



Welcome to UK News 16th December 2021
your weekly update from around CEMEX UK

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HEALTH & SAFETY

Are you Prepared for the Winter Weather?



Following two slips & trips / fall related restricted work injuries in the region over the last week, and anticipating more wintry weather conditions in the coming weeks, our Regional President, Sergio Menendez, has asked that all site teams formally check they are suitably prepared for the challenges presented by the colder period.

To help with this, a helpful document with practical advice for this period, and a winter checklist have been created and can be found at the end of this document and in the download section of the UK

News website: www.cemexuknews.co.uk/downloads

Please ensure you have completed this checklist at your sites, and be sure to take extra care at this time, especially if you are driving. A winter driving video can also be accessed [here](#).

Global Safety Alert



The Global Safety Alert outlines an incident involving a company vehicle, which reversed into a member of the public after completing a delivery at a customer's site; tragically the member of public died as a result of his injuries.

It is concerning to learn that the vehicle was not fitted with the full range of safety features, including a rear view camera or proximity sensor, and class V mirror. When reviewing the Alert with employees and contractors, please stress the importance of all



round visibility from the driver's seat, with the need for visibility aids being formally assessed, and a robust daily inspection scheme to ensure all safety features are operational.

On company sites, traffic management plans should be designed to minimise the need for reversing. When reversing at customer sites, company sites, or on the public highway, it is essential, as drivers, we ensure our route is clear.

Please consider whether any additional controls are required to minimise the potential for this type of incident.

The Alert should also be displayed on relevant noticeboards and can be found at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

CEMEX Global Protocols require all Fatal Alerts to be communicated and Managers to capture the signature of employees and contractors to confirm they have received and understood the information and the control measures they need to adopt. In addition, operations are invited to observe a one minute silence in memory of the deceased at the time of discussing a Fatal Incident Safety Alert.

Reminder about Correct Use of Fuel Cards & Security of Fuel on Site



A significant number of our employees use fuel cards provided by the company when refuelling their vehicle. Unfortunately, during a recent security investigation three of our employees were found to be abusing the use of their fuel cards and are subsequently no longer employed in our organisation.

CEMEX takes all discipline, ethics, and integrity related issues extremely seriously. The allocation of a fuel card is a measure of the organisation's trust in our employees. As a result of this security investigation, a review of the policy has been carried out and additional checks and balances are being implemented to ensure the misuse of fuel cards is detected early and promptly addressed.

In particular, we would like to draw the attention of all fuel card users to the following requirements:

- Fuel, oil and AdBlue can only be purchased for the specified vehicle on the fuel card.
- Users are required to give vehicle registration details and accurate mileage information when completing transactions.
- Users must retain receipts issued on using the card and keep them available for inspection by Management, Internal Control and Security for a minimum period of two years.

Fuel is a valuable commodity, and we need to do all we can to keep it secure; whether that is fuel acquired by fuel card, stored in pumps and bowers on site or even in our personal vehicles. With fuel prices continuing to spiral upwards, fuel theft is highly likely to increase.

To add to these issues, the regulations associated with the use of 'red diesel' is due to change in April 2022. The proposals will see the removal of the construction industry from the current list of those entitled to use 'red diesel' for business purposes. The taxes and levies CEMEX will pay on diesel fuel are therefore likely to rise considerably, rendering this fuel a particularly higher value commodity. It is fully expected standard commercial (undyed) diesel will become significantly more attractive to organised and opportunist thieves.



The Security and Operational Excellence Team are working to introduce methods to improve our security handling and auditing of on-site fuels and expect to be offering further advice in due course. In the meantime please remain vigilant and speak to Colin Jones or John Sweeting if you have any concerns.

We very much appreciate your continued support in upholding the ethics and values of CEMEX.

UK Security Team

Keep Safe this Christmas



Please use the poster on your site to remind everyone of the checklist to keep sites safe over the Christmas period.

Top tips such as:

- Bank company cash before the holiday and leave any empty onsite safes slightly open with the door ajar.
- Ensure all windows and doors are closed and locked and all lights and heaters off unless they are part of night security measures.
- Take steps to bury and protect all cabling and other copper assets. Cabling not in use should not be stored on site.
- Either take vehicle keys off site or secure in a safe.
- Where possible, take valuable possessions and tools off site during the holidays, including personal possessions in trucks and company cars.
- Do not leave laptops in car boots or behind back seats of cars at any time.
- Leave as little oil or gas on site as possible, park vehicles tank-to-tank or battery-to-battery to frustrate offender access.

The 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

COVID Update following Government Announcement



Last week saw the British Government announce further restrictions following the increasing numbers of Coronavirus cases across the country and in particular the greater spread of the Omicron variant, which

health officials have deemed a “very severe setback” to hopes of bringing the pandemic under control.

While our business operations can continue broadly unchanged, this is an opportunity for everyone to check that the way they are working and the actions they are taking are compliant with our COVID Protocols and tighten up any areas where they have inadvertently relaxed.

In particular:

- It is vital that all requirements for face-to-face meetings / training are followed, such as proper ventilation of rooms, with a CO2 monitor in place and maintaining cleaning and sanitising procedures.



