



UK NEWS



Welcome to UK News 3 March 2022
your weekly update from around CEMEX UK
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HEALTH & SAFETY

CEMEX Supports Safe Drive Stay Alive



CEMEX was proud to support the Safe Drive Stay Alive (SDSA) event, which took place at Rugby School to an audience of 400 students in years 12 and 13. The initiative is supported by Rugby and Bulkington MP, Mark Pawsey, and County Councillor, Yousef Dahmash.

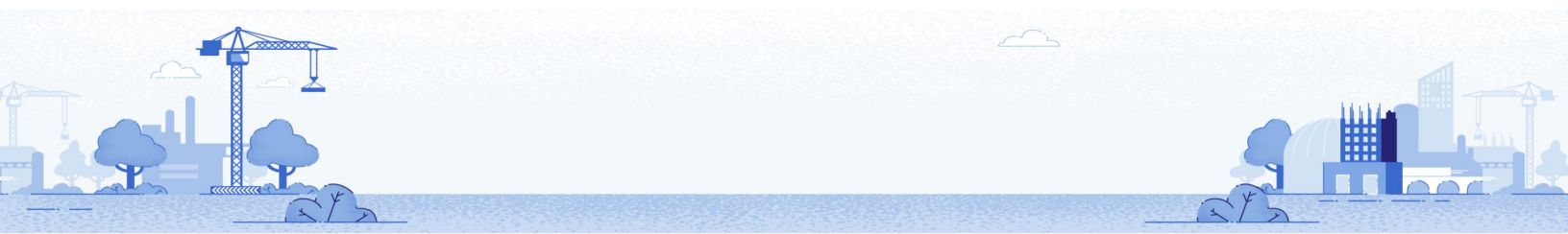
SDSA is a professional stage show that has been running in the UK since 2000 and was introduced to Rugby School in 2017. The objective of this road safety initiative is to show young people why, as young drivers, they, and their passengers, are so vulnerable in their early years on the road and what they can do to reduce this vulnerability.

Young qualified drivers make up 7% of the total driving population but, disproportionately, are involved in 24% of all serious and fatal crashes. One in six young drivers will become involved in a crash within their first two years of driving. This is of great concern to the local authorities, emergency services and most certainly to parents of young drivers and vulnerable road users. To this end, CEMEX SDSA Warwickshire is designed to address these issues.

SDSA is fast paced, balancing educational content with real life evidence, factually presented, holding the audience's attention throughout. It uses testimonies from officers in the emergency services about their real experiences in dealing with the aftermath of serious road crashes; from crash survivors and the bereaved. It also covers Safer and Healthy Mobility, a new section on other forms of transportation used by young people.

As part of the event, a video featuring Julie Welch, Health and Safety Manager, was shown. In the video, Julie talks about the importance of driving safely, CEMEX's road safety work and her experiences. You can view this video [here](#).

This year's event was organised by Rugby resident, George Atkinson, a road safety campaigner since his daughter was killed as a pedestrian in London in 1998. George would like to thank CEMEX for their sponsorship and Rugby School for allowing their students to witness this life saving road safety show.



Chiedza Mupfumira, Social Impact Specialist, who attended the event (pictured fifth from the left), said: “CEMEX is committed to protecting the safety and wellbeing of vulnerable road users and we feel very honoured to sponsor this year’s Safe Drive Stay Alive event, an impactful and important show that could help to save lives. We recognise the vulnerability of new and young drivers and we hope that this programme will go a long way in influencing the behaviours which can lead to a generation of risk averse drivers.”

5S in Action at Salford!



As part of ongoing 5S activities at Salford Aggregates & Asphalt plant, a new raised walkway has been added to prevent site ponding in various areas, which previously happened because of historical badly designed raising of road ways.

Thanks to Phil Repton and Les Luxon for sharing this!

Be Mindful this March



The latest Happiness Calendar is here to support us all with our wellbeing during March. This month, the focus is on being mindful. The idea is that these simple activities will help us all to be more present in the moment and identify what makes us happy.

