



Welcome to UK News 30th September 2021
your weekly update from around CEMEX UK

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HEALTH & SAFETY

Don't be a Space Invader



Highways England has relaunched its 'Don't be a Space Invader' campaign, highlighting the importance of keeping a safe distance from the vehicle in front when driving. It's important to remember particularly as we head into winter and visibility can be poor.

<https://www.gov.uk/government/news/dont-be-a-space-invader-stay-safe-stay-back-says-highways-england>

<https://highwaysengland.co.uk/road-safety/stay-safe-stay-back/>

<https://www.youtube.com/watch?v=SZxzUNfgDGg>

Together Again



The National Technical centre held a socially distanced outdoor team get together at the UK National Technical Centre to talk about health & safety.

The discussions focused on Take 5 and hand injuries. Mike Higgins was also happy to report the positive LabExperts results to the team and recognise their hard work on the project – delivering +100% on budget YTD and plan for a final strong quarter.

Well done and glad it was sunny too!

Excellent Health & Safety + Customer Service = Excellent Profit



Another visit was made by Carl Platt to our excellent UK Asphalt plant at Springetts.

Paul Dale and the team treat the plant and the customers like their own. Health and Safety standards are high, customer service is high and the OCF is running high on a standalone basis for this plant. This is a great example that high engagement on health and safety + customer service = high OCF.

Keep up the fantastic work.

My Whole Self MOT



Remember to take time to check out your mental health. Just as you would service your car you need to check out your whole self.



Mental Health for England – <https://www.mentalhealth.org.uk/> – have a wealth of resources and easy suggestions to help you improve your mental wellbeing. Use this image as a reminder of some tips to keep in top mental health. The image can be found at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk

Save the Date



This year's MPA Health & Safety Awards will be held virtually on Wednesday 10th November at 10.30am for 90 minutes.

CEMEX historically have won many awards and it is well worth you and your teams tuning in if you can. This means that the event is available to anyone to join in and celebrate Health & Safety achievements of our company and industry.

The event will enable us all to share and celebrate the Health & Safety achievements over the last two years. It will be hosted by BBC Presenter, Sybil Ruscoe.

It is free to register and attend. Go to the MPA website to register or follow this link: <https://www.eventbrite.co.uk/e/mpa-and-british-precaster-health-safety-awards-2021-tickets-171321676747>

This event will highlight the:

- Winner and finalists of the eight New Health & Safety Topic Awards
- Winner of the New 'The Fatal 6' Award
- Winner of the Eurobitume Award
- Winners of the Individual Recognition Awards
- Winner and finalists for the New Young Leader Award
- Winner of the John Crabbe Trophy
- Winner of the Sir Frank Davies Trophy

Why Should You Register?

1. To celebrate the achievements of employees and the success of both your own and competitor organisations.
2. To learn about the innovations that are transforming health and safety in the mineral products industry.
3. To recognise actions that you can take to make your work environment safer for all.



4. To learn about the experiences of senior industry specialists who will be reflecting on
 - o How we can make mobile and fixed plant safer in the mineral products industry
 - o Their experience engaging with the MPA Health & Safety leadership workshops
 - o The impact of MP Connect and other industry initiatives in Transport and Road Safety



CUSTOMER CENTRICITY

What a week it was!



A cracking effort was made by the CEMEX North East team last week!

Tony Coleman,
Commercial Sales



Rep, continues: "There were challenges thrown at us from Monday morning to Friday teatime, but with the teamwork and dedication from everyone we came through it by hitting record daily volumes!

A pour in Durham capped off the week as we supplied over 100m³ as part of a joint venture. Superb job done on site by JLR Contracts as always. A massive thanks to everyone involved!"

Come Rain or Shine....



Monday saw the first hints of Autumnal weather but James Sykes, Plant Manager, and team York were ready and waiting to serve customers despite the torrential rain!

Oldham Team Supply VW



CEMEX Oldham were busy all week supplying Readymix concrete into the foundations to a key customer who are building a new £9 million Volkswagen car and commercial vehicle dealership in Oldham.

Well done to the team for a great job.



Top PPE Marks for Chorley



Well done to the Chorley Readymix plant team who received some excellent feedback from customer, Spencer Civil, who not only remarked on the great service but also the high quality of PPE worn on site by our team. Thanks to everyone involved especially the drivers who delivered 108m3 on Saturday morning.

A great team effort and top marks all round!

Customers are getting Younger and Younger!



It was the first day at work for customer, Joe Booth and his little man. Watching the mixer reverse on to the pump and then checking the ticket..... a hard day meant it was time for a nap!



Big thanks to the CEMEX driver for being very accommodating and patient and thanks to Ben from Pump4u.

Another job done from the dream team... JBT, CEMEX and Pump4u.

Happy Customer Happy Gilbert.....



