



UK NEWS



Welcome to UK News 13 January 2022
your weekly update from around CEMEX UK

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HEALTH & SAFETY

Learn how to Protect your Information!



Next week the Global Security Team is holding a webinar covering how to protect your information during day to day activities. We are currently seeing a high risk of cyber attacks, not only for our company but for our personal online accounts. This virtual event will share useful information on how to keep all our information safe.

This webinar is being held on Tuesday 18th January at 3pm UK time and is open to all employees.

Register to join the webinar [here](#).

2022 Pandemic Endurance



Dear Colleagues,

I hope you and your families had a joyful and restful holiday season and are in good health and recharged for the coming year.

As 2022 begins, we are witnessing a strong resurgence in COVID-19 cases worldwide, fueled by the highly transmissible Omicron variant. Even though this variant appears to produce less severe illness than earlier waves, we must keep our guard up.

Compliance with our COVID Protocols and Behaviors that Save Lives have proven to be a critical factor in containing the number of contagions in our teams. We must keep following the protocols and urge our team and family members to embrace the behaviors. As in previous variants, early detection is important to minimise effects and to reduce the possibility of transmission to others. Be very vigilant of symptoms and report them as soon as possible.

We encourage you to get fully vaccinated and, if available, get a booster shot, as studies have shown that the risk of hospitalisation is significantly lower for people who had received two or three vaccine doses compared with unvaccinated people.



Some of our offices have reopened as local conditions allow, but we encourage remote working where possible during this wave.

We continue to track the evolution of the pandemic through our Global Rapid Response Team. Health & Safety is our top priority, and we will continue doing everything possible to keep the CEMEX community safe.

Best regards, Alberto
(Alberto Luis De Armas, Vice-President Organisation and Human Resources)

Continuously Improving at Preston Asphalt



Great to see the latest Health & Safety improvement made at the Preston Asphalt plant – a ramp has been constructed using concrete lego blocks and asphalt to give better/safer access for loading of the new RAP bin.

We are always keen to hear about the Health & Safety improvements you have made at your site – please send details to:

gb-communicationsandpublicaffairs@cemex.com

Help your Heart in 2022



Cardi-O is here to help you start the year as you mean to go on, with some heart friendly New Year's resolutions.

Quitting smoking, increasing exercise and improving nutrition are all ways that you can help keep your heart healthy and boost your resilience against COVID and other illness.

A poster to display at your sites can be found at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

Have a Happier January



January doesn't need to be the month of the blues, and the latest Happiness Calendar is here to help. It's packed with small things you can do to have a happier day and spread kindness.

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





CUSTOMER CENTRICITY

Putting Customers Before Crackers



Thank you to Plant Supervisor, Martin Storey and IHC, Alan Armstrong, at Chorley plant who put their festive celebrations on hold to ensure we delivered on Christmas Day a critical foundation on a tight timetable for a new Signal Gantry at Preston Train Station in Lancashire for our customer, Lundy Projects, and their client VolkerRail.

Danny Roberts comments: "Pre-Christmas we had various meetings with both customer and client, in particular mapping out the logistics and discussing the technical aspect of the mix of which had to reach on site shutter striking in 8 hours, and the strength of concrete for re-opening of the line had to be > 10 N/mm2 once in situ.

From a commercial perspective recognising the value we provided to the customer was key, the concrete represented just 7% of the Purchase Order value and the out of charges made up 93%. Well done and thank you to Martin and Alan."

Top-Notch Out of Hours Performance



In 2021 we were able to deliver 10,000 cement deliveries out of hours which was a fantastic achievement. This represents 300kt and was achievable thanks to the teamwork of Gemma Crawford, Paul Cooke, Carl Milton, Nigel Bateman and their respective teams.

Delivering out of hours has numerous benefits relating to Health & Safety (less congestion in the yards), customer service (silos full when work starts in the morning) and fleet efficiency (sweating the asset 24/7).

The plan in 2022 is to continue to grow the out of hours capacity and see if it can exceed 350kt!



