



Welcome to UK News 7th January 2021
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

CEMEX UK Responds to National Lockdown

1



IDENTIFY SYMPTOMS
AND INFORM

Following the recent government announcements, the RRT has carefully considered the requirements for the new national lockdown in England and Scotland and its impact on operations.

As we have done throughout the pandemic, we will follow Government Guidelines and the safety of our staff and those we work with remains our number one priority.

2



PERSONAL
HYGIENE

The Government has confirmed that construction work is essential and should proceed, meaning our business can continue to operate. However, as in the initial lockdown in March 2020, we must all ensure that we are only leaving our homes if it is absolutely necessary and are minimising our journeys as far as possible.

For this reason:

3



PHYSICAL
DISTANCING

- **All those who can work remotely must do so.** Any area offices that are not directly required for on-site operations should close if they have not already.
- **Visits to our sites must only be made if there is an absolute business need** – such as Health & Safety or to maintain operations.

- **Visits to customer sites or face to face meetings with customers must only proceed if essential** and will require approval from the director of your business unit.

4



PROTECT YOURSELF
AND OTHERS

- If site visits are deemed vital and proceed, then **all Health & Safety protocols must be completely adhered to with no exceptions.**

An essential journey notice for any work-related travel can be found at the end of this document or in the download section of the UK News website:
<http://cemexuknews.co.uk/downloads>, for use as needed.

In a reflection of the increased numbers of cases nationally, we have seen a significant upturn in employees contracting the virus, with 30 cases recorded over the Christmas period. We are expecting further cases amongst over the coming days because of the increased socialisation during Christmas and New Year.



It is now more crucial than ever before that we remain extremely vigilant and closely follow all the required Health & Safety guidelines and protocols; particularly those that cover physical distancing and cleaning routines. This is especially important as we see the impact of the new variant which is more infectious and more easily spread.

These guidelines are the same as for the lockdown in March 2020 – ensuring our workplaces are safe with operations continuing. All employees working at our sites are assured that the risk of Coronavirus continues to be carefully managed in line with our protocols.

Remember to follow the four behaviours at all times:

1. **Identify Symptoms and inform.** Recognise the symptoms of COVID-19, and if in doubt, be responsible – stay home, do not come into work and get tested.
2. **Personal Hygiene.** Wash your hands as often as possible and follow other required cleanliness regimes.
3. **Physical Distance.** Maintain a safe physical distance from others and avoid physical interactions with people outside your home.
4. **Protect yourself and others.** Anytime you leave your home, please use a facemask and any other PPE like face shields or gloves as required.

It is particularly important to recognise the symptoms of Coronavirus, as people may also be experiencing colds or the flu at this time of year. Do not assume you simply have a cold and come into work; if you have any symptoms, stay at home and get a test. A reminder of the symptoms can be found here: <https://www.nhs.uk/conditions/coronavirus-covid-19/symptoms/>

Remember: All COVID-19 Related Absence and Positive Cases Must be Logged

We ask all employees remember that all confirmed cases of Coronavirus must be notified to Line Managers and the Health & Safety team at the earliest opportunity. This procedure still applies to those who are working remotely, even if they do not need to be absent from work.

All COVID-19 related absences should also be logged via the dedicated online form, accessible here: <https://forms.gle/WKDAFDdX81nRPTdz9> and record absences on SAP as you would do normally.

New Year – New Training



As usual, CEMEX UK takes the opportunity of the New Year to reinforce our Health & Safety messages and awareness. 2021 is no different, all that has changed is the way we are doing the training!

As COVID measures dictate we have produced a video training session for Managers to give to small teams either socially distanced at work or remotely via Teams. Please take the time to engage with the training from your Manager and if you haven't received it yet

please ask your Manager when you have one booked for!

