



# UK NEWS



Welcome to UK News 15<sup>th</sup> July 2021  
your weekly update from around CEMEX UK  
View UK News on: [www.cemexuknews.co.uk](http://www.cemexuknews.co.uk)  
Follow us on twitter too: @CEMEX\_UK



## HEALTH & SAFETY

### MPA Traffic Management Safety Guides



Every year there are over 5,000 accidents involving transport in the workplace. About 50 of these result in people being killed ([www.hse.gov.uk/statistics](http://www.hse.gov.uk/statistics)). The main causes of injury are people falling off vehicles or being struck or crushed by them.

These statistics are indicative of what we see within our own sector and have been identified as one of our 'The Fatal 6' High Consequence Hazards.

The MPA have developed two comprehensive handbooks to help all operators understand and control the typical risks they manage in environments where vehicles and pedestrians interact. It is a best practice document outlining the main risks and how to mitigate them.

It is well worth a read to ensure you are up to date with the latest best practise and to remind yourself and your team of the main risks on site.

There is a copy you can download from the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

In addition, there are some posters to display on site to remind colleagues of the dangers of pedestrians and vehicles on site. These too can also be found on the UK News website and at the end of this document.

### LTI Free Congratulations To.....



The UK Mortar team who have achieved an incredible 15 years LTI free.

This is an amazing team effort congratulations to everyone involved.



## COVID Comms Business Update



### BEHAVIOURS THAT SAVE LIVES

Following the Government's announcements on 5<sup>th</sup> and 12<sup>th</sup> July, the RRT has carefully considered the changing restrictions and how these may impact the way we operate.

It is important to recognise that cases are still increasing nationwide, and this is being reflected amongst employees – with three positive cases of COVID confirmed last week, and 15 people isolating.

**We must ensure that we are all acting responsibly and looking out for each other;** particularly those who are vulnerable or who have not yet received both doses of the vaccine. Caution is still needed, to protect the health & wellbeing of our colleagues and their families, and also to minimise business interruption.

Taking this into consideration, **the RRT has decided that the vast majority of current processes and protocols will remain in place for the time being, with the intention to reassess mid-August.**

This means:

- Physical distancing measures should stay in place, including the adaptations made to facilitate this such as barriers, floor markings and Perspex screens on desks
- Masks should continue to be worn, following the existing 'Mask & Move' policy
- The COVID induction for visitors to sites will remain
- Enhanced cleaning measures to be maintained, alongside the use of hand sanitiser and ventilation of rooms and buildings
- We continue to encourage regular use of lateral flow tests – ideally twice weekly
- All of the other COVID Protocols, and the Four Behaviours that Save Lives, should still be followed
- Overseas business travel is still for essential reasons only and subject to RRT approval

However, we are comfortable for face-to-face meetings to resume where physical distancing can be maintained. Additionally, external visitors can come to sites and Sales Representatives / Technicians etc can resume visits to sites (both ours and our customers where this is not already taking place).

Finally, Drivers may share vehicles where there is a business need, or for training purposes, providing good practice recommendations are followed.

Looking at our offices that are currently closed, the intention is that our Transport Planning and Shipping teams and Customer Service teams will return on a phased basis from mid-September. During this period other office staff should continue to work remotely as they are now. This will help to ensure an organised return to our larger offices with occupancy levels which will enable us to maintain appropriate physical distancing. Once these teams are settled back into our offices, we will make plans for others to be able to return. If you have any concerns or questions, please speak to your Line Manager or the HR team.

Please do not return to the office until you are advised to do so and please request permission from Carl Platt for any visits you may need to make.



The health and safety of all those who work for CEMEX continues to be the number one priority for the RRT, and this is why we have decided to take a cautious approach as the final stage of lockdown measures ease. We believe this is particularly important when you take into consideration that this is the time of the year when people are taking holidays, while self-isolation following close contact is still in place until 16<sup>th</sup> August. It is vital that those working on our sites are able to do so safely with minimal disruption. These measures will be reassessed next month, and further updates will be provided.

We ask all employees to remain vigilant to the risks that are still very real. Please be respectful and considerate of those you work with; do not assume they are keen for things to return to 'normal'. Above all, follow the Four Behaviours that Save Lives and stay safe.

