



Welcome to UK News 25th February 2021
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

UK Readymix Wins Safety Sword



Congratulations to the UK Readymix team, which has been named as this year's winner of the coveted Safety Sword. This long-standing prestigious CEMEX UK safety trophy is awarded annually to the best performing team. The UK Readymix team faced some tough competition from across the business, with the Supply Chain – Rail, Marine and UK Asphalt teams also reaching the final.

Carl Platt, Chair of the UK Health & Safety Committee, said: "Well done to the UK Readymix team for their fantastic achievement. They have worked very hard to demonstrate great safety leadership and collaboration between colleagues, all with the mindset of continuous improvement and striving for Zero harm."

It is great to see so many teams across the business really committing to keeping their colleagues, contractors and other site visitors safe. We are very proud of UK Readymix, and all the finalists, for all they have done to make Health & Safety their number one priority despite the increased pressures presented by the COVID-19 pandemic."

With much of the country experiencing more wintery weather this week please use the poster in the download section of the UK News website: www.cemexuknews.co.uk/downloads on your site to remind people to take extra care. Slips, trips and falls are particularly likely in the ice, snow and mud so please ensure you have three points of contact, especially on steps and stairs, and have the correct PPE for the weather.

Continue Reporting of Near Miss/Hazard Alerts



There has been a reduction in the number of Near Miss / Hazard Alert cards received from across the business. These are a fundamental part of our safety efforts and ensure that potential risks are spotted and resolved before they cause any issues.

Please can all employees on site ensure they are reporting any risks, even if they are able to make it safe themselves. We understand that employees are trying to prevent the potential spread of Coronavirus by minimising sharing of pens and paperwork and



appreciate these efforts, but NM/HAs should be logged through the INTELEX system, either via the app or on desktop. Please raise anything you have spotted with your supervisor if you are not able to access the system yourself, and they can register it on your behalf.

Additionally, remember that the INTELEX system has a 'COVID-19 Related?' field to enable greater visibility of concerns and suggested improvements in relation to how we manage the risks from Coronavirus.

Thank you all for your commitment to Health & Safety; we are very grateful for all you do to keep our teams safe, so they can go home to their families at the end of every day. Remember to Step In and provide constructive feedback if you see anyone acting in a way that is unsafe. Likewise, if you are challenged, please react appropriately to this and take the intervention on board.

Protect your Heart



Around 7,400 people die each month in the UK from heart disease or stroke.

That's 246 people a day in an average month... February is Heart Month, a chance to remind us all why our heart health is so important.

See the British Heart Foundation website: <https://www.bhf.org.uk/> for some simple tips to protect your heart this winter.

To summarise they are:

1. Manage any heart or circulatory conditions
2. Protect yourself from flu
3. Eat well
4. Move more to keep a healthy weight
5. Look after your mental health

CEMEX UK Response to Government Announcement



Earlier this week, the Prime Minister set out the roadmap for easing lockdown restrictions in England, with guidance given about what parts of our society and economy will reopen and when.

As you will likely know, the roadmap is broken into different stages, with the initial stage on the 8th March seeing the reopening of schools, as well as some other changes including opening of outdoor sport and leisure facilities and the ability to meet with one other person outdoors for recreation.

Gradually over the coming months restrictions will ease, with the final stage anticipated to be no earlier than the 21st June.

This will only happen if four tests are met, and data relating to each of these tests will be reviewed before the country progresses to the next step (see diagram below). It is important to recognise that the dates given are the earliest dates that things will change.



The RRT met to discuss the roadmap this morning, and as has been the case throughout the pandemic, the UK business will continue to follow government guidelines. At this stage, there is no change to our current way of operating although we will review guidelines on an ongoing basis.



The government advice details that working from home should continue, with legal limits on social contact in place until the final step. Therefore, those who are working remotely should continue to do so. We anticipate there will be no return to offices until later in the summer, although we will keep this under review.

Scotland and Wales are due to announce their plans for moving out of lockdown, and the RRT will evaluate these and respond accordingly when appropriate.

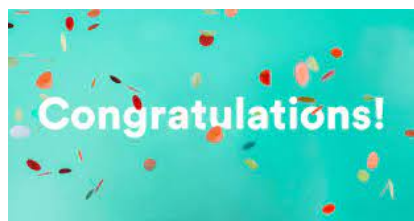
The announcement made by Boris Johnson yesterday certainly presents a light at the end of the tunnel following a long and difficult time for us all.