- We understand that face to face meetings are sometimes needed but assess first whether they can be done virtually.
- Carry out a Lateral Flow Test before attending any meetings / training and do not attend if you are unwell.
- Site visits can continue if the reason for them is justified – however be sure to check with the site management in advance and complete a lateral flow test before you travel, and stay outside as far as possible.
- The Mask and Move policy at all of our sites must be followed.
- If you are a close contact of someone who has tested positive, but you yourself have received a negative PCR result, you can only return to work if you are double vaccinated and complete a daily lateral flow test for 10 days. Government guidance is that you should test daily for seven days, however for some time we have been going over and above this to ensure the safety of other employees and contractors.
 - Note: this guidance for close contacts is, as of Friday 10th December, different for those in Scotland. For those who live there, any household contact of a positive case should self-isolate for 10 days regardless of vaccination status and even if they receive a negative PCR test, while non-household contacts can leave isolation once they receive a negative PCR result if they are double vaccinated.

It is also important that we look out for our colleagues who may be more vulnerable due to health conditions – the HR and Health and Safety Teams are working with Managers to reassess the needs of all those identified in this category. Please take care and be considerate of those who are vulnerable or live with people who are; do not come into work if you are ill or suspect you may have Coronavirus and be sure to follow the Behaviours that Save Lives at all times.

Regular lateral flow tests are key to identifying cases of Coronavirus, particularly amongst those who have no symptoms, and as the Christmas period sees increased socialising with others. It is very quick and easy to order free tests online, and in most cases they arrive the next day. Order lateral flow tests [here](#).

People may not be aware but a newer version of the test is now being issued, which only requires nasal swabs and is therefore much less uncomfortable to do. If you are unsure, the Government has created a series of helpful step by step videos for both types of test. Watch them [here](#).

Salford Asphalt Plant Removes Manual Handling



Thank you to the Team at Salford Asphalt plant for sharing their latest Health & Safety improvement.

After using Take Five together they identified that additional equipment was needed to lift a heavy dryer thrust roller in position which historically required manual handling.

They have now added a portable hydraulic table to enable lifting the thrust roller into position on the asphalt plant dryer.

Well done for identifying this need!



Stay Healthy this Festive Period



The holidays are a time for celebrating. However, totally disregarding good nutrition can impact negatively on your health and leave you feeling exhausted and run-down.

Try these simple tips to stay healthy during the season:

- Watch your portion sizes. If your willpower is weak and you know you will want to finish everything in front of you, use an entrée plate instead of a dinner plate. That way you are sure to eat less.
- Fill up with foods from the BOTTOM layer of the Healthy Living Pyramid. These foods include vegetables, fruit, legumes, rice, pasta and cereals.
- Watch what you drink. There are hidden kilojoules in both the mixer and alcohol in drinks, so keep tabs on how much you are drinking and be aware of the extra kilojoules.

You need to exercise for up to six hours to burn off a traditional Christmas dinner. It's OK to enjoy Christmas, but remember to balance it with some exercise.

Another trick is to load your plate with healthy options first. Reach for salad, vegetables, lean meats and wholegrain breads.

Keep on moving throughout the holidays

10,000 steps has been scientifically proven to be a good base for keeping your body and mind healthy.

Try to exercise in the morning, before the family or work gatherings start, so you can relax and enjoy the day.

Be Aware of Requirements Around Overseas Travel



We also want to ensure all employees are aware of the impact increasing Coronavirus restrictions will have on any overseas travel they may have planned over the coming festive period and winter months.

While at the start of November the red list had been emptied, over the last two weeks UK government has added 11 countries to the list, including South Africa, Botswana and most recently Nigeria.

Government guidance is that people in the UK should not travel to these countries. If you are returning from a red list country, you must:

- take a COVID-19 test in the two days before you travel to England
- book a quarantine hotel package, including two COVID-19 tests
- complete a passenger locator form



Note that these quarantine hotel packages must be paid for by the traveller and the costs for these can be considerable – the price for one adult in one room is £2,285. These rules apply even if you are fully vaccinated.

For those arriving to the UK from non-red list countries, it is now mandatory to take a pre-departure COVID test a maximum of 48 hours before departure time. This is in addition to the requirement announced last week that 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. Again, these rules apply even if you are fully vaccinated.

For more information about the Government's red list and its requirements, visit [here](#).

We understand that this is a popular time of year for travel abroad but please do be extra careful and take all the required precautions including wearing face masks, maintaining good hygiene practice and following the Behaviours that Save Lives. The situation around the Omicron variant is changing on a daily basis and there may well be further restrictions to follow over the coming weeks. The Guardian published a useful article about the latest COVID travel rules for the 10 most popular holiday destinations from the UK. You can read this [here](#).



PROFITABILITY

High Demand for our Products Continues to Shape our Actions



2021 has seen higher than expected demand for our products and our expectation is that 2022 will be a strong year too.

We appreciate that while these record levels of demand are very positive they do also put a strain on some of our sites and teams. We therefore wanted to reflect on the past year and set out some information to help everyone understand what the business has experienced over the last 12 months and what we are doing to strengthen our operation further in 2022 and beyond.

