



Welcome to UK News 23rd September 2021
your weekly update from around CEMEX UK

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HEALTH & SAFETY

Stop Hand Injuries



What can you do to keep your hands out of the line of fire?

The MPA Association offers a free easy to follow online training course that covers types of hand injuries and how to avoid them, potential risk areas, and real life examples of incidents.

Take the course here: <https://www.safequarry.com/Content/content-HI/index.html#/>

Protect your hands and stay safe.

To help spread the word, display this week's poster that can be found at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

Government's COVID Plan for Autumn and Winter 2021



The UK Government has published its **Plan A** for COVID. To keep you all informed here are the key points:

- Build our defences through vaccines
- Identify and isolating positive cases to limit transmission: Test, Trace and Isolate
- Support the NHS and Social Care: managing pressures and recovering services
- Provide clear advice for us to protect ourselves and others
- Manage risks at our borders – travel restrictions, testing

Protect Ourselves and Others

Please make time for the vaccine. Since August, out of 46 cases of COVID in CEMEX UK a quarter were unvaccinated, and of those, the average age was 39. If you have not done so already, please make time to get both doses of the vaccine if you are eligible. It is a vital way to protect yourself and others and will hopefully ensure we do not have to return to stricter lockdown measures. It is very easy to book your vaccine – find out more: <https://www.nhs.uk/conditions/coronavirus-covid-19/coronavirus-vaccination/book-coronavirus-vaccination/>

The Government's advice to keep safe is fully aligned to the CEMEX Four Behaviours That Save Lives.

- If you have to meet indoors, ensure there is fresh air circulating, and where appropriate use a CO2 monitor to check this
- Keep wearing a mask
- Keep hands clean
- Get tested and self-isolate if you have symptoms
- Stay at home if unwell
- Keep using the COVID-19 App

Government's Plan B:

As we see in the news, there is still concern about rising cases, deaths and hospitalisations from COVID. If the NHS comes under unsustainable pressure the Government has a **Plan B** which could include –

- Urgent communication that risk level has increased – need to behave more cautiously
- Introducing mandatory vaccine-only COVID-status certification in certain settings ie COVID passports
- Legally mandating face coverings in certain settings
- Asking people once again to work from home if they can, for a limited period

In the meantime, please follow the behaviours above which we know will keep everyone safe in our workplaces, and please take the double-dose vaccine if you have not already done so.

Go Home Safely



The team at Moreton Valence Readymix are doing everything they can to look after each other today and every day.

Well done to the team for their excellent standards.



The Little Things Help Prevent Obesity

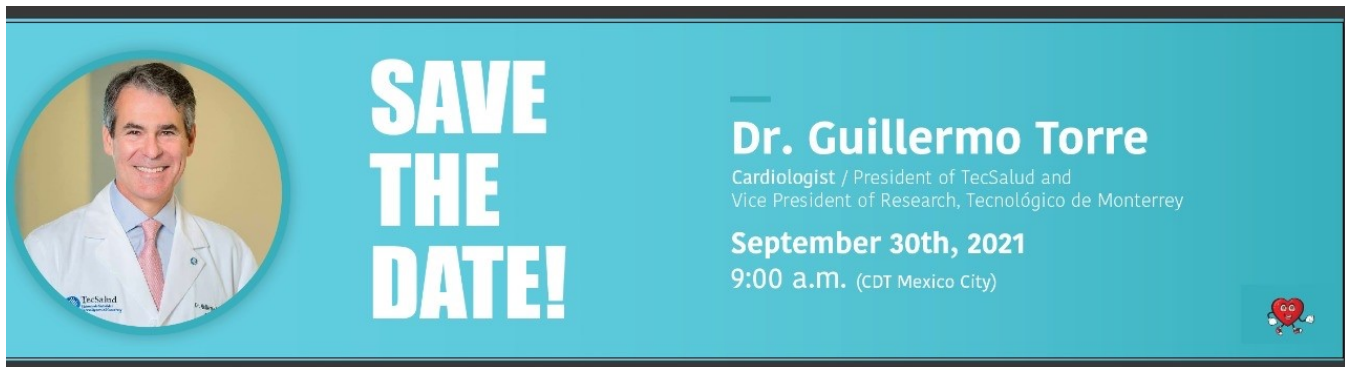


We can all make incremental changes to manage our weight and BMI to help keep us healthy and strong. This will also help our resilience as we continue to combat COVID.