While this is exciting, it is important that change happens gradually. Even as restrictions are lifted, it is essential that everyone carries on with the good habits that reduce transmission; please continue to follow CEMEX's COVID-19 protocols and the Behaviours that Save Lives.

If you have any questions, please speak to your line manager, or contact a member of the RRT directly.

BEING THE BEST FOR CUSTOMERS

Home Counties Rail Growth



Congratulations to the team serving the Home Counties who have had a record year for transporting materials by rail into their markets. This growth has been facilitated by our new railhead at Luton which has just completed its first year of operation. Volume in the home counties has grown by 26% in a market where we previously had limited options for supply.

Nick Vivian, General & Commercial Manager for UK Materials Home Counties area, said: "The addition of the rail depot at Luton has given us the ability to make a step change in the Home Counties area providing the surety of supply we never had with just Bletchley on its own. With two depots, more trains coming in and larger stocks, the Commercial team now have the confidence to target more and bigger contracts and become the force we should be in the marketplace. To grow the business by over 26% despite a pandemic going on around us is a remarkable achievement and a testament to the hard work put in commercially by Natalie and Matt, operationally by Edgar at Luton and the team at Bletchley, and of course the Logistics teams moving it all about.

A great job done by all!"



BEING THE BEST FOR SHAREHOLDERS

CEMEX Deploys Hydrogen-based Ground-breaking Technology



CEMEX announced this week that it has successfully introduced ground-breaking hydrogen technology as part of its fuel mix in all of its cement plants in Europe. With an estimated US\$40 million investment program, it is also moving quickly to extend this technology to the rest of its operations around the world, including Mexico, the USA, South, Central America and the Caribbean, Africa, and Asia.



This innovative technology using hydrogen, which emits zero CO2 from combustion, enables further reduction of fossil fuels, improves energy efficiency and consequently is another milestone towards CO2 emissions reduction targets.

The company executed initial trials of this technology at the Alicante cement plant in Spain in July 2019 and quickly confirmed its potential as a lever to significantly reduce CO2 emissions. The technology was installed in 2020 in all cement plants in Europe. In 2021, CEMEX will roll this out to all its global operations. The new hydrogen technology enhances the cement kiln's combustion process, adding another tool to the company's 2030 roadmap to reduce CO2 emissions.

"The fast adoption of this new hydrogen-based technology is a clear example of CEMEX's innovation efforts and its strong commitment to decarbonise the cement production process," said Roberto Ponguta, CEMEX Vice-president of Global Operations, Technical and Energy. "We continue to identify and deploy existing technologies which have a high potential to contribute to our sustainability goals, and hydrogen is a key lever."

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

BEING THE BEST FOR COMMUNITIES

Brass Monkeys Charity Skinny Dip!!



Mark Voigt, Dry Silo Mortar Refurbishment Centre Supervisor at Dove Holes, is doing seven open water skinny dips in seven days, braving the cold and ice, to raise awareness and money for the Young Minds Charity. Anyone who knows Dove Holes knows how cold it gets and exactly how challenging this is.

Please give generously to support him via his JustGiving page. Follow the link or use the URL below:

<https://bit.ly/2NWmhl6>

or www.justgiving.com/fundraising/mark-voigtyoungmindsmatter

Because of the danger of cold water, Mark has an expert team standing by in case of a need for rescue. Please do not try this without the proper training and emergency support.



Mark explains why he wanted to do this:

"I have decided to raise money for Young Minds to support children with their mental health. These last two years have shown me how incredibly difficult it has been to be a child/teenager during these times and after seeing my own children struggle mentally and at times struggling myself, I wanted to do something to help.

I found open water swimming around Christmas time and the impact that it has had on my own mental and physical health has been amazing!

Obviously, it isn't appropriate to ask children to swim in freezing cold water so I will do that and hopefully at the same time raise some money to help them."

Mark was celebrating reaching £370 raised in this photo so decided to do a bit of a 'splash down'! Well done Mark, we think this is an epic challenge!!



Final Virtual School Science Trip!



Through our partnership with the Cambridge Science Centre we have been running online "Virtual School Trips" throughout the month of February for children of all abilities to have some science fun!

Cambridge Science Centre prides itself on being a great way to get kids engaged with science and this is their way of letting children have the visit to the centre feeling.