The Happiness 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

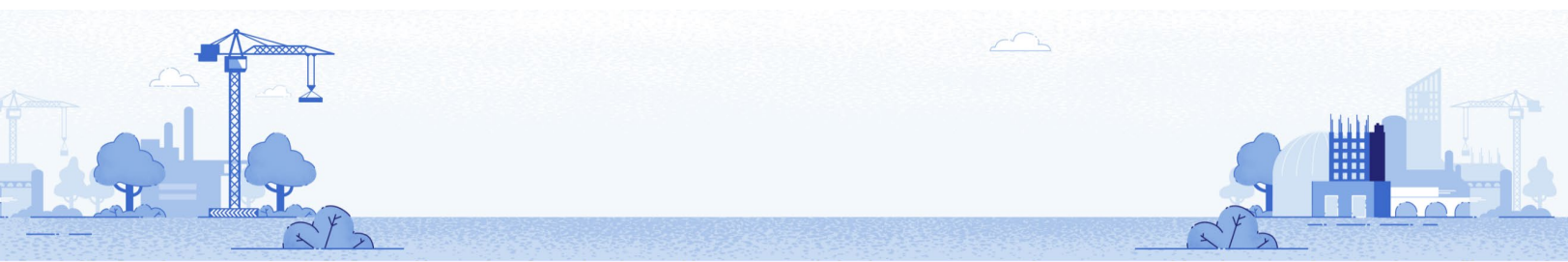
Update to Business Response to Coronavirus following Government Changes



As you will know, the Government has announced that as of Thursday 24th February 2022, all existing restrictions and legal requirements in England to prevent the spread of Coronavirus have been removed.

This means:

- People who test positive for COVID will no longer be legally required to self-isolate
- But they will still be advised to stay at home and avoid contact with others for at least five full days
- Routine contact tracing will end, so fully vaccinated close contacts and those under 18 will no longer be legally required to test daily for seven days



Additionally, from 1st April free mass testing will end and people with COVID symptoms will be asked to exercise personal responsibility when deciding whether to stay at home.

These are considerable changes to the way we have all lived over the past two years and represent efforts for us to live alongside the virus in future.

Following these announcements, the RRT has discussed the updates together and agreed what the business's approach will be moving forward. As ever, we wish to take a cautious approach that will allow us to best protect those in our business and communities who are at increased risk from Coronavirus.

Therefore, from Friday 25th February, we ask our employees in England to follow this guidance:

- If you are at increased risk from the virus, please speak to your Line Manager who will ensure an individual risk assessment and relevant control measures are in place – while respecting any medical confidentiality.
- The mask and move policy at our sites is now relaxed, but please continue to wear these in congested areas and in line with the requirements of any specific risk assessments, or where you feel they are appropriate.
- Please continue to self-test two times a week. If you test positive or are symptomatic for Coronavirus (displaying a high temperature, a new continuous cough or loss of sense of taste or smell) please remain at home as you have been for five days. After five days, when you have received two negative lateral flow tests in a row, 24 hours apart, you can return to work.
 - Positive cases of Coronavirus should still be reported to the Health & Safety team in line with the current process
- Any posters displaying the NHS COVID-19 QR code to encourage 'checking in' can now be removed.
- Remember that the risk of the virus has not disappeared and continue to follow public health guidance around hand washing and sanitising, ventilation (including CO2 monitors in meeting rooms) and cleanliness.

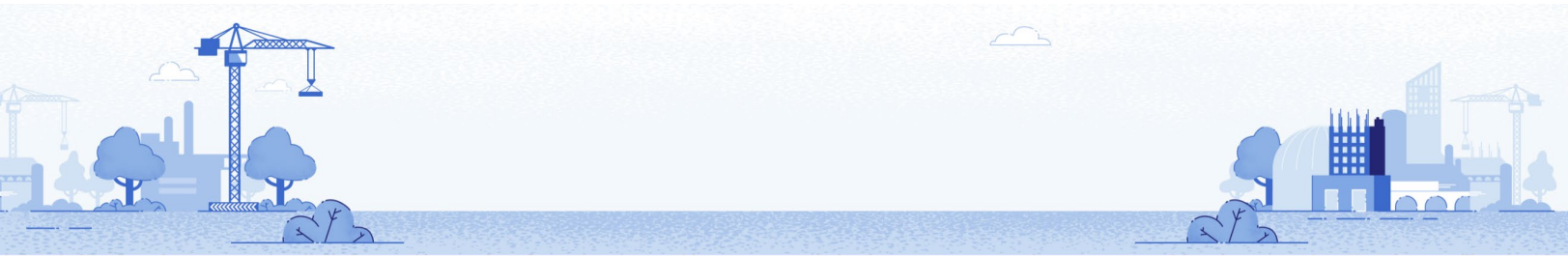
We would like employees to follow this guidance until the end of March; the RRT will review these requirements in the later part of March, when we should be able to assess the impact of restrictions easing on national figures.