Please take a look at this short video:
<https://www.youtube.com/watch?v=D--AtATgfyM>



Save the Date! Cardiologist Dr Torre Talk



A banner with a light blue background. On the left is a circular portrait of Dr. Guillermo Torre, a man with grey hair wearing a white lab coat over a blue shirt and pink tie. To the right of the portrait, the text 'SAVE THE DATE!' is written in large, bold, white capital letters. Further right, the text 'Dr. Guillermo Torre' is in bold white, followed by 'Cardiologist / President of TecSalud and Vice President of Research, Tecnológico de Monterrey' in a smaller white font. Below this, 'September 30th, 2021' and '9:00 a.m. (CDT Mexico City)' are listed. A small red heart icon with a pulse line is in the bottom right corner.

Cardiovascular health is more about your habits than your genes.

You are all invited to attend a talk about heart health hosted by CEMEX in Mexico with leading cardiologist, Dr. Guillermo Torre. The conference will be in English on Thursday 30th September at 3pm.

Here is the link to join the seminar: <https://cemex.zoom.us/j/86439970337>



CUSTOMER CENTRICITY

What Three Words – How would you use it?



A screenshot of the 'Selby' location in the 'what3words' app. It shows a red banner with the text 'Your what3words location is: ///laughs.sandpaper.drums'. Below this, it says 'Use the QR Codes (right) to download the app.' and shows two QR codes with 'Available on the App Store' and 'GET IT ON Google Play' logos.

What Three Words is a geolocation app which divides the world up into 3m squares and gives each square a unique three word reference. It has some fantastic potential for our business, and we would encourage all employees to download the app and start to use it.

The app is free, works offline and is already fully integrated with all the major navigation tools including Waze, Google Maps and Apple Maps.

For those of you based on our production sites; it is a good idea to put your 'what three words' reference on your site entrance signage, and to have this very specific unique reference to handy at all times should you ever need to call the emergency services (or just to direct a lost delivery driver!)

Have a go and see how you can use the app at work and at home.... we've already thought of several potential uses...

- How many times have our drivers been unable to find a customer site as it isn't on the map yet or Google just vaguely announces – 'you have reached your destination' only for you to look out of the window and see nothing like a site?



- How much easier for collect customers to find our site entrances if they were given a Three Word reference which took them directly to our gates?
- What if you had an accident on a quarry which is four miles square and needed to pinpoint your location for the emergency services?
- What if a customer needed a section of road re-laid and could tell you which exact 3m span needed re-doing?
- What if you had a trespasser on site and could use the security camera's What Three Words reference to pinpoint to the nearest 3m where on site they were and direct the police there?
- Put your What Three Words reference on your entrance signs to help customers and the emergency services to find you.

What other ideas can you and your team think of for using 'What Three Words'?

Once you start to think you will come up with loads of suggestions – please let Adam Leverett and Colin Jones know your thoughts. They are working on how we can introduce this to our business and make best use of this targeted app.

We LOVE our Customers!



CEMEX Customer experience week is from 4th – 8th October, everyone is invited to attend a regional webinar on 5th October on Zoom (in English) to find out how to unlock tomorrow's customer experience.

Speakers will include:

- Sergio Menendez, President of EMEA region
- Alberto Salviejo – Customer Experience Director EMEA Region
- Wieslaw Kotecki – Partner at Deloitte Digital, Customer Strategy
- Hasan Tahir – Lead Growth Trainer

Please share this information with your teams who might not have email, everyone is welcome.

Here is the link to register: <https://bit.ly/3Avam0P>





PROFITABILITY

There she goes....



She never fails to impress... the new dredger, CEMEX Go Innovation, made her first trip to CEMEX Northfleet and benefited from the £3.5 million new dry discharge system recently installed.

