



Welcome to UK News 29th 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

Stop and Think – NEVER Take Safety for Granted



The Video Safety Alert, accessible via the link below, shows a recent High Potential (HiPo) incident on one of our sites, where a forklift truck reversed into the door of a tipper truck, shortly after the driver had climbed back into the truck cab. The driver was only 12 seconds away from a potentially life changing incident.

It also features Terry Clair, the Operations Manager for the business, totally unprompted, who felt compelled to send us his insights on the incident which are greatly appreciated. It is only by sharing these

HiPos that we all learn and look after each other.

In Terry's own words: "I am really not a fan of hearing my own voice and especially doing an unpractised video so please take a few minutes to reflect as I have.

What if this were your site, your team, the people you have got to know over the years, the innocent driver just doing his job delivering material to your site 12 seconds sooner? I have never believed in luck when it comes to safety, but I hope you all watch this video and like me realise 'we were very lucky' and that is something I never want to say again in my working career."

Please review the Alert with site teams, asking:

- Do all drivers to your site receive an effective induction?
- Do drivers secure their vehicles when out of the cab?
- Have the site traffic management controls been audited, and any necessary improvements identified?
- Are these improvement actions being progressed?
- Have we done enough to segregate pedestrians from vehicles and keep everyone safe?



Finally, please ensure all near miss / hazard alert incidents are reported, especially those with high potential, as they are an opportunity to learn, make improvements and prevent future injuries.



To view the Video Safety Alert please click below: 

<https://cemex.sharepoint.com/:v:/r/sites/UKHealthandSafety/UK%20Safety%20Alerts/Video%20Safety%20Alerts/2021/DRAFT%20UK%20VSA01.2021%20-%20HIPO-FLT%20COLLISION.mp4?csf=1&web=1&e=zVy241>

Before starting any new task always **STOP, THINK... & CHECK** it is safe, and always **STEP IN** if you see anything unsafe. **LOOK AFTER YOURSELF AND EACH OTHER.**

Stay Safe this Bank Holiday Weekend

1



IDENTIFY SYMPTOMS
AND INFORM

As we approach the first bank holiday weekend in May, the RRT wants to encourage all employees to remain alert to the risk of Coronavirus. While figures nationally are decreasing the virus has not disappeared and can still be caught and passed on to others.

Please be extra careful both inside and outside of work by following the **FOUR BEHAVIOURS THAT SAVE LIVES**:

2



PERSONAL
HYGIENE

1. Identify Symptoms and inform. Recognise the symptoms of COVID-19, and be responsible – utilise the free lateral flow tests available for use at home.

2. Personal Hygiene. Wash your hands as often as possible, and make sure your families do the same.

3. Physical Distance. Maintain a safe physical distance from others and ensure you only socialise outside, in line with Government guidelines.

4. Protect yourself and others. Anytime you leave your home, please use a facemask and any other PPE as required.

3



PHYSICAL
DISTANCING

Over the last week, we have again seen a case in the business where someone has caught the virus despite having had the vaccine several weeks previously. Remember that the vaccine does not provide complete protection; you can still catch it and pass it on to others.

4



PROTECT YOURSELF
AND OTHERS

We understand that as lockdown measures ease and the weather improves people want to spend time with their friends and family and make the most of the increased freedoms. However, we all have a duty to act responsibly and be considerate of others. Remember that being careful now will help the numbers of cases to remain low and ensure we don't have further lockdowns.



Additionally, we want to strongly urge all employees to utilise the FREE RAPID LATERAL FLOW TESTS now available for all those in England. We understand these are more difficult to get hold of in Wales and Scotland but they are certainly worth it if you can; over the last week, three positive cases in our business were caught by people taking the test at home. They were asymptomatic so the test was vital to ensuring they self-isolated and didn't pass the virus on to anyone else.

In line with Government guides, we recommend that everyone takes a rapid lateral flow test twice a week (every 3 or 4 days). These 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.



People can take the test at home using the NHS home ordering service or collect from local test sites and participating pharmacies. Find out where you can obtain these free tests [here](#).

Bowkers Win Health & Safety Contractor Q1 Award



Congratulations to Bowkers who are the Health & Safety Supply Chain Contractor Award winner for Q1 2021.

Bowkers are the rail operator at Selby and have demonstrated Health & Safety leadership with the safe offload of trains, investment in the improvement in the equipment to enhance plant reliability.

Pictured with the Supply Chain Health & Safety Recognition Award are Mark Grimshaw-Smith and Bowker's Operational Director.