The main topics covered are:

- Handling Resilience and Chance – 2020 experience
- Employee Interviews of COVID-19 Challenges
- Gratitude and Family Values
- Safety – Why We Take Short Cuts



- Let's not forget the basic tools – Safety Essentials, Step In, CEMEX EAP

It's as important as ever that we start the New Year fresh and focused on our safety and our health.

If you have any questions about the training material please contact Julie Welsh.

UK Employees Burned the Most Fit for Life Calories!



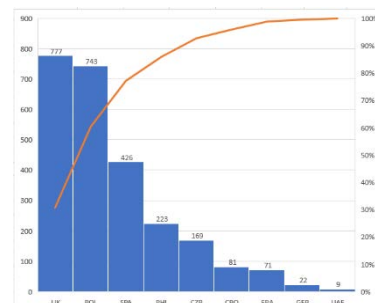
Lockdown isn't all bad and many of us are spending more time burning calories it seems. The Endomondo Fit4Life Autumn challenge has come to an end and 99 participants from nine countries burnt 2.6 million calories! The country that burnt the highest share is UK, with 0.8 million!

The winners of the prize draw, funded by Customer Experience team, were:

1. Jose Robles (SPA) - wireless earphones
2. Mariusz Nosarzewski (POL) - bike tools
3. Rob Greenfield (UK) - LED shoe clip

Jacek Adamowski, who organised the virtual competition, commented: "I am saddened to announce that we have to suspend the next challenges due to shutdown of Endomondo and there is no other app that has such challenges in their offer. It is possible that next year some of them will develop it though. The most probable would be strava.com. If anyone cares to join, we have a Club there already: CEMEX EMEA Sports, where we can see weekly competition.

The chart shows the breakdown of country participation in calories burning in the last challenge.



BEING THE BEST FOR CUSTOMERS

Marketplace for You



As you are probably aware, across our Europe region we implemented a new Marketplace on-line procurement system last year. The Procurement team has produced a quick and easy video guide to creating a purchase order and a full list of available suppliers/agreements in this SAP enabled tool. It is

aimed at anyone who buys supplies for the business and was set up by the Procurement team to make it easy to buy quality sourced goods from approved suppliers. It mainly covers purchases in spare parts, office supplies, safety supplies and lubricants categories.

Here's the video link to the SharePoint file on how to create a purchase order:

<https://cemex.sharepoint.com/:v/r/sites/cxgroupukcommpublicaffairs/Shared%20Documents/UK%20>



News/UK%20News%202021/Jan/7th%20Jan/Market%20place%20user%20video.mp4?csf=1&web=1&e=5mIQNE



Using these suppliers and this Marketplace tool will help you to help CEMEX gain more negotiating power with suppliers and make more effective buying decisions. It allows us to manage our cash flow and have more transparency over our buying and supply process.

For it to work we need everyone to promote the use of Marketplace agreements for your future purchases where available in Marketplace.

If you would like new agreements to be implemented please contact your Procurement Marketplace Champion in the UK: Jasvinder Singh Cheema, by email: jasvindersingh.cheema@cemex.com. The

Procurement team will use this channel to promote the use of Marketplace agreements, share available and new negotiations with you. In addition, Procurement local team members will arrange periodical Webinars.

Great NPS Score for Concrete Products



Well done to the UK Concrete Products team on their recent NPS survey results... customers who took part in the survey gave them an overall NPS of 10.

Victoria Elliott, National Sales Manager for Concrete Products, commented: "The majority of these customers are managed by Samantha Leigh (Area Sales Manager - North), one customer commented 'excellent Rep'.

Credit also goes to our Customer Service, Operations and Logistics teams who are the backbone that supports the Commercial team in achieving these great results."

Business after Brexit....



Following the UK's exit from the EU Customs Union, our first export documentation was completed last weekend for a cargo on the Sand Fulmar to a long standing customer in Belgium, embracing a new way of working to keep our valued customers supplied.

Well done to all the Marine teams for keeping the business flowing in new times...