Your child/ren can watch at any time during the scheduled week. There is a challenge to spark some experimental thinking. Designed to be done at home with whatever is available, the challenge will get children to consider fair testing, experimental design, and data collection. Everyone's resources will be different, so everyone's methods will be too!

This week sees the final 'visit', which will allow unlimited access for one week (Monday – Sunday). Below are the dates for the show with a summary of what to expect. To access the show, please click the URL and use the necessary password. Enjoy!

22nd February – 28th February – Spectrum Science

Want to see something out of this world? Sometimes invisible light is the only way! This intergalactic show shines the light on our universe as we take a tour of the stars – using infra-red and ultraviolet sensitive cameras to explore what cannot normally be seen in our skies. Introducing concepts including star lifecycles and the electromagnetic spectrum.

Suitable for all ages, aimed at Key Stage 3.
Show time: 25 minutes

URL: <http://cambridgesciencecentre.org/spectrumscience>
Password: ks857gd



For more information on the Cambridge Science Centre, please visit <http://www.cambridgesciencecentre.org/>.

If you require any assistance or have any technical issues, please contact CSR Specialist Andlyn White at andlyn.white@cemex.com

Please feel free to share your experience and photos!

Big Garden Bird Watch Results



Last month, a number of CEMEX employees participated in the RSPB's 2021 Big Garden Birdwatch – spending one hour noting the birds they saw in their garden. Birds spotted included Blackbirds, Magpies, Gulls, a Collared Dove and Robin!

Thank you to all those who took part – and particular thanks to Clint Yarwood and Jane Haughton for the wonderful photos below!



Spot the Robin having a bath by Jane Haughton; a Blackbird by Clint Yarwood and a Collared Dove by Sarah Murphy.

The winner of the birdbox competition is....

Meg Kardasz, from the Public Affairs team who wins an RSPB bird box.

She was randomly selected from all the CEMEX employees who participated in the BGBW and sent through their details. We hope the birds in your garden enjoy the box Meg!

Earthly Matters



The latest edition of our biodiversity news blog, Earthly Matters, is out. In this edition we look at snowy pawprints, seasonal affective disorder and the results from the Big Garden Birdwatch.

Follow this link to find out more:

<https://sway.office.com/oF84rlgH2FoAFIFt?ref=Link>



BEING THE BEST FOR EMPLOYEES

December 2020 TFYE Award



Congratulations to **Sean O'Donnell**, Technical Manager Special Products, Quality & Product Technology, who is the December 2020 winner of the Thanks For Your Effort Award.

Sean wins the award for his sustained dedication to supporting the new Vertua Ultra Zero product launch and support. He has shown dedication and a great deal of effort in the lab and at the plant and customer trials. Despite being a team effort Sean has been outstanding. The National Technical Centre has undertaken well over 100 laboratory trials on this product to learn about the new technology, adapt current processes and optimise the offer, Sean has been integral in this. Congratulations Sean – we hope you enjoy the voucher and mug!

THANKS FOR YOUR EFFORT RECOGNITION SCHEME

When an individual / team demonstrates one or more of our values they may be nominated for recognition, monthly winners are recognised in UK News. All employees are eligible and able to nominate. The monthly winners receive store vouchers to the combined value of £100. All the nominees will also receive a TFYE commemorative mug!

January Thanks For Your Effort Winner



Well done to **James Sykes**, Plant Manager York Readymix, for winning the January 2021 Thanks For Your Effort Award for going above and beyond to get the plant ready in below freezing temperatures.

The temperature had been forecast for -4 overnight in York, this would generally delay any start to the morning for our concrete plants although not for our plant in York. James went the extra mile under his own motivation to start work at 4.30am, which was three hours before his usual start time, to prep the plant safety. Not only did he get the plant up and running but managed to give one of our best customers amazing service throughout the day.

Thanks For Your Effort Nominees



A big thank you also goes out to nominated colleagues who have gone above and beyond these last two months:

Paul Bradshaw and Aman Pabla. Aman and Paul have been instrumental in the creation of the new 'EXCEED' Operational Excellence branding, having gone through 20-30 different brand names and logos in the process! Adam Leverett has sent them approximately 50 emails in his short time in his new role, and they have been nothing but helpful and accommodating of all his questions!



George Ion, Welder/Fitter for Marine. George is a Romanian welder employed via an agency to work on our ships. Although not a CEMEX employee, he is a member of the team and is highly skilled. George's skill and willingness to think through the problem meant that even without the right spares we could fabricate the necessary parts to complete the job. George is an example to all demonstrating hard work and teamwork.