PROFITABILITY

CEMEX Uses 3D Printing to Build Better



CEMEX and COBOD International, a global leader in construction-grade 3D printers, have announced the introduction of a 3D printing solution that utilises conventional ready-mix concrete in the building process. The solution allows for a reduction in time and significant savings versus traditional construction and other 3D printing methods.



Utilising an innovative admixture, CEMEX and COBOD developed a solution for 3D printing that enables the use of conventional concrete, allowing the consumption of local and readily available materials.

Current 3D printing methods rely on highly specialised and expensive mortars. CEMEX introduced a proprietary admixtures family called D.fab, which transforms conventional concrete into a versatile material that can be efficiently tailored for 3D printing construction.

This admixtures innovation produces a more fluid and malleable concrete that facilitates the pouring process for 3D printing applications. COBOD's printers and expertise, in combination with the admixtures, make it possible for the concrete to gain shape instantaneously. COBOD applied the new solution for the first time in a suburb of Luanda, the capital of Angola, where homebuilder Power2Build used it to construct Angola's first 3D printed concrete house.

"The introduction of this revolutionary 3D printing system is a testament to our customer-centric mindset and relentless focus on continuous innovation and improvement. Working together with COBOD, we have developed an experience for customers that is superior to anything that has been provided in the past," said Juan Romero, Executive Vice President Sustainability, Commercial, and Operations Development of CEMEX. "Our innovation efforts position us at the forefront of new technologies that contribute to building a better future."

"To address the world's affordable housing needs requires not only a technology that can build faster, but also materials that are as economical as ordinary concrete. With this solution, the strength and quality of concrete combined with the speed and automation of 3D printing, we can help solve the affordable housing crisis in Angola and elsewhere," said Ricardo Almeida, CEO of Power2Build.

"COBOD began 3D construction printing back in 2017, and 3D printed Europe's first 3D printed building, we made the concrete recipe ourselves. We had to use much cement to get the material to work, with the consequence that our recipe was not as efficient as we aspired. However, we continued to look for a solution with ordinary concrete, which is critical for the mass application of our technology. We are more than pleased that CEMEX took on the challenge and proud that we cooperated to develop the new solution," said Henrik Lund-Nielsen, Founder & General Manager of COBOD International.

Fantastic Fast Track Volumes



In 2021 over 725kt was dispatched across the Fast Track system at Dove Holes, our largest UK quarry.

This represents >35% of the volume by road and was achieved through the collaboration of the Supply Chain and Materials teams.

Thank you to everyone for their teamwork, in particular Robert Brian, Sharon Lomas, Hayden Gill and Michael Roe.





Look Out for your Local Birdlife



It's always been hard for native wildlife to find food in winter, and now they are also trying to adapt to a changing world too, expansion of urban environments and unreliable seasons due to climate change.

This winter we anticipate will be harder for some wildlife more than usual, due to the lack of acorns. Our native oak trees are a vital source of food for wildlife over winter; wild boar, deer, wood mice, and a number of birds; Jay are particularly reliant on acorns and as many of you know, our red squirrels hide them away in holes in the autumn to find later in winter.

Oak trees and one or two other trees species have an unusual strategy when it comes to producing their fruit. They have what's known as a 'mast' year, this falls between 5 – 10 years. Mast is an old English term meaning nut of the forest. A Mast year is a year in which the oak produces a bumper crop of acorns. 2013 and 2020 were mast years for oak. Producing such an abundance of seed is expensive in terms of energy for the tree, so the subsequent 1-2 years it produces far less fruit. There's a lot of debate about why trees adopt this strategy when it puts a strain on their resources. Thoughts are that's it has an advantage, in managing wildlife that feed on the acorns. The theory is that if acorns were so reliable, surrounding wildlife learn to eat the whole crop each year; a major negative for the tree, whose purpose is to produce seeds to grow the next generation of oak trees. The mast year produces so much seed that wildlife can't consume them all and the following years of scarcity mean the wildlife look elsewhere for food.