Over 12,000 Out of Hour Deliveries



Well done to our Cement Commercial, Materials and Concrete Products teams for their continued support to Supply Chain enabling them to achieve over 12,000 Cement deliveries (23% of the total) to internal and external customers at night in 2020.



Dave Hart commented: "This helps Health & Safety by reducing congestion on site along with supporting customer service and fleet efficiency and is a fantastic performance in line with 2019 in spite of the challenges of COVID."

Let's continue to work together and seek to grow this in 2021, maybe see if we can strive to get close to 30%!!!"

BEING THE BEST FOR SHAREHOLDERS

£5 Million Investment in Packed Cement at Rugby



CEMEX has confirmed an investment of over £5 million into two new plastic packing lines for packed Cement at its Rugby Cement plant. This important development will significantly increase its capacity for producing packed Cement and allow the business to provide long term surety of supply to its customers.



Since CEMEX entered the plastic packed Cement market in 2011, it has seen demand greatly increase year on year, and this investment will enable the company to meet existing and future customer requirements. Additionally, this investment will improve the design of the packed product so it can be better transported and stored.

Craig Williamson, Commercial Director of UK Cement for CEMEX, commented: "We are very pleased to confirm plans to significantly enhance the plastic packing line at our Rugby Cement plant."

Packed Cement is an important part of our UK business and this will greatly increase our capacity. This work will ensure we can continue to provide customers with the quality packed Cement they need for their construction projects, while also offering further benefits during supply and storage of the product."

Work will begin at Rugby Cement plant early 2021 and is expected to be completed by the start of the second half of the year. The development will run alongside the existing operation so there will be no disruption to production.

For further information about CEMEX's packed Cements, please visit:

<https://www.cemex.co.uk/bagged-cement-range>

5 Million Tonnes for Dove Holes



Just before Christmas the team at Dove Holes sold/transferred their 5 millionth tonne of Aggregate.

Hayden Gill, Production Manager, commented: "This is only the third time this has happened and when you consider the extreme difficulties we've all had to deal with this year, it is a remarkable achievement. None of it would have been possible without your efforts and the teams that have worked together to make it all happen."



Once again thank you and have a safe and happy New Year.”

An Exceed-ingly Good Idea



It is great to be able to share some kindness and humility from the Willington quarry team from the Midlands in our first edition of the New Year. William Newton and his team have very kindly offered to donate their £50 Continuous Improvement Regional Best Idea prize to South Derbyshire Food Bank.

Thanks again to the team for this kind gesture and for being truly best for their local community!

The idea which won them the prize was to modify an old base plate from a redundant pump to fit the sand pump base. The current base had little or no adjustment in the securing holes making it difficult to remove and refit pipe work as the holes did not line up correctly. The new base meant the mounting bolt holes could be slotted so the pump can be moved to line up the pipe work bolt holes. This has made maintenance of the pump faster and safer.

More Exceed-ingly Good Ideas....



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 Exceed (Operational Excellence) competition covered the following:

- Pershore Readymix site – The team has trialled and subsequently purchased the “Loner Duo” lone working device and app to ensure an alarm is raised if it detects 'No Movement', Alarm Call Back or Panic Button.
- Willington quarry – Willington team has modified an old base plate to a problematic sand pump allowing maintenance that is much faster and safer as requires less effort to line the bolt holes up and secure.
- Dove Holes DSM – The team has minimised Drivers having to walk up three flights of stairs to 'book in' and receive their loading pin (on average 15 – 20 loads a day times five days a week).
- Dove Holes quarry – The site team has installed an extraction unit and ducting to remove the fumes from the bobcat and caused by burning / welding.
- Langley quarry – Fitted a new 2” pump with drainage to overcome flooding for the haul road and reduce the risk of 'Slips, Trips & Fall' Hazards.

Our congratulations go out to the teams at Pershore Readymix and to Dove Holes DSM who jointly took the Top Award this month!



An Exceed-ingly Good Team....