In terms of our office locations that have been closed; there are now up to 100 people in the Rugby Office on a daily basis and there are no plans to open this location up further at this time. Plans are being drawn up for our other hub offices and will be communicated separately. Please continue to work as you are currently until advised otherwise.

If you have any questions, please speak to your Line Manager or a member of the RRT.

Thank you for your ongoing commitment to keeping our people and those we come into contact with safe.

Note: for our employees in Wales, please continue to follow local guidance





CUSTOMER CENTRICITY

Another Record Smashed for Fast Track



After breaking the one million tonne milestone across the Fast Track system earlier in the month, it's fantastic to report that for February the team achieved another record, with over 40% of the delivered loads being dispatched by Fast Track.

Dave Hart, Supply Chain Director, said: "This was a great team effort by Robert Brian, Michael Roe, Sharon Lomas and Neil Adams. We plan to sustain this performance as we move forward in 2022 which helps Health & Safety (reducing congestion on site), customer service and fleet efficiency."

Next Generation Admixtures Launch



Great to see the launch of the latest product in the Admixtures Vertua® range this week.

ISOXEL 4000 & 5000 Series, within the next generation of Vertua® Admixtures, will support precast customers in reducing their carbon footprint – maximising the use of CEMEX's low carbon cements, while ensuring early strength and faster setting time.

This innovative sustainable urbanisation solution further enhances CEMEX's broad array of sustainable solutions, re-emphasising yet again CEMEX's determination to lead the path in Building a sustainable future!



FUTURE IN ACTION

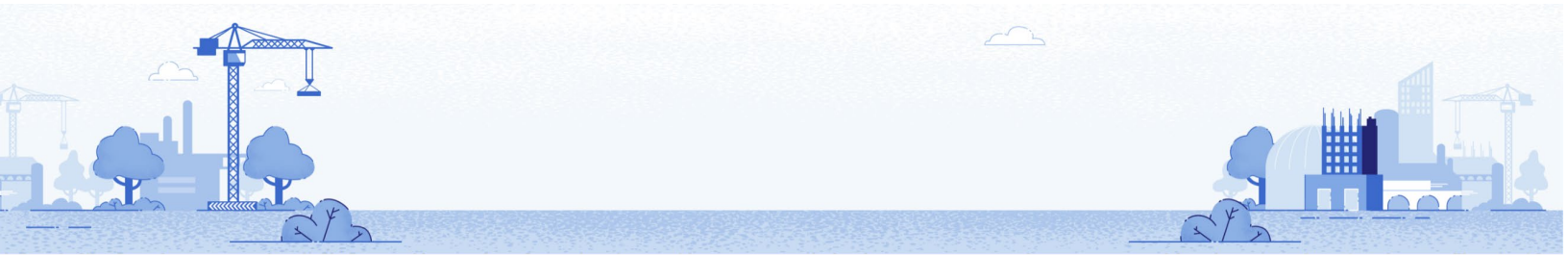
Have You Signed Up to Walk All Over Cancer?



This month, we're encouraging everyone in CEMEX to take part in the Walk All Over Cancer challenge, to raise money for Cancer Research while also improving their fitness.

Together, we're aiming to raise £1,500.

Walk All Over Cancer is a personal challenge to walk 10,000 steps every day for a month. You can do this alone, or split the target with a friend – or perhaps a group of colleagues!



10,000 steps is the equivalent of 5 miles or an hour and 40 minutes of walking, depending on your speed.

We want to encourage as many CEMEX UK employees as possible to take part in the challenge:

1. Sign up to participate and commit to 10,000 steps a day – sign up by emailing or calling Ryan Goode: ryan.goode@cancer.org.uk / 07900 161844
 - Log the time you spend walking on the CEMEX Benevity platform [here](#) so we can track our achievements as a business! There will be **prizes** for the biggest walkers...
2. Encourage your friends and family to sponsor you, raising money for Cancer Research

Or, if you can't commit to walking, donate to support other participants [here](#)

Please download the poster and display at your sites, and encourage your colleagues to take part.

