



UK NEWS



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

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HEALTH & SAFETY

New Variant Demonstrates Continued Need for Caution



We will all have seen over the last few days the news about the latest Coronavirus variant, Omicron, being confirmed in the UK. As a result, a series of new temporary and precautionary measures have been put in place by the Government.

- It is now mandatory to wear a face mask in shops, galleries and on public transport in England from this week.
- All contacts of suspected Omicron cases must self-isolate, regardless of their vaccination status. They will be contacted by NHS Test and Trace.

Additionally, this new variant has impacted overseas travel:

- All travellers arriving into the UK from any country abroad must take a mandatory PCR test on or before day two, and they must isolate until they get a negative result.
- South Africa, Botswana, Lesotho, Eswatini, Zimbabwe and Namibia, Malawi, Mozambique, Zambia, and Angola have been added to the Government's red list, which means all arrivals must isolate at home for 10 days.
- Switzerland has imposed a 10-day quarantine on all visitors from Britain, while Austria announced that all visitors are banned from entering the country until at least 13th December.
- From 1st December all British arrivals in Spain must show proof of vaccination, while all arrivals in Portugal must have a negative COVID test before arrival – either a PCR, taken no more than 72 hours before travelling, or an antigen, taken no more than 48 hours before travelling.

It is likely that restrictions will continue to change over the coming weeks so please ensure you are aware of and understand all requirements, particularly if you are planning any overseas travel.

The combination of the successful vaccination programme in the UK, the availability of the flu jab, and now the COVID booster jab have meant that while numbers of COVID cases are rising, hospitalisations and deaths are decreasing and we have been able to enjoy a time with relaxed restrictions. For this to continue we must ensure we are all vaccinated at the earliest opportunity if we can be, including having the booster when eligible.

Sajid Javid, the UK's Health Secretary, announced on Monday 29th November that the booster will now be available to all those aged over 18, rolled out according to age and risk group, as long as it has



been three months since your second dose. Further details about this are expected to be released later this week but as with other COVID vaccines, you will be contacted by the NHS to book your jab. You can also find out more [here](#).

Please do not underestimate the impact that the vaccine can have on your susceptibility to the virus and how severe the symptoms are. This powerful article by a respiratory doctor working for the NHS clearly demonstrates how those who are unvaccinated are struggling to recover from COVID, and the impact it is having on the NHS. Read [here](#).

In light of the current developments, everyone is encouraged to review whether the level of compliance with the CEMEX Protocols and Behaviours that Save Lives is sufficient to keep themselves, their colleagues and their families safe, or if there is more that can be done to minimise the risk of infection. In addition to ensuring take up the vaccine at the earliest opportunity, please ensure you:

- Stay at home and inform your line manager if you have any COVID symptoms, or test positive
- Maintain workplace cleaning protocols and use hand sanitiser as necessary
- Avoid being a close contact by maintaining physical distancing
- Enforce and follow the “Mask and Move” policy.

Significant Cable Theft at CEMEX Sites



Over recent months CEMEX has unfortunately suffered four significant cable thefts from sites across the UK. One of these thefts was carried out over a sustained period of time and has led to cable with a scrap value of over £100,000 being taken. The cost to the business to replace what is taken and complete repair works to ensure equipment is fully functioning would in turn be considerably more than this.

Copper value is at an all-time high and theft of cable continues to be a recognised national issue. We would like to take this opportunity to once again encourage all site managers to review the vulnerability of cable at their locations, ensure it is hidden wherever it can be, and if this is not possible, impose measures to otherwise make it difficult to steal.

Please reach out to Colin Jones and John Sweeting if you would like the Security Team to complete a detailed review of your site.

Hiding cable remains the simplest and most cost-effective method of reducing the risk. In addition, there are a variety of technical measures available including CCTV and forensic marking solutions. The video [here](#) shows how Perimeter Intrusion Detection (PID) systems (also pictured), often deployed at rural and industrial sites similar to ours, can be deployed to alert teams when cable thefts are underway. Site Managers could consider installing these at their site if they have the budget. Again, please speak to Colin or John for more information.

Thank you for your continued vigilance and support with this issue.



Readymix Fibres - Good Practice Guidance



You may recall some of the injuries colleagues have suffered over the years in relation to fibre addition on our Readymix plants, ranging from the employee who got a steel fibre embedded in his knee, the IHC who fractured his ankle when he slipped on slurry, and more recently the customer who got his hand entrapped in the rotating truck mixer drum when adding fibres via a portable conveyor.

