



A NEW DAWN

CEMEX UK Materials is like a coiled spring. Lex Russell, MD, UK Materials discusses the exciting times ahead for CEMEX over the next five years as we grow together.

"As we focus on metropolitan markets, while the government puts construction at the heart of its recovery and economists predict a period of growth, it's an exciting time for CEMEX.

Our phenomenal investment in CEMEX Go Innovation clearly demonstrates the confidence that CEMEX has in the UK market. To maintain the momentum we have built together, we move towards a new vision for materials: Target Zero 100.

Target Zero 100 incorporates our ambitious strategy for the next five years, with targets for health and safety, decarbonisation and profitability. We look forward to sharing this with you in full in the coming weeks. In my 35 year career, I have not experienced the growth opportunities we are witnessing today, and I'm incredibly excited for us to 'seize the moment'.

Our economy is one of the fastest growing in the world, and over the last few years, we have placed ourselves in a great position to fully benefit from this. CEMEX plans to invest a significant amount to support UK Materials' growth ambitions, further establishing its position as a market leader.

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**LEX RUSSELL,
MANAGING DIRECTOR
FOR UK MATERIALS**

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GOING FORS GOLD!

CEMEX UK has once again been awarded the Gold FORS award for its fleet management. Congratulations to everyone involved and special thanks to Hugh Reynolds, Supply Chain Compliance Officer, for leading the accreditation process.

The Fleet Operator Recognition Scheme (FORS) is a voluntary accreditation scheme for fleet operators. It aims to raise the level of quality within fleet operations and demonstrate which operators are achieving exemplary levels of best practice in safety, efficiency, and environmental protection.

Gold accreditation is only awarded to exceptional operators who have met exacting targets.



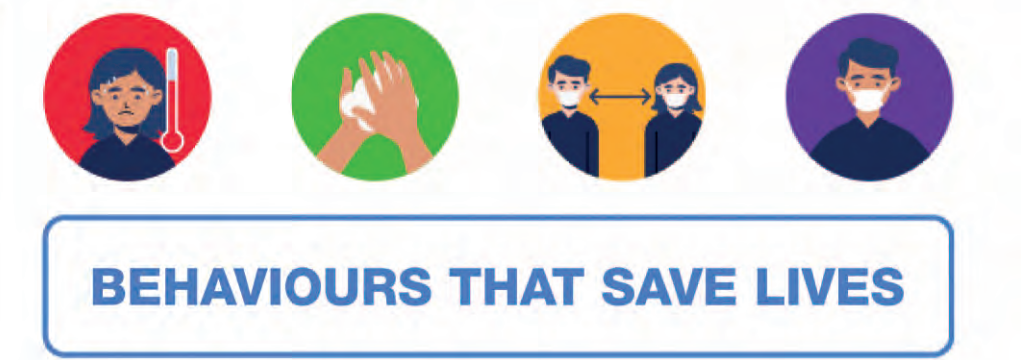
15 YEARS LTI FREE FOR DOVE HOLES

Congratulations to the Supply Chain team at Dove Holes on achieving 15 years LTI and TRI free, a milestone they should be very proud of given the complexity and scale of operations there. This has been achieved through continued safety leadership and commitment, as well as close collaboration with the Dove Holes, Materials and Urban Solutions teams.

Let's continue to build upon this performance, working together as one team on our number one priority.

13 YEARS LTI FREE FOR LONDON

Congratulations to the Materials team in London for reaching 13 years LTI free recently. A fantastic achievement given the busy environment they operate in.



BEHAVIOURS THAT SAVE LIVES

MAINTAIN YOUR GUARD AGAINST COVID

As lockdown measures ease and the weather improves we understand that people want to spend time with their friends and family and make the most of the increased freedoms. However, we still need to maintain our guard if we are to look after ourselves and each other, especially with the news of further COVID variants.

Being careful now will help the numbers of cases to remain low and ensure we don't have further lockdowns. Remember that the vaccine does not provide complete protection; you can still catch it and pass it on to others. Please be extra careful both inside and outside of work by continuing to follow the Four Behaviours That Save Lives.

REPORTING OF NEAR MISS / HAZARD ALERTS 

There has been a reduction in the number of Near Miss / Hazard Alert (NM/HA) 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.



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's 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, alongside all the other finalists, for all they have done to make Health & Safety their number one priority despite the increased pressures presented by the COVID-19 pandemic."

THINK HEALTH, SAFETY AND SECURITY...

Every 12 months, all of CEMEX's Security Managers sit down and analyse the biggest security threats to our global business. In the UK Colin Jones heads up security and is raising awareness of our biggest threats.

The top three security threats in the UK are:

Cyber crime: Although our global IT security system filters out tens of thousands of cyber attacks a small percentage make it through. Luckily, employees are getting smart to this and the security team wants to thank everyone for their vigilance. It isn't just emails – texts and phone calls are also a threat.

Protesters: This comes mainly from environmental activists with the likes of Extinction Rebellion targeting companies involved in the HS2 project. Over the next 12-24 months Colin expects this to become the number one threat. With that in mind, he has been contacting teams to teach them how to manage if the protesters targeted their site. He is producing a video with top tips which will be circulated soon.

