



Environmental Activism Employee Guidance

Security Incident

On Thursday 28th January, the man pictured was observed taking photographs of Rugby Cement Plant, Southam Quarry and the lorries coming and going from both sites. When challenged by a vigilant driver, the male covered his face with a balaclava, refused to speak and continued photographing the driver and his lorry. Police have been informed.

It is believed this man may be linked to Environmental activists, particularly those opposed to HS2 who may seek to disrupt business. As a result the threat level of possible protest action against CEMEX is now **HIGH**.



Health and Safety will always be the #1 priority for CEMEX. This applies to everyone, including protesters.

What do I need to do?



All staff must remain vigilant and report any suspicious activity or signs that a protest may be developing.



If faced with protest action all CEMEX deliveries should proceed with extreme caution and only complete the delivery if it is safe for all concerned to do so.



If there is a police or security presence, drivers should comply with the directions of police and or site security.



If safe completion of the delivery is not possible, drivers should retreat from the site and seek immediate advice from their CEMEX manager



Under no circumstances should CEMEX representatives engage with protesters.



Do not attempt to film the protests with your phone or tablet as this is likely to antagonise the situation.

Details of any protest related incident should be debriefed via CEMEX UK Security, including vehicle borne CCTV coverage if available.



What to Look For

- **Suspicious activity** including photographing and observing site activity and vehicle movements
- **Lorry surfing** – Protesters will risk their own safety by attempting to board supply chain vehicles.

In such circumstances the vehicle should be brought to a safe stop immediately and remain stationary until the issue is addressed by police and it is safe to continue

- **Walking road block** – Protesters will seek to prevent or frustrate the supply chain by conducting a slow paced walking road block at the site or on approaching roads.
- **Static road/site entrance block** – Protesters will seek to block access to the site using a variety of means



- **Site occupation/'Die-Ins'** – Protesters may occupy the site, utilising vehicles and caravans purporting to be site visitors whilst carrying clandestine groups of people into the site aboard the vehicle, trailer or caravan. In some cases they may lie stationary on the ground and fake death

- **Tree House Occupation** – across various sites, protesters have taken up long term residence in tree houses, aimed at frustrating the clearing of the site.

- **Lock-Ons** – Protesters lock themselves to each other or to buildings, trees or similar fixtures, frustrating site activity. 'Lock-Ons' require specialist police teams to dismantle. They are effective and cause considerable and lengthy disruption.