## Glow for it! Glow in the Dark First Aid Boxes

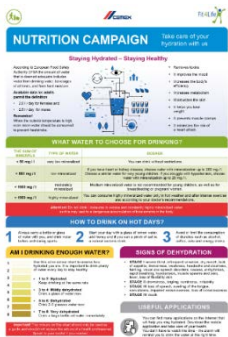


This is a simple but effective idea from Jim Wainwright.

The Midlands Readymix team have installed glow in the dark first aid kits in the mixer room and cement weighing rooms of their Readymix plants. This gives much more visibility in dark areas of the site. The cases are dustproof, airtight and water resistant to ensure the contents remain sterile.

The boxes are from Lyreco and cost £22.50 for a medium box.

## Stay Hydrated



As we welcome back some long-awaited sunshine, it's more important than ever to make sure we stay hydrated.

Please use the poster at the end of this document or in the download section of UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads) to remind colleagues about how much water they should be drinking and provide some useful tips for staying healthy.



## CUSTOMER CENTRICITY

### Rail's First Collect Customer!



The CEMEX UK Rail team, in coordination with Materials, has increased their customer service offering and recently welcomed the first ever rail collect customer!

Working with Cappagh and DC Rail, 1,833.20 tonnes was initially collected from Dove Holes for customer, Holbrooks. Since then, a further four collections have been made, totalling 8,965 tonnes.

Hopefully, this is the start of many collect customer orders.







## PROFITABILITY

### Divestment in Spain



CEMEX announced last week that it has successfully closed the previously announced sale of its white cement business, including its Buñol cement plant in Spain, to Çimsa Çimento Sanayi Ve Ticaret A.S., for a total consideration of approximately U.S.\$155 million.

CEMEX will retain its white cement assets, business activities and investments in Mexico and the United States, as these are not part of the announced divestment.

Proceeds from this divestment will be used primarily to fund the company's bolt-on investment growth strategy in its core businesses and geographies, as well as to reduce debt.

### LCC UK CMS Crusher Stock Ready



Crusher stock for UK Aggregates is now available to see us through the remaining part of 2021.

CMS has been selected as best country option for these specific items, this shall cover six sites nationally.

Many thanks go to the efforts of Operations collaborating with Procurement, for identifying requirements and product usage.



## FUTURE IN ACTION

### Street Art Mixes with Concrete!

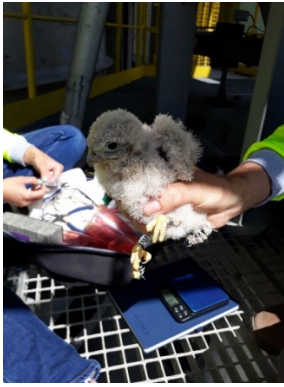


Art was mixed with truck last week when our colleagues in France teamed up with the talent of French artist, Dawal, who painted one of our trucks for the Street Art Avenue festival in the city of Aubervilliers.

Concrete and art came together to develop the living environment and reinforce our positive social impact in every community we work in.



## The Life and Times of Polish Kestrels



Our colleagues in Poland have worked with ornithologists from the association dealing with the protection of Kestrels, to get to know the habits of this species living in their cement plants even better.

As part of the project, they ringed a total of 11 chicks from Chelm and Rudniki, and one of them was additionally fitted with a GPS transmitter that enables constant location. The undertaken actions will allow them to define the size of the area where the birds feed, nest and rest, and to learn about their migration routes and wintering places.



They also took pellets from the nests, i.e., small clumps of undigested food, providing valuable information about the bird's diet.

They are waiting for the results of the research and the report from ornithologists and will share the findings. In the meantime, they invite you to see nest cam images of the Kestrels: <https://www.cemex.pl/ochrona-pustulek>



## EMPLOYEES

### 40 Years for Paul Richards



Congratulations and thank you to Paul Richards, Sustainability Manager, who has reached an incredible 40 years with the business this week.

Paul talks us through his career at CEMEX (so far!): "I started work as a lab Technician working in Chester at the head office of Pozzolanac Ltd, the only company in the UK at the time selling quality assured fly ash. I quickly became disillusioned with life as a "Techy" and transferred to operations around 12 months later, into a role that was partly admin and partly relief operator covering sites from Kincardine in Scotland, to Bristol, to Rochester and all points in between. This eventually led to a

management role responsible for all these sites and their maintenance.