So, this year 2022 is a year of few acorns, after the 2020 mast. However, ecologists and conservationists flagged concerns in 2014 and this year about acorn shortage. In parts of Britain there are no acorns.

Acorn-oak fruits are produced as a result of wind pollination in spring. Spring 2021 was cold overall; we had a warm snap followed by cold and frosts combined with dry weather in April. These changes in spring weather cause significant difficulties for trees. When deciduous trees grow their leaves and break dormancy (term sap rises) they need lots of water.

On top of that, last year locally, there was a late hard frost which caused all the new leaves to die off and the trees had to grow new leaves – expending more energy, resulting in fewer flowers too and consequently fewer acorns. This combination of events has resulted an absence of acorns in many parts of the country. Climate change is changing weather patterns and has an impact on all species often in more than one way. Oak trees store large quantities of carbon which can help combat climate change, but Oak also support over 2300 different species, more than any other UK tree species and 326 of which are entirely dependent on oak. So, in a year of few acorns, we can help support our wildlife and make sure we have peanuts on offer for the birds; you could well be lucky enough to have the shy Jay visit your garden.



RSPB Big Garden Birdwatch

Join in during January - be part of the one million people in the UK who spend an hour watching the birds in their garden or local green space on either Friday 28th, Saturday 29th or Sunday 30th January 2022, and tell us what you see. https://www.rspb.org.uk/get-involved/activities/birdwatch/?sourcecode=BWMITH0230&utm_source=google&utm_medium=ppcad&utm_content=guide_request_various&utm_campaign=birdwatch2118&gclid=EAlaIQobChMIqM6F-MP39AIVSe3tCh38jAC-EAAYASAAEglppfD_BwE&gclid=aw.ds

Image credit: Tim Melling

CEMEX Charity Partnerships 2021 Achievements – Macready Theatre



CEMEX UK's key partnerships in 2021 included the Cambridge Science Centre, PAN Intercultural Arts, Macready Theatre and through these partnerships the organisation was able to reach over 90,000 community partners around the United Kingdom.

The 2021 achievements were centred around three of the four social impact pillars namely:

- Education and capability development for employability
- Social and environmental innovation and entrepreneurship
- Culture of environmental protection, health and safety

Over the coming weeks, we will share the key achievements for these partnerships over the last 12 months, starting with the Macready Theatre.

This partnership focuses on STEAM activities (Science, Technology, Engineering, Arts and Maths) to inspire and facilitate education that might not be available to all. STEM (Science, Technology, Engineering and Maths) is a well-established area and focus for education, but more can be done.

This partnership, which was established in 2020, has set out to inspire the innovators of tomorrow by creating a platform to inject creativity through arts. Over the last year, Macready Theatre was able to reach 2966 community partners with CEMEX's support. The partners were reached through various activities such as:

- Performance workshops led by Gecko Theatre Company
- Festival on the Close – an educational arts festival held annually
- World Class Motionhouse performance - WILD (free tickets provided for local residents)
- Free dance workshops led by Motionhouse - first time for some participants to step into a theatre
- Creative industries Evening - career guidance from theatre makers and arts industry professionals
- Participation in Bloomsbury Festival - public performance at Royal Academy of Dramatic Art, London
- An Evening With John Agard (stalwart of the English GCSE syllabus) gave a special performance to an audience who may not otherwise engage with live performance.

To experience some of Macready theatre's work, visit [What's On – Macready Theatre](#)





EMPLOYEES

40 Years for Mike Roberts



Congratulations and thank you to Mike Roberts, Quarry Manager at Ryall quarry for reaching an amazing 40 years of service at CEMEX.

Mark Brown, Operations Manager, commented: "I would personally like to thank Mike for his continued enthusiasm and congratulate him on achieving such a special milestone. Mike is a well-respected and key member of the Midlands Operations team and brings a vast amount of experience to table, the team and I are looking forward to celebrating with Mike when possible."