Thanks to the Urban Solutions and Materials teams for their ongoing support and onsite management.

UK Security - Going 'Back To Their Roots!'



The UK Security team (all ex-police) spent the weekend working in partnership with Hampshire Police in an attempt to address a persistent problem with scramblers and trials bike enthusiasts from using our quarry for racing motor bikes.

In near perfect conditions, over the course of Saturday and Sunday approximately 40 'would be' motocross participants were prevented from trespassing on our site to engage in this very dangerous and unauthorised practice.

BEING THE BEST FOR CUSTOMERS

Spring is in the Air!



Whilst visiting a local farmer to follow up on a sales enquiry, Sales Rep in North England and Scotland, Tom Hunter, got more than he bargained for when he witnessed the birth of a young lamb. He also clinched the sale, but it was surpassed by watching this amazing miracle.

Sometimes being in the Sales team provides unexpected bonuses!



Spaansen Ship Provides Support



The Marine business is going through a very busy period with the integration of CEMEX Go Innovation, new build projects, and charter renewal, on top of the day to day serving customers. This is also busier than ever with the teams operating 24/7 for the UK and European markets.

A customer of Marine, Spaansen, provided invaluable support to our operations at Jarrow with their new ship, The Yed Prior, whilst our vessel, the Sand Falcon, was in dry dock. Many thanks for the help – it just goes to show the value of good customer relationships.

Neutra-Agg Ultra Officially 'Fine Quality Limestone'



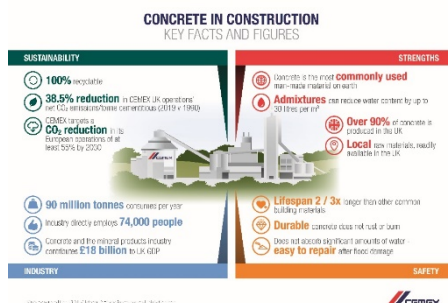
Samples of our neogem Neutra-Agg range from Dove Holes quarry were recently submitted for third party testing as part of the Agricultural Lime Associations 'Aglime Quality Standard'. All samples were confirmed to be compliant with the 1991 UK Fertiliser Regs and so we continue to receive ALA accreditation as part of this scheme.

There are various grades of agricultural lime and the fineness of the product is considered one of the most important factors as a finer product is more reactive and therefore more effective at correcting soil pH. Optimum soil pH is one of the most important factors in maximising yields by ensuring effective nutrient uptake in crops and pasture.

Our finest grade is 'Neutra-Agg Ultra' and previously it has been accredited as a 'ground limestone' to the 1991 UK Fertiliser Regs. This time the ALA has confirmed that the material also meets the more stringent EU 2003 Regs and is therefore also accredited as 'fine quality limestone' to that standard. Agricultural lime can be supplied to either standard in the UK, so it's great news that we have a material that is compliant with both.

It is likely that in future the UK Regs will be reviewed and updated to bring the specification requirements more in line with the EU Regs. If this happens then it is reassuring to know that we will still have a compliant product for continued supply to the agricultural sector enabling us to carry on supporting those essential first stages of food production.

Concrete in Construction....



Lex Russell, CEMEX UK Materials VP, has recently recorded an interview explaining the benefits of concrete over timber and steel in the UK. Alongside the video a nifty little infographic was produced outlining the main benefits. Here is the infographic which might be of interest to any of you who need to convince people why concrete is best!

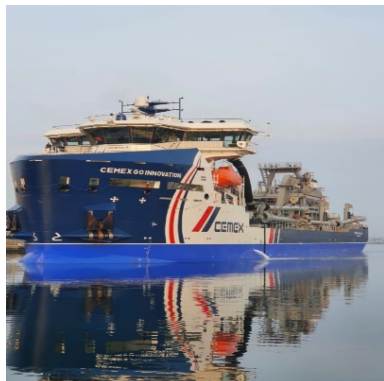
The video is on the CEMEX.co.uk website:

<https://www.cemex.co.uk/concrete-vs-steel-timber> alongside other interviews from Martin Casey and Miranda Clegg.



BEING THE BEST FOR SHAREHOLDERS

Proud to Lead the Way – Setting New Standards in Marine Dredging



After many years in the making and amazing teamwork from UK Marine the new 21st century dredger, CEMEX Go Innovation, entered Shoreham for the first time.



This spectacular vessel will deliver real growth to our business and is the first dredger that any UK Aggregate producer has launched in over 20 years. This shows CEMEX's continued commitment to the UK and European markets. It is brilliant to see it arriving in the UK.