In 1995 the company was purchased by Rugby Cement and integrated into the Ash Resources business, I was appointed Production Engineer for the combined business. During this period, I implemented management systems that were certified to the Environmental standard ISO 14001 and the Health and Safety standard OHSAS 18001. After CEMEX purchased the business I spent six months at Rugby Cement works, followed by two years working in Logistics, before finally finding my way into the Sustainability Department where I am very settled."

(The picture shows Paul back in 1985/1986!)



## 15 Years for Nick Watson



We are also saying congratulations to Nik Watson, Rail & Sea Operations Manager, this week, as he has reached the 15 years long service milestone.

Mark Grimshaw-Smith says: "We are very happy to celebrate 15 years CEMEX service with Nik Watson our Rail & Sea Operations Manager. In fact, Nik has nearly done 30 years having first joined in March 1990 and after a brief sabbatical re-joining us in July 2006.

Nik previously had a number of accounting and business performance roles before finding his true calling in Supply Chain and more specifically all things Rail.

As Nik likes to remind us, since he joined we have expanded our rail operations enormously and with his support I'm sure we will continue to break records for many years to come!"

## Long Service Congratulations

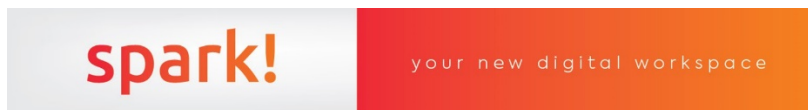


Well done and thank you to the following people for reaching a long service milestone. We appreciate all your contributions and hard work over the years.

Our thanks also go to:

- Michael Abbott – Class 2 Driver, Hatfield, 25 years
- Martin Bryant – Operative, Hamer Warren, 25 years

## New Spark! Igniting Soon.....



You may have seen in previous communications that next week we will be launching spark!, our new employee portal which will eventually

aim to replace Shift.

spark! is designed to give a superior workforce experience by:

- Moving and evolving the valuable functionalities from Shift
- Integrating collaboration tools (Office 365)
- Creating a new channel for global, regional and functional communications
- Connecting to opportunities for professional development

A spark! MVP will launch in the UK and Spain next Monday 19<sup>th</sup> July, with further upgrades to the system expected over the following weeks and months. Subsequent release waves will take place across the rest of the region later this year.





## Introducing Working Smarter



Working Smarter has been designed to help us successfully achieve our goals and objectives.



There are four core elements that will drive the changes we need to make to ensure our company is the most successful it can be going forwards. Working smarter will look at all the new adaptations we have had to make to the way

we work over the COVID period, and our current practises and pull out the best of what we do. It will look at technology and innovation to create the next generation of shared services.

There have been so many advances in digital technology which CEMEX has to take advantage of to help you do your jobs better and create an organisation fit for the future.

Here's what each building blocks of Working Smarter, stand for:

- **CEMEX People** – Our people are the driving force behind our resilience, willingness to adapt, and our performance. Our people strive to offer our customers a superior experience every time they interact with CEMEX.
- **Customers** – At the centre of our strategies, their needs and wants to drive our business plans in order to continue being a trustworthy chosen partner.
- **Digitalisation** – Our digital transformation journey continues finding new technology to have consistent data and integrate processes. The more digital we become, the easier it becomes to work as One CEMEX, maintain the same top-quality standards across our operations, and work together in a rapidly changing environment.
- **Process Automation** – We need to keep reducing repetitive daily tasks to allow us to focus on strategic activities and improve our response time, ensure accuracy, and minimise errors.

Please see a link here to a short Working Smarter Introduction video link –

<https://web.microsoftstream.com/video/ee2cf127-1a0a-4006-9fe1-057fbe045a47>

...and a link here to Working Smarter Frequently Asked Questions

<https://sway.office.com/tNejwHdSp3Vwao3b?ref=Link&loc=play>

## Use Your Time Well.....



This link is a helpful one-minute video to remind us all on ways to manage our time effectively both individually and as a team

<https://web.microsoftstream.com/video/cb7212c0-de5e-4980-8a0e-23fda3895f33>

There is also a new Learning Pathway on CX University at this link:

[Digital Citizenship Learning Path](#)



## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
191-07-2021	Customer Service Team Leader PSB	Readymix	Rugby	19/07/2021
192-07-2021	Plant Operative	DSM	Braintree	26/07/2021
193-07-2021	Laboratory & Technical Manager	National Technical	Southam	16/07/2021
194-07-2021	Marketing Specialist	Customer Experience	Rugby	23/07/2021
195-07-2021	Bulk Tanker Driver (Days)	Cement Logistics	Tilbury	18/07/2021
196-07-2021	Sales Agent	Readymix	Rugby	19/07/2021

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](mailto: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](http://www.lifestyle-support.co.uk) (username: cemex / password: cemex) or call **0808 1682143**







# NUTRITION CAMPAIGN

Take care of your hydration with us

## Staying Hydrated – Staying Healthy

According to European Food Safety Authority EFSA the amount of water that is deemed adequate includes water from drinking water, beverages of all kinds, and from food moisture.

### Available data for adults permit the definition

- 2.0 l / day for females and
- 2.5 l / day for males

### Remember!

When the outside temperature is high, even more water should be consumed to prevent heatstroke.



- + Removes toxins
- + It improves the mood
- + Increases the body's efficiency
- + Increases metabolism
- + Moisturizes the skin
- + It helps you lose weight
- + It prevents muscle cramps
- + It minimizes the risk of a heart attack

## WHAT WATER TO CHOOSE FOR DRINKING?

THE SUM OF MINERALS	TYPE OF WATER	DOSAGE
< 50 mg / l	very low mineralized	You can drink without restrictions
< 500 mg / l	low mineralized	If you have heart or kidney disease, choose water with mineralization up to 200 mg / l. Choose a similar water for very young children. If you struggle with hypertension, choose water with mineralization up to 20 mg / l.
< 1500 mg / l	moderately mineralized	Medium mineralized water is not recommended for young children, as well as for breastfeeding or pregnant women.
> 1500 mg / l	highly mineralized	You can consume highly mineralized water only in hot weather and after intense exercise and according to your doctor's recommendations.

**Attention!** Do not drink / consume in excess and constantly highly mineralized water, as this may lead to a dangerous accumulation of bioelements in the body.

## HOW TO DRINK ON HOT DAYS?

- 1 Always carry a bottle or glass of water with you, and drink water before and during sports.
- 2 Start your day with a glass of lemon water, add honey and if you can a pinch of salt is a natural isotonic drink.
- 3 Avoid or limit the consumption of diuretics such as alcohol, coffee, cola and energy drinks.

## AM I DRINKING ENOUGH WATER?

1		Use this urine colour chart to assess how hydrated you are. It is important to drink plenty of water every day to stay healthy.
2		
3		• <b>1 to 2: Hydrated</b> Keep drinking at the same rate
4		• <b>3 to 4: Mildly dehydrated</b> Drink a glass of water now
5		
6		• <b>5 to 6: Dehydrated</b> Drink 2-3 glasses water now
7		
8		• <b>7 to 8: Very dehydrated</b> Drink a large bottle of water immediately

**Important!** The colours on this chart should only be used as a guide and should not replace the advice of a health professional. Speak to your doctor if you worried.

## SIGNS OF DEHYDRATION

- **STAGE I** severe thirst, infrequent urination, dry mouth, lack of appetite, drowsiness, weakness, headache and dizziness, fainting, visual and speech disorders, nausea, arrhythmias, rapid breathing, hypotension, muscle spasms and pain, fever, loss of flexibility skin
- **STAGE II** drowsiness, tingling, numbness, irritability
- **STAGE III** loss of speech, swelling of the tongue, convulsions, impaired consciousness, loss of consciousness
- **STAGE IV** death

## USEFUL APPLICATIONS



You can find many applications on the Internet that will help you stay hydrated. Download the mobile application and take care of your health. You don't have to watch the time - the alarm will remind you to drink the water at the right time.