First of all, let's talk about demand:

- Our Aggregates team have produced and supplied our customers with more volume than target, and with more tonnes than we sold in 2019 or 2020.
- Our Cement team have supplied more Cement than target and the volume sold has been higher than in both 2019 and 2020.
- Our Readymix teams have increased sales of our Value Added Products including our Low Carbon Vertua® Concrete and they have managed the volatility of demand that has been challenging for the full industry.
- Urban Solutions have also had a busy year and have beaten revenue targets by close to 10% whilst delivering record results in many parts of the business.

These are good results and everyone across the business should feel proud of the role they have played to achieve them.



To meet these increased levels of demand we have had to rely on many production records across the business. Two notable highlights are mentioned below from a long list of excellent performance.

- Our Aggregates team have delivered record results and we have moved record volumes through our rail and depot system. Our Marine business has grown sales and commissioned our new dredger.
- Our Cement team has produced more Cement in Rugby and Tilbury than in any previous year and we have produced and sold more Cement this year than we did in the final years of operating the inefficient South Ferriby Cement Plant. This has also been achieved with a lower environmental footprint.

These production records are impressive but even with such high levels of performance we have struggled at times to meet daily demand. Along with the wider industry we have experienced some days of driver shortages, while the higher levels of demand mean that the daily inventory we hold is often not enough to meet all requests. This has meant that there have been days when we were sold out in some markets for Cement, Aggregates and Concrete and therefore not able to always meet all our customers' demands.

The good news is that we have been adding flexibility and capacity to elements of our business throughout 2021 which will help us to meet what we anticipate to be an even higher level of demand in 2022. The new Aggregates Rail terminal in Birmingham, improved contracts with our rail providers and the expanded storage capacity and loading points in Tilbury Cement Plant are all examples of improvements that help to reinforce our supply plans. The impact on Cement capacity is that in 2022 we will have the ability to supply up to an additional 15% of demand beyond the record levels set in 2021. We will also be dedicating an additional large cement silo in Rugby for the sole use of our Readymix customers.

These expanded capabilities will give further confidence to our Readymix teams to keep securing targeted volumes without concerns about Aggregate or Cement supply.

In addition to these plans for 2022 we also have key mid-term capacity expansion projects underway:

- In Materials we have more than \$150 million of approved investment projects planned for multiple Readymix and Aggregates sites and in the Marine business. These projects are designed to add capacity to our business between now and 2025.
- In Cement we completed a number of projects this year totalling more than \$40 million which give enhanced production reliability as well as a better environmental footprint. We also have close to \$100 million in capacity expansion and product development projects underway in Rugby and Tilbury which are scheduled to add a further 1 million tonnes of cement capacity by 2025 whilst delivering our Future in Action goals.
- In Urban solutions we are in the process of constructing our new Rail Sleeper factory and we continue to expand capacity in our Asphalt and Mortar business.

It is particularly exciting to see the considerable investment that is being made into the UK operation, to transform and grow our business for a sustainable future. When we look together at the results from this year we should be happy with the record levels of production and sales we have seen in many businesses in 2021. Special thanks go to all our operations and supply chain teams for making sure that production and supply keeps pace with demand and critically that this is always done with Safety as our number one consideration.



Thank you to all for your hard work and we look forward to continuing to build the success of CEMEX UK together.

Marine Licence Renewed



In another important step in developing our Marine Strategy, our marine reserve base has recently been extended with the renewal of the Marine Licence for our marine extraction area, Greenwich Light East (Area 473), located in the eastern English Channel. The area has been dredged since 2006 with cargoes delivered to aggregate wharves on the Thames and near Continent.



Marine Licences are determined by the Marine Management Organisation, the regulator for marine works in England, which includes mineral extraction. The renewal has been several years in the planning, with various environmental studies and an EIA undertaken.

The new Marine Licence for this important area allows the extraction of up to 15 million tonnes of sand and gravel from the seabed, for a further 15 years.

Willington Scoops November Ideation Award



Our congratulations go out to Willington quarry for winning the November Ideation Best Ideas competition. They replaced a hired diesel generator with a mains operated 37kw dig pump which not only resulted in a considerable saving to the business in hire and energy costs but also reduces the risk of environmental spillages.

Below is a summary of the entries but if you want more details then please go to the [‘Ideation Portal – Quick Wins’](#) for more information.



FUTURE IN ACTION

Support CEMEX's Christmas Jumper Day

CEMEX CHRISTMAS JUMPER DAY
FRIDAY 17 DECEMBER 2021
WEAR YOUR FAVOURITE FESTIVE JUMPER AND MAKE A DONATION TO SUPPORT MYTON HOSPICES

Have a look at the difference the money you raise will make:

Amount	Impact
£50	Covers the cost of food for a patient's Christmas dinner
£100	Will fund a patient's meals for one week
£150	Will fund a patient's Christmas dinner and a gift
£200	Will fund a patient's Christmas dinner and a gift, plus a small Christmas stocking
£400	Will fund an inpatient bed for one day for a patient who is in the Christmas hospital
£2,000	Will fund a patient's Christmas dinner and a gift, plus a small Christmas stocking, plus a small Christmas stocking

HOW TO DONATE – CLICK ON THE LINK
<https://cemex.benevity.org/campaigns/534>

- A donate button will appear.
- Enter how much you would like to donate and how often you would like to donate.
- You can also leave a message for Myton Hospices.
- And lastly, enter your credit card or paypal information and confirm your donation.

