



Welcome to UK News 21st October 2021
your weekly update from around CEMEX UK
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HEALTH & SAFETY

Protect the NHS this Winter and Get Your Jabs!



Over the last week, five more CEMEX UK employees have tested positive for Coronavirus, with 15 active cases in total. In line with the cases being reported nationally, this number may increase as we get closer to the winter months. The UK is currently seeing an average of around 35,000 new cases and over 700 hospitalisations each day, with the number of new cases showing a clear upward trend.

The high percentage of fully vaccinated people in the UK (currently at 78.7%, including children aged 12 and above) is helping to keep the number of hospitalisations down, but healthcare experts and the Government predict a 'bumpy winter' is ahead.



There are fears that, with fewer restrictions in place this year, other infections such as norovirus, RSV (respiratory syncytial virus) and flu will make an unwelcome return this winter to increase pressures on the NHS.

We are seeing more and more employees becoming ill with either colds or the flu but testing negative for Coronavirus. We would therefore like to encourage everyone to take precautions where they can to prevent the transmission of infections.



Please get a flu vaccine this year if you can and remember that CEMEX will reimburse employees for the cost of this jab (up to £15). This will truly help to protect yourself, your families and your colleagues, but also ensure we are all playing our part to support the NHS and prevent it becoming overwhelmed during the winter months.

Additionally, while the majority of adults are fully vaccinated against Coronavirus, latest figures for the UK show that 1 in 10 people are likely to not be vaccinated at all, while 2 in 10 people have not received both doses of the jab. **Please, if you have not done so already and are able to, make the time and effort to get your COVID jab. The vaccine has been proven to reduce the risk**

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of catching the virus, and those who catch it following the jab may have less severe symptoms – which in turn helps to keep the number of hospitalisations down.

If we are to prevent the NHS coming under pressure over the winter then we must all do what we can to support it, and those who work for it, by getting our vaccines. Continuing to follow the Behaviours that Save Lives and our COVID protocols will also help to reduce the risk of infection.

Somercotes Achieved 17 Years without a LTI



Somercotes, as of 26th September 2021, achieved 17 years without a lost time incident.

CEMEX Rail Solutions, Somercotes, is the core supplier of prestressed concrete for the crossing bearer market in the UK, building safety, quality and customer focus into the rail infrastructure and making it core of all they do.

Terence Clair Operations Manager commented: “WOW 17 YEARS!! For me and the team here at Somercotes this is an amazing achievement when I consider the high fluctuation of volume we have seen due to customer demands, the continuing fluctuation of agency staff, the number of staff we have working a 24 hour operation over three shifts, the high level of process, human interaction and product variation we have seen over the past few years.

The team at Somercotes have done an amazing job and the factory is still continuing its push to be safer every day demonstrating that our vision of ZERO harm is evermore achievable. I often say that I am proud of what the team do every day at Somercotes but being witness to how they make our working environment safer we are finally able to see attitudes change towards health & safety at work, home and in everyday life.”

Terence continued: “We must ensure we never relax and become complacent, achievements of this nature are rightly celebrated but they will never replace the importance of every day passing without injury and us ensuring our staff return home safe and well. We had our own eye opener this year that reminded us how the risks of our operations are still very much present, and we can never allow complacency to push the boundaries of health and safety.

We can never forget that it is our people that make such achievements possible, our people will judge us on our actions, and we can never pretend to always get things right. I myself have completed several safety courses over my time as a Manager and one that was most impactful was ‘Legacy’ this wasn’t just about the course but it was about ‘What do you want to be remembered for?’ I want Somercotes to always be remembered as a place to offer a challenge in a safe environment with a management team that will always care about its people.

A big, massive thank you from me to all the team at Somercotes for the continuing support they give me, the operations and how their own hard work and commitment have made such things possible.”





CEMEX Supports Ground-Breaking New Concrete Project



The Northern Readymix and Technical teams are proud to have supported the use of a ground-breaking new type of concrete at a construction project in Manchester.

Known as 'concretene', this graphene-reinforced concrete is a world-first material and is the result of a partnership between scientists at the University of Manchester's Graphene Engineering Innovation Centre (GEIC) and engineers at Nationwide.

