



Welcome to UK News 15th April 2021
your weekly update from around CEMEX UK

View UK News on: www.cemexuknews.co.uk

Follow us on twitter too: @CEMEX_UK

BEING THE BEST FOR FAMILIES

Safety Timeout



Whilst the UK operations have had a positive start to 2021 historically April and May are the worst months for serious injuries.

This coincides with rising production levels, holiday periods, and generally greater pressure on the business. Unfortunately, there have been several serious incidents across the EMEAA region recently. With that in mind all of our EMEAA operations are having a safety timeout.

Please use the materials provided by the Health & Safety team to discuss safety with your teams and reflect on the fact that safety has no memory and we need to look after ourselves and each other all the time. The briefing document can be found at the end of this document and in the download section of the UK News website www.cemexuknews.co.uk/downloads

Here is a UK summary so far for 2021:

- Major injuries are down 50%, with three to date rather than six in this stage last year.
- We have had no employee LTIs in the first quarter of 2021.
- Near Miss Hazard Alerts are down to three reports per person per year compared with ten across EMEAA – an improvement opportunity for us.

To provide added context in relation to two of the incidents reported in the time out information: the driver who died in the fatal road traffic incident was a father of four in his 30's, while the contractor who suffered the hand injury had his arm pulled into a rotating conveyor drum as he cleaned it with a hammer; thankfully a loading shovel driver was able to quickly activate the emergency stop and save the contractor from more serious injury... **Don't assume incidents like these couldn't happen in our operations, sadly experience has taught us that they can, and do.**

When reviewing the discussion points, it would be helpful if you could:



- **Focus on the importance of Near Miss/Hazard Alert reporting...** We have seen reporting continue to fall and now have the lowest rate in the EMEAA Region at three cards per person per year. If we fail to report near misses and hazards we lose the opportunity to learn and take corrective action.
- **Stress the need to STEP IN and Speak Up** if we see anything we believe may be unsafe... we could be saving a life.
- **Always STOP & THINK before starting a new task**, taking the time to complete a Take 5 / Worksafe Assessment when necessary to ensure all required precautions have been taken.

Please take proactive action now to ensure we minimise the potential for serious injury and avoid a seasonal upturn in injuries.

The briefing is also available in a mobile friendly format via Sway:

<https://sway.office.com/L0xbbBXW1ySbbebS?ref=Link>

Incidents Increase in April and May



Our statistics show that we have more serious injuries in April and May at work. Please can you look after yourselves and each other and be extra careful over this period.

Please use the poster to raise awareness and speak to colleagues about the increased risks. The poster can be found at the end of this document or in the UK News website: www.cemexuknews.co.uk/downloads

Local HS2 Protests Escalating



We have been informed that HS2 protestors targeted a Hanson concrete plant in Middlesex on a number of occasions this week. Yesterday, Hanson had to stop production as the protestors were walking in front of trucks.

The information we have received about these protests is as follows:

- Approximately six protestors blocked (laying in front of the gate) the main access point to Denham concrete plant
- Employees locked themselves in the batch cabin (batcher, yards person and franchisee haulier)
- The protestors then issued a letter to batch cabin (requesting a meeting)
- Shortly after the protestors then banged on the cabin, shouting 'we will cause you disruption'
- The protestors then left the batch cabin – Hanson employees took the opportunity to leave the site
- When leaving roughly 15 to 20 protestors gathered at the main gate and filmed employees leaving



Additionally, Hanson were also targeted in a separate incident at one of their vacant sites near Sutton Coldfield. We have also been made aware that a number of other HS2 suppliers (Powerdry Waste Management & Ashville Aggregates) have been subject to direct action over the last few days – with protestors entering sites, slow walking in front of vehicles and attempting to access buildings to engage with employees.

When viewed collectively, this represents a worrying development as it suggests the protestors may have changed tactics to focus on production sites outside of the HS2 security cordon. There is also evidence of the protests taking more direct action (entering sites, disrupting vehicles) with attempts to intimidate site staff.

It is also important to remember that Extinction Rebellion is planning a National Day of Trespass next week; on the 24th April – although we appreciate this is a Saturday and so many of our sites may not be open.

All operational staff must therefore remain vigilant to the risk and aware of what needs to be done in case of a protest at or near our sites. CEMEX Global Security and ERM have developed a generic contingency plan in relation to the potential for protest. Please ensure you are familiar with this plan – you can download it [here](#).

