



Welcome to UK News 9th September 2021
your weekly update from around CEMEX UK

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HEALTH & SAFETY

Look Out for School Kids on the Roads



It's back to school time and this means the roads will be busier, so look out for vulnerable road users, particularly children traveling to and from school.

Take extra care to look for them getting in and out of vehicles near schools.

Make Time for the Vaccine if you Haven't Already



Numbers of cases of COVID in our business continue to persist, with 15 currently active, including one where an employee had to be treated with oxygen at home by paramedics. On average we have seen six new cases per week over the last five weeks, and as children return to school and the weather becomes colder, we are anticipating that these numbers will rise further.

It is becoming increasingly clear that the vaccination has a considerable impact on the severity of symptoms experienced by those who have the virus, and we want to take this opportunity to urge any employees who have not yet had the vaccine and are eligible to do so, to make time to get both doses.

Choosing to get the vaccine could very well save your life. It is quick, free and easy to book your jab – find out more [here](#).

CEMEX Global has produced a really informative video about vaccines and why they are a good idea. If you have doubts yourself or know someone who does please watch or share this link to help make an informed choice:

<https://web.microsoftstream.com/video/98dff007-d2fa-49b1-81cb-d172b951d1dd>

TAKE 5 to look after your Hands....



50% of major injuries at CEMEX UK in 2021 have been to hands. Please TAKE 5 and help protect everyone's most important tool – their hands. Use this poster at your site or office as a reminder.

We'll be promoting a series of materials over the coming weeks, aimed at reminding all about the importance of protecting your hands. Thanks must go to Matt Baines for the design!

This week's 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

For more information about TAKE 5, visit:

<https://cemex.sharepoint.com/:f:/r/sites/UKHealthandSafety/Health%20and%20Safety%20Training/Take%205%20Training?csf=1&web=1&e=XbKqbN>

Congratulations to Admixtures!



Well done to the UK Admixtures team for reaching 21 years LTI free this week.

When reflecting on this and other Health & Safety milestones in the region, Sergio Menendez commented: "These excellent achievements are an inspiration and certainly show that zero can be sustained over a long period of time and that injury free sites should and must be the norm."

Great work everyone!

Health & Safety Policy Update



Periodically CEMEX UK reviews the UK Health & Safety policy. Following consultation with the Statutory Directors of CEMEX UK Operations Limited, there is an updated version of the policy.

The main changes are:

- Rebrand using Zero4Life and STOP, THINK & ACT to align with the EMEA Region.
- Reference to TAKE 5 in "All Employees" responsibilities and expanded "Emergency Procedures" to "Emergency Preparedness / Crisis Management".



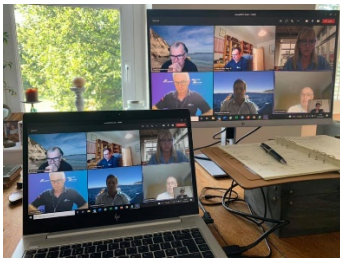
- In the Arrangements:
 - Risk Assessments – expanded to increase emphasis on health and wellbeing.
 - Safe Working Procedures – modified to reflect new Permit to Work formats.
 - Consultation with Employees – removed reference to Health & Safety Forums, relying on the structure of Health & Safety Committees.
 - Behavioural Safety – replaced Worksafe with TAKE 5.
 - Control of Contractors – removed direct reference to AVETTA, referring instead to “third party accreditation” in anticipation of the move to MP Connect.
 - Accident / Incident Reporting and Investigation – expanded to include new requirements around vehicle and mobile plant incidents.
 - Emergency Preparedness / Crisis Management – now includes Crisis Management / RRT and reference to pandemics.

It would be appreciated if you could ask your teams to ensure the latest revision of the policy is brought to the attention of all employees, with the one page Policy Statement on page 1 also being displayed on appropriate noticeboards.

The policy has been updated and can be found in the UK Health & Safety SharePoint site, link:

<https://cemex.sharepoint.com/:b:/r/sites/UKHealthandSafety/Health%20and%20Safety%20Management%20System/CEMEX%20UK%2045001%20HSMS/UK%20Health%20and%20Safety%20Policy%20September%202021.pdf?csf=1&web=1&e=4vzzKt>

MCA Audit for Marine



Congratulations to CEMEX Marine who have passed their annual MCA compliance audit with flying colours. No observations or non-conformities... just the way we like it!