Help Wildlife with Broken Branches



Recent storms have left a trail of fallen trees and branches. But rather than rush to clear them away, why not make a simple log pile? Deadwood is incredibly valuable to many insects and other invertebrates. And where these creatures flourish, birds and hedgehogs may soon follow.

The RSPB has shared some top tips for using deadwood in a way that can support local wildlife.

Find out more [here](#).

(Image by Tim Melling)

CEMEX Joins CISL's Corporate Leaders Group Europe

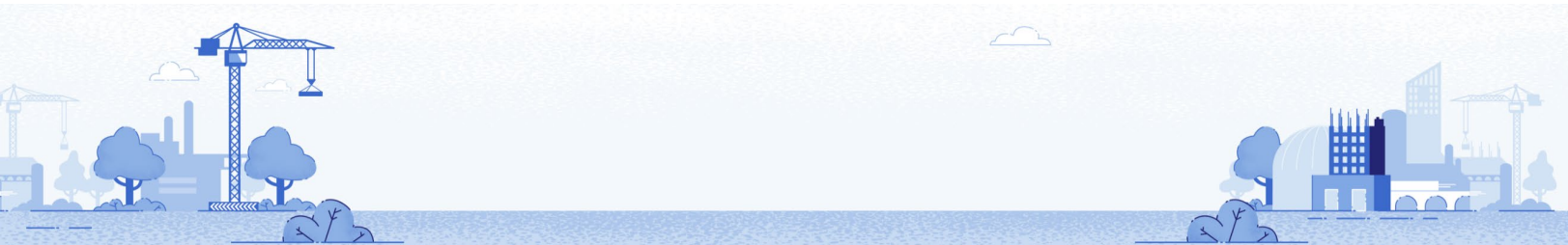


CEMEX has joined the Corporate Leaders Group Europe (CLG Europe), convened by the Cambridge Institute for Sustainability Leadership in support of a climate neutral economy.

CEMEX's leadership is particularly important in the European context where the EU is revising its climate and energy policy framework to achieve at least 55% net emissions reductions by 2030 and climate neutrality by 2050 at the latest. The company's ambitious policies would have a role to play in supporting

policymakers and other businesses in stepping up climate ambition by leading by example.

CLG Europe has a secretariat provided by the Brussels office of the Cambridge Institute for Sustainability Leadership and a cross-sectoral membership of influential European businesses working towards delivering climate neutrality. CEMEX joins existing members: ACCIONA, Anglian Water, Ball, Coca Cola European Partners, DSM, EDF, Eneco, Ferrovial, Hybrit, Iberdrola, Ingka Group, Interface, Lloyds Banking Group, Microsoft, ROCKWOOL, Salesforce, Signify, Sky, Stora Enso, Tesco, Thames Water and Unilever.



Sergio Menendez, President for CEMEX EMEA Region said: “With its Future in Action program, CEMEX is committed to lead on the road to carbon neutrality. We are proud to join forces with the CISL’s Corporate Leaders Group Europe and other global companies to accelerate the decarbonisation of the built environment. We look forward to working together with the Corporate Leaders Group Europe to help us all achieve our shared climate action goals in Europe. “



EMPLOYEES

International Women’s Day 2022 - Event

We are fast approaching International Women’s Day 2022 and in alignment with the UN’s theme proposal for this year, “Gender equality today for a sustainable tomorrow”, at CEMEX we will be recognising the contribution of women who are leading the charge on climate change adaptation, mitigation, and response.

Everyone is invited to a global panel, featuring five leaders contributing to our Future in Action Strategy on Tuesday 8th March from 3 – 4pm UK time. This discussion will be broadcasted to CEMEX worldwide and translated simultaneously to other languages.

Please [register here](#) for this event and invite your teams to join!