YOUR EFFORTS WILL NOT GO UNRECOGNISED
Send a picture of yourself wearing your festive jumper to chris.murphy@cemex.com and you could win a food hamper. Have it your chance to do one more good thing.

For more information:
Email - chris.murphy@cemex.com

Wear your favourite festive jumper on Friday 17th December and make a donation to support The Myton Hospices.

How To Donate – click on the link below:
<https://cemex.benevity.org/campaigns/534>

- A donate button will appear.



- Enter how much you would like to donate and how often you would like to donate.
- You can also leave a message for The Myton Hospices.
- And lastly, enter your credit card or paypal information and confirm your donation.

Encourage your colleagues and family to take part – whether you work on our sites or remotely!

For more information:

Email – chiedza.mupfumira@cemex.com

Your efforts will not go unnoticed!!

Send a picture of yourself along with your family/ team members in your festive attire to:

gb-communicationsandpublicaffairs@cemex.com and you could win a food hamper. Here is your chance to do one more good thing before the end of the year.



CEMEX and Carbon8 Systems Partner to Develop Low-Carbon Construction Products



CEMEX has announced that it is working together with Carbon8 Systems to evaluate the company's patented carbon capture, utilisation, and storage (CCUS) technology and how CO₂ captured during the cement production process can be used to develop low-carbon construction products, such as alternative aggregates.

Based in the UK, Carbon8 Systems is a leader in the permanent capture of CO₂ and mineralisation of thermal residues to create carbon-infused, sustainable products. The company developed a

patented chemical process called Accelerated Carbonation Technology ("ACT") where industrial residues are treated with captured CO₂ emissions to transform them into valuable, low-carbon products.

ACT has made significant contributions to the circular economy for more than 10 years, delivering commercial and environmental benefits that include diverting waste from landfills, permanently capturing CO₂ and replacing carbon-intensive products with low-carbon, sustainable alternatives. ACT is applied to several industries, including cement, waste to energy, biomass, among others.

Both CEMEX and Carbon8 Systems recognise the benefit of mineralisation as a carbon sink. Therefore, they may explore the application of the technology to different byproducts as well as the manufacturing of products such as alternative aggregates and supplementary cementitious materials.

Under the initiative, Carbon8 Systems will evaluate CEMEX byproducts and how they can be used to develop low-carbon or even carbon-negative products through ACT. The initial focus of the program will be to assess byproducts from CEMEX's Rüdersdorf cement plant in Germany and Rugby cement plant in the UK. They will also evaluate the suitability of a lightweight aggregate product created from the byproducts for sale in each market. The program could later be deployed to other CEMEX cement sites.

"This initiative with Carbon8 Systems is another example of the work we are doing with partners across industries, academia, and startups to tap into the latest innovation and disruptive technologies to



achieve our ambition of delivering net-zero CO2 concrete globally to all of our customers,” said Juan Romero, Executive Vice President Sustainability, Commercial, and Operations Development of CEMEX.

This effort is part of CEMEX's roadmap for its ambitious climate action goals, including delivering globally net-zero CO2 concrete by 2050. This is one of several initiatives under the company's Future in Action program, which includes investing in promising technologies that the company will need to achieve its goal of net-zero concrete by 2050.

Beware of Organised Fly-Tipping



The Sustainability team have created an Environmental Briefing highlighting the risks of organised fly-tipping at our sites. This is particularly relevant as Christmas approaches when many sites are likely to be closed and unattended for an extended period, and therefore more at risk.

You can access the briefing at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

If you have any questions then please contact the Security Team – either Colin Jones or John Sweeting – directly.

Last Chance to Submit your Environmental Best Practice!



There's only this week left 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

End of Year Message from Sergio



Dear Colleagues,

Firstly, I would like to sincerely thank you for your continued commitment and hard work during 2021, which has been a remarkable year – full of significant challenges but also great success.

The COVID pandemic remains a threat to everyone's health across our region and I hope wherever possible you have taken the vital vaccines which reduce risk of more serious illness and hospitalisation. It is likely that COVID will continue to exist in our lives for many years to come, and as with Influenza, we will need regular boosters to avoid contagion. During this colder winter period there are new COVID waves threatening many countries, along with the new Omicron variant, and it continues to be vital that we all follow our Behaviours That Save Lives.

Health & Safety, of course, remains our first priority and our performance has been mixed. It is very positive that our Lost Time Injury rate is 29% reduced at time of writing, 97% of our operations are LTI and fatality free, and there is 98% closure rate on Near Miss Hazard Alerts. However, tragically we have recorded three contractor fatalities during 2021, all related to road traffic incidents. In addition, our Total Recordable Injury rate has increased, with one quarter of those being trips, slips and falls. I fundamentally believe that our safety management systems will ultimately deliver our goals, so please Stop and Think before taking on any task; Take 5 to reflect on anything unclear and be very careful during these colder winter months not to slip, trip or fall on icy surfaces.

