



UK NEWS



Welcome to UK News 11 March 2022
your weekly update from around CEMEX UK
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Follow us on twitter too: @CEMEX_UK



HEALTH & SAFETY

How do you Report a NM / HA?



We all need to be looking out for others on site, and reporting Near Miss / Hazard Alerts is a crucial way of doing this.

If you spot a potential risk while at any of our locations, don't stay silent. Reporting is quick and easy and can be done through any of the methods below:

1. Digitally: Our INTELEX system is a fast and convenient way to record issues. You can do this via the [desktop version](#) or alternatively download the app.
— We'll share a step-by-step guide for using the app later this month so look out for it!

2. Physically: All of our locations have cards that can be filled in and returned. If you can't spot them, ask the Site Manager.

3. Verbally: Speak to your Supervisor and they can register it for you on your behalf.

Please also encourage contractors and visitors to highlight any Near Misses and Hazards, with a fresh pair of eyes they may spot something we have become accustomed to.

Supervisors: please speak to those in your teams (particularly those who work offline) and make sure they are able to report risks via one of the above methods.

Nothing is too trivial to be reported. Make sure to speak up if you are concerned and help to keep those around you safe!

We've created a useful poster which reminds everyone how they can report anything they spot. Please download from the download section in the UK News website: www.cemexuknews.co.uk/downloads and please put up at your sites. The poster can also be found at the end of this document.



Global Safety Alert



The latest Global COVID Safety Alert relates to the sad death of a colleague in our operations overseas after contracting COVID.

While UK legislation relating to COVID controls has been largely relaxed, much of the governmental guidance remains in place and we should ensure we continue to follow the Behaviours that Save Lives to keep ourselves and others safe. This is particularly relevant where, as in this case, people may be at increased risk due to underlying health conditions.

Please discuss this Alert with your teams, reminding them of the importance of regular lateral flow testing, isolation and reporting in the event of any specific COVID symptoms, avoiding crowded areas and using face coverings where required, good hygiene and the use of sanitiser, effective ventilation of canteens and meeting rooms and promoting vaccine take up, which has been proven as highly effective in reducing hospitalisation.

To provide additional context, it is worth considering that last week we saw an upturn in positive cases in CEMEX UK, with 15 cases since Monday. Currently we have 19 active cases, with small outbreaks at a couple of locations. In addition, the HSE have visited one site and called another enquiring about our COVID Controls. The Site Manager who took the call with the HSE reported that it lasted 25 minutes and they enquired about the site COVID Risk Assessment, control measures, communication about requirements and government guidance, the role of COVID Coordinators, the use of face coverings, sanitisation, ventilation and social distancing.

In addition to discussing the Alert with your team, please ensure it is displayed on relevant site notice boards. Please download from the download section in the UK News website: www.cemexuknews.co.uk/downloads, and a copy can be found at the end of this document.

House Counties Materials Hits LTI Milestone



Congratulations to Home Counties Materials who have reached an incredible 17 years LTI free!

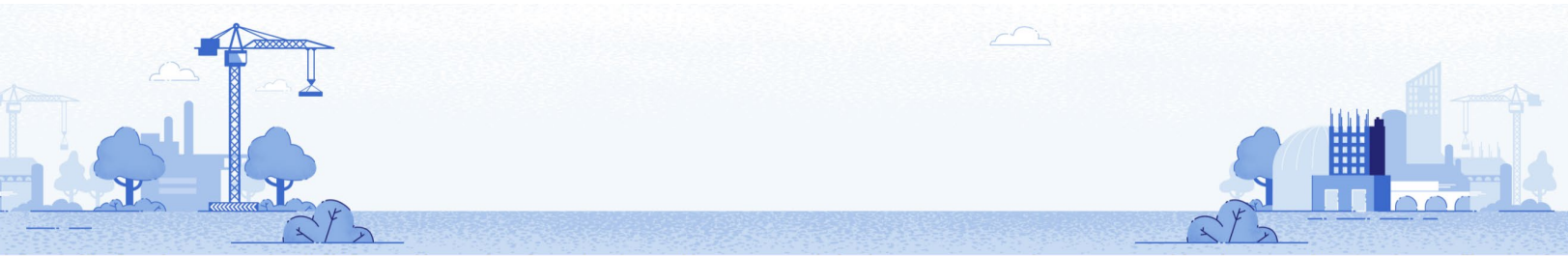
This is an inspiration to everyone in the business aiming for Zero Harm4Life. Thank you for your commitment to staying safe!