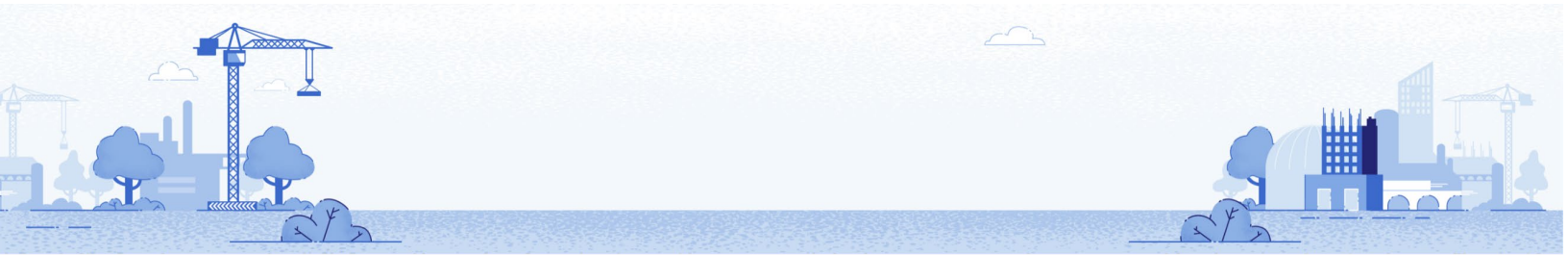
Your participation is key in building greater inclusion. To support International Women’s Day, why not change your Teams background for any virtual meetings you have? You can access a variety of themed backgrounds [here](#).

25 Years for Dave Sands



Huge congratulations to Dave Sands, Plant Manager at Ellesmere Port, who is celebrating 25 years service.

Les Luxon, Asphalt Area Manager, commented that he was proud to have worked alongside Dave..... “Well done and congratulations on this achievement and thank you for all your help and support.”



Sickness Absence Recording Reminder



It is important that all sickness absences are promptly recorded in SAP transaction CAT2, in line with our Sickness Absence Policy. Unfortunately, it seems that this is not happening in all cases and this can affect how well we can support the person who is off sick, as well as the accuracy of our sickness absence reports. We hope that this summary reminder is helpful.

Responsibility

- Line Managers must ensure that sickness absence is recorded in CAT2 and that the necessary paperwork to support the sickness absence is provided (self certificate and/or fit notes).
- At a few of our largest sites we have Time Administrators and they record absences in CAT2 on behalf of the Line Manager, who must provide them with the details.
- If the sickness absence becomes long term (over 30 calendar days) HR Admin will take over recording the absence in CAT2 so that we pay correctly. Line managers must keep HR Admin informed.

Deadline

All sickness absence should be recorded and updated in CAT2 before payroll deadline each month please.

Absence due to COVID symptoms or a positive COVID test

Must be recorded and managed in the same way as any other sickness absence i.e. self-certificate and Return to Work Form completed, absence entered into CAT2.

For employees more vulnerable to the effects of COVID, Managers should consider whether an Individual Risk Assessment is needed.

Access to CAT2

For anyone who has lost access to CAT2, please contact the GSC to request reinstatement of access. Access to CAT2 is automatically suspended if the user has not logged into CAT2 for 45 days. This is a global policy, so please try to get into the habit of logging in regularly to avoid this issue.

CAT2 is not affected by the SAP Cloud transformation.

As a short-term measure, while the waiting for GSC to reinstated access to CAT2, Managers should send details of any sickness absence to hradmin@cemex.com and ask them to record the absence in SAP.

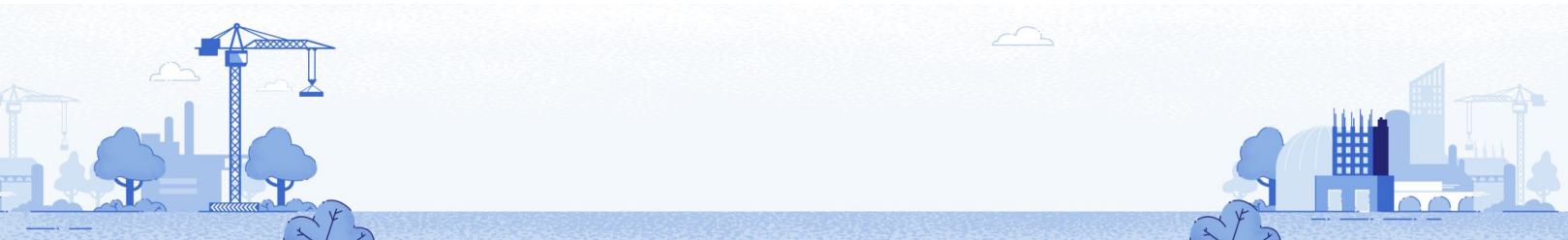
Return to Work Meetings

A Return to Work meeting should be arranged for anyone returning to work from sickness absence and Line Managers must complete a Return to Work form which should be sent to hradmin@cemex.com, along with fit notes and self-certificates, as appropriate.