Trespass on sites: We all know how dangerous quarries and our sites are. But the public who see a turquoise lagoon on a hot day don't. COVID has been a double-edged sword in this regard. 'Traditional' thefts from sites have dropped as lockdown made it difficult for criminals to go out without suspicion. However, we saw a big increase in leisure seeker trespass on sites, ranging from dog walkers to sunbathers.

These things are a constant risk to our operations, our finances and our reputation. It is up to us all to keep our eyes open and work with Colin to help minimise the risks. If you have any security concerns please contact Colin via colinpeter.jones@cemex.com





AWARD WINNING CUSTOMER SERVICE

Congratulations to the Planning and Customer Service teams in Rugby and Preston Brook who have been recognised by winning the Customer Experience Award for EMEA relating to Remote Working.

Dave Hart commented: "The personal leadership of Gemma Crawford, Elizabeth Dixon and Robert Brian has enabled the seamless transition from office to remote working without impacting customer service. In fact, many customers were unaware we had moved out of Rugby and Preston Brook, which is testament to everyone's flexibility and professionalism."

UPDATE FROM RESEARCH & DEVELOPMENT

The UK business operates an effective R&D process with regular meetings of a committee of business representatives. Mike Higgins, who is responsible for UK product Research & Development, has provided this update:

"We currently have 11 live product R&D projects in the UK. These range from incremental through to transformational developments which are at various stages, from exploratory lab trials through to pilot trials, deployment and launch.

Many of the current and past projects have been submitted by employees who have identified a customer need that we didn't have a solution for. Whilst we also instigate projects based on market and trend analysis, these employee submissions often result in more rapid success following development and product launch. This is why we encourage submissions of this type.

The UK team at The National Technical Centre works with our colleagues in WEM, Europe and the Global R&D team in order to best utilise expertise and resource and progress product R&D."

If anyone has a suggestion or even initial thoughts please contact Mike Higgins directly to discuss and formulate a project proposal.

WE'RE PAVING THE WAY TO A GREENER BRITAIN

VIALOW is our new range of low temperature and low carbon asphalts.



"VIALOW" ASPHALT LAUNCHED – A CARBONNEUTRAL® PRODUCT

CEMEX has recently launched VIALOW, a new addition to the VERTUA® family of low carbon and sustainable building solutions. VIALOW is a reduced carbon asphalt which comes with the option to offset residual CO2 to make it a CarbonNeutral® product, in accordance with The CarbonNeutral Protocol.

VIALOW is a new range of low temperature, low carbon asphalts from CEMEX, which uses a specially formulated bitumen additive to enable manufacture at up to 40°C lower than standard asphalt mixes with no compromise in performance, with the added benefit of achieving up to 20% reduction in embodied carbon emissions.

The range includes the VIALOW Zero option, which is a CarbonNeutral product, and complements the CEMEX VERTUA® range of low carbon building solutions, further enhancing CEMEX's Future In Action strategy – committed to Net Zero CO2.

As technology and the industry shifts toward low carbon asphalt, the best interim way to sequester the rest of the CO2 footprint, to make it a carbon neutral product, is through

carbon offsetting. To do this we are working with Natural Capital Partners, an award-winning expert on carbon neutrality and climate finance, that is harnessing the power of business to create a more sustainable world.

VIALOW offers customers a host of other benefits alongside its sustainability credentials. The lower temperature of the manufacturing process can also help to improve the long-term performance and durability of the asphalt.

Reduced temperature asphalt also offers safety and environmental benefits which include a reduced risk of burns and lower odours.

Carl Platt, Director of Asphalt, Paving, and Building Products for Europe, commented: "Asphalt is an essential part of our country's infrastructure. However, we recognise that future construction needs to be balanced with the effect it is having on the environment.

With the launch of VIALOW, CEMEX aims to make it simple for customers to choose more sustainable and environmentally-friendly asphalts that have a lower embodied carbon, offset residual emissions and help drive vital change."

CUSTOMER NEWS IN BRIEF



FIRST VERTUA® ULTRA ZERO PROJECT FOR THE CAPITAL

Another milestone was reached for the UK Materials team recently, with the first London delivery of our CarbonNeutral® Readymix product Vertua® Ultra Zero.

CEMEX supplied Vertua® Ultra Zero to A J Morrisroe at 250 City Road, London, which forms part of a landmark new development by Berkeley Group. The concrete is being used for the blinding layer of the foundations, with further deliveries expected.

Located in Islington, 250 City Road will be a 36-storey tower designed by world renowned architects, Foster + Partners, which will include luxury apartments and a hotel.

Vertua® Ultra Zero achieves a 70% reduction in embodied carbon emissions, with the remaining unavoidable emissions offset through working with Natural Capital Partners, a carbon offset and carbon neutrality specialist.

Well done to the Materials and Technical teams for securing this customer and helping to provide more sustainable solutions for construction in the Capital!



BRADWELL SAND FOR HS2

Recently there was another successful delivery of Bradwell sand to Fosroc, who is doing the mix validation and design work for Eiffage HS2 project. Thank you to the Bradwell quarry team for their assistance.