MPA Launches Health and Safety Awards 2022



The MPA's Health and Safety Awards 2022 are now open and calling for entries. These long established and highly acclaimed awards play a pivotal role in preventing serious injuries and fatalities within the mineral products industry.

They enable us to learn about and share the innovations and good practice that members have pioneered to improve health,



safety and wellbeing in the workplace. They also provide a unique opportunity for members to recognise and celebrate the vital role that individuals – their staff, including young leaders – have played in achieving a safer and healthier work environment.

MPA urges its members and those working with them to submit their entries for these awards. The scheme has been evolved, with members, for members, to encourage submissions from across all product groups and members in the MPA. Any organisation working closely with members within the supply chain of the mineral products industry is free to enter 8 Topic Awards that were introduced last year. The simple to complete entry forms and briefing notes can be downloaded from the [Safequarry website](#).

The awards include the following categories:

- 8 Topic Awards – recognising health & safety innovations at different stages of activity within the production and distribution of mineral products – open to all.
- 'The Fatal 6' Award – recognising an exceptional innovation or good practice to eliminate a high consequence hazard associated with 'The Fatal 6' by an MPA member.
- The Eurobitume Award – recognising an exceptional – H&S delete – innovation or good practice involving bitumen/asphalt or contract surfacing by an MPA member.
- John Crabbe Award – for a MPA member with over 250 employees which has achieved an outstanding performance in health & safety.
- Sir Frank Davies Award – for a MPA member with 250 or fewer employees which has achieved an outstanding performance in health & safety.
- Young Leader Award – for an MPA member wanting to recognise the leadership or outstanding contribution shown by an individual/s aged under 30, in driving forward changes in their organisation to make it a safer and healthier place to work.
- Individual Awards – for an MPA member wanting to recognise the contribution made by an individual/s in making their organisation a safer and healthier place to work.

Closing date for entries is 20th May.

Please feel free to contact Tony Entwistle (tony.entwistle@mineralproducts.org) or David Yelland (entries@mpahsawards.org) for more information.

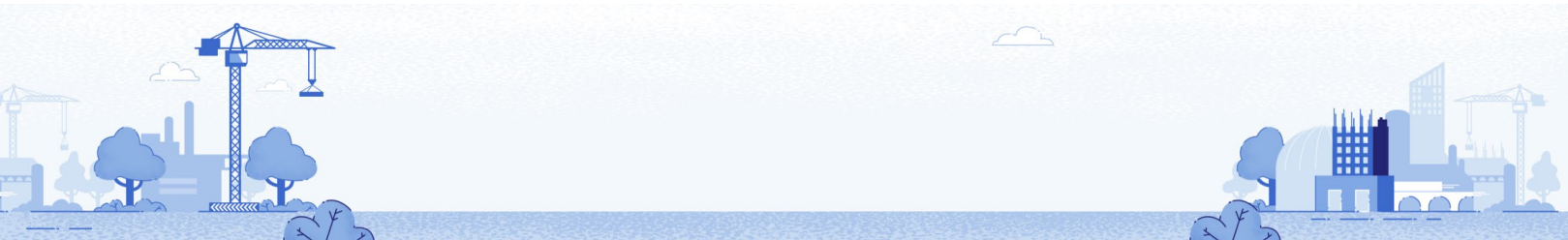
Site Guidance for Transition from Red Diesel



Further to our previous communication last month, you will likely know that from 1st April 2022 rebated fuel (red diesel) must not be put into the tank of any vehicle, machine or appliance that is on our sites or used in our operations.

This means that any stocks of this fuel at our locations should be run down before this date.

