



Welcome to UK News 20 January 2022  
your weekly update from around CEMEX UK

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## HEALTH & SAFETY

### 2021 Health & Safety Review



2022 might be well underway now but that doesn't mean we shouldn't take the opportunity to reflect back on 2021 and what we can learn from it.

The Health & Safety team have put together a useful document reflecting on the last year and identifying opportunities for improvement.

As you know, a major milestone reached in the UK was the one year employee LTI free in our operations, however the number of contractor injuries remains a significant concern. Top causes of all incidents: 32% slips, trips and falls, 14% handling lifting or carrying, 8% contact with moving machinery.

The top five focus areas for focus going forwards are:

- Health and wellbeing
- Traffic management improvements
- Embed and expand Take 5, Take 5 Together and Take 5 for Drivers
- Expansion of MP Connect
- Roll out of Zero4Life Today training programme

This review can be found at the end of this document and in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads). It also includes the EMEA 2022 Improvement plan.

Please share and discuss with your teams and colleagues.

### LTI Milestones



Last week was a great week for Health & Safety at CEMEX – not only did the whole EMEA region report a second consecutive week with zero LTIs and TRIs to both employees and contractors, but there were also a number of milestones reached, including the below in the UK:

- North East Materials, UK – 5 years LTI free
- Midlands Materials, UK – 4 years LTI free



Congratulations to all the people in these teams for this achievement – and to everyone for making Health & Safety their number one priority!



## CUSTOMER CENTRICITY

### All Go Up North



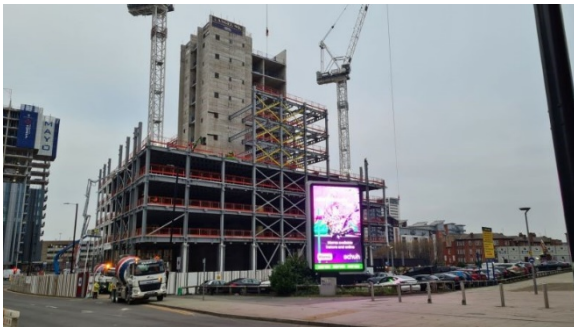
Last week CEMEX North East supplied 110m<sup>3</sup> into Newton Ayeclyffe for Northern Steel Decking. This was the second pour in the week of the same volume with more to come this week.

Tony Coleman said: “The customer required this to be pumped and power-floated, so after a quick discussion and an approved mix design we got the go ahead to kick this project off in a very mild January.”

The pour was tracked via CEMEX Go to show live delivery status throughout.

Thank you for sharing this on LinkedIn Tony.

### More Floors No Problem



CEMEX Manchester are very proud to be supplying Readymix Concrete for Cara Flooring on this Bowmer and Kirkland project in the centre of Manchester.

This project comprises eleven floors of composite decking using a steel fibres solution, as you can see from the photo the the background certainly does take centre stage!

### Shed-Loads of Concrete!



The Readymix team enjoyed stunning views in Crook, County Durham as they completed a job for P McKenna Agri Services which totalled 400m<sup>3</sup> spread across three pours.

Tony Coleman commented: “Our returning customer insisted that CEMEX Stockfloor was the product used for these agricultural sheds. Paul and his team have done a superb job on this whole project which his client was delighted with.”





CEMEX Stockfloor is the perfect product for the agricultural industry as it is suitable for a range of applications including bedded yards, livestock housing and use of mechanical operations. Its durability is a key benefit of the product which helps with those aggressive conditions within the farming world.



## FUTURE IN ACTION

### Happy Holidays for Wildlife



The team at Salford Asphalt plant are proud to show off the new Salford Hilton Plaza – for wildlife only! They have worked hard to set up a hibernaculum on the rail access ramp, close alongside the rail line.

A hibernaculum offers ‘winter quarters for wildlife’, in particular amphibians like frogs, toads and newts to help them survive a cold winter. There is also lots of space for insects plus other reptiles too.

Phil Repton commented: “We built the hibernaculum as part of our

Back to Work training – after talking about sustainability and our carbon footprint we were reinvigorated to pick up our biodiversity activity, which had diminished during the pandemic.