The CEMEX Go Innovation represents the start of a new era for an aggregates industry that is faced with an aging fleet of

vessels and an increased focus on marine activity.

The vessel has been designed around the need for 21st century ships that can deliver safety, efficiency, minimal environmental impact and crew comfort. At the same time, they must achieve maximum uptime in a work environment that places great stresses on a vessel and its equipment.



First Stage of Railhead Improvements at Dove Holes



It's great to see photos of the new weighbridge at the Dove Holes railhead all installed and operational. This new weighbridge is powered by wind and solar energy and offers a remote WiFi mast link to the rail office.

This is the first stage in a series of process improvements being made to the railhead; the next step sees considerable work being undertaken to implement new software which will greatly increase functionality.

The aim is to create a system that is similar to CEMEX Go, but for rail – customers at rail depots will be able to place orders through the system, while the software will also track the arrival and departure of trains, and individual wagons fitted with RFID tags and be able to identify their status in the loading terminal at Dove Holes. Arriving trains will be matched with services due for loading and the top loading cabin and loading shovels will also be interfaced into the integrated system.

Mark Grimshaw-Smith commented: "This is a very exciting project underway at our Dove Holes railhead. It's going to take some time to be fully operational, but we're pleased to see the new weighbridge in place as the first stage of the process.

Ultimately the new integrated process will not only improve customer service but will also help optimise safe wagon loading, avoiding overloads and lateral loading errors leading to improved safety and compliance on the network. It will also help to better manage and audit despatched tonnages and stock variances at the receiving depots.



Thanks to Hayden Gill and his team for their support. We expect to be rolling this project out in modules in the coming months. Watch this space for further updates!"



FUTURE IN ACTION

CEO to speak at Climate Week in New York



We are very proud to share that in recognition of CEMEX's bold aspirations, our CEO Fernando González was invited to be among the speakers in the Climate Week NYC 2021 Opening Session on Monday, 20th September.

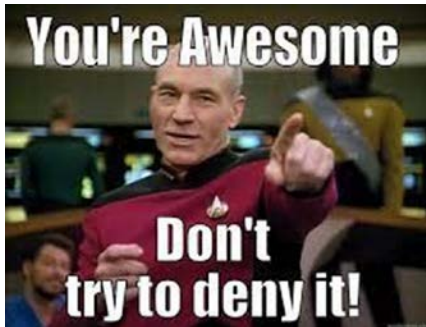
This event represents one of the largest international climate summits bringing together leaders from business, government, and civil society to showcase global climate action.

This year's speakers included Helen Clarkson – CEO Climate Group, His Royal Highness The Prince of Wales, Mathias Lelièvre – CEO ENGIE Impact, Doug McMillon - CEO Walmart, Kristalina Georgieva – International Monetary Fund, Ruth Porat – CFO Google, among others.



EMPLOYEES

Thanks For Your Effort Winners



Congratulations to last month's Thanks For Your Effort winners: Darren O'Neil and Phil Repton, Asphalt Operative and Manager at Salford Urban Solutions Asphalt plant. Both of whom went over and above to keep the plant running at midnight and onwards.

The night shift operative had to leave the plant due to a family emergency so both Phil and Darren stepped up and got out of bed to go to the plant and keep the mixing going. If they hadn't then the customer's job for ASDA wouldn't have been completed and the store couldn't have opened on time.

Thank you for being so dedicated and willing to put yourselves out in the middle of the night to keep our customer happy.



Thanks For Your Effort too...



Last month's nominees also deserve a big mention. It's great to read the fantastic efforts that some of our colleagues are making and recognise their effort. We hope they inspire you to go the extra mile or to nominate someone you work with for an award too.

Email: gb-hrplanning@cemex.com for a nomination form or use the form on the UK News website: www.cemexuknews.co.uk

Thanks go to:

Michael Sharp, Kevin Sharp and Sean Hanna, Plant and Field Technicians for Materials West Europe Technical.

