



UK NEWS



Welcome to UK News 2nd September 2021
your weekly update from around CEMEX UK

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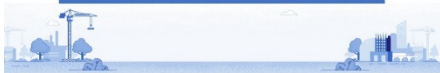
HEALTH & SAFETY

Environmental Activism Video Now Available for Sites



Environmental Activism

The Risks and How to Manage Them

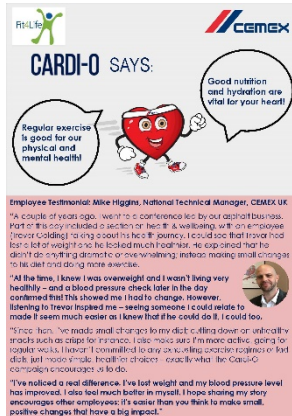


The UK Security team has launched a quick and simple guidance video for all sites around Environmental Activism and how to manage the risks. This is essential viewing for all Site Managers and their teams – watch the video [here](#).

If you have any questions, please contact Colin Jones or John Sweeting.

The full contingency plan for environmental Activism can be viewed [here](#).

Cardi-O: Small Changes can make a Big Difference!



As you'll have seen over the last couple of months, CEMEX's Cardi-O campaign is encouraging employees to eat better and do more regular exercise, because of the positive impact it can have on our heart and overall health.



Choosing to follow a healthier lifestyle can feel overwhelming, particularly when we are bombarded with news about the latest faddy diet or fitness trend. It can be difficult to know where to start!

However, hearing from others who have succeeded in making positive changes can be very inspiring. Mike Higgins has kindly shared his health story with us, and we hope this helps others to evaluate their lifestyle and see what they can do to improve their wellbeing!

Employee Testimonial:

Mike Higgins, National Technical Manager, CEMEX UK

"A couple of years ago I went to a conference led by our asphalt business. Part of this day included a section on health and wellbeing, with an employee (Trevor Golding) talking about his health journey. I could see that Trevor had lost a lot of weight and he looked much healthier. He explained that he didn't do anything dramatic or overwhelming instead making small changes to his diet and doing more exercise.



At the time I knew I was overweight and I wasn't living very healthily – and a blood pressure check later in the day confirmed this! This showed me I had to make a change. However, listening to Trevor really inspired me – seeing someone I could relate to made it seem much easier as I knew that if he could do it, I could too.

Since then I've made small changes to my diet, cutting down on unhealthy snacks such as crisps for instance. I also make sure I'm more active, going for regular walks. I haven't committed to any exhausting exercise regimes or fad diets, just made simple, healthier choices – exactly what the Cardio campaign encourages us to do.

I've noticed a real difference. I've lost weight and my blood pressure level has improved. I also feel much better in myself. I hope sharing my story encourages other employees; it's easier than you think to make small, positive changes that have a big impact."

Trevor Golding, Asphalt Sales Manager, added: "It is very humbling to hear about the positive impression my words had on Mike. As I move further into my fifties I am still keeping healthy and maintaining my weight, five years after making the effort (like Mike) to change the small things. I am a particular advocate of Parkrun, a weekly, free 5k run around your local park, it's for all ages and abilities, is very well organised with the emphasis on fun and keeping fit (not racing), many CEMEX employees already enjoy it and it is worth exploring if you are new to running or wish to be more active [find out more here: <https://www.parkrun.org.uk/>]. In fact, I am running my first Marathon (in Manchester) in October, something I would never have thought possible five years ago!"

We've created a simple poster featuring Mike's testimony which can be found at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

Look after your Mental Health



Check out this helpful calendar packed with tips for your mental health this month! It can be a busy time as schools start again so make sure to look after yourself and your well-being.

Supply Chain UK Celebrates 1 Year LTI Free



Congratulations to the Water Freight team for their safety leadership in achieving 1 year LTI & TRI free for Water Freight.

As a result of this, Supply Chain UK has now gone 1 year LTI free!

Dave Hart commented: "Thanks to everyone for your support.... this is an impressive achievement due to your visible leadership, strong teamwork and dedication to putting health and safety first. Thanks too to the Materials, Cement and Urban Solutions teams

for their teamwork in enabling this achievement."



Julie Welch said: “Well done everyone, it is a pleasure to work with you all. Let’s continue to build upon this performance working together as one team with consistent and continued safety leadership and commitment so we can sustain our target of zero incidents and zero harm.”

Recognising a further achievement, Graham Russell added: “Congratulations to the full team. This milestone enables EMEA Supply Chain and Procurement to be 1 year LTI free which is a very relevant (never achieved before) milestone for our region.”

Health & Safety Improvements at our Sites



It’s been great to see some more Health & Safety improvements at our sites across the UK.