Colin Jones, UK Security Manager, comments: “It is clear that incidents of protest connected to the HS2 project are on the increase, and we expect this to continue over the months to come. With our competitors and other suppliers being targeted, it is vital that all staff who work on or visit our sites are aware of the risk and know what to do in the instance of any protests.

However, there is no need for anxiety or concern. We are in a good position as a business, prepared for any incidents and with a strong contingency plan in place. If you have any questions or worries, please do contact myself or John Sweeting and we would be very happy to help you.”

[With thanks to our colleagues at the MPA and Hanson for the information about these incidents]

Twice Weekly COVID Tests Now Available for all Households



The Government has extended its testing programme and everyone in England is now able to access two free rapid COVID tests a week. Rapid testing detects cases quickly, meaning positive cases can isolate immediately, and by making these tests available to everyone, more cases will be detected, breaking chains of transmission.

People can take the test at home using the NHS's home ordering service or collect from local test sites and participating pharmacies. Find out where you can obtain these free tests here: <https://www.gov.uk/find-covid-19-lateral-flow-test-site>.

These rapid lateral flow tests show results in under 30 minutes. If you get a positive test you should self-isolate and then get a PCR test to confirm the result. Lateral flow tests are not 100% accurate but very good at identifying those who are the most capable of passing on the virus.



The RRT would recommend that as many employees, contractors, and their family members as possible utilise these free tests. As restrictions ease and inter-household mixing becomes more common, it is an important way to protect yourself, your family, and your colleagues.

Keep Sticking to the Behaviours

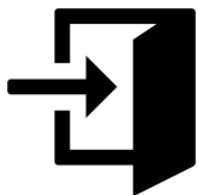


This week sees the country reach the next stage in the roadmap out of lockdown, as non-essential shops reopen, as well as hospitality venues for outdoor dining.

We understand that after such a long period of lockdown many will want to meet up with friends, do some shopping, or get a much-needed haircut! However, please don't forget that the threat of the virus is still very real. We must all continue to follow the COVID-19 guidelines, particularly around social distancing and personal hygiene.

Sticking to the Four Behaviours that Save Lives will protect ourselves and others from the virus, and also ensure no further lockdowns are needed. Please remain vigilant and considerate of others, both when you are at work, and when you are out and about in the community.

Intelix Login Changes



Don't forget that the login to the Intelix Health & Safety platform to log information such as Incidents and Near Miss Hazard Alerts has changed this week.

You do not need to enter your CEMEX ID anymore. Now, you will only need to sign-in with your CEMEX email account and password to log in directly to the application.

For questions and support, please contact GSC.

Burglary, Cash Handling and Site Security Measures



One of our plants recently suffered a burglary whereby the office safe and its contents, approximately £6,000 in cash and vouchers, were stolen. The offender even stole the site wheelbarrow to take away his haul!

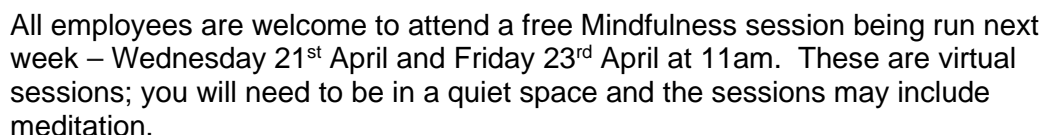
The offender in this case, who was captured on CCTV despite stealing the DVR (and may even have demonstrated some site knowledge and insight), was clearly very determined. However, even a most determined would-be burglar can be thwarted by simple security measures which should be applicable to all sites, especially those where cash purchase is a regular occurrence.

It is important, in all such cases, we seek to learn and make security uplifts to existing practices, particularly where practices have been eroded.

Please ensure the following applies to your site:



Mindfulness Sessions for all



BEING THE BEST FOR CUSTOMERS

Richard Kershaw, UK Technical Manager, is hosting a Live session on Vertua® – our low carbon concrete.

The talk takes place on the 22nd April and you can be registered via this link:



<https://registration.gesevent.com/survey/07i6x1h579wuw?actioncode=NTWO000007KZQ&partner-contact=3mo2tuciix9pi>

BEING THE BEST FOR SHAREHOLDERS

CEMEX Strengthens Footprint in France



CEMEX recently announced that it signed an agreement to expand its network in France with the acquisition of aggregate assets in the North Paris Metropolitan area, as part of its strategy to enhance its vertically integrated positions near growing metropolises.

CEMEX will acquire certain assets of Eqiom Granulats, including two strategically located aggregate quarries and one rail-enabled platform that will improve customer service in Paris and surrounding areas.