Due to holidays and COVID isolations, Northfleet block plant were in a situation where no one was trained to carry out product testing for over a week which would have resulted in no product being released for sale at a time where demand is at a very high level. With one day notice both Michael and Kevin volunteered to assist, and Sean gave back two days of his holiday to train them in the testing process.

Whilst Sean was away all testing was carried out in the afternoon by Michael and Kevin after their other daily duties were completed in the Readymix business. As a result, all customers were able to receive fully tested products with no issues.

Dan Bateman, Strategic Haulage Manager, Supply Chain.

Dan's personal passion for safety leadership has been exhibited through his coordination of the 2021 Haulier Health & Safety Virtual Leadership sessions. In total four separate sessions were held engaging with over 100 hauliers who move products on our behalf. The sessions covered Health & Safety performance, 2021 Road Safety priorities, mental health, global vehicle safety features and excellent interaction and discussion on many other health & safety related topics. The sessions were well received by the hauliers with feedback like below being received from several hauliers who attended.

Heads Up – eNPS Pulse Survey coming up....



A date for your diaries – the Employee Pulse Survey is coming up in a few weeks: 18th October.

This is your annual chance to feedback your thoughts and feelings about working for CEMEX in order to see positive changes in our workplace.

The aspiration is that every employee would recommend CEMEX as a good place to work to other people or be a 'promotor of CEMEX'.



A score of 9-10 would mean you agree and would say CEMEX was a good place to work, 7-8 is a passive result meaning you are neither emotionally invested or disengaged with CEMEX, 0-6 would mean that you are highly dissatisfied with the organisation and spread negative word of mouth about it.

We calculate the employee net promoter score (eNPS) by taking the % of promoters (9-10) minus the % of detractors (0-6) to give an overall score.

Q2 2021 our eNPS score was +32 (vs +34 in Q1) for the EMEAA region and 67% of employees responded to the survey.

This survey will include a couple of further questions from the global team which will be asked across the world to gauge a global eNPS.

Watch out for an email from Perceptyx on 18th October with a link and QR code to the survey. The link will be accessible to offline colleagues to use as well.

Access spark!, your Digital Workplace, Whilst on the Move



In case you missed it, spark!, your new digital workplace launched just before the summer. It 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

To make spark! easier to access on the move, why not save the webpage as a shortcut on your iPhone home screen?

Watch a short video showing how to do this [here](#).

Start exploring spark!, your new digital workplace here: <https://spark.cemex.com>

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.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
255-09-2021	LGV CAT C Driver	Supply Chain	Datchet	24/09/2021
256-09-2021	LGV CAT C Drivers x 2	Supply Chain	Angerstein	24/09/2021
260-09-2021	Electrician	UK Materials	Halkyn	24/09/2021



262-09-2021	Technical Systems Administrator (Maternity cover)	UK Materials	Hub Office	24/09/2021
263-09-2021	Transport Planner	UK Materials	Shefford	24/09/2021
264-09-2021	Multi Skilled Operative	UK Materials	Dove Holes	30/09/2021
265-09-2021	Weighbridge Operative	UK Materials	Halkyn	24/09/2021
266-09-2021	Plant Manager	UK Materials	Aston	24/09/2021
267-09-2021	Relief Plant Supervisor	UK Materials	West Midlands	24/09/2021
268-09-2021	Customer Service Representative (maternity cover)	Cement	Rugby	24/09/2021
269-09-2021	Customer Service Representative	Cement	Rugby	24/09/2021
270-09-2021	Technician	Building Products	Northfleet	24/09/2021
271-09-2021	Operative	UK Materials	Rugeley	24/09/2021
272-09-2021	Multi Skilled Operative	UK Materials	Cromwell	30/09/2021

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**



STOP HAND INJURIES

***What can you do to keep your
hands out of the line of fire?***

***The Mineral Products
Association offers a
free, easy to follow
online training course
that covers types of
hand injuries and
how to avoid them,
potential risk areas
and real-life examples
of incidents.***



Take the course here:

<https://www.safequarry.com/Content/content-HI/index.html#/>

Protect your hands and stay safe



STOP THINK ACT