To help raise awareness of the potential hazards and solutions relating to the storage, transportation and addition of plastic and steel fibres, the EXCEED team has developed some interactive guidance and it can be accessed via the following link:

[Readymix Fibres - Good Practice Guide- UK \(office.com\)](#)

The guidance highlights the typical hazards ranging from slips, trips and falls, working at height and entrapment, along with risk mitigation measures. Please share the guidance as appropriate with your teams, challenging them to think about ways we can improve our processes to make us safer and more efficient... the video of the fibre addition process on one of our plants suggests we may have some opportunities!

Safety Alert – Vehicle Rollover



A contract tanker driver who was working on our behalf required 24 stitches to his right arm when his vehicle overturned after veering onto the verge at the side of the road, however, as can be seen from the Safety Alert and Video Safety Alert, if the driver hadn't been wearing his seatbelt and driving in accordance with the road and weather conditions, which were poor at the time, his injuries could have been even more severe.

Please review the Safety Alert and Video Safety Alert with relevant members of your team, highlighting the increased risks faced by drivers over the winter months and the need to keep themselves and other road users safe by following the Driving Essentials, including planning to use the safest routes, driving in accordance with the road and weather conditions, leaving enough space from the vehicle in front and wearing a seatbelt. In particular LGV drivers need to be alert to the hazards of soft roadside verges, which we know are a common factor in vehicle overturns.

Please also display the Safety Alert on relevant noticeboards. The Safety Alert and video can be found in the download section of the UK News website: www.cemexuknews.co.uk/downloads



Kindness Calendar for December



December can be a busy month – lots of fun as we prepare for Christmas but then also tiring as we try to get everything finished off before the end of the year.

Use this month's Kindness Calendar from Action for Happiness to take a moment to look out for your own mental wellbeing and also spread good cheer to others. The Calendar can be found at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

Reminder about On-Site Meetings



Over the last week, four people who attended face to face meetings / training sessions at one of our locations have tested positive for Coronavirus. This is a cause for concern and so we would like to remind all employees

about the requirements for any meetings they hold or attend.

In particular, remember to:

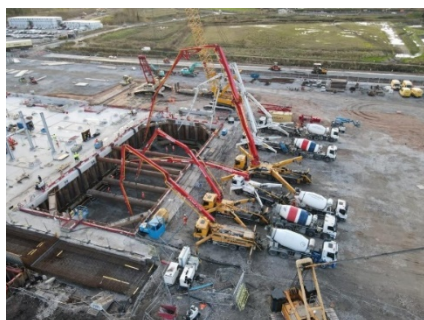
- Ensure the meeting / training is essential and cannot be done remotely
- Provide a well-ventilated area, with a CO2 monitor in meeting rooms
- Follow the Mask & Move policy at all times
- Ensure all attendees have undertaken a lateral flow test ahead of the meeting and received a negative result
- If anyone is feeling unwell but does not have COVID (e.g. with a cold) please do not attend in person
- Maintain cleaning and sanitising regimes
- Comply with the Key Behaviours that save lives

We understand that face-to-face meetings are sometimes needed but please ensure that you are following the Behaviours that Save Lives to keep yourself, your colleagues and your communities safe.



CUSTOMER CENTRICITY

Impeccable Planning Pays Off



Last week, the North West Readymix Team supported their customer, Ward and Burke Ltd at Project Protis, a development of a new energy to waste plant.

For this job CEMEX was part of a three-way split of a 1,950m3 pour, working with two other suppliers. Six concrete pumps were set up at 5.00am, which then started pumping at 5.30am. The technicalities of this job meant that strong coordination was vital, with the delivery taking over four weeks to plan.



Danny Roberts commented: "The success of this job was down to a great effort by our operations at Ellesmere Port and Widnes plants, along with our Shipping Team at Preston Brook, overseen by our Technical Team on site. This was a very challenging day for all but was safely executed, thanks to the fantastic commitment and coordination by the CEMEX team."

Launch of UKCA Marking on CEMEX UK Cements



When the UK population went to the ballot box in June 2016 and voted to leave the European Union little was known about exactly what effect that would have on our rules and regulations which until then had been defined in European Law. When the UK finally left the Union at the end of January 2021 it triggered a change from EU to UK specific legislation that meant that CE marking of Construction Products

in Great Britain (England, Scotland and Wales), which had been mandatory for certain construction products since 1988, would no longer be recognised and there would be a phased transition to a new form of Certification Mark, known as a UKCA (or United Kingdom Conformity Assessed) mark. The rules for Northern Ireland are slightly different.