The New Exceed Team: (top) Mark

OK enough of the Exceed puns... however, Adam Everett, the new Head of Operational Excellence for West Europe Materials, has announced his new team and has a Newsletter and Yammer Community for everyone to link to. One of the key aspects to successful operational excellence is to share ideas across operations and countries. Yammer is a great way to do this. If you haven't already please follow the Exceed Community on Yammer and have a read of their newsletter [here](#).

The team consists of:

- Mark Beagrie, Operational Excellence Manager, UK (top left)
- Cesar Rocamora Manteca, Operational Excellence Manager, Spain (top right)
- Valerie Phillip, Operational Excellence Manager, Aggs, France (bottom right)
- Steve Coles, Operational Excellence Manager, UK (bottom left)

They would love to hear your improvement ideas however big or small....

BEING THE BEST FOR COMMUNITIES

Leftover Feast for the Birds



The New Year may have started quite differently for many of us this year, but your garden birds will be just as hungry as ever! Here's a quick guide to what you can put out and foods to avoid.

By mid-winter many of the natural food sources have been eaten up. So why not spread the New

Year cheer to your garden and help the birds through the cold, wet weather? Share the holiday spirit and give the birds some of your leftovers – they'll love some chopped unsalted bacon rind, dried fruit, old apples and pears and crumbled cheese.

Cooking fat from your Sunday roast can stick their wings together making it impossible for them to keep dry and warm, so keep that for yourself. However, some other foods can also be dangerous for birds, including dried coconut, cooked porridge oats, and milk, so be sure to check on the RSPB website just in case: <https://www.rspb.org.uk/birds-and-wildlife/advice/how-you-can-help-birds/feeding-birds/safe-food-for-birds/>

Packaged bird food is always a lovely present for the birds as well – Sparrows, Tits and Finches will all visit feeders containing nuts, fat balls or seed mixtures with sunflower hearts, flaked maize, Millet and Nyjer seed. The insect-eaters, the Dunnocks, Robins, Starlings, and Wrens for example, prefer mealworms but will eat other types of food too. Lard / Suet-based products are particularly calorific so can be a big boost in getting your birds through the colder nights.

Let's not forget the drink side of the meal! Birds are slightly easier to cater for as all they need is fresh water for drinking and bathing. This can be harder for birds to find in winter as ponds start to freeze, but



you can keep your birdbath ice-free by floating a ping pong ball on the surface. The slightest gust of wind will keep the ball moving and stop the water turning to ice.

You can also help the birds in your neighbourhood by taking part in the Big Garden Birdwatch! Every year for the past four decades the RSPB has asked people to look out their window or head to their local park and let us know what birds they see over the course of an hour. This helps us to keep track of how garden birds are faring, and with about half a million people taking part every year it is now the world's largest garden wildlife survey.

You can take part on the 29th, 30th, or 31st January 2021, so for your FREE Big Garden Birdwatch guide, which includes a bird identification chart, top tips for your birdwatch, RSPB shop voucher, plus advice on how to help you attract wildlife to your garden, text BIRD to 70030 or visit:

www.rspb.org.uk/birdwatch.

Christmas Meals for Those in Need



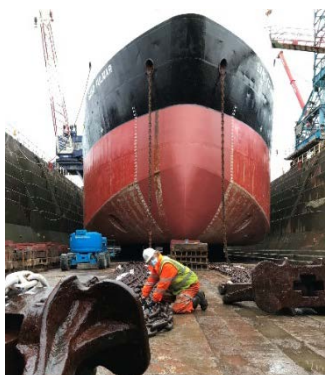
Before Christmas CEMEX UK donated £500 to the Benn Partnership to provide Christmas meals to those in need and key workers working on Christmas day in the local area. Ramesh Srivastava, Trustee of the partnership, thanked us for our generosity:

“This year the Christmas Day event will be different from previous years. As we are unable to serve meals at the Centre, volunteers will be delivering the packed Christmas dinner to families who normally have free meals, the elderly, the vulnerable, those who have had a bereavement in the family and Key Workers working on Christmas day such as those at the St Cross Hospital and the Police.