Graphene is a single atomic layer of carbon. It is the world's thinnest material, one million times smaller than the diameter of a single human hair. It is also believed to be one of the strongest [200 times stronger than steel] and most conductive in existence.

Its potential benefits to the construction industry are considerable; graphene-reinforced concrete could use much less cement to deliver the desired strength. As a result, it may reduce CO2 emissions by 983 pounds per ton, according to one estimate.

Additionally, graphene concrete improves compressive strength, flexural strength, and split tensile strength. A more resilient concrete cracks less, and it better resists stress. More crack-resistant concrete lasts longer, and it requires less maintenance.

CEMEX's Technical and Commercial teams worked closely with Nationwide Engineering and developers, the Mayfield Partnership, to combine our concrete with graphene, and then supply 96m³ of this for the site in Manchester, a planned entertainment venue being opened by the owners of the legendary Hacienda nightclub.

Danny Roberts, Readymix Commercial Manager, commented: "This is the first structural element in the UK that has incorporated graphene into the concrete mix."



The pour went like a dream, and we have had lots of positive feedback from the client. Considerable engagement between the Commercial, Operational and Technical teams was required for this project, and I would particularly like to thank Charlie Wilcock for all his hard work to make this job a success."

Photo courtesy of the Manchester Evening News



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Last Smart Innovation Videocast of 2021



Watch the amazing smart innovation project presented this October. Germán Hermida, Technical Director, SCAC, tells us about his project: DSTAi Device. It is a new way to determine the concrete compressive strength of a structure.

Every day our customers have to take risky decisions about removing formwork, German's device is designed to help customers optimise and standardise the concrete temperature control process.

It's well worth a watch to see if it would help any of your customers....

Contact German Hermida Barrera for more information: german.hermida@cemex.com

Could you Win a Customer Service Award?



There are some great examples of outstanding customer service in the UK business, and you deserve to be recognised.

CEMEX is holding its annual Superior Customer Experience awards and you are all invited to take part.

The four categories for this year's awards are:

- **Best initiative implemented** – that solve our customers' pain points and improve their experience with us. The initiative should also add value to our company and be feasible to replicate in other business units.
- **CEMEX Go orders adoption**
- **Customer Voice Category (NPS)**
- **Digital Marketing Category** – a new award for the most engaging and highest performing campaign through digital channels.

To submit an initiative please follow this link: <https://cmx.to/3jg5UMY>

For more information visit: <https://innovation.cemex.com>

Early Doors at York....



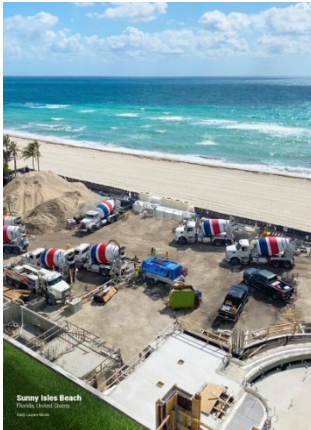
Team York started early doors providing 100m³ to a customer at a dairy farm in York where they were supplying CEMEX Advanced Paving.

James Sykes, Readymix York Plant Manager continues: "As we started the pour our customer rung us and said they had under-measured by a decent sized amount (80m³). Not a problem for us in York. We managed to sort extra material to cover and powered through the 180m³ pour.

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A slight bump in the road but with the team I've got in York working alongside me, we will overcome and provide the results ensuring the customer is receiving the high-quality service. My team and I strive to ensure our health and safety remains at the top of our priorities. No problems, just solutions."

Transfer Anyone??



Just to make us all feel a little jealous of our USA colleagues, here is a stunning photo of a customer pour in Florida the sunshine state!!

Maybe one day people, one day....



PROFITABILITY

Working Smarter Update



You may all have noticed that CEMEX is working smarter to use technology to become flexible to change, grow our EBITDA and adopt best practices to improve the quality of our work-life.

To find out what this means here is the latest global news update on the Working Smarter initiative, including a very short video from Azeneth Ferrero-Russell who is leading the transformation process:

<https://web.microsoftstream.com/video/24254f27-3e8e-47ed-aec7-11bbd2c3009d>

Please share this newsletter in your internal comms channels – all the latest information is on the Working Smarter SharePoint here: <https://cemex.sharepoint.com/sites/WorkingSmarter>



FUTURE IN ACTION

This Friday is WEAR IT PINK DAY!