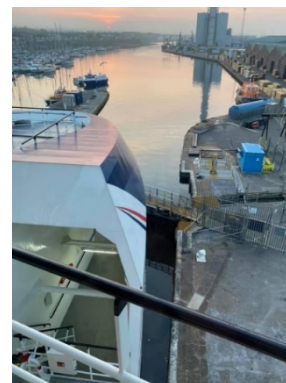
Kurt Cowdery, Director of UK Marine, commented: "This is a significant investment by our business. The Marine team has brought this project to life in challenging and difficult times which is an incredible achievement. Well done. Hopefully, we will get to do it all over again!"

Mark Williams, Fleet Engineering Manager, said: "As the Fleet Engineering Manager and a veteran of the Marine aggregates industry of 28 years, it has been an absolute honour to lead the project of designing and building a bespoke Marine aggregate dredging vessel fit for the 21st century. Having consumed the last three years of my life it has been very challenging. Being onboard and sailing her into Shoreham was the culmination of all the hard work and definitely felt good and was a very proud moment for me personally.

The vessel is distinctly CEMEX, designed for our business incorporating many firsts in safety; complying and exceeding the latest environmental requirements; sporting bespoke designed dredging and unloading equipment; as well as propulsion and power management systems to drive efficiency – to name but a few. Such a vessel sets the new standard for the UK Marine aggregate industry and we in Marine are proud to lead the way. The next chapter is to fully integrate the CEMEX Go Innovation into the fleet and optimise the vessel to its full potential, a challenge that Marine look forward and are rising to!"

Captain Dave Pearson is the first ever Master of the CEMEX Go Innovation. He commented: "It is an honour to be captain of the new CEMEX Go Innovation, and I am very proud to be leading such a committed and experienced crew too. She's an incredible ship and makes a real statement when she comes into port – she certainly draws attention and overshadows everything around her!"

The CEMEX Go Innovation is performing well already – it has been a challenge learning how to use all the new technology on ship compared to those we have previously worked on, but everyone is going above and beyond to adapt.



Since leaving Romania in December 2020, we have been to Amsterdam for testing, and this was a difficult trip but she handled the bad weather very well. We are now in the UK for final trials, and I am very excited to see what the crew and myself can achieve together over the coming months on this magnificent ship."



Small Heath Rail Depot on Track



The work at Small Heath in Birmingham continues apace – the land has been cleared and levelled off, including the removal of vegetation and all-important unexploded ordnance sweep.

Construction will hopefully begin in the next few weeks on the new rail depot, which will support our focus on metro markets.



Pictured is Stuart Wood, Sales Executive for Aggregates.



CEMEX Invests for Growth at Selby Depot



CEMEX has made another strategic investment for growth into its Selby asphalt plant and depot to enhance its overall operation efficiency. The Selby site supplies high quality aggregates and asphalt across the Yorkshire region.



Together with Bowker, its logistics partner at Selby, and Potter Space (owners of the business park where Selby is located), more than £200,000 has been invested into new rail freight infrastructure and facilities, ensuring the ongoing reliability of the service from this site

and enabling the team to increase the number of trains that can run a week.

Considerable improvements have been made to the track that travels off the main line and into the Selby depot. Following the investment, around 70 per cent of the track has been completely replaced, with other upgrades such as concrete sleepers made to improve the condition of the track further, and the installation of new loading bays.

Additionally, Bowker have made significant investment in its stone discharge facilities at Selby; upgrading safety features to go beyond legislative requirements as well as making significant improvements to equipment and enhancing critical components increasing reliability.

As a result of the developments made at the Selby site, the team have been able to increase the number of services run from this depot to three a week. This means an extra 90,000 tonnes of material can be moved by train, taking trucks off the road and maximising the use of rail as a sustainable mode of transport.

All this helps support CEMEX's climate objectives and minimises its impact on the environment.

Dave Hart, CEMEX's Supply Chain Director for UK and France, commented: "We continue to invest heavily into our rail operations across the country, as this allows us to grow volumes and increase the services we offer. The works at Selby were the latest part of our development programme and it was



fantastic to partner with Bowker and Potter Space on the many improvements that have been made – improvements that will enable us to better and more safely support our customers.

Enhancing the sustainability of our business is a key priority and the use of rail forms an important part of this – as every rail freight service removes trucks from the road and achieves additional carbon savings. These investments help us to support CEMEX's climate initiatives and be a more responsible company."

Investment in Huyton Asphalt



Our latest investment in asphalt is a new RAP system at Huyton local plant.

The electrical installation is due to complete with commissioning after the bank holiday.