To support those in our operations working on this, the Operational Excellence, Security and Sustainability teams have created an informative presentation in an easy-to-follow Sway format. This includes practical guidance around what the changes are, what the impact will be to the business, what the security and sustainability implications are, and what action sites need to take.



This can be shared with all those in your team who need to be aware of the changes – even those without a CEMEX email address – and is ideal for viewing on a mobile phone.

Simply click through the link [here](#) to access.



CUSTOMER CENTRICITY



We are very pleased to welcome Matthew, our new IHC, to the CEMEX team! Matthew previously worked as an HGV driver delivering breed but was looking for a new challenge. He spoke to one of his close friends, Tom O'Neil, who happens to be one of our IHCs at Aston, and the rest is history!

Matthew will now be delivering our concrete products to customers in the Midlands area.

The business is keen to recruit more IHCs in the following areas:

- Cardiff
- Newport
- Hereford
- West Midlands - numerous locations

If you know someone who you think would be interested, speak to Senior Operations Manager, Christian Vale, or General and Commercial Manager, Rob Sims, for more details.

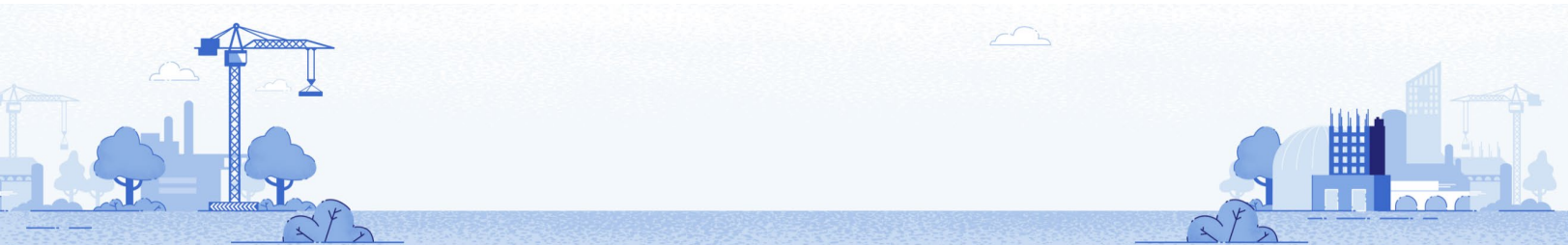
Full Steam Ahead at Attercliffe



Congratulations to the team at Attercliffe Rail depot who have seen the best start to the year ever!

In January they successfully received 17 trains which resulted in over 28,000t being discharged, and in February there were 35 trains discharging over 65,000t.

This all helps to increase the amount of our material that travels by rail rather than road, cutting down on CO2 emissions.



Technical Centre Passes with Flying Colours



The UK National Technical Centre team have successfully completed this year's third-party UKAS assessment with no findings requiring action relating to testing.

This is a testament to the expertise and knowledge of the Technicians at the Centre. Well done to all involved for overseeing the audit.

Another Great Month for Out of Hours Deliveries



February saw another consistent performance with over 1,000 cement deliveries made out of hours to our customers (internal and external). This was achieved by great team work between Paul Cooke, Gemma Crawford and Carl Milton.

Thanks to Craig Williamson and the Commercial team for their support and the collaboration from Lex Russell and Carl Platt's respective business areas in enabling this performance.

Dave Hart said: "We plan to build upon this performance and look to increase the number of loads as we move forward in 2022 which helps Health & Safety (reducing congestion on site), customer service and fleet efficiency."



PROFITABILITY

Berkswell Quarry Wins February Ideation Award



Congratulations to Berkswell quarry for winning the EXCEED Ideation UK Award for February.

The team secured the victory after successfully trialling a polyurethane pipe liner which not only lasted approximately 50 hours more than the existing parts but was also 73% cheaper and easier to fit.

Well done to the other nominees too, including:

- Aston Readymix – Installed 5 x 3,500ltr admix tanks with electronic measuring device with auto shut off valves to stop overfilling and gantry to safely carry out dip checks.
- Willington quarry – Installed auto greasers on fixed plant in difficult to reach places.



