



Welcome to UK News 13th January 2021
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Message From The Chairman



I hope you and your families enjoyed a wonderful holiday season and are well and in good health.

As the new year starts, we look forward to achieving even better results than in 2020. The COVID-19 pandemic has impacted every industry, including of course ours. Nevertheless, it is evident that we at CEMEX provide essential products and services, and also that we have the right strategy to continue strengthening our market positioning around the world.

At CEMEX we were able to effectively respond to a major challenge like the coronavirus pandemic because we are a discipline, flexible, agile, and resilient company. Last year was extremely demanding, but we achieved good results thanks in large measure to your dedication and commitment. For that, I sincerely thank you, and I congratulate you all on a job well done!

Our top priority remains the Health and Safety of everyone who is part of the CEMEX family. In addition to implementing best practices to further lower LTI and prevent fatalities, that means that we need to continue observing our Behaviours that Save Lives protocols. As COVID-19 vaccination programs are rolled out in various countries, we must keep our guard up, focusing as always on each and every issue we can control to achieve our goals for the year.

We need to provide a superior experience for our customers, develop innovative urban solutions, help address climate change through an ambitious sustainability agenda, and create greater lasting value for all our stakeholders. Even as the business landscape will still be very challenging due to the effects of the pandemic, we can be optimistic about the outlook in 2021. Mostly, because we have proven yet again that CEMEX is in fact a great company, fully dedicated to building a better future!

Please stay safe, and I wish you all a very successful 2021!

Best regards,

Rogelio Zambrano



Healthy Changes Start With Little Changes



There has never been a better time to kickstart your health and make 2021 your healthy year. The NHS's Better Health campaign will show everyone the simple steps they can take to help them feel better. Go to: nhs.uk/better-health to find out more.

For almost everyone, life in 2020 has been fundamentally different. It has prompted people to reflect on what really matters to them, with many of our audience refocusing on family, friends, and health. Recent research revealed that 80% of adults plan to make at least one change to their health and wellbeing in 2021.

The Better Health campaign will provide the nation with the resources to take the first steps towards making positive, healthier choices in 2021. Whether you want to lose weight, quit smoking or increase your activity levels the website has it all. It's all about making a start....

The Better Health website: nhs.uk/BetterHealth has information and tools available to help get people started.

Coronavirus Cases In The UK Business



BEHAVIOURS THAT SAVE LIVES

The RRT has been closely monitoring the numbers of positive Coronavirus cases in the UK business. As anticipated, there has been an increase in cases following the festive period, when people were out in the community and socialising more.

As of today, the number of active cases in the UK business equates to below 2% of all employees, which is in line with the national figures for the whole population. There has been a slight spike amongst our employees based in the South East, although this also reflects the country trend. Of the total number of positive cases reported throughout the pandemic, it's worth noting that over 95% of transmissions have happened while away from work.

This proves that the Health & Safety protocols and guidelines are effective and are being closely followed by our teams; thank you all for your commitment to keeping yourselves and your colleagues safe and doing all you can to minimise the spread of the virus. Please continue to keep following these protocols and Behaviours that Save Lives at all times, as this ensures our workplaces are safe and operations can continue.

Site Visits by Health & Safety team

With the announcement of the national lockdown at the beginning of the month, we have asked that relevant personnel revert to remote-working, with visits to sites or customers being on an exceptional basis, with Director approval. The purpose being to minimise the risk to individuals and limit the potential spread of the virus.

In agreement with the RRT and following consultation with the Health and Safety team, we have however agreed that visits by the Health and Safety Managers and Advisors should continue. The team will maintain their inspection programme, with a specific focus on COVID controls, and will also be available for ongoing advice and support.



This decision was made based on a number of factors including:

- Widespread feedback after the first national lockdown, where operations commented that they missed the visibility of the team when they were off the road.
- Gaps in control measures that were apparent when visits resumed after the first lockdown.
- With increasing infection rates, the need to ensure we have all necessary controls in place and are adhering to them.
- The need to ensure safety standards are maintained, in spite of the challenges and distractions caused by COVID.

To ensure everyone's safety, the team have been asked to call ahead of any visits and limit inspections to physical standards out on site, rather than reviewing paperwork in the offices. While on site, they will also be observing adherence to the Key Behaviours that Save Lives, as it is essential that we are all doing everything we can to keep ourselves, our colleagues and ultimately our families safe. While naturally there are concerns about limiting general visitors to sites, it would be appreciated if local teams can support the visits by the Health and Safety team.