“This acquisition will allow us to better serve our customers by integrating and complementing our portfolio to provide a comprehensive and sustainable offering, directly aimed at the rapidly growing needs of the North Paris Metropolitan area,” said Sergio Menendez, President of CEMEX Europe, Middle East, Africa & Asia. “This is a clear example of the efforts that we are doing to foster EBITDA growth by investing in key high-growth urban centres worldwide.”

Subject to customary closing conditions, CEMEX currently expects to finalise this transaction during the second quarter of 2021.

CEMEX helps to Build the Longest Highway Loop in the U.S.



CEMEX USA is participating in the latest phase of construction of the Grand Parkway, the planned 180-mile circumferential highway in Houston, Texas.

The company is supplying more than 100,000 short tons of high-quality cement and more than 200,000 cubic yards of structural and paving ready-mix concrete for the Grand Parkway's H, I-1, and I-2 segments.

In order to provide a more dependable and efficient service, CEMEX USA permitted and is operating a portable central mix plant to give crews with joint-venture contractor, GPI, a nearby location to directly access concrete for more than 50 miles of highway.

“CEMEX USA is proud to be part of an iconic infrastructure project in our headquarters city of Houston and one that will help ease traffic and improve local travel for commuters,” said CEMEX USA Regional President--Texas Region Scott Ducoff. “Completing the Grand Parkway is a significant endeavour and opportunity for us to continue to innovate how we efficiently and effectively deliver our best-in-class materials to meet the demands of inspiring projects such as this one.”

The Houston metro area is home to over seven million people, and transportation infrastructure is key to improving their quality of life and building a more resilient and sustainable city. This project is a clear example of CEMEX's commitment to providing high-quality solutions in major urban centres in the markets in which it operates.



According to the United Nations, approximately 55% of the world's population lives in urban areas today, a proportion that is expected to increase to 68% by 2050. Accelerated urbanisation demands smarter construction, and CEMEX is uniquely positioned to provide integrated solutions for the construction and maintenance of more sustainable and resilient cities.

For more information on the project, please visit the website <http://sh99grandpkwy.com/>

BEING THE BEST FOR COMMUNITIES

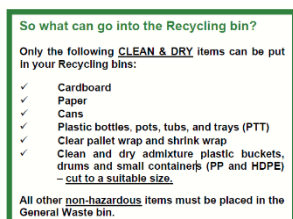
Small Things Make a Big Difference



Last week we received this lovely photo as a thank you from Riverside Academy, Rugby, for the donation of reconditioned laptops we made to help the school with remote learning.

The children were delighted to have them, and it will continue to be a great help to the school.

Changes to Biffa's Recycling On Sites



Last year Biffa had been working to improve recycling levels for business waste. As part of this they had rebranded the Dry Mixed Recycling service as simply 'Recycling'. This project was paused due to COVID-19, but it is now being relaunched.



Biffa have conducted field trials across their customers which shows that individual recycling containers frequently contain more than 30% contaminants. This then contaminates good quality recyclables, and they cannot be turned into recycled products.

Changes are therefore planned to improve the quality of recycling to help increase the UK's recycling levels and to send less to landfill sites. By getting more of the right waste in the right bins more material can be sent to recycling facilities resulting in more waste being recycled into new products and re-used, reducing businesses overall environmental impact.

In 2020 we achieved 95% landfill diversion and have maintained our target at 95% for 2021.

Key changes are:

- Clear bags (rather than black bags) must be used in the Recycling containers as this allows Biffa drivers to check if there are any waste items which will contaminate the other recyclables in the truck.



- All coloured/black plastic wrap, as well as all plastic strapping/banding, will need to go into General Waste.
- No food, glass or paper handtowels to be placed in the Recycling bin. Separate arrangements can be made if required.

The Recycling poster as shown above can be displayed on all sites. The poster can be found at the end of this document and in the download section of the UK News website

www.cemexuknews.co.uk/downloads. A video showing what happens during the recycling process is available at: www.biffa.co.uk/recycling

BEING THE BEST FOR EMPLOYEES

Remember to Complete your eNPS Survey



Have your say about CEMEX and what it is like to work here.

Please fill in the short pulse check employee survey online – it takes less than five minutes to do. You have an extended deadline until this Friday – 16th April.

All employees will have received an email with the link from a company called Perceptyx who independently run the survey. All answers are confidential and cannot be identified by CEMEX.

Thank you.

Cycle to Work



Want to start to work off some winter lockdown weight? Are you considering a healthier, more sustainable way of travelling? If so, then CEMEX Cycle to Work scheme may be just what you are looking for!