Below you can download the Sickness Absence Policy, and Self-Certification Form:

Sickness Absence Policy [Sickness Absence Policy February 2022.pdf](#)

Self-Certification Form [Appendix 2 - Self Certification Form Feb 2022.docx](#)



Managers are able to download the Return to Work form here: [Appendix 3 - Return to Work Meeting Form Feb 2022.doc](#)

For general sickness absence queries, please contact gb-hrcentraladmin@cemex.com. For advice on COVID related absences, Line Managers should contact their HR Business Partner.

Thank you for your support.

Long Service Congratulations



We wanted to send best wishes to Kevin Fooks, Supply Chain Planning Analyst in the Marine team, who has recently celebrated 15 years service with CEMEX.

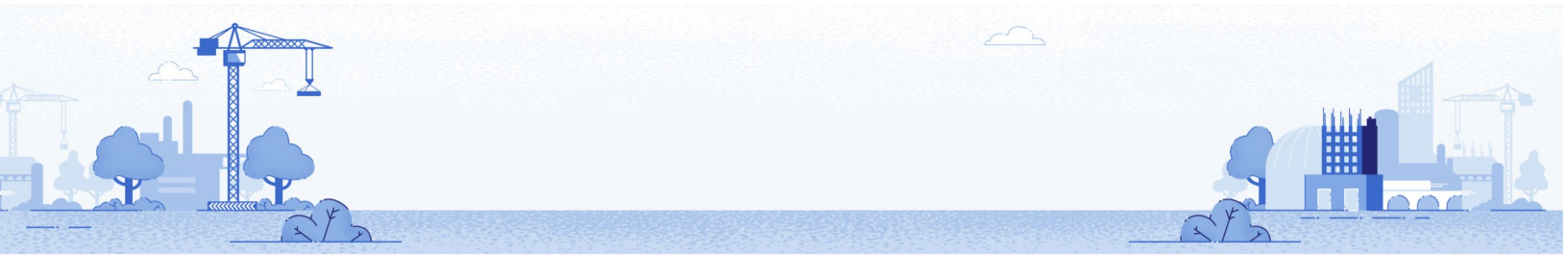
Andrew Wilson, Supply Chain Manager for Marine, said: "Thank you for all of your hard work and commitment during your time here at Marine, we look forward to your continuing support."

March Lifestyle Offers



With many of us noticing our bills and outgoings rising recently, we just wanted to remind you that we're here to help you stretch your money further with amazing discounts via your benefits platform. We've highlighted some of our favourite offers for March below.

- Did you know you can save on average £192 a year on your groceries, based on a monthly spend of £400, when you switch to paying with discounted eVouchers for your Tesco shopping? You can save 4% in store when you purchase your eVouchers in advance, or instantly at the till through our Discounts by Sodexo app. It might not sound like much initially, but the overall savings really do stack up and gives you an extra bit of wiggle room in your budget!
- Have you seen? Samsung have just launched their NEW range. Check out the Galaxy S22 Ultra phone that features Galaxy's first 4nm processor, fast charge that lasts all day and more, Vision Booster Technology, Nightography, and is the first Galaxy S with an embedded S Pen. They've also launched the Galaxy Tab S8 Series available in 3 size options that feature Clip Studio Paint to bring out your inner artist, Google Duo, Auto Framing, Multi Window settings and a brand-new S Pen. Get your tech fix now with up to 10% off when you order via our pre-discounted site.
- If you're looking at buying quality gifts for a loved one this month, then check out Not on the High Street for thoughtful, bespoke gifts to suit all budgets, plus, you'll save 10% off when you purchase an eVoucher. For a bit of luxury, choose from stunning candles and fragrance, through to gorgeous cashmere clothing at The White Company and enjoy 10% off with an eVoucher. If you're into flowers then make sure not to miss our one-week flash offer from