- Rugeley quarry – Built a very professional looking ‘one stop’ mobile plant cleaning station to minimise non-value adding time obtaining the equipment.
- Leeds Readymix plant – Introduced a hopper and sock at the end of the spill tray to allow truck to reverse on to and help control / minimise spillage.

On behalf of the Management Team, another big ‘Thank You’ goes out to everyone for continuing to develop and implement their ideas that will help make CEMEX a Safer place to work, with better quality and greater efficiency / effectiveness.

Quality Matters Update – Control of Water



In our downloads section is another important Quality Matters update.

QuM-1009 has been produced following receipt of a number of complaints where end performance issues have arisen as a result of excess additional water being added on site, resulting in very costly remedial works being required. In some cases, the

additional water has not been recorded or signed for by the customer leaving CEMEX liable.

Please review, discuss, display and present as necessary to teams as appropriate. The update can be found at the end of this document and in the download section of the UK News website:
www.cemexuknew.co.uk/downloads.



FUTURE IN ACTION

Support Ukrainian Refugees

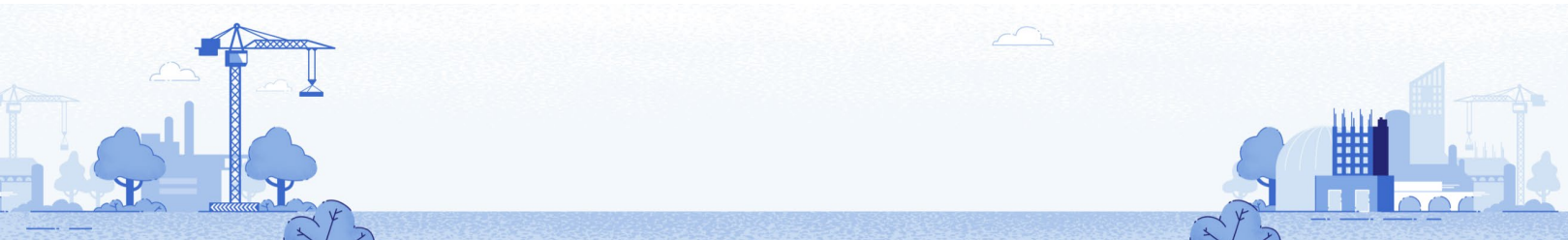


The current Ukrainian conflict is leaving devastating consequences for the local population. Our colleagues in Europe have activated volunteer actions and are in constant communication with authorities and local partners to deliver basic supplies or attend to any other need.

[Donate here](#)

Your contribution will provide support in these times of need, for example:

- 62.85 USD can provide basic and emergency healthcare services to four refugees
- 100.55 USD can help a refugee child go back to school after war and displacement
- 201.99 USD can help provide shelter for a displaced family
- 660.84 USD can help provide six displaced families with the essentials that they need to survive



CEMEX will match employees' donations. Funds raised will support humanitarian aid through the [UN Refugee Agency](#).

If you want to extend this cause to your customers, business partners, family, and friends click [here](#).

CEMEX Building Products Business Reduces Plastic Packaging



CEMEX UK has committed to a robust programme of reducing the plastic packaging of its Concrete Products across a comprehensive range of sustainable urbanisation solutions.

CEMEX's key building products plant at Northfleet in Kent has made significant inroads over the last 12 months. This follows on from the recent launch of ReadyBlock Zero, the UK's first zero carbon concrete block, as CEMEX's Urbanisation Solutions business continues to improve the sustainability of its operations in line with the company's global Future In Action strategy, which is committed to Net Zero CO2 in concrete by 2050.