The Benn Partnership Centre are once again most grateful to CEMEX for the generous gift that is able to finance this operation.”

BEING THE BEST FOR EMPLOYEES

CEMEX Supports Marine Cadets



The UK Marine team has been working with the Merchant Navy Training Board and Cadet Management Companies to provide cadets with training berths onboard the Sand Heron, Sand Falcon and Sand Fulmar, after their normal training plans were disrupted by Coronavirus.

The cadets' employers have been unable to fulfil their usual commitments because of the downturn of the cruise ship industry as a result of the pandemic. Joining our ships will allow the cadets to secure their required sea time, complete their training requirements and ultimately become qualified merchant navy officers. These cadets will be with our crews for three months.

We caught up with one of the cadets, Henry Wallace, and Captain Tony Surey on the Sand Fulmar:



Henry, 32, joined the crew of the Sand Fulmar in November to complete the final part of his officer cadet training which includes five phases – two at sea and three at college. If he passes he will then become a 2nd Officer. Slightly unusually he changed careers from being a primary school teacher a couple of years ago. He had friends in the marine world and decided that it was what he wanted to do next. He was lucky enough to secure a place at Warsash Maritime Academy in Southampton and sponsorship to fund his training from company, SSTG, financed by the Maritime Educational Fund.

We asked Henry how he was finding life on board a 'working' vessel compared to a 'leisure' vessel such as the usual cruise ships that cadets train on:

"I much prefer working with CEMEX and the Sand Fulmar compared to previous leisure vessels, it is definitely my favourite ship so far. It's refreshing as the crews are more down to earth and happy to help out. From a training point of view, it is better as I have to do a lot more on a dredger."

Being in coastal waters there is more navigation and hands-on work. Working on the bridge is more interesting as we have to moor, dredge and discharge several times during a stint on board. As you can imagine on a cruise ship you can go for days without seeing another vessel. The crews on a large cruise ship are inevitably a lot more segregated and split into very specific roles – you don't even get to meet all the crew."

I was really lucky that CEMEX stepped in to help with my sea time. I was sitting at home during lockdown wondering how I was going to finish my training as all the cruise ships are anchored up and not taking passengers. I have had six weeks on board the Sand Fulmar already and hope to fit in another 12 weeks before the end of my training in April."

We then asked Henry what he does on board in his down time?

"I go to the gym quite a lot (it's only basic!) and have my Kindle so have been reading a few novels. Of course, I still have to study as well. DVDs and Netflix also come in handy!"

We look forward to catching up with Henry later in his training to find out how he is getting on.

Tony Surey, Captain of the Sand Fulmar, also spoke to us and told us why it is so important for companies such as ours to support cadets in this way:

"You sometimes hear it said that the UK is a maritime nation. Years ago, this was true in all respects, but now sadly seafaring in this country is a little known and little advertised vocation. It is with some degree of satisfaction then that CEMEX UK Marine is helping to at least slow this trend by helping to train cadets with a view to them becoming Merchant Navy officers."

I think it reasonable to say that most people established in their career are happy to pass on knowledge which they may have gleaned, particularly to those who are keen to learn. But I find that the benefit of training others is reciprocated; it keeps you on your toes! Whilst some knowledge becomes so ingrained, it's the maritime equivalent to never forgetting how to ride a bike, an inquisitive cadet can quickly show you where you have let inertia set in or allowed the memory to lapse. Additionally, for us, there is the gratification of helping someone achieve a qualification and make a start as a Ships Officer. It would be nice to think that Henry, once qualified, will work for CEMEX, but wherever he ends up, we wish him well."



A Happy Ending....