We built the ‘hotel’ on a bank that had previously been sown with wildflowers so already attracts birds, bees and other insects. Hopefully it will provide a luxurious winter retreat for reptiles and other creatures too!”

### CEMEX’s Restored Quarries Produce Bountiful Harvest



CEMEX’s commitment to considered and high-quality restoration of its quarries has resulted in the harvesting of olive oil, citrus fruits and grapes from locations in Croatia and Spain.

In Split, Croatia, CEMEX organised a volunteering activity in the olive groves located in its quarry, in cooperation with the Agricultural and Veterans’ Cooperative Lintar. In a few hours, seven teams of five to six volunteers managed to break the daily harvesting record with 1,162 kg of olives harvested. Almost 6.5 tonnes of olives were collected from which 900 litres of

eco-certified extra virgin olive oil will be produced. CEMEX also involved students from two local community primary schools to help with the olive harvest.

Furthermore, restored quarries in CEMEX’s Spanish operation provided additional examples of successful horticulture and environmental enrichment from productive restoration. The former ‘El Clotet’ quarry in Alicante, Spain, is now a 138-hectare agricultural holding with more than 55,000 fruit trees. The farm has started to collect more than 2,000 tonnes of citrus fruits for the national and export market, beginning in October and running until May.



Rafael Sempere, head of CEMEX's agricultural division in Spain, explained: "This restored quarry is an example of a sustainable, environmentally friendly farm that uses the latest irrigation techniques to avoid wasting a single drop of water, a very valuable resource in Spain."

Another pioneering project is CEMEX's vineyard, located in the former quarry of the Yepes cement factory near Toledo. Thirty hectares of land and 92,000 plants of the best grape varieties are cultivated in a restored natural environment. The production of grapes and wine from this site demonstrates how properly restored industrial land can provide agricultural production of benefit to both the local community and the natural habitat.

Andrew Spencer, VP of Corporate Affairs, Sustainability & ERM for CEMEX EMEA added: "We recognise that our industry has consequences for the environment, but CEMEX is working hard to actively counteract climate change and this drive is present through all aspects of our business. In our cement and aggregate quarrying operations across Europe, we restore and recultivate our sites to provide optimal conditions that are managed well to deliver for biodiversity. The recent harvests in Croatia and Spain in particular demonstrate how valuable this can be, both for wildlife and for local communities. Our vision is of a successful, sustainable CEMEX that makes a positive contribution to people and the environment."

CEMEX takes responsibility for the environment in its operations by improving management systems, reducing emissions, protecting biodiversity, and restoring worked-out quarries to nature and agriculture. Employees, subcontractors and local communities maintain awareness of sustainable habitats, for instance by organising volunteer activities at our sites.

### Future in Action – Global Pulse



Dear all,

I hope you have enjoyed the holidays and a great beginning of 2022.

As we continue making progress in our Future in Action roadmap, this year we will be deploying a set of global awareness and engagement efforts.

In this occasion, I would like to invite all of you to participate in our Climate Action Readiness Assessment (CARA). This is a global survey which will help us understand where we stand in terms of climate action awareness and strengthen our change management efforts going forward. It will contain questions to capture our opinion, perception, action and knowledge. All responses are confidential and anonymous.

Note: Don't worry if you don't know the answers of all the questions. Just share with us what you know and feel right now.

The survey can be accessed through the following link:  
<https://survey.alchemer.com/s3/6640594/CARA-CEMEX-2021>

It is available in nine languages adjusted automatically to your browser settings. It should take you around 15 minutes to answer. If it is not possible for you to complete the questionnaire, we recommend that you do not close your browser window if you want to continue from where you left off.

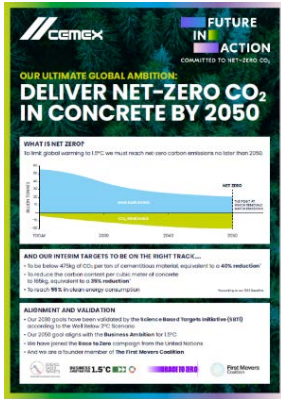


Please respond the survey by 28<sup>th</sup> January. All your input will be valuable to enhance our Change Management program.