Lezlie Yizelda Cavazos Mendoza shared photos of some new PPE vending machines at the Rugby cement plant. Lezlie explains: “The Procurement Department have completed the MRO tender in the UK and we have also implemented eight new vending machines at the Rugby plant, these will contain the fast-moving and PPE items. Our stores have also received

refurbishment works as part of this project.”

Additionally, Liverpool Docklands Asphalt plant has upgraded the old compressor with two new reconditioned and more efficient compressors. This lets the team keep running when services are due, and if they have any issues they can simply switch from one to the other. A shelter has also been assembled to help protect compressors and ensure they keep running.



LTI Free Week for EMEA Region



Great news from across the region – last week saw all of EMEA achieve a week with zero LTIs or TRI.

Regional President Sergio Menendez said: “The best reward is knowing that all our employees and contractors returned home safe and unharmed. Effective leadership in all operations is key to replicating this performance every day and local teams are encouraged to continue implementing their Improvement Plans and ensuring basic requirements are in place and followed, including the Safety Essentials, Driving Essentials and Take 5.”



CUSTOMER CENTRICITY

Barrington Landfill off to a Flying Start



The landfill operation at our former quarry at Barrington is well underway.



This site is receiving regular trains of inert spoil from tunnelling works being carried out at Willesden for the HS2 project. From the end of August, movements have increased to two trains per day.

This is a significant contract with HS2 which will see spoil delivered to Barrington until mid-August 2025. The spoil is used for restoration works as part of the long-term plan for the former quarry.

Mark Grimshaw-Smith, Rail and Sea Manager, commented: "As you can see from the photographs, it is quite an operation and we are grateful to Operations Manager, Mark R Brown; Site Manager, Edgar Dapsauskas; the two Operators, Mark T Brown and Russell Farmer, and Rail Logistics Coordinator, Tracey Millen, for all their hard work to get this service started and ongoing.



This is an important contract which will not only benefit the business but also the local community once the long-term restoration can be carried out. Thanks must also go to Miranda Clegg and Jethro Masere for all their efforts around the testing and compliance of materials – vital for this project.

It further demonstrates the value of rail to our supply chain, as the inert spoil from HS2 can be transported directly into the site without putting any pressure on local road systems."

We would also like to say a big thank you to Mark R Brown, Mark T Brown and Russell Farmer for welcoming the photographer to Barrington to get these fantastic shots!

Top Quality Screed Install in North Yorkshire



Thanks to Tony Coleman for sharing images on LinkedIn of a great installation of our flowing screed over a low profile underfloor heating system at a home in Richmond, North Yorkshire.

The floor now looks brilliant and was completed in no time at all.

Well done everyone!



FUTURE IN ACTION

CEMEX Relaunches Nationwide Merchant Pallet Recovery Service



CEMEX is extending its commitment to waste reduction and the circular economy with merchants by relaunching its nationwide pallet recovery service.

The CEMEX pallet recovery scheme aims to reduce timber waste in the supply chain and make greater environmental



efficiencies, as part of its 'Future in Action – Committed to Net Zero CO2' Climate Action Strategy.

Under the scheme, all re-usable wooden pallets are collected free of charge by “ELM”, CEMEX’s designated pallet collector, who refurbishes and returns the pallets to CEMEX UK Cement for re-use. Any pallets damaged beyond repair are recycled. Nationwide collections are available within 10 working days on average from request, with capacity for up to 250 pallets (550 pallets for an articulated vehicle) per load but can be as few as 50 pallets.

Graeme Barton, National Sales Manager Packed Cement, CEMEX, commented: “We want to make life easier for our merchants to work with us to reduce waste. We’d like to make pallet recovery part of the standard delivery process as many pallets still end up in landfill. It is increasingly costly to dispose of pallet waste and there is far greater value to be gained by recycling and reuse. Rising timber costs combined with pallet shortages means there is a heightened need to conserve and maintain pallets throughout the supply chain. Recovery is considerably more cost effective than buying new replacements.

Pallets are a standard format in transporting building products and contribute a significant financial and environmental cost which needs to be captured by the user. We saw a similar situation with supermarkets and plastic bags, but we’d rather not wait for legislation to enforce this, we’d really like to make a difference now with preventative action. The pallet recovery service is regenerative by design and aims to support the key principals of the circular economy to benefit business, society and the environment. If we all pull together it will have a significant impact across the whole supply chain.”

The Great Travelling Kestrel



Back in July, we shared how our colleagues in Poland had worked with ornithologists to ring a number of Kestrel chicks and Chelm and Rudniki. One of them also had a GPS transmitter installed.