Many of you in the business will know the Bateman family with Nigel, Dan and Billy all working for CEMEX UK in various roles. The family had an extremely traumatic experience before Christmas when Billy's little girl, Freya, became seriously ill. It resulted in her needing to be moved to the John Radcliffe Children's Hospital in Oxford and put on a ventilator and oscillator. It was a close call as to whether she would survive, but thankfully after four weeks she made a good recovery and was back at home in time for Christmas.

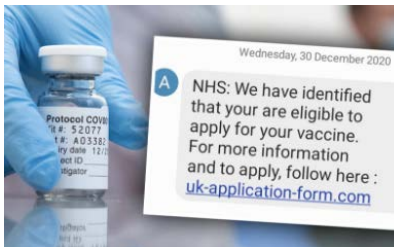
The family are so grateful for the amazing care she received at the hospital that they want to do something to thank the heroes at the NHS for saving her life. They have committed to raising as much money this year as possible!! They have already set up a JustGiving account and raised close to £4,000. Once COVID restrictions are lifted they hope to hold fundraising events to boost the appeal.

If you would like to support via a donation then you can read Freya's story on their JustGiving page: <https://www.justgiving.com/fundraising/nicole-bateman>



Nicole, Freya's mum, sums up their experience: "All we know is, it wasn't COVID-19 but it was life threatening. We owe the NHS everything. They are relentless and anything we can do to help the critical care unit moving forwards would be amazing. You never know when you will need the NHS but when you do, I guarantee they will go above and beyond."

Scammers use COVID Vaccine as Hook



As is often the case, it doesn't take the criminal fraternity long to latch onto contemporary issues. We have been informed via the UK Police of a new text-based scam using the COVID-19 vaccination program as it's 'hook'. It starts with a text, seemingly from the NHS saying that you are now eligible to apply for the new vaccine and to click on the link to apply.

The link takes you to a website, which looks genuine and asks the user to complete a form asking for the following information:

- Name
- Date of Birth
- Address
- Payment card details
- Proof of address

As you can see from the above, this should automatically ring alarm bells, as we all know, the vaccine is FREE.

As always, please remain alert and always follow this advice:

- Do NOT click on links in unknown texts - always check it first
- NEVER give out your personal details



- Be aware, with the recent approval of multiple vaccines in the UK, these types of scam attempts are likely to continue as fraudsters look to take advantage of the rollout
- Cold calls regarding the vaccine are also being reported, ALWAYS seek to identify a cold caller and call them back

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
01-01-2021	Plant Manager	Materials UK South	Guildford Concrete Plant	15/01/2021

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.

Employee Assistance Programme

Free, confidential support and counselling available for all employees

If you're worried about a work, family or personal issue then the Employee Assistance Programme can help, 24/7.

Support with everything from consumer rights to bereavement, depression & anxiety to childcare.

Visit www.lifestyle-support.co.uk (username: cemex / password: cemex) or call **0808 1682143**





5th January 2021

To Whom it May Concern,

Coronavirus Social Distancing Measures – Essential Journey Notice

The bearer of this letter is an employee or contractor of CEMEX UK Operations. CEMEX is a global building materials supplier to the construction industry, a vital part of the UK and global economy.

CEMEX has taken all required steps to ensure wherever possible, employees refrain from unnecessary journeys and carry out their employment from home. As responsible employers we apply all UK Government advice and are reviewing our approach on a daily basis.

Acting on the advice of the UK Government and in particular the Department for Business, Energy and Industrial Strategy (BEIS) and the Confederation of British Industry (CBI), CEMEX continues to operate and support the supply chain of the UK construction industry and various requirements of the UK critical infrastructure.

In compliance with the UK Government's national lockdown requirements, the letter holder's journey, including potential journeys into and out of England, Wales and Scotland, is a vital aspect of this continuous effort, and directly relevant to their employment with CEMEX. The letter holder's role cannot otherwise be undertaken from home.

For further information of confirmation, please contact Colin Jones, CEMEX UK Security Manager on 07387 252978

Thank you

CEMEX UK Operations.