We are delighted to announce that there will be an opportunity for you to sign up for the Tax-Free Bike Scheme, which will be run in conjunction with our partner Sodexo Motivation Solutions Ltd and Cycle2Work.

What is a tax free bike (Cycle to Work) scheme?

Cycle to work is a government initiative that was introduced in 2001 to encourage more people to commute to and from work by bike, enabling people to make healthier choices and reducing the UK's carbon footprint.

The initiative also allows you to make huge Tax and National Insurance savings on the cost of a new bike and safety accessories. These savings are achieved via salary sacrifice which is managed by your employer and lets you spread the cost to make payments more convenient!



Where can I redeem my Letter of Collection?

Cycle2Work is supported by a wide range of specialist bike dealers, catering to everyone regardless of their needs, budget, location or journey to work! This includes:

cycle2work

halfords

**cycle
republic**

tredz

**Independent
Bike Shops**

What's more, you can also benefit from regular discount offers at Halfords, Tredz or Cycle Republic – saving you even more on your perfect bike and accessories!

Employees will be able to apply online by going to www.cemexlifestyle.co.uk or by calling 01908 303498.

How to apply

For further information on how to apply for the scheme please find a detail sheet at the end of this document or in the download section of the UK News website:

www.cemexuknews.co.uk/downloads

Want to Nominate a Colleague?

NOMINATE NOW!

Who do you think deserves a 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.

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
73-04-2021	Plant Manager	Asphalt Western	Preston Asphalt Plant	21/04/2021
74-04-2021	Mortar Transport Planner	Materials UK North East	Peterlee Office	21/04/2021
75-04-2021	Assistant Asphalt Plant Manager	Asphalt	Selby Plant and Depot	21/04/2021



76-04-2021	Wharf Operative	Materials UK South	Brighton Wharf	16/04/2021
77-04-2021	Assistant Quarry Manager	Materials UK South	Bramshill Quarry	26/04/2021
78-04-2021	UK Land and Estates Manager	Estates	Rugby Office	27/04/2021
79-04-2021	Multi Skilled Operative	Asphalt	Preston Asphalt Plant	28/04/2021
80-04-2021	Transport Planner	Materials UK Asphalt	Preston Brook Office	23/04/2021

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**



SAFETY is our TOP PRIORITY

look after yourself and each other



SAFETY TIME OUT 2021

During the first quarter of the year we made progress with developing our H&S culture and improving our performance. **Thank you for your efforts!**



We are progressing in the right direction!

However, we are currently experiencing a wave of incidents that shows we still have opportunities to improve even further and prevent injuries.

Fatality

Contractor suffered fatal injuries when the truck he was driving rolled over



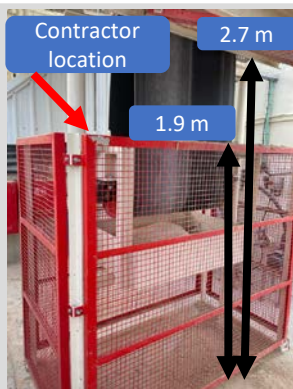
Burn Injuries

Employee burnt his ankle while clearing hot material in a cement plant



Hand Injury

Contractor climbed on the guarding to clean a moving conveyor drum and broke bones in his hand



Finger Injury

Employee injured his finger while trying to unblock equipment using a metal tube



Finger Injury

Employee moved a metal sheet to clear material from an aggregates screen, which suddenly returned to its original shape trapping his finger



Broken Leg

After opening a vehicle access gate, a contracted Security Guard tripped over as he turned his head to look at the truck coming up behind

Team Discussion Guide

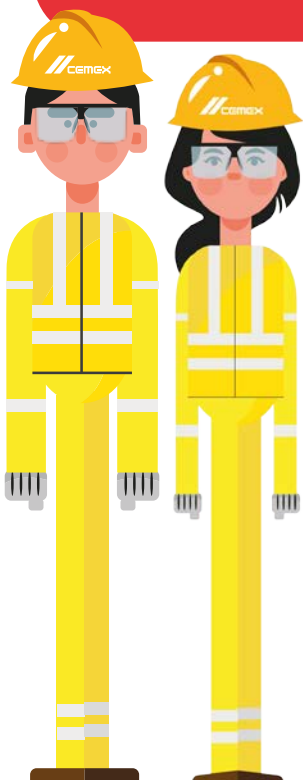
- Which of our CEMEX Safety Essentials should have been followed in these incidents?
- In what processes of our operations are we seeing similar unsafe acts?
- Are you carrying out Take 5 before starting a relevant activity?
- Do we feel comfortable speaking up when we see someone at risk of being injured?
- What can we do as a team differently to look after ourselves and each other?
- Does everyone understand the LOTOTO procedures?
- Is our machinery and equipment sufficiently guarded?
- Do we always show that H&S is the No.1 priority and not taking shortcuts?