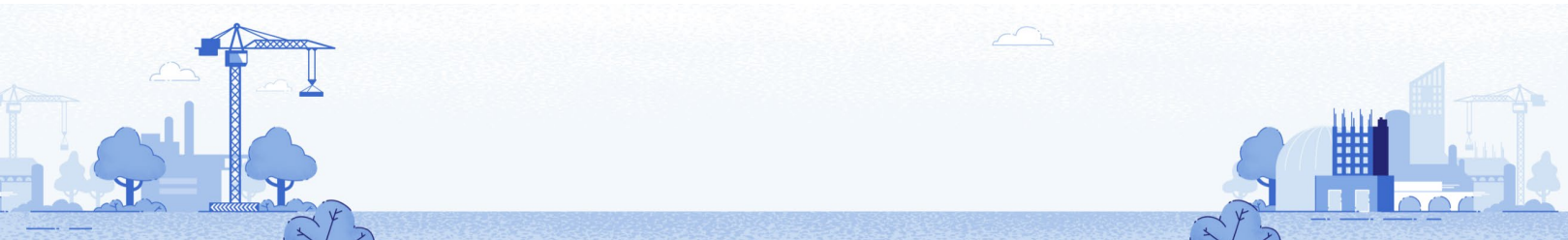
Production equipment at Northfleet has been upgraded through a £100k CapEx investment to enable increased supply and ongoing maintenance.

The new high-strength banding process means that plastic hoods are no longer required on dense and lightweight bricks and concrete blocks. As a result, Northfleet has eradicated 6.1 tonnes of plastic, or the equivalent of over 65,000 plastic water bottles, per year from its traditional plastic packaging process.

In addition to plastic reduction, Northfleet is continuing to make environmental savings in timber by increasing the volume of void packs which reduces the volume of timber palletted products. Over 100 tonnes of timber – roughly the equivalent of 100 ten foot high oak trees – was saved in 2021 and it is expected this figure will increase further in 2022. The programme is further supported by CEMEX's pallet recovery scheme which works with merchants and distributors to recycle and reduce timber waste across the supply chain to make greater environmental efficiencies.

Damien Allen, Business Manager, Building Products UK, CEMEX, comments: "We have been pushing a more sustainable approach to our packaging in Concrete Products. At our Northfleet plant, our results so far are very encouraging. We expect our usage of plastic and timber to reduce further dramatically in 2022 due to the upgraded process.

Our equipment meets the highest quality requirements. It is extremely reliable, requires little maintenance, and is highly energy-efficient as well. We are looking at lots of different options to continuously improve our packaging, without compromising product quality. This includes a constant watching eye on recycled materials and our approach to repair and re-use across the plant, in line with the circular economy mindset."



CEMEX Charity of the Year – Final Shortlist



We have received a good number of nominations for the CEMEX UK Charity of the year.

We are now entering the second stage where we need you all to assist in selecting the ONE CHARITY.

To do so, please cast your vote [here](#) before the end of the month.



EMPLOYEES

International Women's Day



Please see message from our CEO Fernando Gonzalez below, shared on International Women's Day – 8th March 2022.

As we celebrate International Women's Day, I am reminded of the close to 8,000 women that work at CEMEX. Your contribution to the company is acknowledged and valued, your determination to succeed celebrated and encouraged.

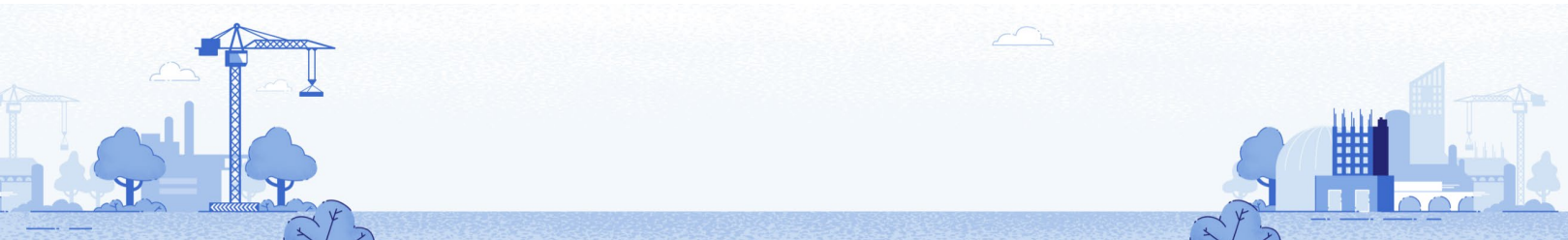
This year I celebrate that we lead in our industry on gender representation, with 16% total and 31% at management level, and that we are clear in our goal of reaching at least 30% in every level of the organisation.

