



# UK NEWS



Welcome to UK News 17 March 2022  
your weekly update from around CEMEX UK  
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Follow us on twitter too: @CEMEX\_UK



## HEALTH & SAFETY

### Global Safety Alert



Two Global Safety Alerts have been released, outlining the circumstances behind tragic incidents resulting in the deaths of a contract haulier and a member of the public involving our operations overseas. In both cases shortfalls in health and safety standards and practices seem to have contributed to the sad loss of life.

In the first case, it is reported that the contract haulier fell asleep while driving, after modifying his travel log to show he had sufficient rest, while in the second incident a pick-up truck with a defective handbrake ran away after it was jump started and left unattended.

These incidents highlight the relevance and importance of the CEMEX Driving Essentials in ensuring vehicle and road safety.

Please review these Alerts with your teams, using your discussions as an opportunity to remind everyone of the importance of following the Driving Essentials and not compromising on safety standards.

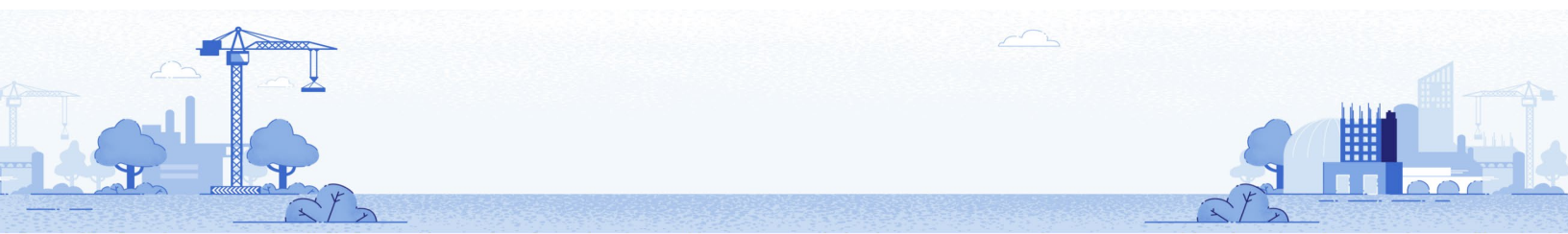
The Alerts can be found at the end of this document and in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads) The Alerts should be displayed on relevant noticeboards.

### LTI Milestones for Materials and Cement



Congratulations to the team in London Materials for reaching 14 years LTI free, and at the Rugby Cement Plant, who are celebrating 1 year LTI free!

Thank you to everyone who works in these areas for your dedication to looking out for one another and keeping everyone safe.



## Reminder: Site Guidance for Transition from Red Diesel



Further to our previous communication last month, you will likely know that from 1<sup>st</sup> 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

### It's All Go for LabExperts



Mike Higgins commented: “As the operation enters our second year of activities we are making good progress towards achieving our challenging budget.”

Pictured is Kevin Davis working an early shift coring an asphalt pavement – keep it up Kev and the team!

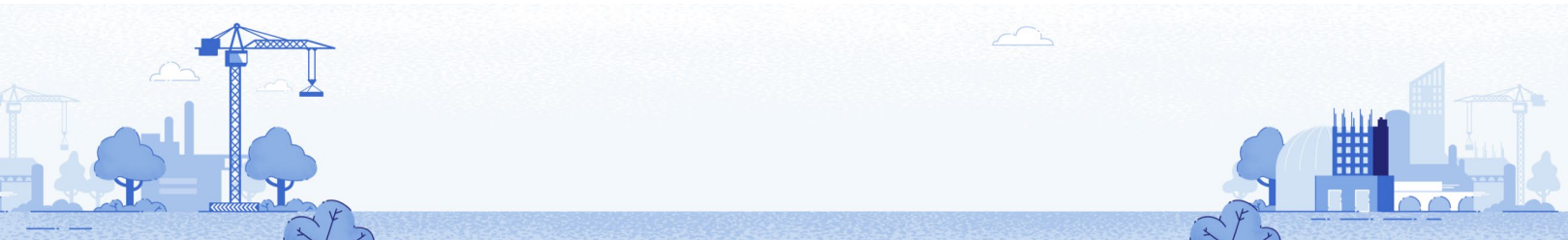
### A Bird's Eye View



Thank you to Plant Manager, Ade Radnor, for this incredible drone video of a collection at Hereford Readymix plant.

Ade, who has worked for CEMEX for 17 years, has been doing photography for many years.