In case of questions please contact [ingridgiovanna.ocejo@cemex.com](mailto:ingridgiovanna.ocejo@cemex.com)

Regards,  
Alberto Luis de Armas  
VP Organisation and Human Resources

## Future in Action in a Nutshell



To help employees communicate the key messages of our Future in Action strategy, a useful summary document has been created.

It summarises our current global 2050 ambition, along with our 2030 targets and our alignment and validation with various organisations. The second page is country specific and details some of the highlights around the four Future in Action pillars.

The summary can be found at the end of this document and in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

## CEMEX Charity Partnerships 2021 Achievements – Cambridge Science Centre



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

We wanted to share the key achievements for these partnerships over the last 12 months and this week will look at Cambridge Science Centre.

The Cambridge Science Centre has re-emphasised that the core funding that they are currently receiving from CEMEX helps underpin everything that the Science Centre achieves. Due to the pandemic, the centre has not been spared and this has drastically affected the centre's finances; "Simply put, without CEMEX's continued support the Centre would have been unable to achieve what it has these past 18 months."





To support remote learning utilising the Cambridge Science Centre platform, CEMEX has supported the development of a Biodiversity show which will be available to schools across the country ensuring greater expansion of STEM outreach efforts.

Over the last year, Cambridge Science Centre was able to reach 65.537 community partners with CEMEX's support. The partners were reached through various activities such as:

- COVID-19 response products maintained (OpenUPScience magazine) and virtual school trip platform with support for teachers
- Resource pack developed to support schools during lockdown
- STEM club in under-served Cambridge school
- PopUpScience events in Cambridge, Peterborough, Newmarket and other small communities
- Community roadshow held in Luton City Centre
- Satellite Science Centre established in Central Cambridge
- Establishment of school and community forum - in touch with voice of beneficiaries

To find out more about the Cambridge Science Centre, visit: <https://cambridgesciencecentre.org/>

### Participate in RSPB's Big Garden Birdwatch



Don't forget to 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 28<sup>th</sup>, Saturday 29<sup>th</sup> or Sunday 30<sup>th</sup> January 2022, and tell the RSPB what you see.

Visit here to sign up and find out more:

<https://www.rspb.org.uk/get-involved/activities/birdwatch/>

(The above photo was taken by Clint Yarwood as part of last year's Big Garden Birdwatch).



## EMPLOYEES

### Q&As from Legal Compliance Training



Did you participate in the legal compliance training that took place before Christmas?

A breakdown of the Q&As from all sessions is now available on the UK Legal Yammer page, visit [here](#).



## Want to Nominate a Colleague?



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

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

Email: [gb-hrplanning@cemex.com](mailto:gb-hrplanning@cemex.com) for a nomination form or use the form on the UK News website: [www.cemexuknews.co.uk](http://www.cemexuknews.co.uk)

## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
15-01-2022	Transport Planner	UK Materials	Fulham	24/01/2022
16-01-2022	Plant Manager	UK Materials	Bletchley	28/01/2022
17-01-2022	Sales Agent	UK Materials	Rugby	21/01/2022
18-01-2022	National Sales Administrator	UK Materials	Rugby	21/01/2022
19-01-2022	Internal Sales Representative	UK Materials	Rugby	21/01/2022
20-01-2022	Cash Sales Agent	UK Materials	Rugby	21/01/2022
21-01-2022	Operator	Rail Solutions	Somercotes	28/01/2022
22-01-2022	Sales Administrator	Floors	Wick	28/01/2022
23-01-2022	Area Sales Manager	Floors	Wick	28/01/2022
24-01-2022	Negotiator (Local)	UK Materials	UK (Flexible)	28/01/2022
25-01-2022	Multi Skilled Operative - Nightshift	UK Materials	Angerstein	01/02/2022
26-01-2022	Plant Manager	UK Materials	Fulham	01/02/2022
27-01-2022	Bulk Tanker Driver (Days Mon-Fri) x 2	UK Materials	London	24/01/2022

### 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](mailto: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**