During 2021, our CEO launched CEMEX's Future In Action strategy, which is a major new commitment to help us deliver a global 40% CO2 reduction by 2030 and net-zero CO2 concrete by 2050. In our region we are also totally aligned to the EU CO2 emission reduction target of a 55% reduction by 2030. Future In Action will transform our working lives in the coming decade, as we follow the United Nations lead to slow down global temperature rise caused by greenhouse gases. Beyond the moral obligation, our shareholders and all other stakeholders will demand nothing less. We have over 100 live projects across all four core businesses, ranging from innovative new technologies such as carbon capture to maximising our potential on known technologies such as alternative fuels, decarbonated raw materials, sustainable product launches and our own clean energy generation facilities. I urge you to engage in forthcoming Future in Action dialogues and understand the impact you can have to support our decarbonisation journey. We need to decarbonise by 2% per year until 2030 to meet our targets and we are on track to exceed that this year – well done!

During 2021 there was a return to growth in our region, with strong demand for our products and services as EMEA economies experienced recovery following extended lockdown periods. This surge in output across many sectors, including ours, has led to global challenges on availability of certain materials and products resulting in intensive supply chain and procurement management. Importantly it has also led to high rises in input costs, never seen before, particularly for fuels and energy. The stronger volumes and price increases are being eroded by these higher costs. Despite these headwinds, I expect us to finish 2021 with growth and results close to our budgeted targets.



Every quarter, we track whether our customers and employees would recommend CEMEX to their friends – using the widely accepted Net Promoter Score (NPS) measure. I am delighted that we consistently score well on both quarterly surveys, which I hope reflects our commitment to our highly valued customers, and to making CEMEX a great place to work for all of us. Of course, we can always improve and I promise that we will reflect on all opinions from recent surveys to continue our journey.

As promised by our CEO in 2020, our region has benefited from very significant capital investment. We invested over \$200m in growth and innovation of with new plants, machinery and materials reserves – thank you to everyone involved in over 150 ongoing growth projects. We will continue investing in our core businesses, also in more low-carbon products and solutions like Vertua® for our customers, and further focus on simpler digital interfaces to make us easier to deal with. Our global “Working Smarter” project is now also underway to create our next generation of shared services or back-office functions, providing the best tools for our valued employees and maximising our capabilities at all our sites.

Looking ahead to 2022, I see fundamentally strong markets across our region, which is very positive. The key to our financial success will centre around pricing and cost management, which will remain critical to maintain our required margins. I am confident that we can rise to the challenge.

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My sincere thanks again for your hard work during 2021, and please remember to always follow our Four Behaviours That Save Lives. I look forward to working with you for a safe, healthy and productive 2022.

Best regards
Sergio

Urgent Vendor Payments Moving to ServiceNow




As part of the Working Smarter initiatives to digitise our new Global Enterprise Services (GES) operations, the Urgent Payments service will now be managed digitally in the ServiceNow platform, which will bring the following benefits:

- All requests will be in one standard format which integrates with SAP for validations.
- Approvals will be faster.
- The progress of approvals will all be on a web platform, rather than on emails.
- The electronic record of process activities will provide details of participants, times and compliance with service levels.
- Each step from start to finish will be measured, which may provide opportunities for improvement.

This means that from now on, requests received via email or any other means will not be processed.

The new improved version of Urgent Payments is now available through this link – <http://cmx.to/urgentpayments>

Through the link below you will find a step-by-step guide that explains how to request urgent payments and answers many of the frequently asked questions.

 [P2P Urgent Payments](#)



Important! This new process is only for Urgent Payments of current invoices according to the Policy ([available here](#)). The processing of overdue invoices, advances and extraordinary payments will continue as usual until we can enable these services in ServiceNow at a later date.

[Click here](#) if you want to know more about Service Now and how it will transform GES operation.

Feel free to contact the GES Business Relationship Managers (BRM) for any questions on this subject:

Business Relationship Manager Region / Segment	Responsible
Urbanisation Solutions	Phillip Hutchinson
Egypt & UAE	Galal Abdel-Samei Galal Hassan
West Materials	Dalila Tardy
Cement	Angel Ortega
Central Materials & Supply Chain	Filip Matousek
Israel	Benny Yeshayahu
Philippines	Steve Kuan-Sheng Wu

Road Safety Week Competition Winners



Congratulations to the below employees for their winning entries to the Road Safety Week competition.

We had 105 entries to the Road Safety Week quiz, with 62 people getting all of the questions right. Thank you to all who took part!

First prize: John Kirby
Second prize: Karen Magee
Third prize: David Boyall

We hope the winners enjoy their Amazon voucher prizes!

Working Smarter Update



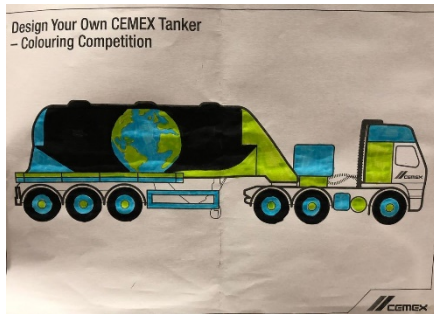
The fourth leadership talk in the All About Working Smarter series is now available!