Watch the video [here](#)





## PROFITABILITY

### Investment into DSM



During 2021 CEMEX invested £2 million on an upgrade to the existing DSM Buxton site (Via Nova). This investment was made to expand the process to enable us to dry our own sands on site, saving many miles of transporting the material up from Essex; which will result in a tremendous saving in Carbon emissions.



The changes also included replacing the antiquated computer system, additional cement silo and ground storage facility. These changes will mean that volume is only limited by the dryer capacity, which is outperforming our targeted capacity of over 30 tonnes per hour and will therefore enhance our supply capability. It also means we will be able to manufacture an expanded range of products including Masonry Mortar during 2022.

### Quality Matters Update – Resuming Operations



In our downloads section is another important Quality Matters update.

QuM-1004 has been produced following instances where changes in the operational status of a number of locations have not been communicated to our regulating body QSRMC. This is in contradiction with both the QSRMC regulations and our own Quality Management System, failure to comply with either may result in us being unable to supply material using the QSRMC Certification Mark which is the mark of product conformity for the industry.

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.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

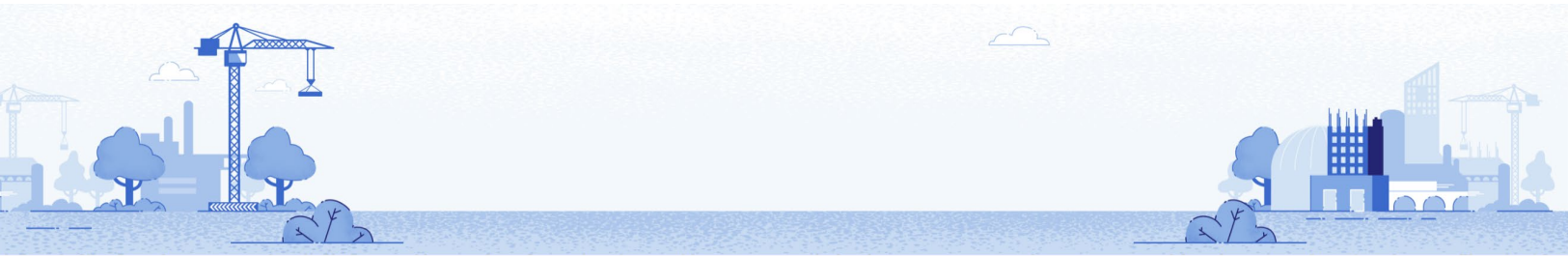
### What's Next for Building Products?



Mike Higgins spent a great day with the Building Products Technical team at The National Technical Centre working on product development last week.

Mike commented: "We spent the day investigating raw material replacements and evaluating asphalt lab equipment to replicate the block press process. It was also great to discuss laboratory best practice and sharing of equipment and expertise moving forward.

Thanks Sean Hanna and the team, more than welcome to come again any time!"







## FUTURE IN ACTION

### Support for Ukrainian Refugees



We were very happy to be given the opportunity to support Ukrainian refugees in Poland this week. One of our suppliers, AR Richards, was organising a truck to travel to Poland filled with clothing and other items.

Stuart Wood, Sales Executive for Aggregates, worked with Social Impact and Comms to quickly collect together items including water bottles and clothing and provide to AR Richards before the truck left – it was a quick turnaround but great to have the opportunity to help those in need!

### CEMEX University's New Sustainability Academy



CEMEX University is launching a new Sustainability Academy.

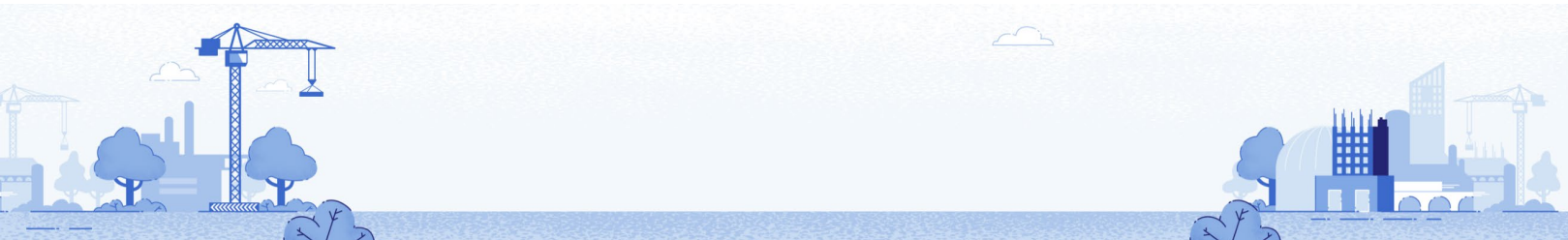
This Academy will help us:

- Establish a common understanding on our Sustainability Model and its elements Environmental, Social and Governance.
- Articulate the link between the United Nations Sustainable Development Goals (UN SDGs) and our actions in support of a better future for society.
- Inspire you to connect your everyday activities with these goals and actions, to take this commitment to an individual level.