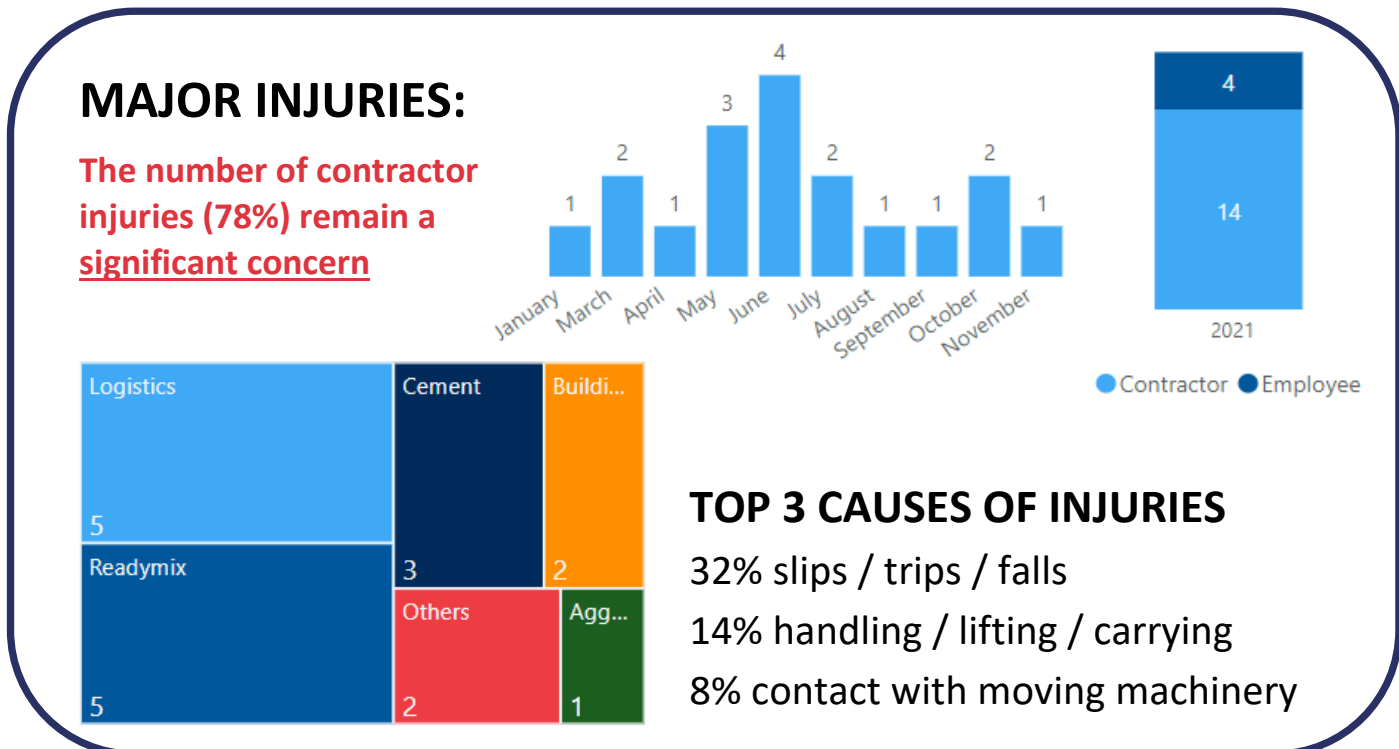
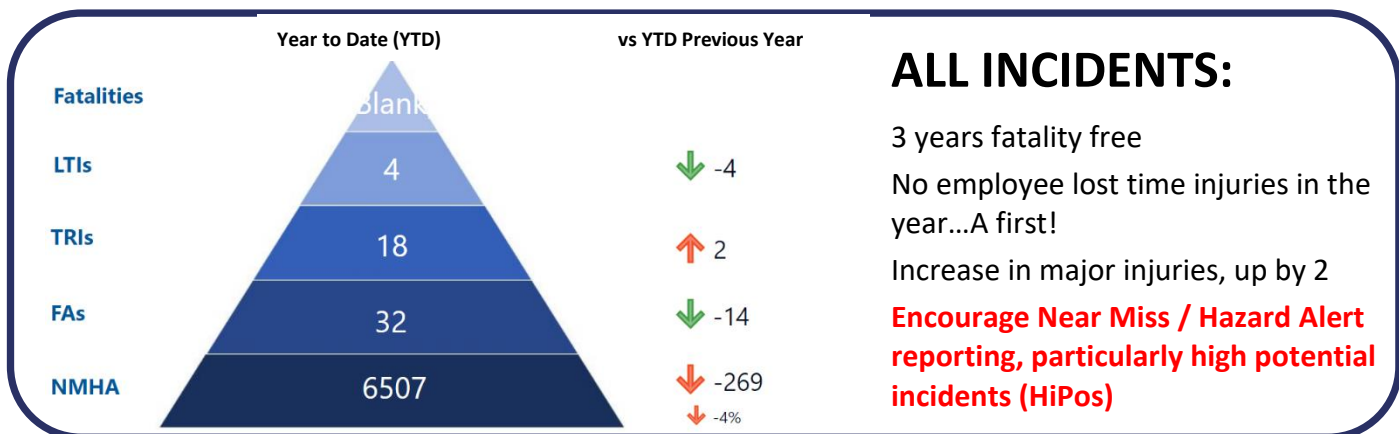
If you're worried about a work, family or personal issue then the Employee Assistance Programme can help, 24/7.