DETERMINATION PAYS OFF AT HALKYN

Late last year we had an enquiry from Ward & Burke for a large volume of 6F5 out of Halkyn quarry to a site in Ince, near Chester. Initially it appeared we would not have the necessary capacity and would be unable to do the job due to the tonnage and time scale involved. However, Andy Edwards and the team at Halkyn were determined to do something that would enable our Sales team to secure the work.

They set about modifying an existing mobile crushing process that was used to produce Top Rock (an unspecified fill) and were successful in making the necessary adjustments to ensure a good quality, compliant 6F5 was produced. Three months later and we have successfully supplied just over 40kt to the site. We have also been able to secure another 6F5 contract with PP O'Connor and they are part way through collecting approximately 10kt for a Marshall Construction site in Widnes (this also means they are sourcing other materials from us as well).

All this was possible due to some innovative thinking followed by close collaboration and teamwork between the departments (Ops, Sales, Technical, etc). Going forward, it will give us increased flexibility and capacity. Great work all round!



NEW CUSTOMER FOR SUPAFLO®...

Well done to the Screed team who recently supplied a large quantity of Supaflo® to the Aviator Park project in Addlestone, Surrey, in just two days. It included approximately 130m3 of Supaflo®. This is a new customer for our Screed business so well done to everyone involved.



SOMERCOTES TRAIN BRAIN BENDER

Terence Clair and the Somercotes Rail Solutions team have recently produced a mind-boggling piece of work for Network Rail. The intricate problem involved producing new concrete bearers for points on a section of railway at Nine Elms (Waterloo/Vauxhall) in London.

The challenge was complex, the most notable element was to produce 12.8 metre long modular crossing bearers for the points, which had to be split into four units. A shroud would then join these units together using fittings cast into the concrete. All this had to be produced without compromising the tolerances of the gauge of any of the seven tracks to be laid on these bearers. These tolerances are within mms of the track gauge – the tolerances were only +/- 1mm or 1.5mm. Over a 12m span this is a massive challenge, then throw pre-stress shrinkage of the four pieces of concrete into the mix and you have an idea of the scale of the request!

The team had to come up with a brand new way of capturing data and manufacturing such long bearers with three splits. They used a process that had never been tried before, with the biggest challenge being the shrinkage of the concrete during our manufacturing process.

Through brilliant teamwork, expertise and customer relationships, the CEMEX team pulled together and overcame all of the challenges. The bearers were successfully produced and installed making the customer extremely happy!

Terence Clair, Operations Manager, said: "We are often faced with complex challenges when we make non-standard and a highly bespoke products. Our working relationship with Network Rail and other customers has gone from strength to strength over the last six years. The team here has a positive attitude to solving challenges. Our strong teamwork allows for one problem to be shared by many, which creates open conversations, and together we find a solution."

Kevin Hoar, Project Manager at Network Rail, added: "We were very satisfied with the solution provided by CEMEX. The required arrangement was extremely difficult not only to manufacture, but to design as well. The bearers were the most important part of the assembly itself and this triple split arrangement had never been attempted before. There were a lot of challenges engineering wise that had to be overcome, but the team managed to get it across the line and provide a great product."



A NEW DAWN

STORY CONTINUED FROM PAGE 1

Investing in Aggregates, with Dove Holes Quarry and Marine becoming the ‘engine rooms’ for growth, will be key to our development. We will invest in another dredger to further secure our future position in marine aggregates. Additionally, we will increase capacity and rail capability at Dove Holes and improve our wharves and rail infrastructure, so we can transport and process large volumes sustainably. Our search for new reserves to replace those we deplete will continue, along with increasing the capacity and improving the efficiency in many of our quarries.

Readymix, which is at the heart of our business and the largest customer for cement and aggregates, will also benefit from increased levels of investment. We have a project in place to identify where there is growth potential, and at the same time, raise the standards of all our plants. We also need to have mobile plants available to meet the needs of a strong infrastructure sector.

Landfill and recycled aggregates will play an integral part of our vision for growth. As we and our customers continue to tackle climate change, the products and services that we offer must be increasingly linked with our zero carbon targets. UK Materials’ sustainability plan will have many dimensions that help to reduce our emissions, including products, raw materials, transport, energy, biodiversity and water management.

In order to fulfil our potential over the next few years, we will need to keep strengthening our team with the best talent, and invest in our employees’ development. As part of this, we will continue to recruit inclusively, increasing our diversity to create a strong and innovative team together."



MARINE DREAM – FIRST NEW DREDGER IN 20 YEARS ENTERS UK WATERS

The arrival of the CEMEX Go Innovation to its port in Shoreham marks an exciting milestone for the Marine team and the wider UK business. It represents the culmination of several years of hard work and extraordinary dedication despite the many challenges presented, particularly by the Coronavirus pandemic.

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. As referenced by Lex in our front-page article, it clearly shows CEMEX’s continued commitment to the UK and European markets.

As a vessel, the CEMEX Go Innovation is industry leading. It is the first of a new generation of efficient and economical dredgers specialising in the extraction of sand and gravel from seabed depths of up to 55 metres, including the challenging conditions experienced in the North Sea.