Whether you are on site, in an office or working from home we can all take part in Wear It Pink Day. Put on something pink for your Zoom calls or put a pink ribbon on your high vis – bring in some pink cakes or treats for coffee time. Everything helps to raise awareness of Breast Cancer and what you can do to spot it early and get treatment.

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CEMEX has produced some video testimonies from women who work for us who have experience breast cancer. Please watch them and think about going pink on Friday. For those of you who would like to donate here is the link: <https://secure.breastcancernow.org/appeal/donate/#/>

Employee testimonies:

Cynthia Trevino, Mexico, worked for CEMEX 16 years, supporting the Infrastructure and Government area and the Customer Experience department: <https://web.microsoftstream.com/video/ea414998-37d5-4a8b-a31c-782df1d012b6>

Yasmin Caceres, Guatemala, Procurement department:
<https://web.microsoftstream.com/video/bb1efd00-a02f-43d5-963c-eadc14591327>

MPA Celebrate 50 Years of Quarries and Nature



To coincide with the UN Biodiversity Summit in the UK, the MPA has released a brochure and video celebrating 50 years of quarry restoration in the UK. They showcase the vast and unique contribution of restored quarries to UK nature conservation.

CEMEX features in the MPA documentary (at around 29 mins!) with some footage of Raynes Quarry and some words from Sean Cassidy, our UK Biodiversity Manager.

The brochure is well worth a read and a share amongst colleagues and customers.

Grab a cuppa and watch the documentary with your friends and family on YouTube: <https://www.youtube.com/watch?v=J3j54TrOvVs>

Sustainability Best Practice Awards 2021



To help us share best practice and learn from each other in CEMEX, the Sustainability team has launched a best practice awards registration for 2021. The registration is open now and closes on 26th November.

The seven categories remain unchanged from last year:

- Water Optimisation
- Circular Economy
- Air Quality Improvement
- Biodiversity and Conservation
- CO2 Reduction
- Energy Efficiency and Clean Energy
- Sustainability in Offices

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For this year's edition, and to facilitate the process, the submissions and evaluations of the Best Practices will be done through the Smart Innovation Portal.

The assessment process was also revised, and considers new comprehensive criteria:

- Relevance
- Impact
- Cost Effectiveness
- Additionality

Enter here: <https://innovation.cemex.com/subdomain/sustainability-best-practices-2021/end/ideas?qmzn=PGYvyU>

Clothes Donations Needed for Hope4 Rugby



Our colleague, Rose Widdowson, works for CEMEX Engineering department but also volunteers on a regular basis for Hope4 Rugby, helping those that are homeless or temporarily housed in the local area to be fed, watered and clothed year round. CEMEX have given their employees the opportunity to volunteer at Hope4 during the past few years, with some of the Sales teams painting the interior when they moved into the Newbold Road premises.

In the past we have sent out requests for donations and CEMEX and its staff have been very generous – for example, one year CEMEX gave some insulated cups and water bottles, and the employees gave clothing which

was distributed for winter.

This year we have been asked to help again. The full list is on the website at: <https://www.hope4.org.uk/clothing-project/> although briefly, they are currently looking for:

Mens clothing:

- Jeans and joggers (we are short of medium / 34W and 36W although we accept any sizes)
- Jumpers, sweatshirts and tops (same sizings as above)
- Coats (same sizings as above)
- New underwear (all sizes)
- Socks
- Hats
- Gloves
- Scarves
- Trainers and boots

Clothes etc need to be clean and in a good condition, otherwise it cannot be used.

You can drop off the donations at Dixon Hall, Vicarage Road, Rugby, CV22 7AJ (Dixon Hall is on the right hand side as you go down the road (behind Kwik-Fit) – you can't miss it). They are open on WEDNESDAY 2pm-4pm and SATURDAY 10am-12pm. Please do not leave donations outside Dixon Hall outside of these drop off times.



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Please do not drop clothing for this project at the Hope Centre as they do not have the space available.