The UKCA mark (and the CE mark before it) demonstrate that a product meets a particular set of 'Essential Requirements' laid out in what are now referred to as Designated Standards. 'Essential Requirements' are properties of a product which have to be met to ensure the product performs to a specified level and meet common requirements across the whole of Europe using a common technical language. For cement & aggregates for example there are 'Essential Requirements' to meet certain

strength levels and ensure the product does not contain chemicals that could cause concrete and mortar to fail in service, leading to catastrophic failure of building elements and collapse of structures.

For now CE marking of construction products is still recognised and will continue to be until 1st January 2023 at which point any product placed on the market in Great Britain will have to bear a UKCA mark.

Having been issued on 1st January with new Conformity Certificates from our third party certification body CPC (a subsidiary of QSRMC), who now found themselves referred to as an 'Approved Body', CEMEX formed teams consisting of technical, commercial, systems and marketing experts within each business to attend to the finer details of making the transition. These teams have been working hard on ensuring the changeover to UKCA marking has been as smooth as possible. This meant ensuring that changes to packaging, delivery and sales documents, technical descriptions and websites were coordinated as far as possible and that all the requirements for UKCA marking were covered. Some businesses achieved this earlier in 2021 but the complexities involved in phasing in new packaging designs and paperwork within the cement business means that we have finally made the full transition as of 1st December.

What will this mean for employees and our customers? Well in actual fact other than being comforted by the fact that our products continue to meet stringent requirements laid out in product standards not a great deal. You may notice that the UKCA mark is apparent now in place of the CE mark on our cement bags and paperwork but other than that its pretty much business as usual. For now the actual content of the bags and tankers will not change as the Designated Standards for our UK products are identical to their previous EU versions, although watch out for developments in the types of cement we



produce as part of our ongoing commitment to sustainability. In time there is a chance that some standards might diverge from the EU versions, but this is unlikely and not something that UK manufacturers are likely to encourage.

In terms of our imported products and those supplied by third parties we are continuing to work with producers here and in the EU who themselves will need to obtain UKCA marks for their own products for us to continue to import or supply them for the Great Britain market after 1st January 2023.

(Thanks very much to Richard Boulton for this update).

Ending the Month on a High!



A successful Readymix delivery in Lancashire to finish off the month..... the team poured 312m³ for Stem Construction at Rossendale Wastewater Treatment Works. Constant supply and clear communication all round ensured the pour went to plan.

Thanks to all involved from CEMEX and Stem Construction, and to Martin Simons for sharing this update.

Supporting our Customer Whatever the Weather



CEMEX UK Lincoln supplied Thomas Surfacing with AC 20 as a base and a 6mm SMA for a driveway topping recently.

Despite getting hit with heavy rain and hail, the guys carried on and pulled off a cracking driveway!

Thanks to Chloe Deacon for the story.

Fantastic Finish for Flooring



A great day for our South Coast Readymix Team last week supplying PC Flooring with 30m³ of our CEMEX Supaflo TS15 from our Poole plant, achieving a superb finish as usual with their high standard of workmanship.

Thanks Sharon Baker and Daniel Coates for the story and photo.





PROFITABILITY

No Waste in the South West



The Readymix Team are proud to add a volumetric truck to their offering in the South West, allowing them to better target the small end customer.



The volumetric truck will work out of the Ryall plant for now, focusing on Ross on Wye and Herefordshire as its main markets. It is ideally suited for smaller, rural areas and for jobs coordinated by those who are inexperienced with concrete – perhaps for the

foundation of an extension or a driveway. This is because the concrete is batched on site by CEMEX so there is no waste created, which then needs to be disposed of.

Owain Lloyd, Commercial and Development Manager, commented: “This volumetric truck is a great addition to our service offering and we believe it should do very well, especially as there is currently no other concrete supplier operating in Ross on Wye.”

Enquiries should be directed to the Wick Shipping Office on 0117 937 1130, option 1.



Shiny New Toy at Leamouth



Christmas has arrived early for the team at Leamouth Wharf! They took delivery of a shiny new Komatsu WA475 loading shovel for use on site.



Thanks to Steven Bomber for the photo.





Reducing CO₂ Emissions at Docklands Asphalt



A new high efficiency burner has been installed at our Docklands Asphalt plant.

This is an inverter controlled burner that is infinitely adjustable and has fewer moving parts than the previous burner thus reducing maintenance requirements.

The burner will reduce fuel consumption and CO₂ emissions – further demonstrating that we can make changes across our operations to reduce our impact on the environment.

Thanks Jason Barker and Frank Kehoe for the update.



What is your One Good Thing for 2021?