Learn from Alberto de Armas, our Organisation and Human Resources VP, what HR is doing to become a more unified function across CEMEX, focused on delivering a superior workforce experience and leveraging technologies to become more agile.

Watch the video [here](#).



Congratulations to Colouring Competition Winners



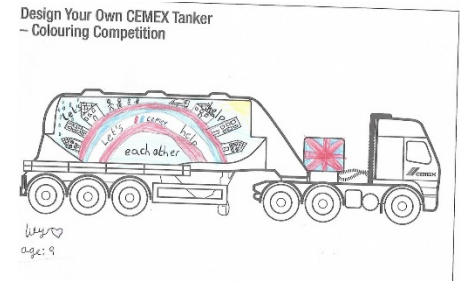
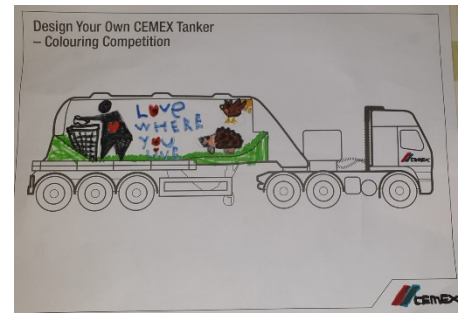
We were thrilled to receive over 40 entries to our colouring competition in the last edition of CEMEXPRESS. There is clearly a lot of talent amongst our employees and their families!

A panel from Communications and Supply Chain chose a shortlist of nine entries and then

Craig Williamson, Commercial Director for Cement, chose the top three. All entries were anonymised before being shown to the panel to ensure complete impartiality and a fair process.

The winning entries are pictured, by:

1. Holly (aged 10) – picture top left
2. Isla (aged 8) – picture top right
3. Lily (aged 9) – picture bottom right



To see all the nine shortlisted entries, click [here](#). We will be showcasing these in a future edition of CEMEXPRESS.

2021 CEMEX Electronic Holiday Card



Follow these simple steps:

1. Click on the CEMEX Ecards link: <https://cmx.to/ecards>
2. Pick a holiday or occasion.
3. To personalise and send a new ecard, click on the “+”.
4. Add up to 50 multiple emails separated by coma, with NO spaces.
5. Personalise the subject and message.
6. Select the language of your ecard and pick a design.
7. Preview and send your card!
8. You can view the status of your sent cards in the “MY ECARDS” section.

Visit spark! for Company Policies

spark!

Do you need a refresher on our company policies?

Remember that the CEMEX Policy Centre is now all on spark!, and it will also be the future repository for all new and updated policies.

<https://spark.cemex.com/sites/policy-center-site/SitePageModern/43337/policy-center-landing>



CEMEX Lifestyle December Deals



Don't forget to check out the great deals on the CEMEX Lifestyle employee benefits website – perfect for a Christmas dinner with all the trimmings!

Just go to: www.cemexlifestyle.co.uk and make the most of some savings from over 9,000 offer including ASDA, Morrisons, Tesco and M&S.

Look Out for your M&S Voucher



Hopefully some of you will have already received your Christmas voucher in the post. But if not, please look out for your CEMEX Christmas present.... a little thank you for your hard work this year.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
337-12-2021	Production Leading Hand	Floors	Wick	16/12/2021

This is the last edition of UK News for 2021, but we would love to hear from you for the next edition, in January 2022.

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.

Merry Christmas from the CEMEX UK Comms Team! And wishing you a very Happy New Year!







Winter Checklist



This checklist is prepared for use by managers and operatives, as a check to examine and consider what precautions are necessary, or in place, to avoid the risk of injuries.

ICE/FROST	
Has adequate provision been made to combat ice and/or frosty conditions	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is the mains water supply protected against extreme temperatures	Yes <input type="checkbox"/> No <input type="checkbox"/>
Have all employees seen the winter warning poster	Yes <input type="checkbox"/> No <input type="checkbox"/>
Are arrangements in place (or required) to grit selected areas	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does the site have adequate stocks of grit-salt	Yes <input type="checkbox"/> No <input type="checkbox"/>
Comments	
.....	
.....	

PERSONAL PROTECTION	
Does everyone have suitable footwear	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is there adequate winter PPE for employees (and visitors) for the site/task	Yes <input type="checkbox"/> No <input type="checkbox"/>
Are there requirements for additional PPE to combat extreme temperatures	Yes <input type="checkbox"/> No <input type="checkbox"/>
Do welfare facilities provide effective drying/heating for clothing/PPE	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is there a need to provide "additional" First Aid provisions (hypothermia)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Are there adequate stocks of special winter PPE	Yes <input type="checkbox"/> No <input type="checkbox"/>
Comments	
.....	
.....	