# Vehicles & Pedestrians don't mix!



**ALWAYS use the  
PEDESTRIAN WALKWAYS**

## 'The FATAL 6'

1

Contact  
with moving  
machinery  
and isolation

2

Workplace  
transport and  
pedestrian  
interface

3

Work at  
height

4

Workplace  
Respirable  
Crystalline  
Silica

5

Struck by  
moving or  
falling object

6

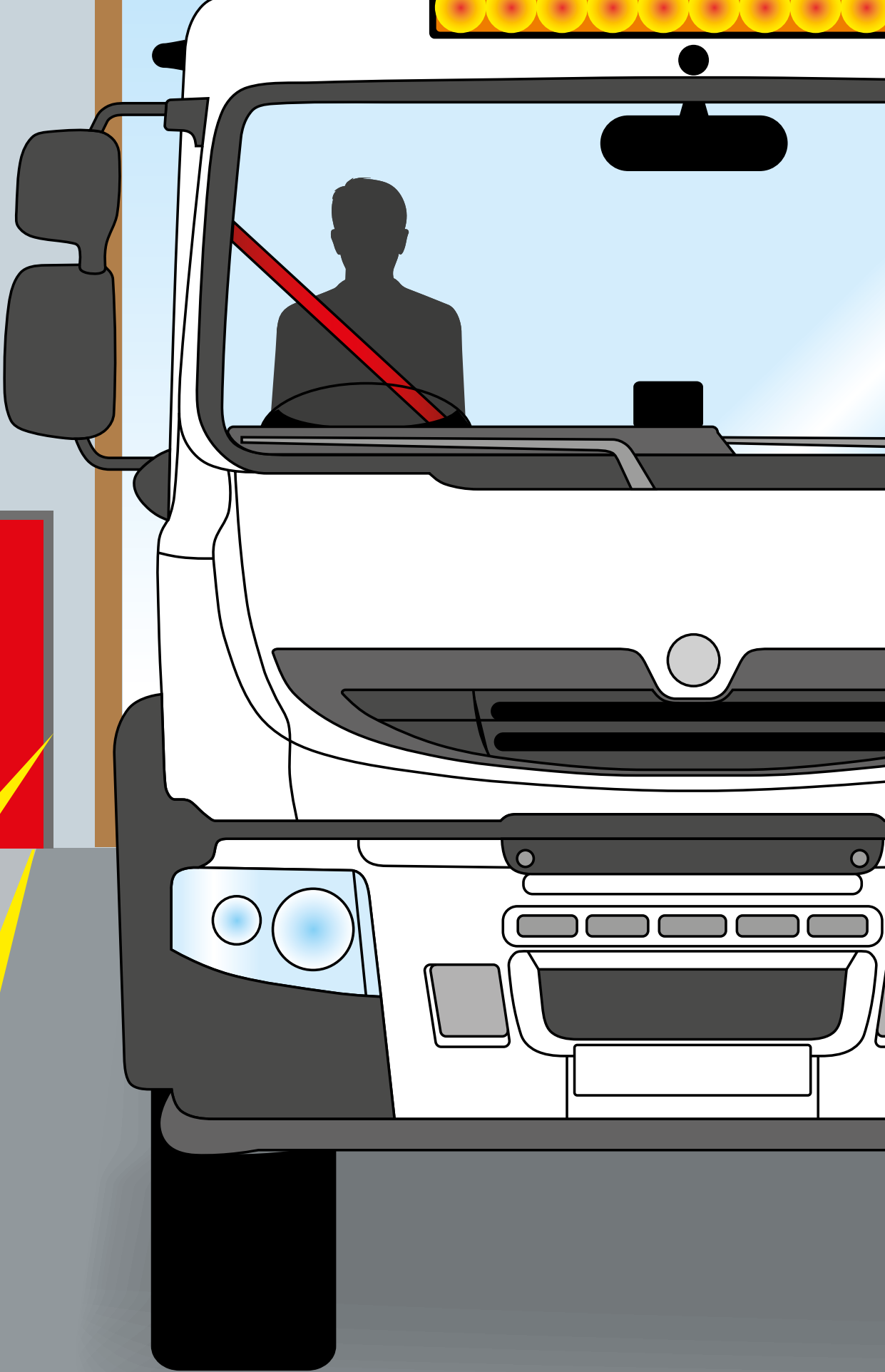
Road Traffic  
Accidents

Mitigating high consequence hazards



essential materials  
sustainable solutions

REMEMBER...