Thanks to the transmitter, they know that this young Kestrel has already visited the neighbourhood of several of our plants and spent its holidays in the Białowieża forest. For a bird not much larger than a Pigeon, the length of the Kestrel route is impressive!

The choice of location is also interesting because the Białowieża Primeval forest is the last fragment of lowland forests in these areas of Europe and additionally it is included in the UNESCO World Heritage List. Our colleagues have, therefore, decided that their Kestrel deserves a name. This was selected in an internal competition for CEMEX Polska employees. Now the traveller Kestrel has been named Aurora while two other names – Wagabundo and Echo – were given to ringed Kestrels from Chelm and Rudniki.



EMPLOYEES

Don't Forget Working Smarter



The return from the summer holidays is the perfect time to remind ourselves of the Working Smarter core elements: our people, our customers, digitisation and process automation.



These are the ingredients that will help us successfully achieve our goals and objectives and make us the best-in-class organisation. Like when we were kids going back to school, let's bring out our "back to work" mindset, utilise our skills, knowledge and technology at our disposal to work smarter!

Key information is available on our [Working Smarter SharePoint](#)

Part of Working Smarter's core objectives is to bring new digital technologies to improve our employee experience and operate more seamlessly across areas and geographies.

Learn more about ServiceNow, the platform we will use to facilitate the orchestration of our global workforce to fulfill business services activities [here](#).

Happy Retirement Bob Green and Charlie Payne



Over the summer Halkyn quarry has said goodbye to two long-serving employees who have headed off on their retirement!

Bob Green (pictured left) joined RMC at Eldon Hill quarry as Shot Firer Foreman in 1985, and in 1999 when Eldon Hill closed down Bob transferred over to Halkyn and became Shotfirer Foreman. He has been responsible for blasting 35 million tonnes and handled 6,500 tonnes of

explosives in his time with RMC/CEMEX..... some achievement!! Bob has asked for a fishing tackle voucher.

Charlie Payne (pictured right) first joined RMC in 1973–1986, with a short spell away. He then re-joined in 1987. Charlie has been Head Driller for a number of years and will be missed by all at Halkyn. Charlie has asked for a golfing voucher.

Thank you to Bob and Charlie and all the best in your retirement.

Weekly Hack from EXCEED



The latest Weekly Hack from EXCEED provides a quick guide to the eight different types of waste.

For more information, please download the 'Eight Wastes' Takeaway guide from the download section of the UK News website:
www.cemexuknews.co.uk/downloads



HGV Apprentice Drivers Scheme 2021 Now Open....



Our 'award winning' HGV Driver Apprenticeship Programme is open again and we are looking for committed, hard-working, enthusiastic individuals who set out to achieve what others only aspire to!

Our 13 month Apprenticeship Programme is designed to give you all the skills you'll need to succeed. From day one you will learn what CEMEX and Logistics is all about, you will gain hands-on experience of driving an HGV vehicle, develop skills and extend your knowledge of health & safety and customer service, as well as gain a nationally recognised qualification in Driving Heavy Goods Vehicles and a category C and C+E licence.

To apply, please email your CV to: danielle.formby@system-group.com

For more information a poster can be found at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

Long Service Congratulations



Well done and thank you to the following people who reached a long service milestone in August. We appreciate all your contributions and hard work over the years.

Our thanks go to:

Brian Todd – Operative at Ryall, 25 years
Paul Scorer – Operative at Willington, 15 years
Justine Tweedy – Class 2 Driver at Datchet, 15 years

Peter McWilliams – Quarry Manager at Jarrow, 15 years
Laurence Dagley – Materials Op Ex & Bus Dev Director WE, 15 years

Use spark! to Build your Career at CEMEX



Did you know that spark! provides easy access to all you need to further your career at CEMEX?

Use the platform to quickly and easily:

- Learn new skills and enhance your knowledge through CEMEX University
- Request and provide performance feedback through Success Factors
- Build and update your Career Development Plan
- Access organisational charts
- Explore international job opportunities at CEMEX

Visit spark! at this link: <https://spark.cemex.com/>



Access is available for all employees with an @cemex.com email address and doesn't require connection to the VPN.

If you'd like to find out more about spark!, watch this short step by step video [here](#) to learn how to use the platform.

spark! - your digital workplace. Developed to make it easier for you to access the tools and services you need!