WORKPLACE	
Is there sufficient lighting (fixed, mobile or portable) for work areas	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is there sufficient frost protection for plant water supply (dust suppression)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Are there adequate grit salt bins, (inc spare salt and spreading scoops)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Are walkways kept clear from excessive water/ice	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is there adequate supply of de-icer/anti-freeze for vehicles/mobile plant	Yes <input type="checkbox"/> No <input type="checkbox"/>
Comments	
.....	
.....	

PHYSICAL CONSIDERATIONS	
Would the workforce benefit from, pre task warm up exercises	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does the work/task risk assessment encompass winter conditions sufficiently	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is a specific "work rota" required, to ensure regular drying/heating is provided	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does anyone have and physical limitations that need to be considered	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is there ready/easy access to warm drinks, (remote working!)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Comments	
.....	
.....	

Name Date Review Date

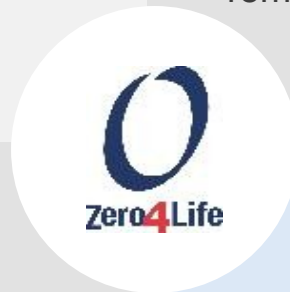
Winter conditions can be very harsh, with the application of the above checklist, help everyone have an accident free winter.

Practical Advice to Prepare for Winter

What Drivers Should Do:



- **Prepare your Vehicle...** check anti-freeze, windscreen & windows, de-icer, mirrors, tyres, fluids, lights, brakes.
- **Carry an Emergency Kit...** torch, hi-vis / warm clothing, first aid kit, shovel, phone, emergency contact numbers, food and warm drink.
- **Plan the Route...** check for delays and weather conditions, in poor weather postpone the journey.
- **Adjust Driving to Suit Conditions...** slow down, keep well back, ensure you can stop safely.



What Sites Should Do:



- **Undertake Winter Checklist** ...check grit-salt, de-icer, lighting, arrangements to heat food / drinks, PPE stocks including hi-vis, warm clothing and footwear.
- **Get Organised** ...frost protection, arrangements for clearing / gritting areas.
- **Raise Awareness**...display the winter poster and remind people of the hazards & precautions.

What We Can All Do:



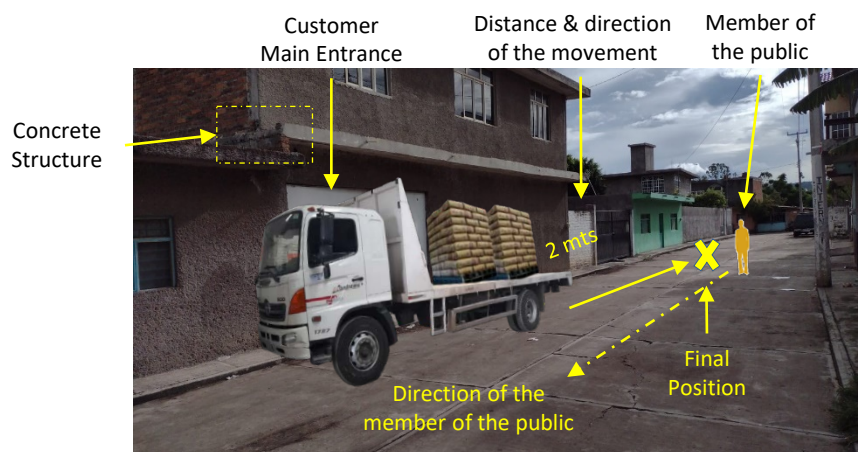
- **Wear Suitable Clothing...** warm / hi-vis clothing, appropriate footwear incorporating additional 'grippers' where appropriate.
- **Use Dedicated Walkways & 'Get a Grip'...** use three points of contact on ladders & stairways.
- **Take Extra Care...** don't take unnecessary risks.

GLOBAL SAFETY ALERT

MEMBER OF THE PUBLIC FATALLY INJURED

INCIDENT DETAILS

After finishing a delivery at a customer's site, our driver needed to reverse his truck (by approx. 2 metres) to avoid colliding with part of an overhead concrete structure that was in front of him. During this movement, sadly, a member of the public who was walking on the street was hit by the left rear side of the truck.



KEY FINDINGS

- The driver didn't make a thorough assessment and check if it was safe to reverse
- The truck was missing several safety features e.g., a rear-view camera, proximity sensors, Class V mirror, etc.
- The member of the public was walking alone in the middle of the road, and he had significant vision and hearing impairments.
- The reverse alarm on the truck was working effectively, but the member of the public was not wearing his hearing aid at the time of the incident.
- The driver had not applied the vehicle isolation procedure. If he had, he may have noticed the pedestrian while removing his wheel chocks

MANAGERS – KEY POINTS TO CHECK

- All trucks have the correct safety features, as required by our company standards and there is an audit process to identify any deficiencies.
- All drivers are trained and regularly reminded about how to make pre-maneuver assessments, the importance of double checking their reversing zone and how to reverse safely
- Safe vehicle isolation procedures are understood by all drivers and always applied

ALL PERSONNEL – ACTION TO TAKE

- Always thoroughly assess your intended maneuver zone and then please double check to be sure it's safe
- Never reverse if you have any doubt about whether it's safe and your line of travel is clear
- Always follow the vehicle isolation procedure inside and outside our facilities
- Frequently review the safety features of your truck and contact your supervisor if something is missing or not working, making full use of the pre-start check process