Hope4 will distribute excess stock through its other services and projects as it sees fit to ensure that vulnerable people receive the best support possible.

Any questions, please don't hesitate to email Louise West.



EMPLOYEES

Look Out for your eNPS Survey Email

Get ready!

EMEA

Q3 '21 eNPS Pulse Survey



Get ready to complete your annual employee survey from Monday 18th October. It's only a 'pulse' survey this year so is very quick and easy to do. But it will provide vital feedback on what you think about working for CEMEX. The survey closes on Tuesday 9th November.

Would you recommend CEMEX as a good place to work?

You will receive an email from the third-party company who collate the answers (all of which are anonymous) called Perceptyx. A QR code and URL address will be available for our employees who are offline so they can take part too.

Reminder about CEMEX's Social Media Policy



We would like to take the opportunity to remind all employees of the need to act in line with the values entrenched in CEMEX's Code of Ethics and Business Conduct and (in relation to social media), to remember that our actions can reflect on the company – positively or negatively.

In particular, employees should remember that comments on social media about our pricing or commercial strategies are clear breaches of Competition Law and could be retrieved and used in evidence by the authorities if ever there was an investigation into the business. Additionally, remember that posts can cause offence and are subject to laws around published materials such as defamation and privacy. We further remind you that CEMEX's information must be managed according to confidentiality undertakings we have accepted as part of working at CEMEX.

CEMEX has a social media policy and guidelines, and whilst these are primarily targeted at those who are posting on CEMEX's behalf, they contain useful principles to inform how we use social media in our own time too.

The policy also states that if we are using private social media accounts, we must clearly indicate that our views are our own and do not reflect the position of the company. Please ensure this is reflected on your profiles if they identify you as an employee of CEMEX.

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To view the social media guidelines please go to the download section of the UK News website [here](#)

To see the full policy please click [here](#).

We expect any non-work related posts on social media to be made in an individual's own time and outside of work.

If you have any questions about CEMEX's social media policy and guidelines, please speak to your HR Business Partner.

CEMEX Cycle To Work Scheme!



CYCLE2WORK SCHEME
GET READY TO GET ACTIVE!
18TH OCTOBER TO 12TH NOVEMBER

CYCLE2WORK IN 4 EASY STEPS!

- 01 Choose your bike & safety equipment in store or online, so you know how much you would like to apply for.
- 02 Sign up for the scheme via your Cycle2Work portal.
- 03 Once your application is approved, and you have received your letter of collection, you can redeem your goods.
- 04 Repayments are taken from your salary before tax, giving you a saving on your purchase.

Save up to **32%*** with Cycle2Work

*for a basic rate tax payer

halfords | tredz | Independent Bike Dealer | cycle2work

Visit: www.cemexlifestyle.co.uk and search for 'Cycle to Work' or call on 01908 303498

CEMEX

The CEMEX Cycle to Work scheme is now open. It closes on 12th November. Are you considering a healthier, more sustainable way of travelling? If so, then CEMEX Cycle to Work scheme may be just what you are looking for! We are delighted to announce that there will be an opportunity for you to sign up for the Tax-Free Bike Scheme, which will be run in conjunction with our partner Sodexo Motivation Solutions Ltd and Cycle2Work.

What is a tax free bike (Cycle to Work) scheme?

Cycle to work is a government initiative that was introduced in 2001 to encourage more people to commute to and from work by bike, enabling people to make healthier choices and reducing the UK's carbon footprint.

The initiative also allows you to make huge Tax and National Insurance savings on the cost of a new bike and safety accessories. These savings are achieved via salary sacrifice which is managed by your employer and lets you spread the cost to make payments more convenient!

Where can I redeem my Letter of Collection?

Cycle2Work is supported by a wide range of specialist bike dealers, catering to everyone regardless of their needs, budget, location or journey to work! This includes:

- Halfords
- Tredz
- Independent Stores through Cycle 2 Work

What's more, you can also benefit from regular discount offers at Halfords, Tred or selected independent stores – saving you even more on your perfect bike and accessories!

Staff will be able to apply online by going to www.cemexlifestyle.co.uk or by calling 01908 303498

How to apply?