I celebrate that every day more women are interested in coming to our company as they consider options to join the workforce, and that we see women growing into more senior leadership roles. We will continue to grow and expand the opportunities for women to contribute towards the achievement of our company goals.

Today I am proud to see many brilliant women contributing to our Future in Action Strategy, and grateful for the many more that have been dedicated to ensuring our Health and Safety through the pandemic.

You are building a better future. Congratulations on this day!

Fernando



Change to Invoice Payment Process



As you may know the SAP platform is changing from CRP to SRP from 1st April 2022. One of the consequences of this is the way we will be processing invoices. This is a significant change which will impact all suppliers.

From 1st April, the email address for suppliers to send their invoices to will be: Uk.supplierinvoices@cemex.com

Additionally, the email address for them to send other documents such as letters and statements will be:

Uk.supplierotherdocuments@cemex.com

Please can we ask all employees to speak to their suppliers and ensure they understand the changes.

The Transactional Services team will be contacting all suppliers with the attached letter, but it is important that you also communicate with them about this update, in advance of the 1st April 2022.

If you have any questions, please contact Alan Venning. A copy of the letter can be found at the end of this document and in the download section of the UK News website:
www.cemexuknews.co.uk/downloads

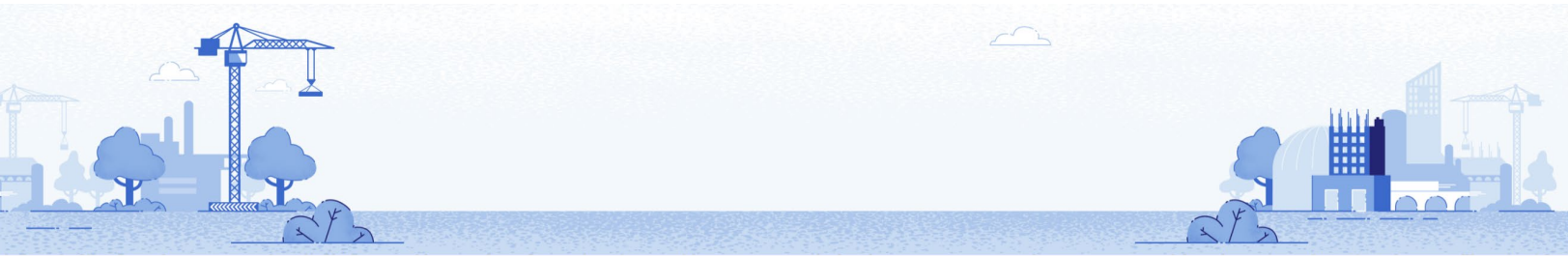
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
83-03-2022	Plant Manager	UK Materials	Castleford	11/03/2022
85-03-2022	Transport Planner	UK Materials	Preston Brook	11/03/2022
86-03-2022	Relief Plant Manager	UK Materials	London	14/03/2022
87-03-2022	Electrical Maintainer Operator	Cement	Rugby Plant	21/03/2022
88-03-2022	Sales Executive	UK Materials - Readymix	South West	22/03/2022
89-03-2022	Land Surveyor	UK Materials	Rugby	22/03/2022
90-03-2022	Sales Executive	UK Materials - Readymix	South Coat	23/03/2022
91-03-2022	Plant Operative	Asphalt	Preston	24/03/2022

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.