You will soon receive an invitation to participate in the first learning program of this Sustainability Academy, focused on our Future in Action strategy and our Net Zero CO2 emissions ambition.

Throughout this year, more learning resources will become available related to Future in Action, as well as other elements of our Sustainability Model and SDGs. Please take the time to learn more about Sustainability.

Each one of us can make a difference.



## Wild Behaviour to Watch Out For



As we say goodbye to winter and hello to spring, the wildlife around us changes too.

In March, birds are busy with courtship and nesting, flowers are beginning to bloom, and bees and other insects are starting to buzz.

In this short film by our biodiversity partners, the RSPB, their Wildlife Enquiries team reveal some fascinating springtime behaviours to look out for.

Watch the video [here](#).

## Please Help 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.

To support refugee families affected by the Ukrainian conflict: [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](#).

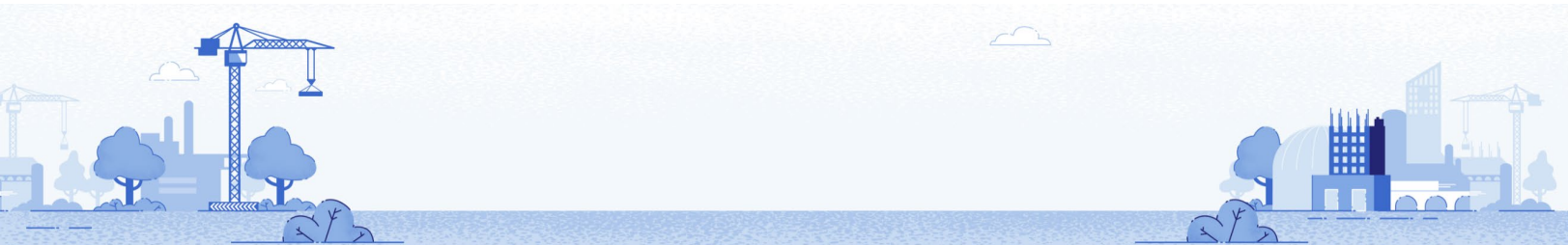
## Six Lifestyle Changes that could help Avert the Climate Crisis



Researchers have identified six key lifestyle changes that everyone in the developed world could make, which could help emissions to fall by a quarter. This includes eating green, dressing retro and shunning the skies.

While we may not be able to do all of these, even choosing to make one change could make a real difference.

Read the full article [here](#).



## Have you Picked your CEMEX Charity of the Year?



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

### New Chief Mate for the CGI



Congratulations to Stuart Kidd for passing his exams and obtaining his Certificate of Competency as Chief Mate, and being appointed as Chief Mate on board the CEMEX Go Innovation.

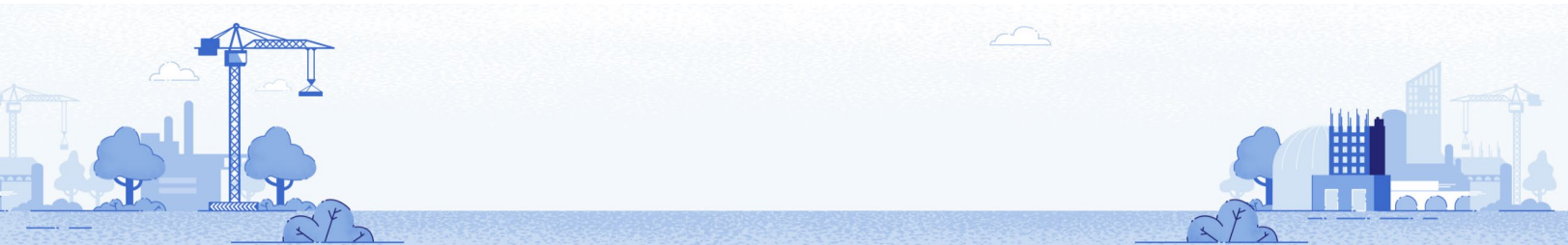
This is a fantastic achievement and one you should be very proud of!