Gilbert Morgan, Materials Technical Manager, had a nice bit of job satisfaction recently: "It's a great feeling whenever the work carried out in the laboratory is mirrored during plant trials, and finally when the customer selected your concrete as the preferred supplier to support their project. Another happy customer was supplied with the final 360m3 of high spec designed concrete to fill these purposely built shafts."

Well done to our CEMEX team in Birmingham.

We LOVE our Customers



Please join our Regional Customer Experience Week webinar next week on 5th October (sessions run from 9.45–12.00) on Zoom with Sergio Menendez our Regional President; Alberto Salviejo, Customer Experience Director EMEA; Wieslaw Kotecki, Partner at Deloitte Digital Customer Strategy and Hasan Tahir, Lead Growth Trainer.



Celebrating Customer Centricity Octoberfest!

Agenda		October 2021		Unlocking Tomorrow's Experience
Monday 11	Tuesday 12	Wednesday 13	Thursday 14	
<p>Juan Romero Executive Director, Sustainability, Compliance and Operations</p> <p>Joson Cavendes Executive Director, Customer Care</p> <p>Karen Lehoucq Executive Director & VP of R&D</p>	<p>Sergio Mendez Vice President, Product</p> <p>Ricardo Naya Vice President, Product</p> <p>Rob Marley Executive Director, Strategy & Marketing Services</p>	<p>Jaime Mugello Vice President, Product</p> <p>Jessica Gonzalez Vice President, Product</p> <p>Philip Evans Executive Director</p>	<p>Regional Panel Moderated by John Cullen</p> <p>Concepcion Reyna VP</p> <p>Allyson Dehl VP</p> <p>Alberto Salgado VP</p> <p>Carolina Mendez VP</p>	
<p>Live translation in Spanish!</p> <p>9:00 Mexico / 15:00 London / 16:00 Madrid / 23:00 Manila</p>				

Join top CEMEX thinkers and industry experts during a four-day extravaganza focusing on our customers and unlocking tomorrow's experience. It will be running from 11th – 14th October and you can sign up to as few or as many sessions as you wish.

Go to the SharePoint hub here to find out more and sign up here:

<https://cemex.sharepoint.com/sites/GCE/SitePages/UTE.aspx>



PROFITABILITY

'Buildings Made Better' - Solutions For Energy Efficient Building Improvement



CEMEX is bringing together a complete range of renovation and refurbishment products and services titled 'Buildings Made Better', which offer customers easy access to low carbon, energy efficient solutions.



As part of its 'Future In Action' Climate Action Strategy commitment to deliver net-zero CO₂ concrete to all customers by 2050, CEMEX has highlighted a selection of specialist renovation products that support the retrofit

agenda and are suited to a diverse selection of applications and environments, from residential housing projects and public buildings through to urban schemes.

The new CEMEX renovation range includes a wide selection of new and innovative products designed to boost energy efficiency, increase productivity and durability, offset carbon emissions and conserve water. From its renowned Vertua® low carbon concrete, to self-levelling and flowing screeds – ideal to complement underfloor heating, thermal insulating and foamed lightweight concrete, and then through to factory produced mortars and sustainable urban drainage systems, CEMEX's sustainable solutions support the construction phase and the whole lifecycle of the building.

By providing a comprehensive range for sustainable refurbishment and energy efficient renovation, CEMEX is committed to preserving the UK's building stock for future generations. The drive to restore, maintain and improve is resulting in better buildings with greater resilience to the impacts of climate change.

Steve Crompton, Director of Quality and Product Technology, Materials West Europe, CEMEX, comments: "The renovation of existing buildings can lead to significant energy savings for all, as buildings account for over 40% of energy consumed. More than 220M buildings in Europe representing approximately 85% of the building stock built before 2021 will mostly still be standing in 2050, yet currently only 1% of buildings undergo energy-efficient renovation every year. The energy performance of buildings is a major area for improvement in public policies, for new build and the renovation of the



existing stock. From residential housing, to public buildings and urban schemes, across the board we're demonstrating to our customers that by improving the built environment, we can significantly improve our natural environment too.

By bringing together a comprehensive range of sustainable products that support the important area of retrofit, we are offering our customers easy access to the right products for the job whilst keeping the environment front of mind."

At the heart of sustainable and technical progress for buildings, from structure design to restoration and refurbishment, CEMEX provides a dedicated team to help customers meet their diverse site working conditions.

Sand Heron Sails Off to Warmer Climes...



CEMEX UK Marine recently 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!

What a Blast....



Adam Leverett and the EXCEED team sent their thanks to Hayden Gill and his team for the tour of Dove Holes quarry.

Adam commented: "This was my first visit to DHQ, and we were very lucky to time it with some blasting which Steven Coles filmed from a safe distance!