...always use  
the designated  
PEDESTRIAN ROUTES

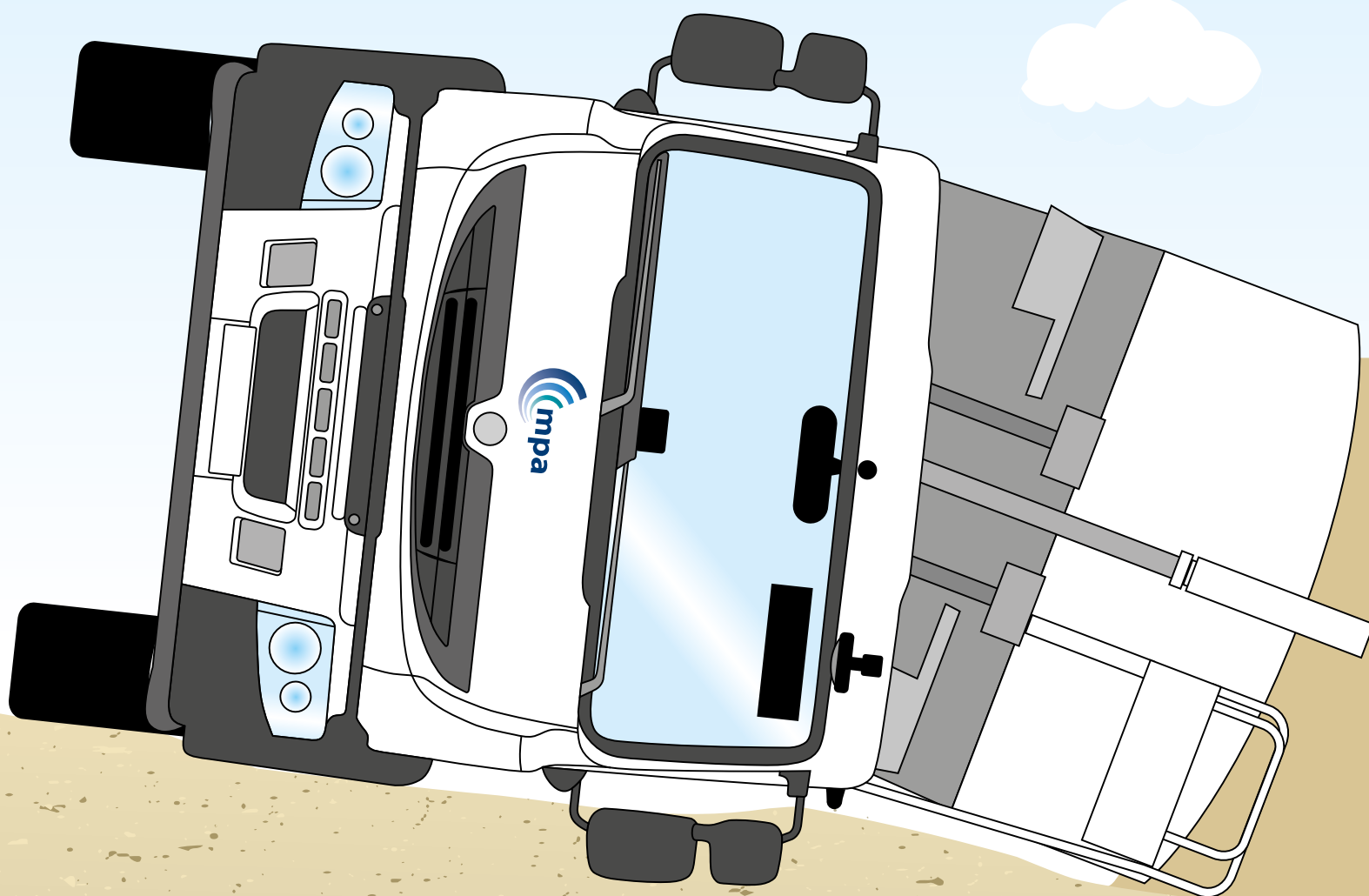
'The FATAL 6'

- |   |  |                |   |                                    |                        |
|---|--|----------------|---|------------------------------------|------------------------|
| 1   | 2  | 3              | 4                                       | 5                                  | 6                      |
| Contact with moving machinery and isolation | Workplace transport and pedestrian interface | Work at height | Workplace Respirable Crystalline Silica | Struck by moving or falling object | Road Traffic Accidents |

Mitigating high consequence hazards



# Take a tip from us...



## WORK SAFELY

Do not overload your lorry and tip on uneven ground

### 'The FATAL 6'

1

Contact  
with moving  
machinery  
and isolation

2

Workplace  
transport and  
pedestrian  
interface

3

Work at  
height

4

Workplace  
Respirable  
Crystalline  
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5

Struck by  
moving or  
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Road Traffic  
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Mitigating high consequence hazards



essential materials  
sustainable solutions