The CEMEX Go Innovation has been developed to offer major environmental savings while ensuring safety, high performance, and sustainability. The result is a dredger which will have a 25% increased capacity, nearly double the dredging

depth and a discharge rate increase of 20%. Its design incorporates enhanced seakeeping capability, together with innovative safety, environmental and fuel efficiency features new to this type of vessel, including a sophisticated fully automated ‘power on demand’ management system.

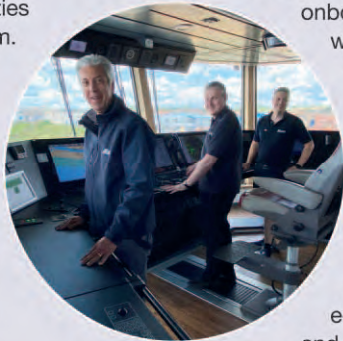
The ship is optimised for navigation in highly restricted waters as well, featuring enhanced wheelhouse visibility, multiple manoeuvring stations, twin screw controllable pitch, propellers independently operable high lift rudders and twin bow thrusters. It also features a covered forward mooring deck and ‘spud’ mooring capability for enhanced crew safety and comfort. It is equipped with 14 single berth, en-suite, air-conditioned and satellite TV equipped cabins, together with a high standard of communal crew welfare facilities including a fully equipped gym.

CEMEX Go Innovation is the first vessel in the UK aggregate sector to fully embrace ‘big data’, with all systems and equipment ‘cloud connected’ to drive efficient ship to shore operational and engineering capability.

Kurt Cowdery, Director of Marine Aggregates for CEMEX UK, commented: “This is a significant investment by our business for our people and customers, allowing us to exploit the potential in key markets. It also marks the start of our ship replacement strategy. CEMEX Go Innovation will be instrumental in delivering material to our UK & French business and WEM strategy; aligning our opportunities and connecting the dots.”

Mark Williams, Fleet Engineering Manager, said: “As the Fleet Engineering Manager and 28 year veteran of the Marine aggregates industry, 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 it was a very proud moment for me personally.

“The vessel is distinctly CEMEX, 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





“ THIS IS A
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Kurt Cowdery,
Director of Marine Aggregates
for CEMEX UK

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 looks forward to!”

Captain Dave Pearson, Master of the CEMEX Go Innovation, 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 at the start of the year we have been to Amsterdam for testing, which 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.”



KEY STATS:

DIMENSIONS:
103.25M X 16.4M X 7.0M DRAUGHT

DEADWEIGHT TONNAGE:
6750 TONNES

HOPPER CAPACITY (MAX):
3500 M3

INSTALLED POWER:
5,470 BHP

SERVICE SPEED:
12KTS

DREDGING DEPTH:
55M

MARINE BY NUMBERS:

**NUMBER OF PEOPLE WHO WORK
IN THE MARINE BUSINESS:**
115

**(AVERAGE) NUMBER OF CREW
ON CEMEX GO INNOVATION:**
9

NUMBER OF SHIPS IN UK MARINE:
CURRENTLY 5 OWNED AND 1 CHARTER

**AMOUNT OF AGGREGATES DREDGED
A YEAR:**
5.75MT

OPERATIONAL AREAS:
UK, FRANCE, BELGIUM, DENMARK AND
HOLLAND



\$25 MILLION TO PHASE OUT FOSSIL FUELS AT RUGBY CEMENT PLANT



CEMEX is investing US\$25 million in a new system to replace fossil fuels at its Rugby cement plant in the UK, as part of its “Future in Action” program to achieve carbon neutrality.

This important investment is designed to reduce the site’s consumption of fossil fuels. CEMEX is one of the largest contributors to the circular economy and a leader in using alternative fuels with over 60% use across its European operations, which is significantly higher than the industry average. In the UK, CEMEX also obtains 100% of its electricity from renewable sources.

The new system, which incorporates the use of green hydrogen in the production process, is expected to be fully operational in June 2021. Once completed, it will have the capability to operate at 100% with alternative fuels.

“We believe that this very significant investment supports CEMEX’s commitment to minimising use of fossil fuels for both environmental and economic reasons. It will enable the Rugby plant to consistently operate with up to 100% alternative fuels, contributing to our climate action targets,” said Sergio Menendez, President of CEMEX Europe, Middle East, Africa & Asia.



LONDON RIVER FREIGHT PARTNERSHIP CUTS CO2 BY 75%

CEMEX has agreed a new five-year partnership with Walsh, a leading provider of river, road and rail freight solutions in London. The contract will see Walsh running barges on the River Thames to transport aggregates from CEMEX’s wharf at Dagenham to its Readymix plant at Fulham with a 75% CO2 saving compared to road transport. It further demonstrates CEMEX’s Future In Action commitment to net zero CO2, with an equivalent saving of more than 5,000 lorry movements.

Marine aggregates are processed at Dagenham and the site also receives limestone by sea from the company’s Raynes quarry in North Wales. Both materials are used in the Fulham plant to produce concrete that is supplied to the London market.

Walsh will transport CEMEX materials on the Thames with one barge service completed every day. The use of a river barge to transport these materials takes trucks off the road, helping to ease congestion and reduce emissions. Each loaded barge carries 400 tonnes, saving the equivalent of 20 HGV lorries travelling across the centre of London.