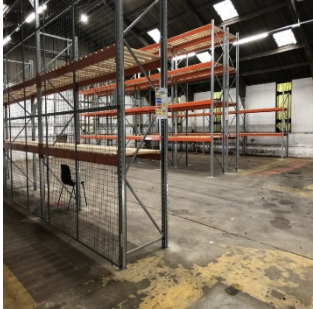
Hayden has given us a much deeper understanding of the



Fast Track contactless loading system at the quarry, and of the mobile equipment telematics available on site, and we have come away with a lot of food for thought on these topics plus 5S, condition monitoring and others thanks to Hayden's advice."

They even managed to film the blast which is always impressive!

LCC Warehouse nearly there....



Ellen Huang, Senior Negotiator for our Procurement team, sent this LCC warehouse update:

"The LCC warehouse in Mansfield is getting ready to function after lots of clearance and fixing jobs – FLT delivered and floor to be painted next week to make it even better."

Thanks Brendan Scott for all the effort!



FUTURE IN ACTION

Think about Saving Energy



Q4 is always an important period to focus on energy; be it increased lighting demands due to reduced daylight hours, increased heating due to cold weather, increased pumping activities due to wet weather, or greater processing requirements due to wet materials. These common problems, combined with the rise of energy costs we are facing, pose a major challenge for us in the coming months.

Look out for more communications on energy saving initiatives, and please start to think: 'what can I do on my site to help?'

Recycling Asphalt



Carl Platt recently visited our Asphalt plant at Huyton where he saw the new asphalt recycling equipment bought with CAPEX investment.

The equipment was recently installed and is a big step forward in our sustainability footprint. It allows us to recycle used asphalt and reduce key CO2 elements like bitumen usage.



Future in Action Webcast Recording Now Available



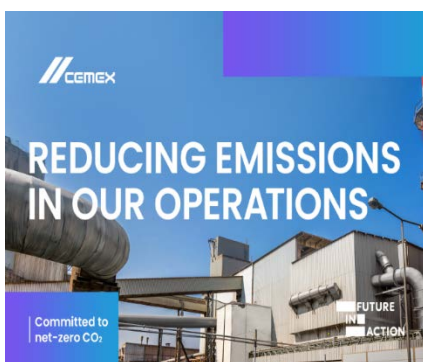
On Tuesday, our CEO Fernando A. González, hosted a conversation on our climate action commitment and strategies. If you were unable to join this session, a recording of the webcast is available to view here:

<https://web.microsoftstream.com/video/5b77966d-813b-4bb3-9fd3-c8ca663372d7?App=msteamsBot&refId=f:6fe212e7-b8db-bc13-44dd-3e833b41029f>

You can also download the slides from his presentation in our downloads section of the UK News website:

www.cemexuknews.co.uk/downloads – they are a very useful resource for finding out more about our Future in Action strategy.

Reducing Emissions in our Operations



At CEMEX, climate action is a top priority; that is why we improve our production processes to lower our carbon emissions.

To achieve that, we continue investing in equipping our plants to use alternative fuels, expanding the use of electricity from clean energy sources, and increasing the substitution of clinker through new and alternative cementitious materials.

Knowledge is power so learn more at cemex.com:

<https://cmx.to/37jMfW9>

ISO 14001 Audit Success



Well done to everyone in CEMEX Materials for making 2021 another successful year for our ISO 14001 accreditation. We have retained our certification and there were no non-conformities raised and just five observations across all the audits completed in 2021. This is an excellent result.

SGS (our external auditors) were very complimentary about how integrated the EMS is into our normal operational practices, praised our compliance and made special note of how engaged in sustainability everyone they encountered was during the audits. Our robust internal auditing and corrective action processes were also highlighted as particular factors in the good outcome of the external audit. We were also praised for biodiversity activities at urban sites as well as quarries. SGS highlighted our local community engagement as another key strength.

The success in 2021 is especially pleasing given the difficulties of the pandemic. Everyone involved in the audits was extremely accommodating of the remote nature of the audits and went the extra mile to ensure this great outcome.

A real team effort – a big thank you goes out to everyone involved.





EMPLOYEES

Congratulations Waldemar



Many congratulations to Waldemar Damaszk, Deck Engineer Sand Fulmar, for reaching 15 years service mark with CEMEX.

Waldemar received his long service award from Chief Mate Daniel Pearson.

Thank you for your contribution over the years and we are looking forward to many more to come.

First Class Honours for Jack Kellet....



Huge congratulations to Jack Kellet, Third Officer at CEMEX Marine, who recently graduated with a BSc in Navigation and Maritime Science with first class honours from Plymouth University!

Well done Jack, especially on completing the degree during COVID learning as well.

CEMEX Marine Photo Competition



Entries for the Annual CEMEX Marine Calendar Photograph Competition are now open.