BEING THE BEST FOR COMMUNITIES

Mudnificent 7 Challenge for Myton Hospice



Celaine Cave from UK Aggregates, along with two of her fellow lady kickboxers, are taking on the Mudnificent 7 on 7th August to raise money for Myton Hospice. It is a 7km challenge with each km being a different Zone with different obstacles and challenges.

Celaine explains: "Watching the videos from previous year's events it looks pretty challenging, but we have all already started training so we can smash it and hopefully raise lots of money for Myton in the process.

Myton Hospice is a charity very close to my heart after losing my friend's mum just over two years ago. The care and support they provided to her and her family was invaluable and with the pandemic they have lost a great deal of funding over the last 12 months. We wanted to find a way to combine increasing our fitness and strength levels whilst raising money for a local charity, so this is perfect. Any donation you can spare would be gratefully received."

If you would like to support Celaine go to her JustGiving page to donate:

<https://www.justgiving.com/fundraising/celaineandchristy>

Please note the photo was taken pre-COVID.



Spring Wildlife Gardening Tips



Buying and planting native plants like spring bulbs can bring the first signs of the season into your garden and be a vital food source to the first bees and pollinators too! But if you don't already have them they need to be on your list for planting in autumn.

With the onset of spring, we start to clear away the winter garden debris, but often the leaf litter is the shelter for over wintering insects, so don't clear all the garden in one go and leave what you do clear overnight before it goes into the garden bin and you'll be saving a few ladybirds. You could also repurpose the leaf mulch under the shrubs and bushes, this will help the soil keep their moisture in the event of a dry spring. It will also help the birds as they'll use some of it as nesting material. You could also collect and put out some sheep's wool (not pet hair) as nest material too.

Things to look out for in spring: Brimstone butterflies, early bumblebees, Blackthorn blossom and catkins.

What have you spotted this spring? Let us know by emailing:
gbcommunicationsandpublicaffairs@cemex.com

Your story could win you some RSPB goodies if it is published in the next edition of Earthly Matters.....

If you would like to read more stories like this in our latest joint RSPB blog please follow this link to this month's Earthly Matters newsletter:

<https://sway.office.com/9rYk4iDPItxVy8Ow?ref=Link> or download the Earthly Matters from the UK News website: www.cemexuknews.co.uk/downloads

Litter Picking Thanks



Well done to the team from Raynes quarry who spent some impromptu time litter picking in the local playground last week. The local residents were very appreciative and even posted it on the local Facebook residents' page.

They were originally litter picking around the quarry boundary but then noticed the litter was bad in the playground and so they carried on clearing up there.

Thank you and well done to the team. Sometimes the small things make the most difference....



BEING THE BEST FOR EMPLOYEES

And the Winners are.... CEMEX Announces Global Award Winners



Over 2,500 colleagues from around our operations tuned in to watch and enjoy our first edition of the **CEMEX Global Awards**. This event celebrates your efforts and recognises those colleagues and teams who have excelled in their performances over the past year.

Fernando Gonzalez, CEO of CEMEX, wrote this message: “I am proud and inspired by how every one of you across our company has risen to the challenges that 2020 presented. I wish to extend my congratulations to all this year’s winners.

These awards are a testament to your efforts towards our strategic priorities, and your commitment and dedication at work have an impact on our company’s success and growth.

Please join me in congratulating all the **2021 CEMEX Global Awards** winners. [You can find them all here.](#)

I encourage everyone to continue to work towards our strategic priorities. We all can find new ways to be safer, innovate, and make more sustainable decisions, all while keeping our customers at the centre of everything we do. I look forward to seeing many more of you amongst next years’ winners.

We all have a responsibility to work towards building a better future for all.”

Sergio Menendez, Regional President CEMEX EMEAA, added: “I was very proud to see the very significant numbers of entries from our EMEAA region during the CEMEX Awards global event on Tuesday.

Working together across our business everyone achieved so many successes and innovations across our key priorities, and I sincerely thank and congratulate all the finalists and category winners!

I know that the spirit of the CEMEX Awards will encourage us all to keep looking for improvements and new ways of working towards our priorities throughout 2021.”

Huge congratulations to the nominees and winners from the UK.