Well done to the team for maintaining their excellent standards.



CUSTOMER CENTRICITY

Vertua® supplied to the UK's Largest Arena in Manchester



The largest arena in the UK, the Co-op arena, is being built in Manchester and they are using our Vertua® Plus Zero 35 concrete. The contract has been designed to achieve the BREEAM excellent environment performance rating and our Vertua® concrete is helping to achieve this.

CEMEX has supplied 3,000m³ to this contract from our Gorton plant. We have supplied a high strength bespoke CEMEX Vertua® Plus Zero 35 mix containing up to 70% GGBS as a cement substitute, this significantly reduces the embodied carbon dioxide of the concrete mix as GGBS generates very low CO₂ emissions.



Quick Response Gets the School Doors Open on Time



Well done to the Readymix materials team in Wigan who received this letter with some fantastic feedback from a very happy customer. They helped at the last minute on a job for a primary school and our quick response and great teamwork meant that the school was ready to open for the beginning of term.

“Now that the dust is beginning to settle following a busy period on school projects throughout the summer holidays, I wanted to make contact with you regarding the Lamberhead Primary School.

As discussed last week, we have been on a very tight programme on this site and have not been helped by unforeseen works throughout the project. With seven classrooms and a corridor effected by the works it was very disappointing to be let down at short notice from another concrete supplier.

Having needed 70 cubic metres of Evolution 35 concrete on a Friday with less than 24 hours to find anyone who could accommodate, I personally felt like I needed nothing short of a miracle.

I want to sincerely thank you Martin Simons and your Plants/Shipping team(s) personally for your assistance and everyone at CEMEX that played a part in making sure this project remained on schedule. Inevitably if this did not take place on Friday the school would have remained closed beyond their scheduled return date, which would have impacted families in the local community and ultimately as the principal contractor on site, we would have been held accountable.

We will now be ensuring that the services of CEMEX will be used on our future projects. Thanks again Daniel.”

Paul Briscoe, Operations Manager, Austin Watson Ltd

How do you improve our Customer Experience?



Everyone contributes to the customer experience in CEMEX even if you have no direct customer contact you doing your job well all means the company runs smoothly so that customer facing colleagues can delight the customer.

To celebrate how we all contribute CEMEX is running a contest for you to send in a photo or up to 40 second video on how your work contributes to our customer satisfaction, happiness and loyalty.

You could win a 100 Euro gift card!

Please send your entry to customer.experience@cemex.com by Friday 17th September.

If your video is too big to send by email please contact the team and they will send you a link. If it is a photo please include a maximum of 200 words to explain how your work contributes to our customers experience.





Sand Heron Sails Off to Warmer Climes...



Last week CEMEX UK Marine sold the Sand Heron.

Kurt Cowdry, Director Marine Aggregates, explains: “We laid the keel in 1989 and had the ship delivered to us to start operating in 1990, so she has been sold at 31 years old, the Sand Heron served us well, very well.



Operating mainly on the South Coast with some excursions to the Thames and CEMEX France, the Sand Heron has been integral to our Marine and Aggregates business. However, she was replaced by CEMEX Go Innovation this year.

Negotiations were difficult and protracted with CGI Integration, COVID and Middle East requirements taking their time, however, we successfully concluded the sale with HAC Cranes in Germany who will look to operate the ship in Kuwait. This is a great strategic outcome for our fleet and will take CEMEX Marine forwards in developing our long-term strategy.

Special thanks to the team that helped to execute the sale: Mark Lindeque, Mark Williams and Vishal Puri.”

Thanks to Graham Singleton, Marine Resource and Systems Manager, for the original photo of the Sand Heron from the brochure when she was first bought by RMC!

Supply Chain Invests in Track Improvements



Over £500,000 of investment into CEMEX UK’s Rail network has been completed over the summer period. The money was used to replace and extend track infrastructure at three sites – Attercliffe, Bletchley and Small Heath.



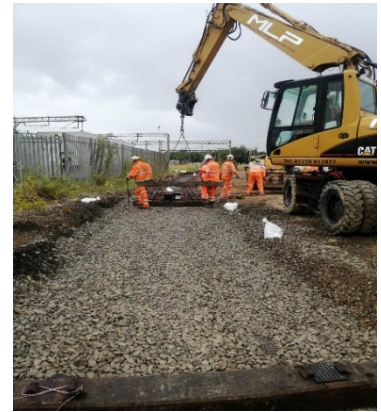
This investment was made as part of CEMEX UK’s ongoing plans to invest in its Rail operation and support a modal shift, reducing the number of truck movements in favour of more sustainable methods of transport such as trains and vessels.