### 25 Years for Frank Kehoe



Huge congratulations to Frank Kehoe, Plant Manager at Liverpool Docklands, who celebrated an amazing 25 years service with the business last week!

Les Luxon, Asphalt Area Manager, is very proud to have worked alongside Frank... "Well done and congratulations on this achievement and thank you for all your help and support."





## To Do: Clear Your Expenses



Please can we ask all employees to submit all expenses through the Concur system, and approvers then approve as much as possible, by Monday 21<sup>st</sup> March 2022.

This is important as we prepare to move to the new SAP system from Monday 1<sup>st</sup> April and will ensure faster payment of expenses.

Completing expenses by the 21<sup>st</sup> March will mean that they can be processed in SAP CRP rather than open claims being migrated to

SAP SRP. Please be aware that there will be a delay in getting open cash expenses cleared and paid after migration.

Expenses that have not yet been submitted / are unassigned and not approved will be chased up by Tomas Hozik, however, employees need to make sure they are as up to date as they can be with clearing their credit card movement ahead of the migration.

Additionally – please can we also ask all employees to start raising cash expenses separately with immediate effect, so it can help the team prioritise cash expenses and get them paid.

If you have any questions please contact Tomas Hozik.

## New Women Leaders Pathway



Following our activity for International Women's Day this month, CEMEX University is featuring a new pathway on Women Leaders.

This pathway includes leadership reflections and books on the role of women leaders at work. Access [here](#).

## Watch IWD 2022 Panel Online

#building diversity on Women's Day

Share with a friend!

meet our panel

"Why women's leadership is key to climate action."

**Jerae Carlson**  
Vice President of Sustainability, Communications & Public Affairs  
USA

**Dania Heredia**  
Legal Director  
SCAC

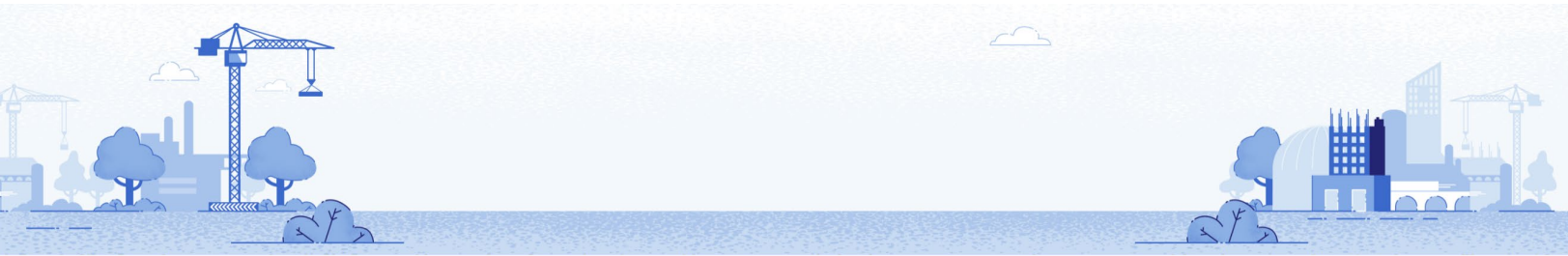
**Karla Arrambide**  
CEMEX Ventures Manager  
CEN

**Elise Jouffrey**  
Customer Experience Director  
EMSA

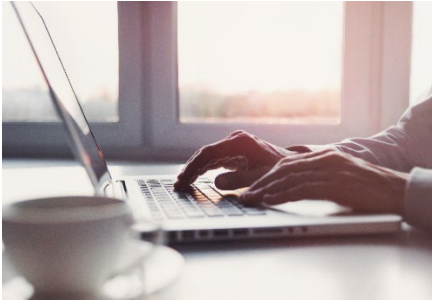
In March 2022 we commemorate International Women's Day by recognising the contribution of women who lead adaptation, mitigation, and response to climate change.

In case you missed it last week, watch the panel "Why women's leadership is key to climate action" [here](#).

Listen to our Future in Action leaders discuss the impact of Climate Change, the relevance of gender in this crisis, and CEMEX's approach to lead our industry in building a better future.