Support with everything from consumer rights to bereavement, depression & anxiety to childcare.

Visit **[www.lifestyle-support.co.uk](http://www.lifestyle-support.co.uk)** (username: cemex / password: cemex) or call **0808 1682143**







**UK H&S INSPECTIONS:**

330 sites inspections

Main improvement opportunities:

- Housekeeping
- Traffic management
- Preventative maintenance schemes

**162 overdue actions to address**

Location	Sites	Insp Closed	Insp Ovd	Insp Score	Insp p/Site
West Europe Materials	190	262	135	94%	1.38
Urban Solutions Europe	27	44	2	94%	1.63
Supply Chain Europe	43	17		96%	0.40
Others Europe	12	4	8	90%	0.33
Cement Europe	58	8	17	95%	0.14
<b>Total</b>	<b>330</b>	<b>335</b>	<b>162</b>	<b>94%</b>	<b>1.02</b>

- 2022 TOP 5 FOCUS AREAS:**
- Health & Wellbeing – Establish Focus Group to help develop strategy
  - Continue to improve traffic management, closing any audit gaps
  - Embed and expand Take 5, Take 5 Together and Take 5 for Drivers
  - Expand MP Connect to help verify competency of contractors
  - Roll out Zero4Life Today training
-

## EMEA 2022 Improvement Plan

HSMS Element	Initiative Name	Actions	Date
Element 1: Leadership & Accountability	1. Training / Competency	1. Define minimum training requirements for common roles 2. Relaunch H&S Academy ( <i>depending on COVID situation</i> )	Jan – Mar Jun – Dec
	2. VFL	1. Enhance management skills through coaching / training	Jan – Jun
Element 2: Risk Management	3. Guarding, Isolation and Traffic Management	1. Close gaps as per local action plan relating to Guarding 2. Close gaps as per local action plan relating to Isolation 3. Close gaps as per local action plan relating to Traffic Mgt 4. Increase visibility of action plans status at appropriate levels	Jan – Dec Jan – Dec Jan – Dec Jan – Feb
	4. Slips, Trips & Falls	1. Interactive campaign, inc housekeeping and 5S promotion	Apr – Jun
	5. Permit to Work	1. Introduce digitalised version in identified areas	Apr – Sep
	6. Behaviour monitoring	1. Increase visibility/reporting of driver behaviours e.g. over speeding, harsh braking etc	TBC
Element 4: Driving Safety	7. Take 5 for Drivers	1. Reinforce Take 5 principles for Drivers	Feb – Mar
	8. Induction Process standardization	1. Implement minimum requirements for Contractor Induction	Feb – Jul
Element 5: Contractors Safety Management	9. Min competency requirements	1. Evaluate effectiveness of existing systems that validate contractor training/competency, including hauliers	Jul – Sep
	10. Health & Wellbeing	1. Global Wellbeing model – wait for final version 2. Increase sickness absence data visibility & analysis 3. Actively support global health campaigns e.g. CareD	TBC Feb – Mar Jan – Dec
Element 7: People, Training and Behaviors	11. Take 5 Together	1. Implement Take 5 Together across all sectors	TBC
	12. Zero4Life Today	1. Rollout program to all employees	Jan – Dec
Element 15: Mgt of Pandemics & Epidemics	13. COVID-19	1. Launch targeted campaigns according to local needs	Jan – Dec