The investment at each site was part of an ongoing programme to improve service or capacity. At Bletchley, 152m of new track with a different alignment to reduce drainage issues and increase the turning circle for delivery vehicles was installed, while 330m was laid at the new depot at Small Heath as part of the new siding, alongside storage bays for efficient offloading. This site has been developed as part of CEMEX UK’s ongoing strategy to target metro markets.



Jane Walsh commented: “At Bletchley the work was carried out over a weekend to minimise disruption to customers and ensure we could continue running as many trains as possible into the site to maximise product availability. Good collaboration between Operations, Commercial, Supply Chain and Procurement to manage the outage, in conjunction with the contractor meant the work was carried out successfully and more importantly, safely, well within the timescale allowed. There were no issues at all with customer service, and no trains were impacted.”

Finally, at Attercliffe life-expired track has been replaced with 196m of track embedded in concrete so that delivery vehicles can safely use the same area in the day as the train does at night. Attercliffe is a consistently high performing depot in our booming Yorkshire market, which recently reached the 250,000t milestone earlier than it had ever previously done. Specifically, at Attercliffe it was a real team effort with the Urbanisation Solutions, Materials and Supply Chain teams working together to keep the outage time as short as practical and in turn minimising the impact on the customer. The prefabricated track embedded in concrete (supplied by CEMEX’s Urbanisation solutions business) was chosen for this development to ensure a quick turnaround of work, keeping outages down and minimising the impact on the customer.



As a final point of note – all three sites utilised recycled RMC sleepers that had been reclaimed from the mainline. This is particularly poignant at Small Heath where the sleepers were originally made at our Washwood Heath factory before its closure, and so they have now returned to our new Birmingham site.

Mark Grimshaw Smith, Rail and Sea Manager, commented: “The summer months have provided us with the perfect opportunity to complete a considerable programme of investment into track at three of our rail depots. These sites are all very different, and

spread out across the country, but they are all important parts of our rail network and ripe for development. Our use of Rail to transport our materials is increasing year on year and it is vital that we have the infrastructure in place to support this. Further investment is planned at other locations, including Dove Holes, in the near future.”

Low Carbon Concrete and Recycling for Duo Towers in Paris



CEMEX announced earlier this month that it supplied low-carbon concrete and recycling services for the construction of the Duo Towers in Paris, a spectacular project designed by world-renowned architectural firm Ateliers Jean Nouvel.

CEMEX supplied more than 40,000 cubic metres of concrete, including low-CO2 mixes, during the three years of construction of the impressive leaning skyscrapers. The concrete was designed with formulations that reduce the buildings’ carbon footprint, particularly for the foundations.



CEMEX also provided recycling services through its multimodal transport network, removing approximately 42,000 tons of material. These services are part of the solutions that CEMEX offers to strengthen the circular economy of the industry.

Duo Towers is comprised of two mixed-use skyscrapers. The first tower reaches 180 metres in height and has 39 floors, while the second reaches 125 metres and has 28 floors. The state-of-the-art buildings will include office space, a retail area, a hotel, and an auditorium, among other facilities.

CEMEX participates in the construction of the Largest Aquarium in Latin America



CEMEX announced recently that it supplied specialised concretes to build the Mazatlan Aquarium, the largest aquarium in Latin America. The world-renowned architectural firm Tatiana Bilbao Estudio designed the project to integrate marine and terrestrial nature with architecture and the human world.

The aquarium is expected to contain 3.5 million litres of saltwater and more than 20 showrooms for at least 2,500 different marine species. The facility will feature 21 water tanks with eight specifically designed to house large fish.

During the design and construction, the architectural firm consulted with global experts in the development and management of aquariums to ensure the proper sealing of tanks and that the structure is suitable for the marine life housed in the facility.

CEMEX supplied more than 20,000 cubic metres of concrete, including integral coloured concrete and temperature-controlled Duramax® Self-Sealing concrete, which guarantee the useful life of the aquarium tanks for 20 years under salinity conditions. Both types of concrete prevent sulfates and chlorides from damaging the enclosure structures.



FUTURE IN ACTION

Slaying the Dragon....