International Volunteer Day is on 5th December, when the UN and other organisations recognise and promote the tireless work of volunteers. Volunteers dedicate time and effort to ensure the inclusion of those often left behind, drive climate action and advance the Sustainable Development Goals (SDGs).

We invite you to participate in the CEMEX UNITE – One Good Thing campaign, which aims to celebrate our actions throughout 2021 and inspire more colleagues, together we can achieve a total of 10,000 actions by the end of the year.

Join us in celebrating the contributions of millions who #VolunteerNow for building a better future.

Take the following survey and share your good actions with us!

Link: <https://sway.office.com/ep5favCiz141FNHZ?ref=Link>

If you volunteer or work for a support group and think CEMEX could help you to make a difference then we would love to hear from you! Email CEMEX UK's new Social Impact Specialist, Chiedza Mupfumira (chiedza.mupfumira@cemex.com), with details about the groups and community projects you support and any requests for help.



Deadline Extended: Sustainability Best Practices Edition 2021



There's still time to enter the Sustainability Best Practices Edition 2021 before the closing date of 17th December.

Big or small, make sure to register those environmental initiatives already implemented, whether in your office, quarry or plant.

Your best practice could have the potential to be replicated in other CEMEX sites, where it will further strengthen our sustainability strategy and make a positive impact on the environment.

Register your Environmental Best Practice [here](#) before 17th December.

Winners will be announced at the CEMEX Global Awards event next year.

Remember, no action is too small when protecting our environment!



EMPLOYEES

Long Service Award

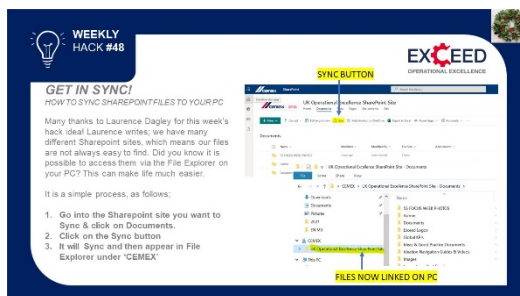


Celaine Cave is celebrating 15 years with CEMEX on 1st December.

Celaine has worked within several teams and businesses in her years at CEMEX and is currently promoting our Aggregate Trading opportunities as UK Trading Co-ordinator.

Thank you Celaine for your hard work and commitment to CEMEX!

Weekly Hack from EXCEED



The latest Weekly Hack from EXCEED looks you can access SharePoint files via the FileExplorer on your PC, making it quicker and easier to find exactly what you need.

For more information, please download 'Get in Sync – Weekly Hack #48' from the download section of the UK News website: www.cemexuknews.co.uk/downloads



November Episode of In the Mix



The latest episode of the In the Mix podcast is now available. This month for our Dig Deep interview we chat to Jenny Oldroyd, the RSPB & CEMEX Business Conservation Advisor, to find out all about our partnership with the RSPB, and also what we can do at our own homes to help local wildlife.

If you have any feedback, suggestions or comments please email us at: inthemix@cemex.com

For those of you who prefer a Microsoft stream video option rather than an MP3 please use the link here: <https://web.microsoftstream.com/video/053efa0a-c1da-42ab-82a2-ffb70f336d94>

Otherwise, download an mp3 here: www.cemexuknews.co.uk/downloads

A December to Remember



There is an exciting prize draw on CEMEX Lifestyle this month with a chance to win big this festive season. Simply spend £50+ via your benefits platform with any of the following retailers for the chance to win 1 of 10 prizes.

The prizes: 5 x £750 eVouchers and 5 x £250 eVouchers.

The retailers are: ASDA, Currys, Dining Out Card, Sainsbury's, M&S, Morrisons, John Lewis & Partners and Waitrose & Partners.

The £50+ spend relates to the pre-discounted rate and includes eVouchers, reloadable cards and top ups. Prize eVouchers can be redeemed against a selection of around 40+ retailers. T&Cs apply. Visit your Employee Benefits Platform for more details.

Not yet joined?

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

Working Smarter



Want to know more of the changes to GES?

Learn from Oscar Elizondo, our Global Enterprise Services Organisation Vice President, the reasons behind the evolution of GSO/BSO into the GES and the benefits this change will have.

Watch the video [here](#).



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
313-11-2021	Night Shift Supervisor	UK Materials	Angerstein	13/12/2021
330-11-2021	Operative	CEMEX Floors	Wick	13/12/2021
331-11-2021	Night Shift Supervisor	UK Materials	Dagenham	17/11/2021
332-11-2021	Plant Operative/Multi Skilled	Asphalt	Salford	07/12/2021

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**



SAFETY ALERT

UK SA16/2021 – 29.11.21

Display Until
07.01.22



VEHICLE ROLLOVER...DRIVER REQUIRES 24 STITCHES

DETAILS OF THE INCIDENT

A contract tanker driver was travelling on the A515 in Ashbourne when he lost control of the back end of the vehicle and it rolled over, skidding along the road and colliding with another vehicle. It is believed the movement on the back end of the vehicle was caused by catching the soft verge, and when the driver attempted to steer away from the verge this caused the vehicle to destabilise and tip over...