Simon Hall, 2nd Engineer, Marine. During a very challenging and un-anticipated breakdown Simon worked beyond the level expected of him to ensure that the vessel could complete her planned program without incurring downtime. His individual determination and willingness to see the job completed without delay was exemplary. This ensured the safety of the vessel and represented the best attributes of his profession.

Bish, Bash, Nebosh....



Well done to Kyle Hollins, Production Supervisor at the Concrete Products plant in Buxton, who has recently passed his NEBOSH General Certificate.

Congratulations Kyle!

Win £400 towards your Month's Groceries!



CEMEX Lifestyle has launched a new competition to win the cost of a month's groceries – offering the chance to win five £400 supermarket vouchers. All you have to do is purchase an eVoucher or reloadable card for any of our supermarket partners in March.

Good luck!!!

For more information go to: www.cemexlifestyle.co.uk or call 01908 303531

CEMEXPRESS Has Gone Out....



Look out for the latest CEMEXPRESS coming through your doors soon, with another two quality face masks for you and your family to use.

This edition focuses on sustainability with interviews with Miranda Clegg, UK Sustainability Manager, the Rail Team at Dove Holes, Julie Welch with a road safety update, Adam Leverett from the new EXCEED team and a candid view of managing an international workforce during a pandemic from Marine, as well as the latest news from around the business.

Enjoy!



Business Travel for UK Employees – Update to CWT Travel Program



Last October, we transitioned to a new travel management company – CWT™. Following the successful implementation of this program, we are pleased to announce that further functionality has been added to the system.

Flight booking is now available via the myCWT mobile app. We recommend that straight forward return or one-way flights are booked using myCWT mobile with more complex itineraries going through the offline team.

To view a quick demonstration of how to book flights via the app, click through the link below:

[Demo Video](#)

While the vast majority of employees will not be travelling overseas at this time, we appreciate some may still need to visit other countries as part of their job role. We also wanted to ensure all colleagues were given plenty of notice about this new functionality.

What are the benefits of booking through the app?

- 70% of the travellers who use myCWT Air booking, complete their booking within 4 mins
- Targeted messaging and destination updates to your phone based on your upcoming trip
- Real time notifications for changes to your flight status, delays, cancellations, gate changes etc.
- Update profiles on the go to ensure your traveller profile is always up to date
- Weather forecasts, currency converters and tip calculators to aid your trip experience
- You can also upload non CWT booked travel to your app by emailing the itinerary to plans@myCWT.com. Your app will be updated with you trip information to benefit from all the features the app offers

How to use the myCWT app

- If you haven't already used the myCWT app, you can access a Quick Start guide, plus FAQs and contact sheet for assistance via the UK Security SharePoint [here](#).

If you have any questions about the program contact ukfsc.uk@contactcwt.com

If you need technical help updating your profile or assistance with the app/portal call 0845 603 3021

Thank you for your ongoing support as we adapt our business to ensure travel is safe and cost-effective for all.

Materials Team Talks – Feedback Please



Did you attend one of the Materials Team Talks earlier this month? If so, we'd love to hear your feedback – we've created a short survey which should take no more than five minutes.

Please complete it [here](#).



Internal Vacancies

| IVC Ref | Position | Company | Location | Closing date |
|------------|---------------------------------|----------------------------|-------------------------|--------------|
| 33-02-2021 | Plant Manager | Materials UK North | Winsford Concrete Plant | 04/03/2021 |
| 34-02-2021 | Cash Sales Agent | Materials UK Readymix | Rugby Office | 26/02/2021 |
| 35-02-2021 | Assistant Asphalt Plant Manager | Asphalt | Nottingham Plant | 08/03/2021 |
| 36-02-2021 | Readymix Sales Executive x 2 | Materials UK North West | Preston Brook Office | 01/03/2021 |
| 37-02-2021 | Operative | Building Products - Floors | Wick Bristol | 02/03/2021 |
| 38-02-2021 | Commercial Development Manager | Materials UK South West | Wick Office Bristol | 02/03/2021 |
| 39-02-2021 | LGV Cat C Driver x 2 | Chain Supply Logistics | Datchet | 12/03/2021 |
| 40-02-2021 | Works Manager | Concrete Products | Northfleet | 05/03/2021 |

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