## Change to Invoice Payment Process



As you may know the SAP platform is changing from CRP to SRP from 1<sup>st</sup> 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 1<sup>st</sup> April, the email address for suppliers to send their invoices to will be: [Uk.supplierinvoices@cemex.com](mailto: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](mailto:Uk.supplierotherdocuments@cemex.com)

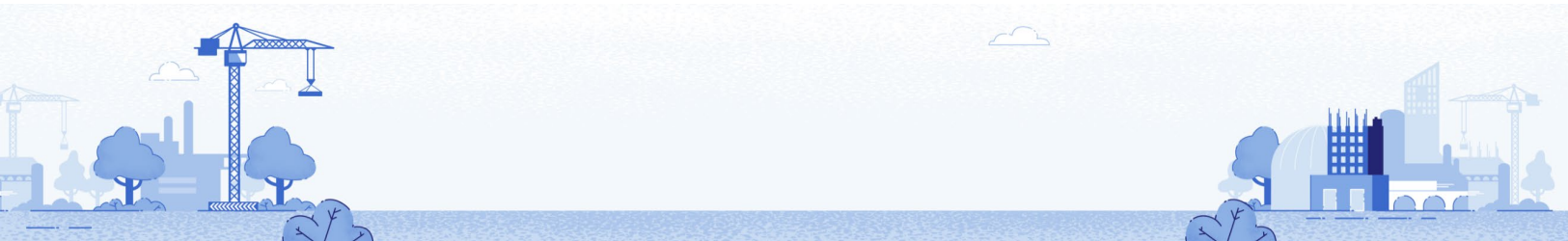
Please can we ask all employees to speak to their suppliers and ensure they understand the changes.

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

If you have any questions, please contact Alan Venning.

## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
92-03-2022	Bulk Cement Tanker Driver (Days)	Supply Chain	Tilbury	20/03/2022
93-03-2022	Multi Skilled Operative (Nights)	Building Products	Dove Holes	25/03/2022
94-03-2022	Plant Manager	UK Materials	Oldbury	31/03/2022
95-03-2022	Asphalt Plant Manager	Asphalt	UK	20/03/2022
96-03-2022	Relief Multi Skilled Operative	Asphalt	Salford	25/03/2022
97-03-2022	Relief Multi Skilled Operative	Asphalt	Lincoln/Yorkshire	25/03/2022
98-03-2022	Planners x 5	Supply Chain	Preston Brook	25/03/2022
99-03-2022	Maintenance Manager	Asphalt	UK	20/03/2022





**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](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.

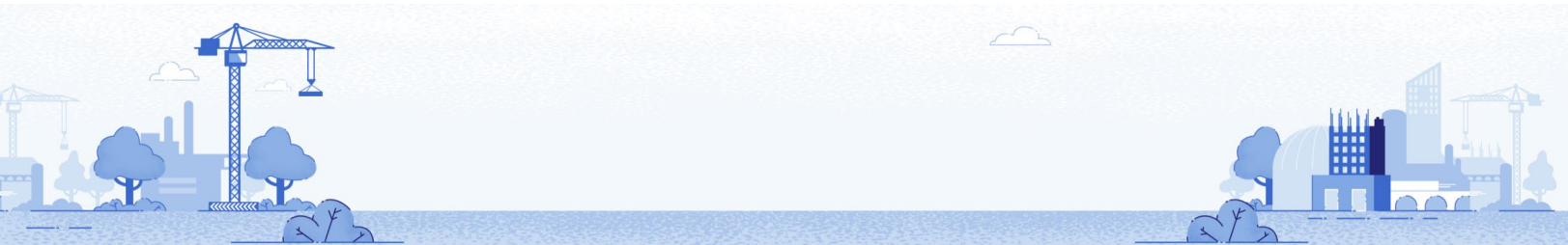
## Employee Assistance Programme

**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**



# GLOBAL SAFETY ALERT

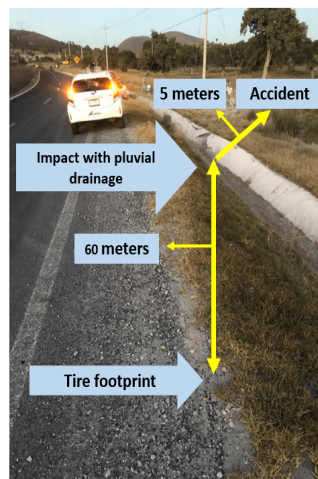
## CONTRACTOR FATALLY INJURED IN ROLLOVER INCIDENT

### INCIDENT DETAILS

A contractor was driving on a highway at 59 km/h with 16 tons of bagged cement when he fell asleep and lost control of his truck on a curve in the road, causing it to overturn onto its right side.



