and fill in the simple survey:

<https://www.surveymonkey.co.uk/r/UKcommssurvey2020>

The survey can be accessed by those who don't have a CEMEX email address.

If you want to be entered into the prize draw you simply have to leave your email address at the end. All responses will be treated in confidence. For terms and conditions of the prize draw please see the download section in the UK News website: <http://cemexuknews.co.uk/downloads>

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
164-11-2020	Operational Excellence Advisor and Systems Analyst	West Europe Materials	UK, France & Spain with travel expected within this region	16/12/2020



165-12-2020	Marketing Specialist	Marketing Operations / Customer Experience	Rugby Office	18/12/2020
166-12-2020	Commercial Solicitor	CEMEX UK - Legal	Rugby Office	17/12/2020
167-12-2020	Commercial Analyst – West Europe Materials Business Development	West Europe Materials	UK or France (location flexible)	23/12/2020

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.





KINDNESS CALENDAR: DECEMBER 2020



MONDAY



7 Leave a positive message for someone else to find

14 Share a happy memory or inspiring thought with a loved one

21 Appreciate kindness and thank people who do things for you

28 Be kind to the planet. Eat less meat and use less energy

TUESDAY

1 Share the Kindness Calendar with others and spread kindness

8 Do something helpful for a friend or family member

15 Contact an elderly neighbour and brighten up their day

22 Congratulate someone for an achievement that may go unnoticed

29 Turn off digital devices and really listen to people

WEDNESDAY

2 Contact someone you can't be with to see how they are

9 Notice when you're hard on yourself or others and be kind instead

16 Look for something positive to say to everyone you speak to

23 Choose to give or receive the gift of forgiveness

30 Let someone know how much you appreciate them and why

THURSDAY

3 Offer to help someone who is facing difficulties at the moment

10 Listen wholeheartedly to others without judging them

17 Practice gratitude. List the kind things others have done for you

24 Bring joy to others. Share something which made you laugh

31 Plan some new acts of kindness to do in 2021

FRIDAY

4 Give kind comments to as many people as possible today

11 Be generous. Feed someone with food, love or kindness today

18 Give away something that you have been holding on to

25 Treat everyone with kindness today, including yourself!

SATURDAY

5 Make a gift for someone who is homeless or feeling lonely

12 Buy an extra item and donate it to a local food bank

19 Buy locally and support independent shops near you

26 Get outside. Pick up litter or do something kind for nature

SUNDAY

6 Support a charity, cause or campaign you really care about

13 See how many different people you can smile at today

20 Contact someone who may be alone or feeling isolated

27 Call a relative who is far away to say hello and have a chat

Let's look beyond our differences and help each other. Every act of kindness matters



ACTION FOR HAPPINESS

#DoGoodDecember



www.actionforhappiness.org

Learn more about this month's theme at www.actionforhappiness.org/do-good-december

Keep Calm · Stay Wise · Be Kind