Lex Russell, Managing Director of UK Materials, added: “Our Fulham Readymix plant is a vital part of our London operation, so it is important that it receives a consistent and reliable flow of materials from our Dagenham Wharf. Using the Thames provides a congestion-free, sustainable route through the centre of London and maximising the opportunities for river freight was encouraged in the Greater London Authority’s strategic plan for the city.”



CEMEX INVESTS FOR GROWTH AT SELBY DEPOT

CEMEX has made another strategic investment for growth at its Selby asphalt plant and depot to enhance overall operational 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 in new rail freight infrastructure and facilities, ensuring the ongoing reliability of services and enabling the team to increase the number of trains that can run each week.

As a result of the improvements, the team has been able to increase the number of services

running 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.

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.”

EXCEED OPERATIONAL EXCELLENCE UPDATE

As many of you know, EXCEED is a CEMEX initiative designed to optimise operational excellence across the business. Here, Adam Leverett talks us through four of the latest tools and solutions that have been created to help achieve this:

CheckProof is a paperless mobile app and PC based solution for allocating, completing, managing, and storing important checklist information. This can cover any type of check or inspection including Health & Safety, Reg 12, Quality, Environmental, Maintenance, etc.

Our UK Aggregates and Logistics teams have been successfully developing and using the system to the point where they are fully self-sufficient.

We are also in the process of trialling or rolling the system out to our UK Readymix, Marine & Floors businesses, plus UK Quality team. Our aggregate colleagues in France are also about to trial the system.

EXCEED Ideation Portal is a PC based system used to record, track, share and search improvement activity, initially for Quick Wins (improvement activity usually requiring minimal Money and Resources) but also for Problem Solving and Innovation activity too! After successful trials in the UK and France, we are finalising a series of “How to” videos before launching in both countries.

PowerBI Dashboards have been developed for the UK Aggregate and Readymix businesses on a UK, Area and Site

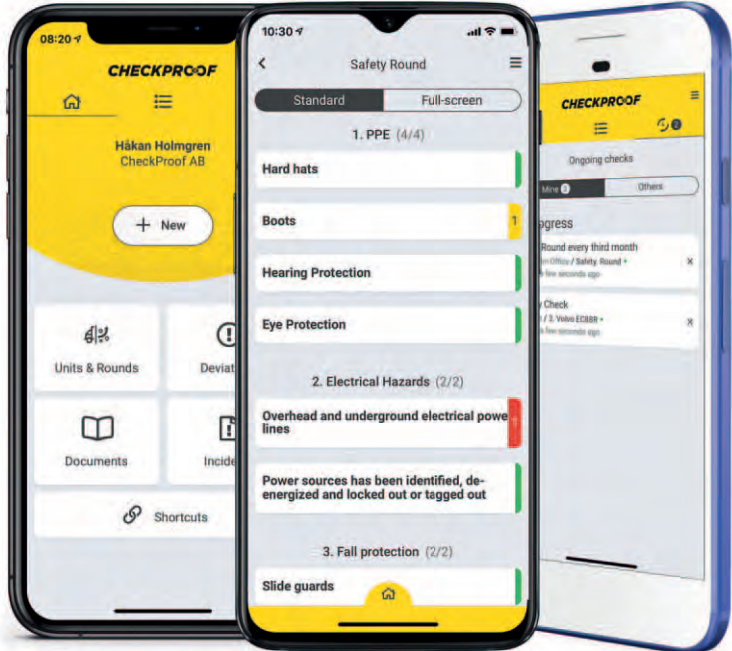
basis. These focus on important KPIs covering Production, OEE, Maintenance, Fuel & Energy, etc.

We are looking to standardise and roll out these dashboards across the whole of CEMEX WEM so we can focus on best practices and improvement activity.

Degreed (CEMEX University) features a range of training resources including videos, questionnaires and other aids, which are being developed in French, Spanish and English to help train and understand some of the basic ‘Lean Manufacturing’ tools and techniques.

They will be structured into specific learning modules where the aim is for individuals / teams to go through each one and then using everything they have learnt for improvement activity on their site.

The EXCEED OpEx team is here to help and support too!





SMALL THINGS MAKE A BIG DIFFERENCE

We recently 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 they will be a great help to the school.

OVER 500 CHILDREN WENT ON A VIRTUAL SCHOOL TRIP



In March, over 500 CEMEX children and friends attended the four virtual school trips organised by the Cambridge Science Centre. The most popular was the Digestive Journey – a trip down our digestive systems!!

Thank you to Andlyn White and the Cambridge Science Centre for putting these on and for letting our families enjoy the trips. Hopefully some of them can visit the centre for real in the near future.

BLOOMING MARVELLOUS

A local school asked Paul Kania, Works Manager Concrete Products Buxton, for help with supplies to make some garden planters. Paul spoke with the teacher and offered some pallets. Obviously due to COVID they couldn't go on site to lend-a-hand but this was a way the team could help the local community.



Paul Kania commented: "This was a great little project we could easily help with during the pandemic. The school sent a little thank you message and some pictures of what they have built. We are looking forward to seeing the pictures in bloom and how the children get on cooking the veggies they're growing!"