Congratulations to Aaron McDowell, Customer Service Team Leader Aggs and Asphalt, and the team of eight other CEMEX dragon boat racers who raised an impressive £2,000 for Alder Hey Children's Hospital.



Aaron commented: We had a fantastic day at the event and even better was finally getting together as a team after so long apart due to COVID. We have raised close to £2,000 now and donations continue to come in each day. (Closing date 1st October).

There were 10 teams entered this year and I think we came 5th. Great team effort and we have lots of fun trying something new.”



No More Deer in the Headlights....



CEMEX has been asked to sponsor a project to protect a rather unusual vulnerable road user...



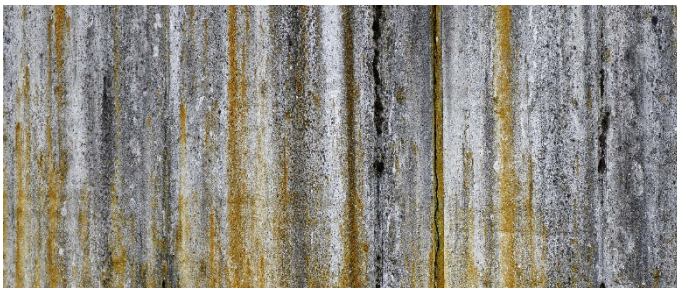
On the roads by Rugley quarry in Cannock Chase, over 170 deer are involved in road-side collisions every year. This is terrible for the deer, a safety hazard for local traffic including our quarry vehicles and takes time for the emergency services who attend the collisions.

CEMEX was asked by Staffordshire County Council to co-sponsor a conservation project to help save the deer. We are supporting the project by funding some Gamewarner deterrents for one of the roads which is a particular deer hot spot.

The devices will be placed to create a ‘virtual fence’ along the road and work by setting off a noise to deter the deer from the road. The device is set off by vehicle noise on the road rather than car headlights like other units, this means the deer will also be kept safe during the day.

It adds another dimension to our mission to look out for vulnerable road users!

Concrete is a CO2 ‘Sponge’ – it’s Official!



Juan Romero shared a piece of good news that is an important contribution to our industry and our company efforts to mitigate climate change.



Within the United Nations there is an Intergovernmental Panel on Climate Change (IPCC) which unites some of the leading researchers on this crucial topic to analyse its implications and potential future risks, as well as to put forward projections, mitigation alternatives and best practices.

The most recent report from IPCC, titled “Climate Change 2021: the physical science basis” includes, for the first time, a crucial recognition that concrete structures absorb CO2 from the atmosphere over



time (recarbonation). The amount of CO2 absorbed can be up to 50% of the process emissions that result from the decarbonation associated with the production of cement.

In the traditional cement production process, fossil fuels are typically used to heat the kiln and they are responsible for approximately 40% of CO2 emissions. With today's technology of alternative fuels, these are the less difficult emissions to abate. The remaining 60% of carbon emissions in the production process occur in the chemical reaction of limestone in the kiln. It is these harder-to-abate emissions that the report directly references. The fact that over its lifespan, the cement, once used to produce concrete, could reabsorb up to half of these emissions, is great news for our industry.

We now have formal confirmation that concrete is the only building material that absorbs CO2 over its lifetime, an attribute that boosts the sustainable performance of our main end product.

This recognition strengthens our commitment to reach our highly ambitious carbon reduction goals for 2030 and 2050, as we continue the path towards carbon neutrality through our Future in Action program.



EMPLOYEES

Long Service Congratulations



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

Paul Newall – Plant and Field Technician at Widnes concrete plant, 40 years

Michael Ripley – Aggregates Operations Manager at Halkyn, 25 years

Robert Chappell – Multi Skilled Operative at Salford, 15 years

Sean Fereday – Mechanical Technician at Rugby plant, 15 years

Akin Ustun – Mechanical Technician at Rugby plant, 15 years

40 Years for Paul Newall



Huge congratulations to Paul Newell who reaches his 40 years service milestone this week. Paul is the Plant and Field Technician at Widnes concrete plant. We asked Paul if he could tell us a bit about his long career with the company and the main changes he has seen..... over to Paul:

“I started working in September 1981 for Testing Services who was an independent test house company owned by RMC (testing concrete and aggregate).