Winter Driving



For those of you who took your driving test a long time ago, here is a reminder of the Highway Code's rules about driving in icy or snowy conditions. As some of the country is seeing snow it's good to refresh your memories!

In winter check the local weather forecast for warnings of icy or snowy weather. **DO NOT** drive in these conditions unless your journey is essential. If it is, take great care and allow more time for your journey. Take an emergency kit of de-icer and ice scraper, torch, warm clothing and

boots, first aid kit, jump leads and a shovel, together with a warm drink and emergency food in case you get stuck or your vehicle breaks down.

Rule 229

Before you set off:

- you **MUST** be able to see, so clear all snow and ice from all your windows
- you **MUST** ensure that lights are clean and number plates are clearly visible and legible
- make sure the mirrors are clear and the windows are demisted thoroughly
- remove all snow that might fall off into the path of other road users
- check your planned route is clear of delays and that no further snowfalls or severe weather are predicted.

Rule 230

When driving in icy or snowy weather:

- drive with care, even if the roads have been treated
- keep well back from the road user in front as stopping distances can be ten times greater than on dry roads



- take care when overtaking vehicles spreading salt or other de-icer, particularly if you are riding a motorcycle or cycle
- watch out for snowploughs which may throw out snow on either side. Do not overtake them unless the lane you intend to use has been cleared
- be prepared for the road conditions to change over relatively short distances
- listen to travel bulletins and take note of variable message signs that may provide information about weather, road and traffic conditions ahead.

Rule 231

Drive extremely carefully when the roads are icy. Avoid sudden actions as these could cause loss of control. You should:

- drive at a slow speed in as high a gear as possible; accelerate and brake very gently
- drive particularly slowly on bends where loss of control is more likely. Brake progressively on the straight before you reach a bend. Having slowed down, steer smoothly round the bend, avoiding sudden actions
- check your grip on the road surface when there is snow or ice by choosing a safe place to brake gently. If the steering feels unresponsive this may indicate ice and your vehicle losing its grip on the road. When travelling on ice, tyres make virtually no noise.

Feedback on New Year Training



Many of you will have recently completed the New Year Back to Work Training for 2021, and the Health & Safety team would like your feedback.

Please click through the link to complete the evaluation for the training; your feedback is valuable for future training and continual improvement. Thank you for your help!

https://forms.office.com/Pages/ResponsePage.aspx?id=AZDhbsTQ-EWvi_8A8W0H4VzPYAck8AFBjvh-9gll07pUQTI4WENJVU9OR1QyRks4SzNCVUo4RjVCWC4u

BEING THE BEST FOR CUSTOMERS

Vertua Used In Leeds Climate Innovation District



The team at Leeds Readymix plant has recently delivered its first order Vertua® low carbon Concrete for a new office development in the Climate Innovation District in Leeds.

The Vertua Classic Concrete, which offers a 30 – 50 per cent CO₂ reduction versus a standard mix, has been used for the foundations of the three-storey building, which will be known as 'The Place' and houses sustainable property developer Citu's



UK Head Office plus a new 15,000 square foot office rental opportunity.

This building forms an important part of the latest construction phase at the District, which is located at the heart of Leeds' South Bank Regeneration scheme. This innovative project will accelerate the transition for Leeds to become a zero-carbon city and act as a transformative driver for sustainable development in the Yorkshire region.

The Climate Innovation District been designed around recognised key principles for creating truly sustainable places to live, focusing on promoting positive behaviours linked to transport, energy, housing and ecosystems.

CEMEX provided over 70m³ of Vertua Classic Concrete from its Leeds Readymix plant, the first time this site has provided this product since its launch. Vertua Classic is easy to use and place, perfect for a range of applications such as structural elements, foundations including piling, light to heavy industry floors and suspended slabs. Vertua is part of CEMEX's ambition to deliver net-zero CO2 Concrete globally to all of our customers by 2050.

Tracey Carden, Readymix Technical Manager at CEMEX UK, commented: "We are very proud to have supplied our Vertua Classic Concrete to the latest phase of work at Citu's Climate Innovation District in Leeds, particularly as this will be their Head Office. This is a development that priorities sustainable construction, making our low carbon Concrete the obvious choice for the office building foundations."

Jonathan Wilson, Development Director at Citu, added: "The Place is holistically designed to create a zero-carbon workplace, as one part of a wider sustainable district. To achieve this, we've worked to reduce embodied carbon emissions at every stage – from building using structural timber to using Vertua Classic low carbon Concrete. The low carbon Concrete mix allows us to achieve a large reduction in CO2 emissions from one of the materials that previously has been among the most difficult to decarbonise."