For further information on how to apply for the scheme there is a poster at the end of this document and in the download section of the UK News website:
www.cemexuknews.co.uk/downloads



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Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
286-10-2021	Plant Manager	UK Materials	Stepney	05/11/2021
287-10-2021	Transport Planner x 2	Supply Chain	Preston Brook	21/10/2021
288-10-2021	Sales Executive	UK Materials	Midlands	22/10/2021
289-10-2021	Multi Skilled Operative (Nights)	UK Materials	Dove Holes	29/10/2021
290-10-2021	Multi Skilled Operative (Backshift)	UK Materials	Dove Holes	29/10/2021
291-10-2021	Yard Operative	Building Products - Floors	Wick	29/10/2021
292-10-2021	Transport Planner (Maternity Cover)	UK Materials	Sheffield	29/10/2021
293-10-2021	Night Driver (Bulk Tankers)	Cement Logistics	Tilbury	29/10/2021
294-10-2021	Multi Skilled Operative	UK Materials	Jarrow	25/10/2021
295-10-2021	Multi Skilled Operative	Asphalt	Liverpool Docklands	26/10/2021
296-10-2021	Operative	UK Materials	Berkswell	26/10/2021
297-10-2021	Bulk Cement Tanker Driver (Days Mon to Fri)	Cement Logistics	Rugby Plant	27/10/2021
298-10-2021	Bulk Cement Tanker Driver (Nights Mon to Fri)	Cement Logistics	Rugby Plant	27/10/2021
299-10-2021	Senior Exploration Geologist	UK Materials	Rugby	03/11/2021
300-10-2021	Multi Skilled Operative (Days)	UK Materials	Angerstein	27/10/2021
301-10-2021	Multi Skilled Operative	Cement Logistics	Rugby Plant	27/10/2021

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



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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**



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CYCLE2WORK SCHEME

GET READY TO GET ACTIVE!

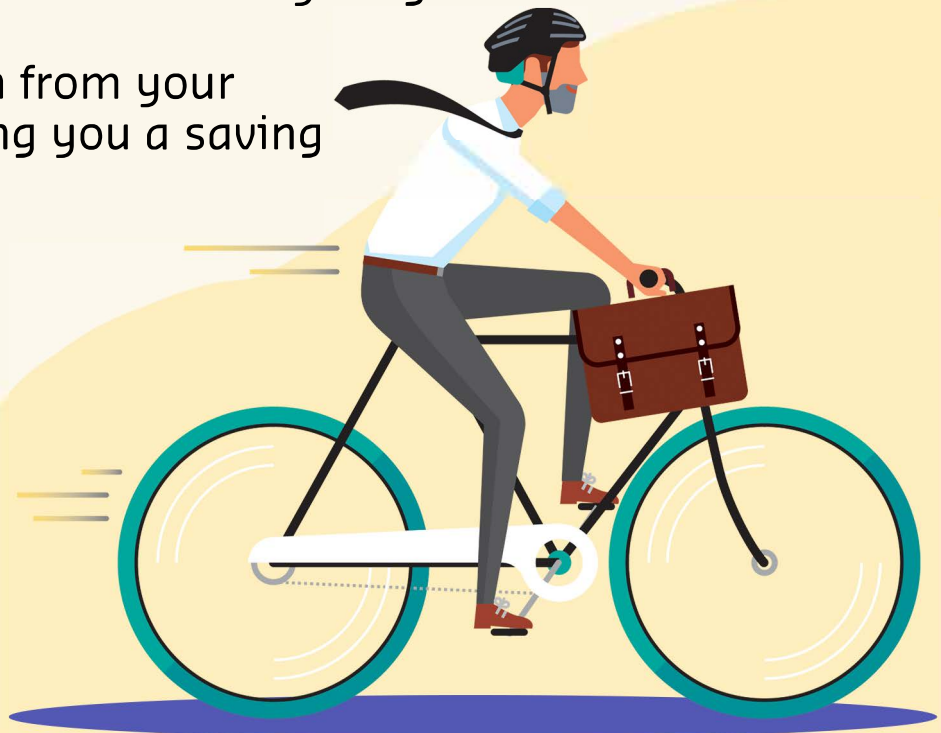


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**Independent
Bike Shops**

cycle²work

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