Safety
Checks



Other Road
Users



Isolation
Procedures



Site
Safety



CEMEX SECURITY

KEEP SAFE THIS CHRISTMAS



- Where appropriate, ensure company cash is banked prior to the holiday and not taken home for safe keeping or left in the safe. If an onsite safe is otherwise empty, leave the door obviously ajar.
- Ensure all windows and doors are closed and locked. Lights and electric heaters are turned off unless there is a pressing reason for leaving them or lights are part of the night time security measures.
- Any site, mobile plant and vehicle keys are preferably taken off site or suitably secured preferably in a safe.
- Safe keys are taken home and not hidden. Site radios and chargers should be hidden or locked in the safe.
- Gate and office keys should not be hidden outside. If an authorised member of staff needs access to the site they should take a key with them.
- For CCTV sites monitored at Rugby, ensure your key holders are notified to the control room (ukcctv.security@cemex.com). Per usual practice, staff on site during the holidays must notify the control room when they enter and leave the site. Failure may result in the police or key holder being called.
- **The Rugby CCTV Control Room** will be staffed throughout the holidays, from 1800hrs **Friday 24/12/21** to 0600hrs **Tuesday 4/1/22. (Tel: 01788 517377/378)**
- Where possible, valuable personal possessions and tools should be taken off site, (they are not covered by the Company insurance) including, personal possessions in trucks and company car.
- Laptop computers should not be left in car boots or behind the back seat. This applies at all times, especially if socialising after work or visiting the shops or gym on the way home.
- If you have gas oil or fuel tanks on site, leave as little as possible in the tank, and don't get a delivery just prior to the holiday. Move any bowsers into as secure a location as possible and secure any containers (water canisters, ad mixtures containers etc..) and wheelbarrows that could be utilised to carry away syphoned fuel. If containers are not otherwise recyclable, consider puncturing to prevent misuse.
- Vehicles, trucks, and mixers...leave as little fuel in as possible. If able to do so move vehicles off unmonitored sites. Vehicles left on site should be parked tank-to-tank or battery-to-battery to frustrate offender access.
- Take steps to bury and protect all cabling and other copper assets. Cabling not in use should not be stored on site.
- If an intruder alarm is fitted to a building make sure it is set and operates correctly. If the gate is secured by a combination padlock ensure that Rugby CCTV office has the correct code (ukcctv.security@cemex.com).

If in doubt contact your security team:

07387 252978 (Colin Jones)
07557 318391 (John Sweeting)

CCTV Control:
01788 517377 or 01788 517378





ENVIRONMENTAL BRIEFING

Beware of Organised Fly-tipping - **especially at Christmas**

Background

The Environment Agency have made us aware of an ongoing problem of organised gangs carrying out large scale fly tips at locations around the Midlands, most recently, but also across the country. Unfortunately, one of our dormant aggregates sites has, previously, fallen foul of this where we had at least two significant loads of waste dumped on site. We have also experienced a similar issue at a mothballed Readymix Plant. These events result in a significant cost to CEMEX as, where the offender cannot be identified, CEMEX becomes liable for the clean-up and disposal costs to clear the sites. The Christmas holidays may give these gangs a greater opportunity to access our sites.

The principal method used by the gangs is for the lock to be removed on derelict/disused industrial sites or large open areas. Large 32 tonne tippers will then enter and deposit up to 20 tonnes of commercial waste in a single drop. They will then replace the lock so that it is not immediately evident that there is an issue and so that they can gain access at a later date to continue to deposit waste illegally.

For the CEMEX aggregates site, the offenders gained entry to the site by using a battery driven saw to cut through the hasp securing the gates in place. They were "wise" enough to leave the padlock intact and in place so that the gate looked to be secure, meaning they could return as and when they wished. Luckily, the problem was identified before more than 2 loads of waste could be deposited. For the Readymix Plant the fly tippers replaced the lock and had tipped waste in bays so that it was not evident from the road. The Environment Agency are following up on significant lines of enquiry, but intelligence would suggest that the offenders remain active and that they will be out and about scouting for similar locations.



For sites that fit the profile, please ensure that regular routine security checks are being completed and take steps to protect sites from a similar attack – particularly at Christmas. This could protect us from significant costs should we be targeted again particularly if hazardous waste is illegally tipped. We have now, for example, enclosed the padlock at the aggregates site in a strong metal shroud and plan to place concrete blocks at the entrance to frustrate further attempts to enter the site. More support and advice can be obtained from our Security Team.

Key Points

- **Please be aware that organised crime gangs are targeting disused industrial sites / open spaces to fly tip on an industrial scale.**
- Please identify any potential sites which could be targeted for fly tipping and ensure that regular routine checks are carried out at these sites (bearing in mind that the criminals often disguise their access to the site so that they are able to return later).
- Please review your security measures and make additional provisions as required. This could include use of metal shrouds around padlocks or physical barriers to entry, such as troughs, bunds and concrete blocks.
- This could protect us from significant costs associated with site clean-up and waste disposal.
- If you have any concerns about security, then please contact our CEMEX Security Team for advice and support.