Best Practices for Urgent Payment Process



As you know, the Urgent Payment Process is already available in ServiceNow since 13th December, so we want to reinforce best practices that will help us better manage Urgent Payments:

1. Before requesting an Urgent Payment, make sure that it is highly essential to generate it before your ordinary payment date or, to negotiate with the provider the payment date according to its due date.
2. Identify if the payment is "urgent" according to the policy: a) it is a third-party provider and b) the invoice is not past due in the SAP system.
3. If it is required to pay more than one document to a single provider, include them all in the same request. (The SAP document field accepts up to 23 documents separated with commas and without spaces.
4. It is important that any comments in the request must be in English as the approvers would not understand comments/requests in local languages.

This process enabled in ServiceNow IS FOR Urgent Payments, NOT for Payment Advances. Payment advances should follow the normal process while it is enabled in Service Now.

Remember, through ServiceNow you will be able to manage all the associated activities, from the request to the closing, this simplifies our workflow and gives visibility of the status of each process in real time, you can see this from the "Requests" option.

The link to access the ServiceNow platform is <http://cmx.to/urgentpayments>

Feel free to contact the GES Business Relationship Managers (BRM) or your local Accounts Payable contact for any questions on this subject.



Business Relationship Manager
Region / Segment

Responsible

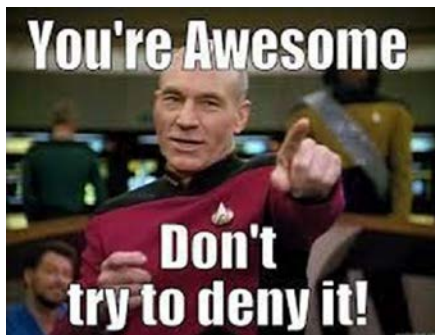
Urbanisation Solutions	Phillip Hutchinson
Egypt & UAE	Galal Abdel-Samei Galal Hassan
West Materials	Dalila Tardy
Cement	Angel Ortega
Central Materials & Supply Chain	Filip Matousek
Israel	Benny Yeshayahu
Philippines	Steve Kuan-Sheng Wu

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](#)

The recordings of the training sessions are available at the following link: [Webinars \(sharepoint.com\)](#)

Thanks For Your Effort Winners



Congratulations to the latest Thanks For Your Effort Winners – Paul Cooke (Materials Readymix) and Gemma Crawford (Customer Service Cement) for working tirelessly to maximise our cement allocation and overcome supply chain challenges. Both have worked from dusk until dawn and have dealt with issues over the weekend to try and help ease the cement shortage.

Without the collaboration between Paul and Gemma many more of our Readymix customers would have been let down resulting in larger losses and reduced aggregate throughput.

Well done Paul and Gemma!

Thanks For Your Effort Nominees



More thanks go to our fantastic colleagues nominated for an award for showing exceptional dedication and going above and beyond their day jobs. They are:

Luke Tyghe and Dave Tyghe, Stourton Depot & Asphalt Plant

Luke received a call in the early hours of Saturday morning (13th) from nightshift to say there was an issue that had developed with two conveyors whilst discharging the train.

Luke duly went in to work on his weekend off to investigate – he found that number two conveyor had stopped and caused



considerable spillage. He and another member of staff attempted to clear the spillage in an effort to restart the belts. It soon became more apparent that the problem was more than over feed of material. To add to Luke's challenge, John Beard was away on holiday and the site's own fitter was recovering from an operation – so he called his father, Dave Tyghe, who is the Assistant Manager at Salford Depot. Dave offered to travel the considerable distance over to Stourton to help clear the belts and repair if possible.

They both arrived early on Sunday morning, initially, coming up with a great solution for clearing the belt and chute clear of material in a safe manner. The next task was to investigate the initial issue which transpired to be a coupling that had deteriorated considerably. There wasn't a spare on the shelf so Dave set to work with a solution – which was a repair that the A Team would have been proud of. The pair were on site until after 8pm to ensure that the two trains programmed for Sunday night and early Monday morning could be discharged with desperately needed aggregate for an extremely busy site.