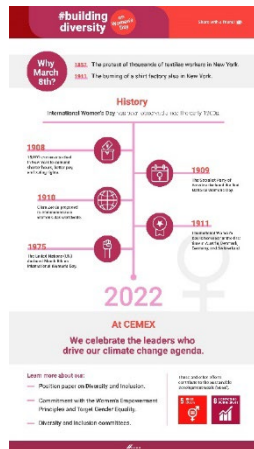


Appleyard to save a whopping 27% off the 'Mother's Day' bouquet range. Simply enter our promo code at the Appleyard checkout between 14th – 20th March 2022 to save.

Not yet joined?

Visit your [Employee Benefits Platform](#), click 'Join' and enter your credentials to start saving! Don't forget to opt into marketing emails too so you can be the first to hear about special offers, flash sales and more.

Why 8th March?



Have you ever wondered why 8th March was chosen as International Women's Day?

The global Social Impact team has created a useful infographic which quickly and easily sums up the significance of 8th March and why it is now recognised worldwide.

The infographic can be found at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

Cloud Transformation UK – Update



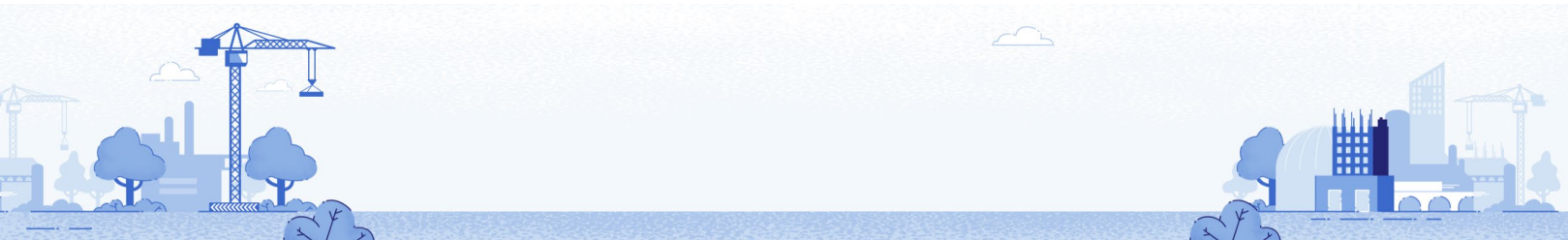
We would like to remind you that Cloud Transformation Project is ongoing and here is an update.....

Currently, your colleagues (and possibly you) are in an active testing phase. According to the plan, testing the system needs to finish by 20th March so please keep this deadline in mind when scheduling your work.

From the middle of March, training sessions and webinars will start, where you will receive all the information needed to operate successfully in the new system. A calendar and invitations for the training will be shared soon.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
69-02-2022	Relief Plant Manager	UK Materials	Midlands/South West	03/03/2022
70-02-2022	Plant Manager	UK Materials	Whitney	03/03/2022



71-02-2022	Area Fitter	UK Materials	Midlands/South West	03/03/2022
72-02-2022	Sales Executive	UK Materials	South Wales	10/03/2022
73-02-2022	Multi Skilled Operative	UK Materials	Huyton	03/03/2022
74-02-2022	Fitter	UK Materials	Bramshill	03/03/2022
75-02-2022	Class 2 Driver	Supply Chain	Luton	18/03/2022
76-02-2022	Technical Systems Analyst	UK Materials	Any Hub Office	08/03/2022
77-02-2022	Technical Systems Administrator	UK Materials	Hub Office	08/03/2022
78-02-2022	Plant Manager	UK Materials	Luton Readymix Plant	04/03/2022
79-02-2022	Assistant Quarry Manager	UK Materials	Willington	11/03/2022
80-02-2022	LGV Driver x 2	UK Materials	Lincoln and Rugeley	07/03/2022
81-02-2022	Transport Planner	UK Materials	Bedford/Luton	09/03/2022
82-03-2022	Transport Planner (12 months fixed term)	UK Materials	Sheffield	09/03/2022

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.