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
238-08-2021	LGV Driver	Supply Chain	Dove Holes	06/09/2021
243-08-2021	Assistant Quarry Manager	UK Materials	West Heath Quarry	08/09/2021
247-08-2021	Supply Chain Dispatch Controller	Cement Logistics	Rugby	03/09/2021

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**

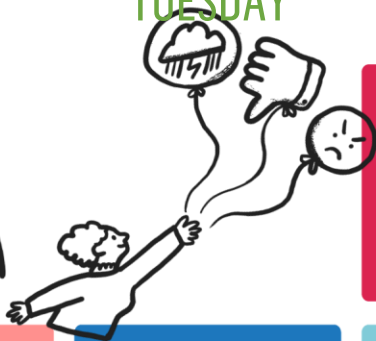


Self-Care September 2021

MONDAY



TUESDAY



WEDNESDAY

1 Find time for self-care. It's not selfish, it's essential

THURSDAY

2 Notice the things you do well, however small

FRIDAY

3 Let go of self-criticism and speak to yourself kindly

SATURDAY

4 Plan a fun or relaxing activity and make time for it

SUNDAY



5 Forgive yourself when things go wrong. Everyone makes mistakes

6 Focus on the basics: eat well, exercise and go to bed on time

7 Give yourself permission to say 'no'

8 Be willing to share how you feel and ask for help when needed

9 Aim to be good enough, rather than perfect

10 When you find things hard, remember it's ok not to be ok

11 Make time to do something you really enjoy

12 Get active outside and give your mind and body a natural boost

13 Be as kind to yourself as you would to a loved one

14 If you're busy, allow yourself to pause and take a break

15 Find a caring, calming phrase to use when you feel low

16 Leave positive messages for yourself to see regularly

17 Notice what you are feeling, without any judgment

18 Ask a trusted friend to tell you what strengths they see in you

19 No plans day. Make time to slow down and be kind to yourself

20 Enjoy photos from a time with happy memories

21 Don't compare how you feel inside to how others appear outside

22 Take your time. Make space to just breathe and be still

23 Let go of other people's expectations of you

24 Accept yourself and remember that you are worthy of love

25 Find a new way to use one of your strengths or talents

26 Avoid saying 'I should' and make time to do nothing

27 Free up time by cancelling any unnecessary plans

28 Choose to see your mistakes as steps to help you learn

29 Write down three things you appreciate about yourself

30 Remind yourself that you are enough, just as you are



ACTION FOR HAPPINESS

Happier · Kinder · Together



HGV DRIVER APPRENTICESHIP

Cement Tanker and Aggregate Drivers

Our 'award winning' HGV driver apprenticeship programme is open again and we are looking for committed; hard working; enthusiastic individuals who set out to achieve what others only aspire to!

Our 13 Month Apprenticeship Programme is designed to give you all the skills you'll need to succeed. From day one you will learn what CEMEX and Logistics is all about, you will gain hands-on experience of driving an HGV vehicle, develop skills and extend your knowledge of health & safety and customer service, as well as gain a nationally recognised qualification in Driving Heavy Goods Vehicles and a category C and C+E licence.

What CEMEX asks of you...

- a category B car driving licence, clean of penalty points
- good level of Maths & English, preferably GCSE level A-C
- proficiency in information technology
- and understand the importance of workplace Health & Safety and Customer Service

...and what you can expect in return

To keep our side of the bargain, we make sure our Apprentices receive:-

- comprehensive training throughout the programme
- a benefits package that's second to none; an initial starting salary of £16,000 per year rising to an attractive full salary when you are fully qualified
- a real commitment to a full time HGV Driving job within our Logistics team at the end of the programme

Academic achievement isn't all we are looking for – your maturity, dedication and attitude are also important.

To apply, please email your CV to:

danielle.formby@system-group.com





CARDI-O SAYS:

Regular exercise is good for our physical and mental health!



Good nutrition and hydration are vital for your heart!

Employee Testimonial: Mike Higgins, National Technical Manager, CEMEX UK

“A couple of years ago, I went to a conference led by our asphalt business. Part of this day included a section on health & wellbeing, with an employee (Trevor Golding) talking about his health journey. I could see that Trevor had lost a lot of weight and he looked much healthier. He explained that he didn't do anything dramatic or overwhelming; instead making small changes to his diet and doing more exercise.

“At the time, I knew I was overweight and I wasn't living very healthily – and a blood pressure check later in the day confirmed this! This showed me I had to change. However, listening to Trevor inspired me – seeing someone I could relate to made it seem much easier as I knew that if he could do it, I could too.



“Since then, I've made small changes to my diet; cutting down on unhealthy snacks such as crisps for instance. I also make sure I'm more active, going for regular walks. I haven't committed to any exhausting exercise regimes or fad diets, just made simple, healthier choices – exactly what the Cardi-O campaign encourages us to do.

“I've noticed a real difference. I've lost weight and my blood pressure level has improved. I also feel much better in myself. I hope sharing my story encourages other employees; it's easier than you think to make small, positive changes that have a big impact.”