UK Awards were:

Health & Safety:

Zero4Life Contribution Awards

- Urbanisation Solutions Europe
- UK Readymix
- Rugby Climafuel Project

Sector Awards

- Aggregates, Best: 3rd Place Marine UK
- Urbanisation Solutions, Best: 1st Place Asphalt UK, 3rd Place Dry Mortars Europe



Fit4Life Contribution Award:

- Video Intercom to Maintain Physical Distance, UK

Contractor Management Awards:

- Exclusion Zone Lights Around Loading Shovel, UK
- Rollover Prevention Film, UK
- Smart Card System, UK

Sustainability scorecard:

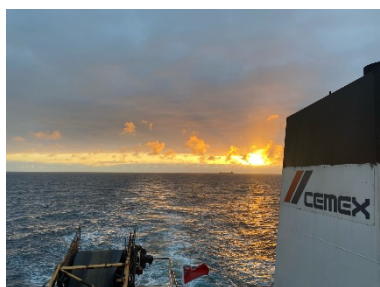
- Best Performers, Countries: Community engagement, UK
- Best Performers, Plants: CO₂ strategy: Tilbury, UK
- Best Performers, Plants: Environmental management, biodiversity & water: Tilbury, UK
- Best Performers, Plants: Community engagement: Rugby Plant, UK
- Most Improved, Plants: Implementation of Continuous Emission Monitoring System (CEMS) and accuracy (%): Tilbury, UK
- Most Improved, Plants: Specific Water Consumption Index: Tilbury, UK

15 Years for Ben Davies

Many congratulations and thanks to Ben Davies, Plant Supervisor at Poole concrete plant, for reaching his 15 years service mark with CEMEX. Ben joined CEMEX back in 2006 when his Dad, who was a Sales Rep for RMC/CEMEX, told him about the new plant opening in Poole.

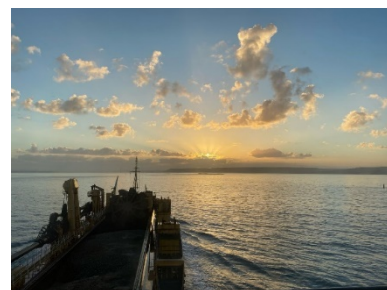
He says that the best thing about working in Poole is the spectacular view of the Quay – he gets to see the sunseeker yachts being built as well. Don't think his vouchers will stretch to one of those, but it's nice to dream!

Thank you for all the hard work over the years Ben – here's to the next 15!

Time to Say Goodbye

Robert Wood, officer cadet in training, has spent the last six weeks onboard the Sand Falcon. He posted this lovely message on social media:

"I have been extremely lucky to spend the last six weeks of my cadetship with CEMEX onboard the Sand Falcon. I had never thought that during my time at



sea I would be onboard a dredger, which has both been an insight and a pleasure.

I extend my thanks to CEMEX UK Marine for the opportunity and the Master, Captain Barlow, the officers and crew who have enhanced my knowledge and training."

Best of luck with the rest of your career Robert – who knows, you might make it back to one of our dredgers in the future!



CEMEX Cycle to Work NOW Open



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. The scheme is open for a limited time – from 19th April – 14th May 2020 so it is well worth taking advantage of it now.

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 30349**.

How to apply?

For further information on how to apply for the scheme please go to the download section of the UK News website: www.cemexuknews.co.uk/downloads

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
87-04-2021	Sales Agent	Materials UK - Readymix	Rugby Office	28/05/2021
88-04-2021	Negotiator	Procurement	UK / Europe	03/05/2021



89-04-2021	Transport Planning Team Leader	Materials UK Home Counties	Luton	30/04/2021
90-04-2021	Materials Technician	Quality and Product Technology	London and South East	04/05/2021
91-04-2021	Bulk Tanker Driver - Nights	Cement Logistics	Rugby Plant	04/05/2021
92-04-2021	Plant Operative	Materials UK South	Dagenham Wharf	07/05/2021
93-04-2021	Specification Manager	Quality and Product Technology	Any Hub Office	04/05/2021
94-04-2021	Operative	Building Products	Buxton Slab Plant	04/05/2021
95-04-2021	Sales Executive	Materials UK South	London	12/05/2021
96-04-2021	Production Supervisor Level 2	Concrete Products	Northfleet	12/05/2021
97-04-2021	Negotiator Materials and Related Businesses	Procurement	UK / Europe	04/05/2021
98-04-2021	Production Supervisor Level 2	Concrete Products	Buxton Block and Slab Plants	04/05/2021
99-04-2021	Warehouse Supervisor	Procurement	Rugby Plant	05/05/2021
102-04-2021	Multi Skilled Operative	Concrete Products	Northfleet	07/05/2021
103-04-2021	Multi Skilled Operative	Asphalt	Dockland Asphalt Plant Liverpool	12/05/2021

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**