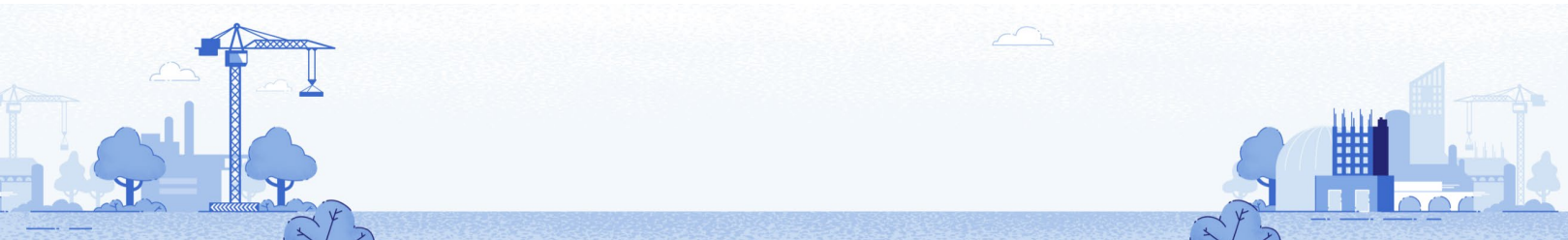
Employee Assistance Programme

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**



MONDAY

TUESDAY

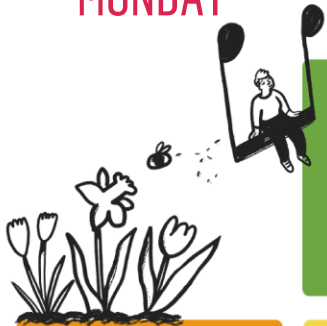
WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY



1 Set an intention to live with awareness and kindness

2 Notice three things you find beautiful in the outside world

3 Start today by appreciating your body and that you're alive

4 Notice how you speak to yourself and choose to use kind words

5 Bring to mind people you care about and send love to them

6 Have a 'no plans' day and notice how that feels

7 Take three calm breaths at regular intervals during your day

8 Eat mindfully. Appreciate the taste, texture and smell of your food

9 Take a full breath in and out before you reply to others

10 Get outside and notice how the weather feels on your face

11 Stay fully present while drinking your cup of tea or coffee

12 Listen deeply to someone and really hear what they are saying

13 Pause to watch the sky or clouds for a few minutes today

14 Find ways to enjoy any chores or tasks that you do

15 Stop. Breathe. Notice. Repeat regularly

16 Get really absorbed with an interesting or creative activity

17 Look around and spot three things you find unusual or pleasant

18 If you find yourself rushing, make an effort to slow down

19 Appreciate nature around you, wherever you are

20 Focus on what makes you and others happy today
dayofhappiness.net

21 Listen to a piece of music without doing anything else

22 Notice something that is going well, even if today feels difficult

23 Tune into your feelings, without judging or trying to change them

24 Appreciate your hands and all the things they enable you to do

25 Focus your attention on the good things you take for granted

26 Choose to spend less time looking at screens today

27 Cultivate a feeling of loving-kindness towards others today

28 Notice when you're tired and take a break as soon as possible

29 Choose a different route today and see what you notice

30 Mentally scan your body and notice what it is feeling

31 Discover the joy in the simple things of life



Why March 8th?

1857 The protest of thousands of textiles workers in New York.

1911 The burning of a shirt factory also in New York.

History

International Women's Day has been observed since the early 1900s.

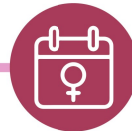
1908

15,000 women marched in New York to demand shorter hours, better pay, and voting rights.



1909

The Socialist Party of America declared the first National Women's Day.



1910

Clara Zetkin proposed to commemorate a women's day worldwide.



1911

International Women's Day is honored for the first time in Austria, Denmark, Germany, and Switzerland.



1975

The United Nations (UN) declared March 8th as International Women's Day.



2022

At CEMEX

We celebrate the leaders who drive our climate change agenda.

Learn more about our:

- Position paper on Diversity and Inclusion.
- Commitment with the Women's Empowerment Principles and Target Gender Equality.
- Diversity and Inclusion committees.

These and other efforts contribute to the Sustainable Development Goals (SDGs).