Joe Ells, Readymix Midlands

Joe has been working very hard alongside the Operational Excellence team to prepare for the launch of Checkproof, a digital maintenance checklist tool, in the Readymix business. Joe has invested a great deal of time and effort into the prep work, creating and testing checklists for various plants in the West Midlands area.

Without Joe's support and hard work, we would not have a working model and would be unable to proceed with the rollout across the UK with the speed and confidence we now can. Joe's work means we have a replicable blueprint which can be applied to all plants, which is a great help to the OE team.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
345-12-2021	Area Fitter	UK Materials	Hertfordshire/ Buckinghamshire/ Essex	21/01/2022
347-12-2021	Multi Skilled Operative (Primary Dayshift)	UK Materials	Dove Holes	14/01/2022
348-12-2021	Sales Executive	UK Materials	Greater Manchester	17/01/2022
01-01-2022	Internal Sales Executive	UK Materials	Preston Brook	17/01/2022
02-01-2022	Plant Operative	UK Materials	Dagenham	31/01/2022
03-01-2022	Plant Manager Level 2	Asphalt	Preston	14/01/2022
04-01-2022	Relief Plant Manager	UK Materials	Home Counties	21/01/2022
05-01-2022	MMX Driver	UK Materials	Cheltenham	18/01/2022
06-01-2022	Sales Executive	UK Materials	Home Counties Essex/ Cambridgeshire/ East Herefordshire	21/01/2022



07-01-2022	Sales Executive	UK Materials	South Coast	17/01/2022
08-01-2022	Commercial Development Manager	UK Materials	Oldbury	21/01/2022
09-01-2022	LGV CAT C Driver	Supply Chain	Datchet	21/01/2022
11-01-2022	Relief Plant Manager	UK Materials	London	24/01/2022
12-01-2022	Day Driver (Bulk Tankers) Mon – Fri x 2	Supply Chain	Rugby	26/01/2022
13-01-2022	Plant and Field Technician	UK Materials	Crawley	20/01/2022
14-01-2022	Multi Skilled Operative – Primary Backshift	UK Materials	Dove Holes	19/01/2022
349-12-2021	Supply Chain Scheduler	Marine	Southampton	26/01/2022

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**



WHY NOT MAKE IT A NEW YEAR'S RESOLUTION?



**QUIT
SMOKING**



**INCREASE
EXERCISE**



**IMPROVE
NUTRITION**

2022

Keep your heart healthy
and help your resilience
against COVID-19

WHY NOT MAKE IT A NEW YEAR'S RESOLUTION?



Keep your heart healthy
and help your resilience
against COVID-19

Happier January 2022

SATURDAY



SUNDAY

MONDAY



TUESDAY

WEDNESDAY

THURSDAY



FRIDAY



1 Find three things to look forward to this year

2 Make time today to do something kind for yourself

3 Do a kind act for someone else to help brighten their day

4 Write a list of things you feel grateful for and why

5 Look for the good in others and notice their strengths

6 Take five minutes to sit still and just breathe

7 Learn something new and share it with others

8 Say positive things to the people you meet today

9 Get moving. Do something active (ideally outdoors)

10 Thank someone you're grateful to and tell them why

11 Switch off all your tech at least an hour before bedtime

12 Connect with someone near you - share a smile or chat

13 Take a different route today and see what you notice

14 Eat healthy food which really nourishes you today

15 Get outside and notice five things that are beautiful

16 Contribute positively to your local community

17 Be gentle with yourself when you make mistakes

18 Get back in contact with an old friend

19 Focus on what's good, even if today feels tough

20 Go to bed in good time and allow yourself to recharge

21 Try out something new to get out of your comfort zone

22 Plan something fun and invite others to join you

23 Put away digital devices and focus on being in the moment

24 Take a small step towards an important goal

25 Decide to lift people up rather than put them down

26 Choose one of your strengths and find a way to use it today

27 Challenge your negative thoughts and look for the upside

28 Ask other people about things they've enjoyed recently

29 Say hello to a neighbour and get to know them better

30 See how many people you can smile at today

31 Write down your hopes or plans for the future



ACTION FOR HAPPINESS

Happier · Kinder · Together