PUTTING LOCKDOWN TO GOOD USE

Stuart Wood and Amy Kennedy from the Readymix Sales team worked hard to support a Rugby based charity with a donation of 2.5m3 of Readymix.

Nuneaton & North Warwickshire Equestrian Centre (NNWEC) is a purpose-built disabled riding facility which offers riding therapy, learning, and training opportunities for over 300 disabled adults and children each week. The charity decided to use the time it was closed during the pandemic to refurbish its community building and outdoor facilities.

The concrete was needed to provide the base of a new containment area for horse waste and had to be of sufficient strength to accommodate a tractor and bucket.

As you can see from the photo, the delivery went well and will make a real difference to a local charity helping disabled adults and children. Well done to Stuart and Amy for your hard work and community spirit!

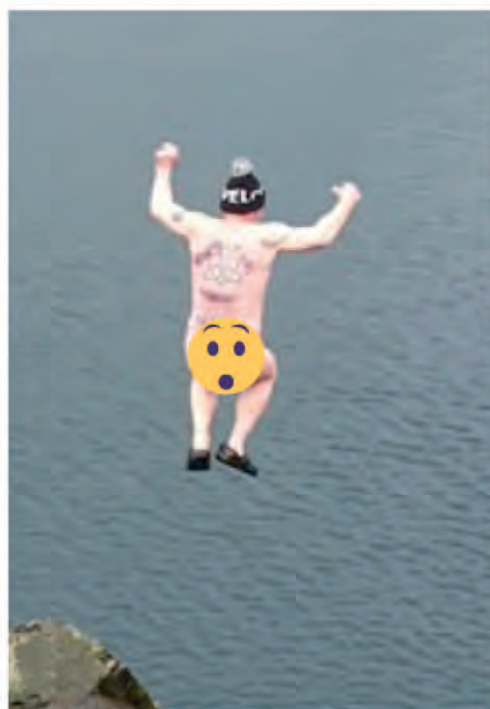


SEVEN YEAR OLD'S SNOWDON CHARITY CHALLENGE

After raising more than £3,000 for local charities last year, CEMEX Senior Planner Gary Graham's son, Cal (aged 7), decided he wanted to do something to help the local community again this year.

So, on 23rd April he successfully managed to climb Mount Snowdon! It's fair to say this was a pretty epic challenge for a seven year old (let alone Dad)! Snowdon is the highest peak in Wales standing at 1,085m (3,560 ft) and takes adults six or more hours to go up and down it. To date his efforts have raised over £1,200 for the Ellesmere Port food bank and Elm Grove Community Park, well done Cal!

If you'd like to sponsor Cal's endeavours it's not too late. Visit his justgiving page here: <https://www.justgiving.com/crowdfunding/calssnowdonchallenge>



BRASS MONKEY'S CHARITY SKINNY DIP!

Back in February, Mark Voigt, Dry Silo Mortar Refurbishment Centre Supervisor at Dove Holes, managed to complete seven open water skinny dips in seven days, braving the cold and ice, to raise awareness and money for the Young Minds Charity.

"These last two years have shown me how incredibly difficult it has been to be a child/teenager during these times. After seeing my own children struggle mentally (and at times struggling myself), I wanted to do something to help," says Mark. "I found open water swimming around Christmas time and the impact it's 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 decided to do that part myself and raise some money to help them at the same time."

Anyone who knows Dove Holes knows how cold it gets and exactly how challenging this must have been! Mark had 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's escapades have raised £700 so far! If you'd like to donate, visit his justgiving page here: www.justgiving.com/fundraising/mark-voigtyoungmindsmatter

BIODIVERSITY SPOTLIGHT

DENGE QUARRY

We want to shine a spotlight on some of the great biodiversity work that is being carried out at CEMEX sites across the country.

First up is Denge quarry in Lydd, Kent. This site has a Biodiversity Action Plan (BAP) in place, and despite the impact of the Coronavirus the team have made good progress over the last year.

The Denge team has a great relationship with the adjacent RSPB nature reserve at Dungeness. Together they have removed scrub from the islands in the quarry's saline lagoon (five Islands and several peninsulas in this lagoon have been created as part of the restoration). Scrub, if left, would turn into woodland and make islands unsuitable for ground nesting birds. The removal activity maintains the wildlife value and protects the important habitat it provides for numerous species of birds and insects.

Being coastal, Denge is key for breeding wetland birds, particularly sea birds. Decoy nesting gulls have also been installed to encourage Black Headed Gulls and Common Tern to nest in safe non-operational areas, on the shingle islands.

The team have monitored the site for bryophyte plants (such as moss, liverworts and hornworts) with a view to managing the negative impacts of invasive non-native species. One such species is Crassula



Helmsii (New Zealand – Stonecrop), which can form dense, tangled growth of stems underwater, on the shoreline.

Over the last year, the team at Denge have spotted 158 species of wildlife, including birds such as Gadwall, Tufted Duck, Little Grebe, Black Headed Gull and Common Tern and three types of reptile: Adder, Grass Snake and Common Lizard.