The closing date for submissions is the end of October as they need to leave time to get the calendars printed.

The photos can be of anything related to the Marine business; ships, wharves, people on board etc. so please don't feel limited to photos of ships or sunsets! Although they are welcome too....

Images need to be in landscape format and in high resolution so they can be printed clearly.

Get clicking and send in your entries to: matthewvictor.bland@ext.cemex.com

Working Smarter HR Evolution



As part of the "Working Smarter" initiative, there are regular updates in the Working Smarter Yammer group.



The latest update below explains how our HR function is starting its evolution as part of Working Smarter. Click through to the Working Smarter SharePoint for more information:

<https://cemex.sharepoint.com/sites/WorkingSmarter/SitePages/HR-transformation.aspx>

On Your Marks, Get Set, Baaaake!



We're celebrating the 'Great British Bake Off' being back on our TV screens with a chance to **win one of three £1,000 eVouchers** to spend on shiny new cookware this October!

For your chance to win, all you need to do is purchase an eVoucher, new reloadable card, or top up an existing reloadable card via www.cemexlifestyle.co.uk to the value of £50 or more for: **Argos, Sainsbury's, Currys PC World, Wickes, Not on the High Street or National Book Tokens** between 11th and 24th October 2021 and you'll be automatically entered into the draw. T&Cs apply.

Not yet joined?

Head over to cemexlifestyle.co.uk and click on 'Join'. Enter your name and your employee number and you're all set!

Be the first to hear

Sign up to our marketing emails to be prompted of these fab giveaways and more. Simply log in to cemexlifestyle.co.uk, click 'My Account', 'Your Preferences' and select 'Yes' to receive marketing.

Want to Nominate a Colleague?



Who do you think deserves a Thanks For Your Effort Award?

Nominate any colleague you think has gone above and beyond their day job and demonstrated any of the CEMEX values.

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

Sexual Harassment - ETHOS Line is there to help



Sexual harassment occurs when someone makes an unwelcome request, advance, or conduct of sexual nature towards another person. It has nothing to do with mutual attraction or private, consenting friendships whether sexual or otherwise.

An environment of mutual respect should always be fostered, and CEMEX will not tolerate any form of sexual harassment from anyone within (co-workers or supervisors) or outside (i.e., suppliers, clients, or third parties) the Company.

Sexual harassment can include, but is not limited to:

- Making sexually suggestive comments or jokes through any channel (i.e., in-person, instant messaging or other online platforms)
- Suggestive touching, patting, hugging, or other physical contact
- Suggestive statements about a person’s body, clothes, or his or her sexual background
- Making remarks, statements, or telling stories of an explicit or sexual nature
- Displaying sexually suggestive materials (i.e., photos, audios, videos, objects) and
- Making unwanted advances or propositions, or inappropriately pressuring others into behaving a certain way.

- If in doubt, or if you want to report a misconduct, remember [ETHOSline](#) is by your side -



Did you know?

- In 2020, from a total of **620** cases, **618** were closed of which **224** were substantiated. **315** disciplinary actions were taken, and **79** employees were dismissed as a result of investigations.
- Anonymous and named reporters should follow-up on a regular basis to provide additional information, ask questions or respond to questions during the investigations.

For more information related to ETHOS visit our [ETHOScenter](#)

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
273-09-2021	Assistant Quarry Manager	UK Materials	Angerstein	05/10/2021
274-09-2021	Landfill Weighbridge Operative	UK Materials	Datchet	05/10/2021
275-09-2021	Sales Executive	UK Materials	Hatfield Quarry	15/10/2021



276-09-2021	LGV Driver x 3	Supply Chain	Dove Holes	15/10/2021
277-09-2021	Operations Manager	Paving Solutions	Flexible	12/10/2021
278-09-2021	Multi Skilled Operative	UK Materials	Dove Holes	07/10/2021
279-09-2021	Planner	UK Materials	Preston Brook	05/10/2021

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.

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**





My Whole Self MOT



There are simple steps you can take to look after your whole self. Use this MOT to check in on your own and others' mental health and wellbeing.

How's my mental health today?



How do I feel today?
Mentally?
Physically?



My Stress Container



How full is my container?
Am I using helpful coping strategies?
Are they working?

Learn about your Stress Container here.

My mental health journey



Our mental health is part of the wider journey of our lives. **Learn more.**

Looking after my wellbeing



How did I sleep last night?
Am I eating a balanced diet and drinking enough water?

For tips on supporting your mental health, especially when working from home, look at our **guidance**.

How's my thinking today?



How are my thoughts making me feel?
Am I having unhelpful thoughts?

Create Your Mind Plan with **Every Mind Matters** to get tips to help deal with stress and anxiety and boost your mood.

What can I do to look after my whole self?



Write down a few things that you can do to improve your wellbeing.

Check in next week to see how you are doing.