For more information about this project you can watch the video link:

<https://www.youtube.com/watch?v=c72icow6-Ls>

BEING THE BEST FOR COMMUNITIES

How Sustainability Savvy Are You?

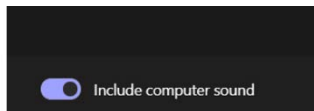


The Sustainability team has put together an info-quiz, on the significant and sector leading carbon commitments we have made in 2020, which can be used as part of your New Year training activities.

The info-quiz:

- will take about 40 – 60 minutes to complete.
- has a mixture of short videos and bite sized chunks of information with 15 quiz questions.
- is designed so that groups can complete virtually using Microsoft Teams or individuals can complete separately. (If you are using Teams, don't forget to "include computer sound" when you are sharing your screen so that everyone can hear the audio for the videos).





- can be completed on a desktop or mobile device.
- can be accessed using the link QR code below.
https://forms.office.com/Pages/ResponsePage.aspx?id=AZDhbsTQ-EWvi_8A8W0H4S8gx59vPI5Jtxf60x4mTZ9UNzBYSUpPNDFMOEdKTFdZT05FTkdHNFJSOC4u



- can be completed by anyone who has the link, inside and outside the CEMEX network, whether they are signed into a Microsoft Office 365 account or not (we are assured by our IT colleagues).
- will run better without a VPN running.
- can be completed multiple times by the same user – to allow a presenter to complete with different virtual groups or for people to get a better score!
- videos should be available from YouTube (we are assured by our IT colleagues). There is just one short bonus video, labelled, which will only play if the user is logged into a CEMEX Office 365 account but the information is available elsewhere in the info-quiz so question can still be answered.
- provides feedback on scores and the correct answers at the end.
- provides links at the end to more detailed information.

Spread A Little Happiness Calendar



New month, new Action for Happiness calendar... this month's focus is on happiness. Whilst we are a couple of weeks into January you can still catch a bit of happiness.

Print this out and put it by the kettle and spread a little happiness....

"happiness is when what you think, what you say, and what you do are in harmony." Ghandi.

Go to: www.actionforhappiness.org for a pdf of the calendar and 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>.



BEING THE BEST FOR EMPLOYEES

Lone Working App and Device



The team at Pershore Readymix plant trialled a new lone working app and onsite device. The aim is to give people working on their own onsite support if they have an emergency – especially if they are incapacitated themselves.

The device connects to the lone worker's mobile phone app via Bluetooth and includes a 'no movement' alarm, an alarm call back, panic button and GPS tracking. The Loner Duo was installed and trialled after the Plant Manager suffered a heart attack, and it is there to give lone workers peace of mind and support if they have an emergency when they are on their own on the site.

The device and app are also cheap to buy and run, costing £130 to purchase and £130 ongoing annual fees.

The Plant Manager was happy to trial and connect both devices to his personal iPhone. It gives everyone a layer of confidence the extra protection. The GPS tracking tracks the onsite device not phone, so when the device is turned off at the end of the day the tracking stops. You can also set the parameters and times on the device webpage.

If you want to find out more for your site contact: Mark Beagrie in the first instance who will be able to help: markcharles.beagrie@cemex.com or call him on: 07341 073158

Sand and Rocks, BETTER Than Cruise Passengers!



Last week we heard from the new Marine Officer Cadet working on the Sand Fulmar, this week we hear from Iain Macleod who is currently doing his sea time with Captain Peter Dixon and the crew on the Sand Heron. It is always great to hear from new people in the business and here is Iain's impressions of CEMEX and working with the crew:

"I'm Iain Macleod, a Deck Cadet from Isle of Lewis in the north west of Scotland. I have been studying in Glasgow for PD in nautical

science and am currently aiming to become a qualified OOW.

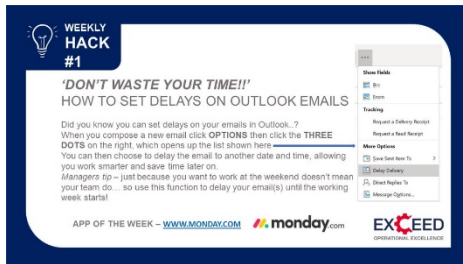
Through Clyde Marine Training and my sponsoring company, Royal Caribbean Cruises, I sailed for four months previously round the Caribbean and Mediterranean on a cruise ship, but due to the COVID shutdown and all cruise lines sitting at anchor for months on end, I was left at home during my sea time while other cadets got to continue their career. Then the Merchant Navy Training Board helped secure me a place on Sand Heron (and fellow cadets on other ships throughout the fleet) to continue my development and learning on board. This has provided me with great experiences so far and a very different learning environment from my previous ship which had a crew of 900. Now with a crew of 13 you get to know everyone and develop good working relationships – this has really helped me learn more.