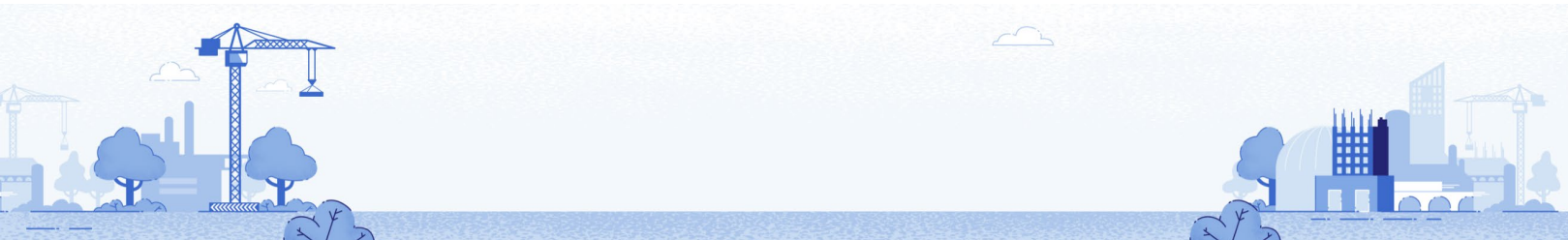
Employee Assistance Programme

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**

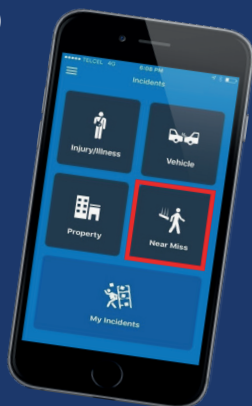


HOW DO I REPORT A NM / HA?



If you spot a Near Miss / Hazard Alert don't stay silent – keep yourself and others safe by reporting it:

- Use the INTELEX system – either via desktop or the app



- Fill in the physical cards that can be found at any of our sites

- Speak to your supervisor and they can register for you



NM / HA are an early warning and can prevent serious accidents and injury.

Reporting is quick, easy and vital!



STOP THINK ACT



GLOBAL COVID-19 ALERT

INCIDENT DETAILS

An employee reported that his colleague was feeling unwell during his night shift, so the colleague was asked to visit the site nurse and to take an antigen test. The result was positive, so he was advised to have a PCR test and asked to go home and isolate. He initially refused a PCR test, but then agreed to have one 2 days later, although it indicated a negative result. His condition continued to worsen over the next couple of days and he was admitted to hospital where a further PCR test showed he was positive. Sadly, after further deterioration, which included breathing difficulties, our colleague passed away.



Protect Yourself & Others
including when in the
community and with
relatives



KEY LEARNING POINTS

- Two days before the symptoms started, our employee visited a community area that was only accessible to vaccinated people, as determined by the local authority. While there, it was likely that he did not practice physical distancing, hand hygiene or wear a mask while socializing with others. **According to our internal investigations at least 25% of our COVID fatality cases resulted from general community contagion, including trips to markets and shops.**
- Despite having some symptoms, the employee thought he had a common cold and went to work. He was taking medication, which may have lowered his temperature and may be why it was not high at the site entrance health check.
- Our employee suffered from an underlying medical condition, which would have made him more vulnerable to the possibility of experiencing severe symptoms.
- Protocols and sanitization measures at the site proved effective to protect others at the site

MANAGERS – KEY POINTS TO CHECK

- Employees and contractors are constantly reminded to report symptoms and to seek medical support as soon as possible to allow for early treatment
- Site entrance checks include questions about whether any medication is being taken for symptoms that may be relevant to COVID, even if the person thinks it's for a different illness
- Our Protocols and Behaviors that Save Lives are still being effectively implemented
- Campaigns are continuing to reach employees, contractors and families to highlight the need to keep their guard up and to take the vaccination as soon as it's offered.