Key Learning Points

- Take 5 not done
- Shortcuts taken
- Rules & procedures not followed, including PPE and LOTOTO
- Supervision opportunities
- Risks associated with using machinery & equipment
- High tolerance for risk
- Distraction

Factors to consider

- Incidents increase in April & May
- Increased production & longer hours
- Spring/holiday distractions
- Levels of supervision
- Increased use of contractors
- Added COVID-19 challenges
- Importance of LOTOTO & guarding
- Fostering a STOP, THINK & ACT culture
- Peer to peer interactions & interventions



STOP THINK ACT

It's vital that we all know not to take unnecessary risks. We must all STOP & THINK, and take the time to CHECK everyone involved in a task understands the precautions.



Based on
statistics,



↑ Increase in
April & May



**“ Based on statistics,
INCIDENTS Increase in
April & May ”**



STOP THINK ACT

TAKE 5

Based on
statistics,



↑ Increase in
April & May



Look after Yourself and each other !



TAKE 5



Look after Yourself and each other !



STOP THINK ACT

TAKE 5

CEMEX – CYCLE TO WORK

WINDOW OPEN: OPEN 19TH APRIL TO 14TH MAY 2021

How to apply:

1. Research where you would like to get your bike from:
 - Halfords instore or Click and Collect online (www.halfords.com)
 - Cycle Republic instore or online (www.cyclerepublic.com)
 - Tredz instore or online (www.tredz.co.uk)
 - Selected independent bike shops - visit our store locator on www.cycle2work.info to see your local options, or check with your local independent bike store
2. Decide what value you want to spend on your bike and safety equipment.
You can choose to take between £100 and £2,000 in increments of £5.
To register for the scheme please visit www.cemexlifestyle.co.uk or call 01908 303 498.
3. Please note you will need to have a copy of your payslip to hand as you will be asked for details contained within this. Please complete all the details as instructed, choosing the value of Letter of Collection (LoC) you require.
4. Complete your application following the onscreen instructions. You will need to read and electronically tick to accept the Hire Agreement terms and conditions and then electronically sign your Salary Sacrifice Agreement.
5. Once your application is complete you will receive an email with a copy of your electronically signed Salary Sacrifice Agreement and a copy of the Hire Agreement terms and conditions that you have accepted.
6. You will receive a confirmation email after your registration has been approved by your employer and exported to Cycle2Work, your LoC will be emailed to the email address supplied within approximately 1-3 days.
7. Take your LoC to your chosen store or use the voucher online and exchange it for the bike and safety equipment of your choice.

Please note:

- The scheme will run for 12 months and the first deduction from salary will be made on the first available pay date after your application has been approved by HR/ payroll
- You can find a full breakdown on how much money you can save on the website
- Detailed Frequently Asked Questions about the schemes are available on the application portal.

CYCLE2WORK NEW £2,000 LIMIT

ALL THE GEAR

AND UP TO 32% OFF

You can now get a bike worth up to £2000 via Cycle2Work, plus, all the accessories you need to ride it safely with **up to 32% off** *.

So, you'll have all the gear, and others will have no idea you got such a bargain. But why not tell them?

BIKE WINDOW OPEN:

19th April to
14th May

Save up to 32%* on bikes and accessories at the following:

halfords

tredz

Independent
Bike Shops

cycle²work

* Tax and NI for a basic taxpayer.

Visit: www.cemexlifestyle.co.uk and
search for 'Cycle to Work' or
call on 01908 303498





Please choose carefully

Put the right waste in the right bin

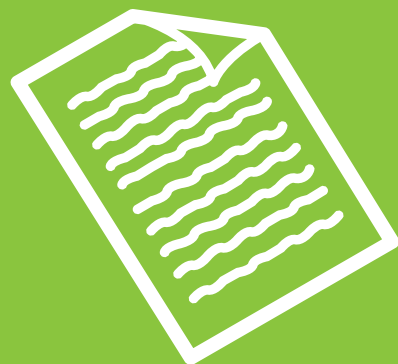
Recycling

Clean items only

cardboard



paper



plastic bottles,
pots, tubs & trays



food tins &
drink cans



General waste

Everything else goes
in the general waste