So far sand and rocks have proved easier to handle than cruise passengers! It also gives me a greater knowledge of working with cargo and all the equipment that's required to load and discharge it. The Master and Bridge Officers have all taken keen interest in my training find any opportunity they can to get me hands on experience with all aspects of the job. I have been shadowing the 2nd Officer and Chief Officer in their duties.

I'm really grateful to the CEMEX for the opportunity it's given me and would recommend anyone to work on a ship of this kind if opportunity arises."

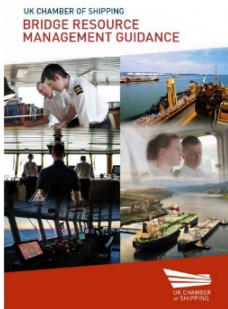
Introducing 'WEEKLY HACKS' from the Exceed Team!



Every week we will post a tip or 'hack' on a wide range of subjects, starting this week with a quick one on how to set delays to your emails in Outlook.

Thanks also to Francis Chukwumbene Eni for his suggestion of www.monday.com, which is our first 'App of the week'. It is a great (and free) tool for managing your time, your projects, and your team communications in a very visual way. Give it a try!

Matt Bland: Author at Large



Matt Bland, Fleet Safety and Development Master for CEMEX UK, is a contributing author for a new book called Bridge Resource Management Guidance, which has been launched by the UK Chamber of Shipping Bridge Resource Management Taskforce.

Matt says: "It was good to work with industry experts from various differing sectors to write this book, and also to benefit from observing the way things are done in other parts of the shipping industry, taking learning points and identifying ways we can make improvements in the CEMEX fleet."

Well done Matt!

Thanks For Your Effort - 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
02-01-2021	UK Fleet Engineering Manager	Supply Chain - Cement	Rugby	19/01/2021
03-01-2021	Plant Manager	Materials UK Midlands	Weeford Concrete Plant Sutton Coldfield	21/01/2021
04-01-2021	Plant Manager	Materials UK South Wales	Newport Concrete Plant	15/01/2021
05-01-2021	Commercial Analyst – West Europe Materials Business Development	West Europe Materials	UK or France (location flexible)	18/01/2021
06-01-2021	Operative	Materials UK Midlands	East Leake Quarry	20/01/2021
07-01-2021	Works Manager	Rail	Rochester	18/01/2021
08-01-2021	Multi Skilled Operative	Materials UK North/Asphalt	Salford Depot and Asphalt Plant	26/01/2021

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





ACTION CALENDAR: HAPPIER JANUARY 2021



MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY



"Happiness is when what you think, what you say, and what you do are in harmony" - Gandhi

1 Find three good things to look forward to this year

2 Make time today to do something kind for yourself

3 Do a kind act for someone else to help to brighten their day

4 Write a list of things you feel grateful for in life and why

5 Look for the good in others and notice their strengths

6 Take five minutes to sit still and just breathe

7 Learn something new and share it with others

8 Say positive things to the people you meet today

9 Get moving. Do something physically active (ideally outdoors)

10 Thank someone you're grateful to and tell them why

11 Switch off all your tech 2 hours before bedtime

12 Connect with someone near you - share a smile or chat

13 Be gentle with yourself when you make mistakes

14 Take a different route today and see what you notice

15 Eat healthy food which really nourishes you today

16 Get outside and notice five things that are beautiful

17 Contribute positively to a good cause or your community

18 Focus on what's good, even if today feels tough

19 Get back in contact with an old friend you miss

20 Go to bed in good time and give yourself time to recharge

21 Take a small step towards an important goal

22 Try out something new to get out of your comfort zone

23 Plan something fun and invite others to join you

24 Put away digital devices and focus on being in the moment

25 Decide to lift people up rather than put them down

26 Say hello to a neighbour and get to know them better

27 Challenge your negative thoughts and look for the upside

28 Ask other people about things they've enjoyed recently

29 Use one of your personal strengths in a new way

30 Count how many people you can smile at today

31 Write down your hopes or plans for the future

ACTION FOR HAPPINESS



www.actionforhappiness.org

Learn more about this month's theme at www.actionforhappiness.org/happier-january

Happier · Kinder · Together