I moved to RMC North West working on the same site in Widnes doing a similar role as a Lab Assistant. Then I became a Concrete Field Technician covering mainly the Cheshire and Merseyside area. In the mid-90s I had a brief spell working on an RMC concrete batching plant before moving back to the Technical Department carrying on my role as a Technician where I remain to this day.



The biggest change has to be the health and safety measures that have been brought in over the years. When I first went out on to our concrete plants and customer construction sites back in the 80s it was the norm to wear shorts and trainers in the summer months, with no hard hats or high vis clothing.

During the last 40 years I have met some lovely people and great characters in CEMEX and Ready Mix from people working in the offices, plants, owner drivers and on our customer sites, some of whom have now left CEMEX and the industry but still remain good friends.”

Changes to Fuel Mileage Rates



The fuel rates for business mileage have been updated effective 1st September in line with the latest HMRC Advisory Fuel Rates.

The rates by engine type and size are outlined in the table below. SAP Concur has been updated and claims for mileage from that date onwards will be made at the revised rates.

Fuel Type	Engine size	Rate From 1 Jun 2021	Rate From 1 Sep 2021
Petrol	1400cc or less	11p	12p
	1401cc to 2000cc	13p	14p
	Over 2000cc	19p	20p
Diesel	1600cc or less	9p	10p
	1601cc to 2000cc	11p	12p
	Over 2000cc	13p	15p
Fully Electric	Not Applicable	4p	4p

Hybrid cars are treated as either petrol or diesel for advisory fuel rates.

Hello September!



It's official, autumn is nearly upon us but CEMEX Lifestyle has got some great deals to help brighten up your month.

Not only is September the start of autumn, it's also 'Organic September'; a month of celebrating everything organic and the hard work and dedication that goes into growing and making it work with nature, not against it.

Check out Ethical Superstore on your platform as they offer the widest range of ethical and specialist homewares, groceries, gifts and gadgets available in the UK, and you can save 15% with our promo code.

If you're in the mood for refreshing your home décor, upgrading your tech, or stocking up the food cupboards, then check out our discounts for Argos, Sainsbury's and Samsung. Enjoy 6% off eVouchers for Argos, 5% off eVouchers for Sainsbury's and up to 10% off at Samsung via our pre-discounted site.

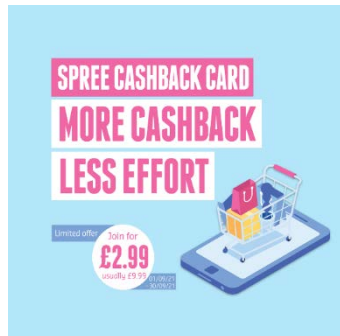
If you're fed up with movie nights at home, don't forget our great Cinema Benefits, you can get amazing deals on cinema tickets to make a night at the cinema even more enjoyable.



Plus, keep an eye out for our next Payday flash offer dropping at the end of the month. Make sure you're opted-in to marketing to be notified! Simply sign up or log in to your Employee Benefits Platform, go to 'My Account', 'Your Preferences' and select 'Yes' to receive regular updates, flash offers and details of our amazing competitions.

Visit: www.cemexlifestyle.co.uk or call 01908 303531

September Spree Offer!



Earning cashback has never been easier than with a Spree Cashback Card. Earn cash back at partner retailers including Sainsbury's, Argos, Primark, Boots and many more without even thinking about it.

From 1st – 30th September 2021, you can get yours for just £2.99, usually £9.99. Simply log in to your Employee Benefits Platform and search 'Spree' to find out more. T&Cs apply.

Visit your www.cemexlifestyle.co.uk for more details.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
248-09-2021	Plant & Field Technician	UK Materials	Witney	09/09/2021
249-09-2021	Multi Skilled Operative	UK Materials	Dove Holes	16/09/2021
250-09-2021	Night Driver (Bulk Tankers)	Supply Chain	Rugby Plant	16/09/2021
211-07-2021	Multi Skilled Operative (Nights)	UK Materials	Angerstein	17/09/2021
251-09-2021	Communication Advisor UK	Communications	Rugby Office	15/09/2021
252-09-2021	Public Affairs Analyst	Public Affairs	Rugby Office	17/09/2021
253-09-2021	Terminal Supervisor	Supply Chain	Newport	20/09/2021

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.





UK NEWS



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**



**50% of major injuries at CEMEX UK
in 2021 so far have been to hands**

STOP HAND INJURIES

REMEMBER TO...



TAKE

Protect your hands and stay safe



STOP THINK ACT