ALL PERSONNEL – ACTIONS TO TAKE

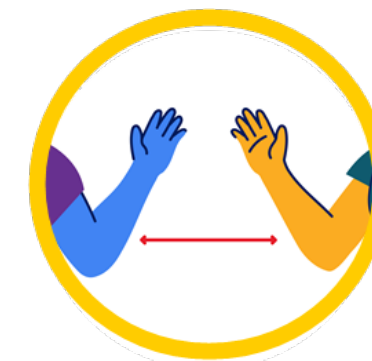
- Identify and report COVID symptoms as soon as they appear, this will allow for prompt medical support to help you as much as possible.
- If you are taking medication that may mask COVID symptoms, let your supervisor know, report it at the site entrance check and carry out regular COVID tests as advised
- Do not lower your guard when you are in your local neighborhood. Be aware that any person could be infected and while they might not display symptoms, they can still infect you.
- Remember, even when you are fully vaccinated, always follow the Key Behaviors that Save Lives - at work, home and in all your day-to-day activities. **Take extra care if you have other underlying health conditions.**
- It's recommended that you take the vaccine and any needed boosters as soon as they are offered to you. **Vaccines are a proven way to help keep you and your loved ones safe!**



Identify Symptoms
and Inform



Personal
Hygiene



Physical
Distance



Protect Yourself & Others





CONTROL OF WATER ADDED AT POINT OF DELIVERY

It is essential we control and record any water added on site at the point of delivery in order to ensure we supply a product that both meets the needs of the customer, but also maintains its design characteristics. Adding additional water on site, over and above the design, has the potential to reduce the materials end performance which can have costly repercussions.

What can go wrong?

Additional water may have a detrimental effect on the quality of the finished product. It may cause the material to:

- have a reduced compressive strength
- fail maximum free water cement ratio specification.
- have reduced durability
- be more susceptible to shrinkage and cracking

Adding additional water on site can only be carried out at the instruction of the customer or their authorised personnel and must be recorded on the delivery documentation. The customer must also agree to sign the POD accepting responsibility for the end performance of the concrete.

In circumstances where the delivered workability is below the limits of the consistence class ordered, instruction should be sought from the local Technical Manager prior to additional water being added.

We have a number of complaints recorded where end performance issues have arisen as a result of excess additional water being added on site resulting in very costly remedial works being required. In some cases, the additional water has not been recorded or signed for by the customer leaving CEMEX potentially at fault.

STOP & THINK

Before any water is added on site the customer must first agree to the addition and accept responsibility for the end performance of the finished product.

Any addition must be recorded on the proof of delivery in use and signed for by the customer prior to the adjustment to the load being made.

1st March 2022

Dear Sir or Madam

The main purpose of this letter is to inform you of some changes to where you now need to send invoices for CEMEX UK.

With effect from **Friday 1st April 2022** the email address to send your invoices to is changing to :-

Uk.supplierinvoices@cemex.com

The email address to send other documents such as letters and statements with effect from **Friday 1st April 2022** will be :-

Uk.supplierotherdocuments@cemex.com

Please continue to send paper invoices should be sent to the following address:-

CEMEX UK Operations Ltd
Visualsoft House
Clearwater Business Park
Thornaby
Stockton-on-Tees
TS17 6QY

The invoice **MUST** quote a valid purchase order number.

PO numbers will be 10 digits and start with 45 or 55.

In some cases you can quote a Non Purchase order reference given by a Cemex Representative.

The correct legal entity **MUST** be quoted. These are the legal entities that are applicable.

Name
CEMEX UK MATERIALS LIMITED
CEMEX UK OPERATIONS LIMITED
CEMEX UK CEMENT LIMITED
CEMEX UK MARINE LIMITED
CEMEX Paving Solutions
CEMEX UK OPERATIONS LTD- BUILDING PRODUCTS
Blackwater Aggregates

Failure to quote a valid PO number and/or legal entity may result in delay of payment.

In addition only the following formats can be accepted:-

- only pdf or tiff attachments
- ideally only one attachment per e-mail although up to 3 can reasonably be accepted
- each attachment should contain only one invoice and back-up documentation ie. no 'stacked' invoices in one attachment

CEMEX does not accept Proforma Invoices in ANY circumstances.

CEMEX operate a single monthly payment run. This will be on the first working day of every month. Invoices due up to and including that date will be paid. Any invoices due after that date will fall into the next monthly payment run.

If you have a query relating to your invoice payment date or any other queries then please contact the AP team using the following email address:-

ncrvendor.recon@cemex.com

Yours sincerely

Alan Venning

Transactional Services Manager