For 2021 and beyond, a comprehensive list of actions have been decided, and these include:

- Creating fish reefs using large willow
- Creating areas of wild carrot, fenced, to prevent rabbits
- Profiling margins for reedbed growth
- Checking of gabion baskets and island stability

If you'd like to find out more about the BAP at Denge, or have any other questions about BAPs, please contact Jenny Oldroyd or Sean Cassidy.

WEST HEATH QUARRY

Next we are visiting West Heath quarry in West Harting, Petersfield.

As we saw at Denge, the COVID pandemic has impacted the amount of biodiversity work that could be done over the last year, but the team have still made good progress.

In particular, two areas were restored during 2020. This includes a large section of land close to the eastern site boundary and also a section near the weighbridge, just northwest of the lake. Both areas will regenerate naturally – the smaller area near the weighbridge has had brash from heather cutting spread on it to encourage lowland dry heath growth. Some work along the southern boundary was also carried out, to cut heather and remove gorse bushes to prevent succession to scrub.

Both of these areas are expected to become lowland dry heath and or lowland acid grassland habitats. In total, the area of land restored comes to 2.2 hectares. Additionally, contractors treated invasive weeds on site, which was successful; only minimal amounts of Ragwort are now present.

Over the last year, the team at West Heath have spotted 177 species, with animals including Roe deer and badgers, birds such as Sand Martins, Skylark and Linnet, as well as rarer Nightjar and Woodcock birds.



Egyptian geese, Mute swan, Greylag and Canada geese are also frequent visitors.

For the year ahead, priorities include monitoring for reptiles alongside ecologists; last year Adders, Grass Snakes, Slow Worms and Common Lizards were spotted, and future sights could impact restoration plans. There is a reptile refuge in the middle of the site and restoration will see more of this created.

If you'd like to find out more about the BAP at West Heath, or have any other questions about BAPs, please contact Jenny Oldroyd or Sean Cassidy.

COULD YOU PUT A REEDBED ON YOUR SITE?

The natural environment around us provides what is sometimes called an ecosystem service. Nature's cleaning systems offer top notch filtration. It is no accident that reedbeds form a part of quarry designs and that settlement ponds often contain reeds or are reshaped to form reedbeds in restoration designs.

Former quarries often become new wetland areas and are a positive consequence of mineral extraction, well designed, these can benefit water quality and importantly become a haven for wildlife.

Do you manage a quarry? If so, you may want to see if a small reedbed can improve your output water quality. Get in touch with Jenny Oldroyd at: jenny.oldroyd@rspb.org.uk





THANKS FOR YOUR EFFORT - WINNERS

APRIL

David Addison, Dave Eaton, Neil Sippitts, Stuart Andrews, Steve Evans at Rugby Cement Production and Maintenance team, for acting promptly and professionally when a contractor sustained a serious injury.

Shortly before midnight and during the major overhaul at Rugby cement plant, two contractors were working inside the fuel mill, carrying out highly specialised machining work to the fuel mill table. Unfortunately, a safety incident occurred involving their complex equipment, which caused a significant leg injury to one of the contractors.

Without their immediate, professional, and calm response, the outcome would likely have been very different, potentially resulting in the loss of the injured person's (IP) leg or worse. The IP suffered multiple fractures and



a large laceration to his leg with significant blood loss.

The Police commented that the overall site response was 'first class', and whilst many others were involved during the emergency, the individuals nominated went well above the call of duty and ultimately saved the IP's leg whilst dealing with a difficult, disturbing, and graphic scene.

MARCH

Dave Davis, David Tyghe, Bob Chappel, Robert Duck and Phil Repton at Salford Asphalt for stepping in quickly to save the life of a customer in serious difficulty.

The team acted quickly to help the driver of a 'hot box vehicle' who was having a mini stroke. The driver had also laid down in the hot box, resulting in serious burns. The team made the driver safe before heading down

the street to the fire station for help with his burns and making his vehicle safe. They also called an ambulance. Had the incident happened while the man was driving or at home the outcome could have been very different.

The fantastic news is that the driver is making good progress and over time, with specialist support, should make a good recovery.

THANKS FOR YOUR EFFORT - NOMINEES

More thanks go to our fantastic colleagues nominated for an award for showing exceptional dedication and going above and beyond their day jobs. They are:

APRIL

- Hugh Reynolds, Supply Chain Compliance Officer, Supply Chain
- Luke Tyghe and Dave Tyghe, Assistant Asphalt Plant Managers, Stourton Depot & Asphalt Plant
- Gemma Crawford and Paul Cooke, Planning and CS Manager and Readymix Freight Manager, Supply Chain



MARCH

- Ian Phillip, Area Technical Manager, Aggs Northern
- Angharad Williams and Christopher Thomas, Weighbridge Operatives, Materials, North West
- Keren Castle and Ryan Eyre, Sales Executives, Aggregates Central