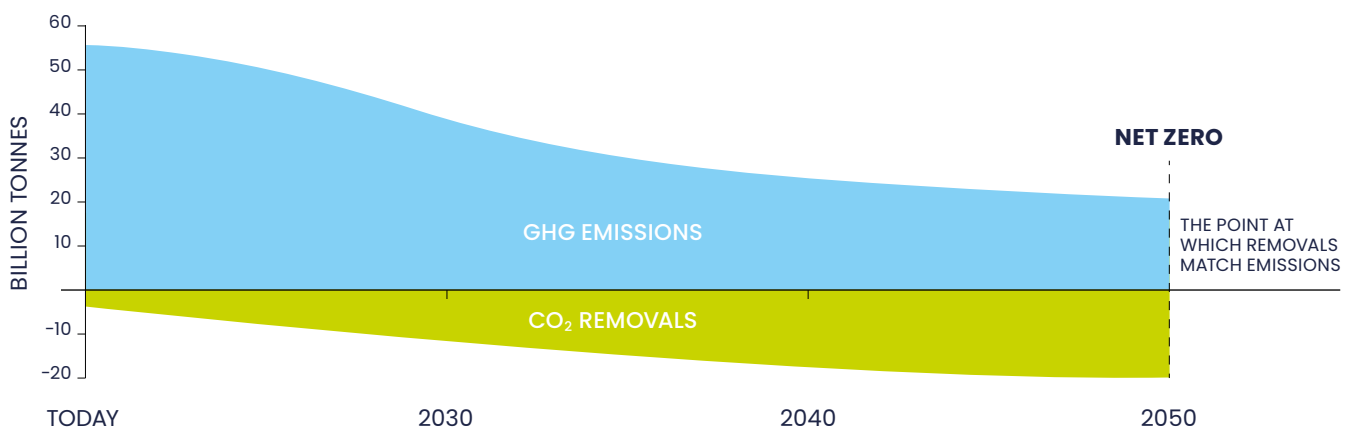
**FUTURE  
IN  
ACTION**  
COMMITTED TO NET-ZERO CO<sub>2</sub>

**OUR ULTIMATE GLOBAL AMBITION:**

# DELIVER NET-ZERO CO<sub>2</sub> IN CONCRETE BY 2050

## WHAT IS NET ZERO?

To limit global warming to 1.5°C we must reach net-zero carbon emissions no later than 2050.



## AND OUR INTERIM TARGETS TO BE ON THE RIGHT TRACK....

- To be below 475kg of CO<sub>2</sub> per ton of cementitious material, equivalent to a **40% reduction\***
- To reduce the carbon content per cubic meter of concrete to 165kg, equivalent to a **35% reduction\***
- To reach **55%** in clean energy consumption

\*According to our 1990 Baseline

## ALIGNMENT AND VALIDATION

- Our 2030 goals have been validated by the **Science Based Targets Initiative (SBTi)** according to the Well Below 2°C Scenario
- Our 2050 goal aligns with the **Business Ambition** for 1.5°C
- We have joined the **Race to Zero** campaign from the United Nations
- And we are a founder member of **The First Movers Coalition**





# IN THE UK...

To achieve our goals, we are focusing our Future in Action program on four pillars:



## SUSTAINABLE PRODUCTS AND SOLUTIONS

**Vertua**

**VIA LOW** | zero



## DECARBONISING OUR OPERATIONS



**55%**

Alternative Fuel Substitution Rate in 2020



**100%**

Of our energy supply came from Renewable Energy



**37%**

Reduction in net CO<sub>2</sub> emissions/tonne cementitious (2020 v 1990)



## INNOVATION AND PARTNERSHIPS



smart\_innovation



## PROMOTING A GREEN ECONOMY

We promote and advocate for a circular economy, primarily focusing on:



Waste directives for energy recovery



Low carbon cements



Clean energy



Recycling demolition waste



Government and multilateral funding



**228x**

more waste consumed than sent to landfill