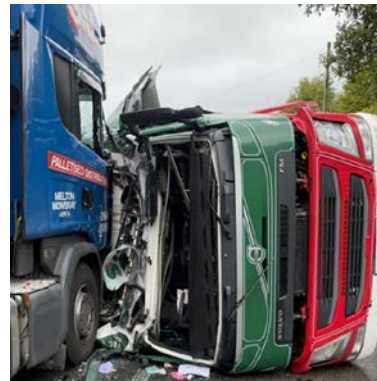
The Emergency services attended the incident and the driver was cut from the vehicle. The driver sustained cuts and grazing to his arm and was taken to hospital where he received 24 stitches in his right arm and was released 5 hours later.

KEY FINDINGS

- The driver was wearing his seatbelt which saved him from more serious injury or even death.
- The driver was travelling at 32mph, well within the 50mph limit when the accident occurred.
- Weather conditions were poor with heavy rain and fog patches
- The driver was not using his mobile phone
- The driver had recently completed the MPQC Site Safety Awareness course which covers soft verge / rollover risk

KEY REVIEW POINTS

- Remind drivers to wear their seatbelt...This helped avoid serious injuries in this incident.
- Drive to the weather conditions not to the speed limit; travelling significantly lower than the limit reduced the severity of this incident.
- Consider whether alternative routes are available that avoid known local hazard spots.
- Confirm Driver inductions make specific reference to known hazards, such as soft verges in this case.
- Liaise with local councils as appropriate to see if road improvements can be made.



Driving



Drive safely, ensure you are authorised and that vehicles/mobile plant are well maintained.



Journey Planning

Assess the risks and plan your journey to use the safest route.



Seatbelts Save Lives

Wear your seatbelt and make sure any passengers do as well.



Watch your Speed

Keep below the limit and adjust your speed to suit road and weather conditions



Remember

– Your family depends on you.
So drive to arrive safely at all times!



STOP THINK ACT

December Kindness 2021

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY



1 Spread kindness and share the December calendar with others

2 Contact someone you can't be with to see how they are

3 Offer to help someone who is facing difficulties at the moment

4 Support a charity, cause or campaign you really care about

5 Give a gift to someone who is homeless or feeling lonely

6 Leave a positive message for someone else to find

7 Give kind comments to as many people as possible today

8 Do something helpful for a friend or family member

9 Notice when you're hard on yourself or others and be kind instead

10 Listen wholeheartedly to others without judging them

11 Buy an extra item and donate it to a local food bank

12 Be generous. Feed someone with food, love or kindness today

13 See how many different people you can smile at today

14 Share a happy memory or inspiring thought with a loved one

15 Contact an older neighbour and brighten up their day

16 Look for something positive to say to everyone you speak to

17 Give thanks. List the kind things others have done for you

18 Ask for help and let someone else discover the joy of giving

19 Contact someone who may be alone or feeling isolated

20 Help others by giving away something that you don't need

21 Appreciate kindness and thank people who do things for you

22 Congratulate someone for an achievement that may go unnoticed

23 Choose to give or receive the gift of forgiveness

24 Bring joy to others. Share something which made you laugh

25 Treat everyone with kindness today, including yourself!

26 Get outside. Pick up litter or do something kind for nature

27 Call a relative who is far away to say hello and have a chat

28 Be kind to the planet. Eat less meat and use less energy

29 Turn off digital devices and really listen to people

30 Let someone know how much you appreciate them and why

31 Plan some new acts of kindness to do in 2022



ACTION FOR HAPPINESS

Happier · Kinder · Together





WEEKLY HACK #48

GET IN SYNC!

HOW TO SYNC SHAREPOINT FILES TO YOUR PC

Many thanks to Laurence Dagley for this week's hack idea! Laurence writes; we have many different Sharepoint sites, which means our files are not always easy to find. Did you know it is possible to access them via the File Explorer on your PC? This can make life much easier.

It is a simple process, as follows;

1. Go into the Sharepoint site you want to Sync & click on Documents.
2. Click on the Sync button
3. It will Sync and then appear in File Explorer under 'CEMEX'



SYNC BUTTON

FILES NOW LINKED ON PC