LONG SERVICE AWARDS

25 YEARS

Philip Turner,
Fitter at Brighton Concrete Plant

Noel Dixon,
Technical Systems Manager at Rugby

Derek Marchant,
Plant Manager at Peterlee mortar plant

Iain Beckwith,
Multi Skilled Operative at Dove Holes

Robert House,
Health and Safety Advisor at Oldbury

Dave Cross,
Logistics Driver at Stourton depot

Robert Hiorns,
Weighbridge Operator at East Leake quarry

Phil Repton,
Manager at Salford Asphalt plant and depot

15 YEARS

Owen Williams,
Lead Driver at Halkyn

Kendall Linch,
Cement Miller at Tilbury

Brian Atherton,
Mechanical Shift Technician at Rugby Cement Plant

Charlie Stanford,
National Fleet Liaison Manager at Flixton

Nicola Hannant,
Credit Manager at Rugby

Ben Davies,
Plant Supervisor at Poole concrete plant

Ian Fincham,
Sales Manager, Packed Cement for the East of England

COFFEE BREAK INTERVIEWS



To celebrate International Women's Day recently, CEMEX produced a host of webinars with senior women across the business. We thought we'd ask some of them what they thought of gender equality in the industry and at CEMEX.

VICKI ELLIOTT, NATIONAL SALES MANAGER



Why do you think that women aren't always attracted to the construction industry?

I think the most common reason is the age-old perception that construction is a male dominant industry and opportunities are limited for women, however I believe most women in the industry would tell you this is very much not the case. This is an industry with many rewards and plenty of scope for career progression.

What do you think CEMEX could do to make it easier/better for women to work here?

It is essential for the industry and CEMEX to continue to cultivate gender diversity and equality. We have recently celebrated and recognised the value that women bring to our business as part of International Women's Day - which I found very inspiring, we should continue this across all levels and areas of our business.

What do you like best about working for CEMEX?

No two days are the same! One day I will be dressed head to toe in PPE on a site, the next I will be in a posh frock and high heels at a customer event. I enjoy the variety. My managers have always encouraged me by continually pushing me out of my comfort zone and often believed in me more than I have ever believed in myself. Without this support I would not be doing the role I am now.

JULIE WELCH, HEALTH AND SAFETY MANAGER, UK SUPPLY CHAIN AND COORDINATOR FOR EUROPE SUPPLY CHAIN



Why do you think that women aren't particularly attracted to our industry?

It's dirty, not glamorous and the uniform (PPE) doesn't fit with the rest of the wardrobe!

What do you think CEMEX could do to make it easier/better for women to work here?

We've had some great female apprentices come through the Supply Chain driving scheme; I'm not sure if we have apprenticeship schemes in other business areas but it's a good start. On a lot of our Materials sites the toilet facilities aren't the best - something we can improve on.

What do you like best about working for CEMEX?

The variety. One day I can be sitting in the office, another I could be on a barge and then the next day I may be on the top of a silo. The teams I work with are great, more like a family to be honest. There's always an opportunity if you want it, and even during lockdown I've had some good 'virtual' visits to Germany and the Philippines. We have led the industry with regards to road safety and vulnerable road users and we continue to invest in exciting technologies. We should have put a patent on some of the ideas we developed, such as proximity sensors; we'd have made a fortune!

PHILIPPA O'LEARY, ASSISTANT QUARRY MANAGER AT HALKYN QUARRY



Why do you think that women aren't always attracted to the construction industry?

There isn't a lot of information about the industry and what jobs are open to us, I always thought quarrying had nothing to do with me as a young person but the fact is it's all around us and practically on the doorstep. If I'd had a better understanding of the job roles within the industry when I was doing my degree I would have been more sure of the path I wanted to take, instead of just being lucky that I found the job I have and that I enjoy it.

Couple that with the fact that the construction is known for being male dominated, which can affect our working environment and the

amount of respect afforded to us, and it makes it difficult to really see what our options are.

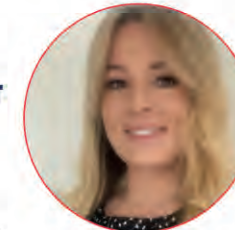
What do you think CEMEX could do to make it easier/better for women to work here?

I love the idea of the quarry tours for young people in the community. We host probably one a year for the local primary school and it's always good fun, however I think a step further than that would be inviting high schools, colleges, and universities to come and have a look at a working quarry. It would be excellent exposure for the industry. If I had come to my current place of work as a university student I would have been amazed!

What do you like best about working for CEMEX?

I enjoy my job immensely. It's really satisfying solving the problems that arise on site every day. Doing this job has allowed me to gain confidence in my leadership abilities and explore career options I had no idea even existed until I entered this role. The training I have received and mentorship by my colleagues will prove invaluable for my prospects. I feel like CEMEX has set me up with a great tool kit of skills to utilise in my career.

CHARLOTTE SANSON, UK DIGITAL SUPPORT PARTNER



Why do you think that women aren't always attracted to the construction industry?

Previously the construction industry has been male dominated and to a certain extent it can still be looked at in this way, however views are gradually changing.

What do you think CEMEX could do to make it easier/better for women to work here?

To have females be in a position to represent and seen to be making a valuable contribution throughout all levels of the company.

What do you like best about working for CEMEX?

Being valued in a role that allows me to make an important contribution to the business. I enjoy interacting with a wide range of people in my day to day role and being able to prioritise my goals without being micromanaged.