Route of the truck



Point where the truck left the road



View of the Driver before the incident

### KEY FINDINGS

- Our contractor driver had modified his travel log in order to show that his rest cycle had been fulfilled, but it hadn't, and it's believed he would have been experiencing fatigue.
- The process of monitoring the travel log was not effective and there had been no systematic audits.
- Our contractor took an unauthorized route, and it was discovered it wasn't the first time he had done that.

### MANAGERS – KEY POINTS TO CHECK

- All drivers, including contractors, have received the relevant policies and information on fatigue prevention, and the requirements are strictly enforced.
- Effective inspection and audit procedures are in place to validate whether fatigue control measures are effective and to check relevant driver records.
- An effective journey planning and control process is in place and specific hazard areas are highlighted to drivers to keep their awareness high.
- All drivers are well trained in defensive driving techniques.

### ALL PERSONNEL – ACTION TO TAKE

- Always follow the requirements for rest breaks and sleep requirements. Never drive while tired!
- Always review the route risk analysis before your journey, make yourself aware of hazard areas and report any additional hazards you identify. Always keep to the specified route!
- Driving and rest records are there to help keep you safe. Always record information exactly and honestly.
- Please remember, it is very important for you to be safe on the road, and to always be **Fit and Alert** – **Your family is waiting for you at home!**



Journey Planning



Fit and Alert



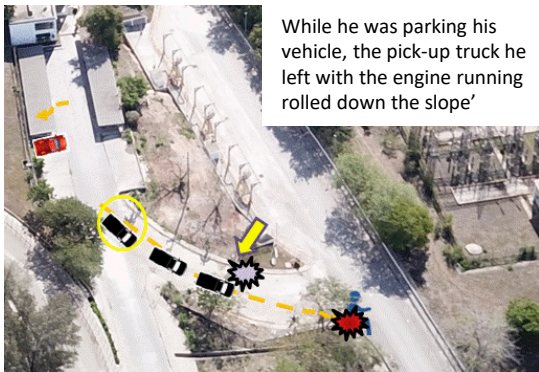
Remember

# GLOBAL SAFETY ALERT

## MEMBER OF THE PUBLIC FATALLY INJURED

### INCIDENT DETAILS

An employee 'jump-started' a company pick-up truck (utility car), using another vehicle and afterwards, with the handbrake activated he left the engine running to help re-charge the battery while he parked the other vehicle. While doing this, the pick-up truck started to roll forwards and down a slope in a straight line to a resting point after crashing through a fence and colliding with the person.



While he was parking his vehicle, the pick-up truck he left with the engine running rolled down the slope'

Trajectory of the Pick-up



View of impacted fence and final position of pick-up truck

Point of impact

### KEY FINDINGS

- Our employee carried out the jump-start operation on a slope and he didn't use wheel chocks.
- There was a policy for the use of wheel chocks on vehicles, but it did not specify light vehicles (utility vehicles) were in scope.
- The handbrake was activated and the light on the vehicle dashboard was on, but it did not work, because the brake bands were worn out.
- Problems with the emergency brake were not identified or reported.
- There was no policy for assigning responsibilities for the maintenance and when to take such vehicles out of service.

### MANAGERS – KEY POINTS TO CHECK

- All employees and contractors have received the relevant policies and procedures for the correct way to fully isolate vehicles to prevent them from accidentally moving and the requirements are strictly enforced.
- Sufficient training is provided to make sure everyone understand the requirements and how to deploy them safely and they are reminded to never take risks.
- Utility vehicles are included within effective maintenance regimes and responsibilities are clearly defined, including the reporting of faults and when to take a vehicle out of service.

### ALL PERSONNEL – ACTION TO TAKE

- Always follow the vehicle isolation safety procedure to prevent the potential for vehicles to move and to prevent others from driving the vehicle.
- Wheel Chocks are an important part of the vehicle isolation procedure, please take the time to use them, they can save a life!
- If you are aware of a fault with your vehicle, report it to your supervisor and log it using your pre-start check/defect reporting system. Depending on the type of fault, the vehicle will be taken out of service until its repaired.



Isolation  
Procedures



Tools /  
Equipment



Safe  
Systems





## RESUMING OPERATIONS AT CLOSED & TEMPORARILY CLOSED READYMIX PLANTS

In order to ensure we comply with QSRMC Regulation and the CEMEX Quality Management System [QMS] there are a number of steps we must take when closing a plant and then before resuming concrete production.

These steps will not only ensure compliance to our Certification Body and QMS requirements but also ensure that we manufacture high quality compliant concrete.

### QSRMC QUALITY AND PRODUCT CONFORMITY REGULATIONS APPENDIX D - CERTIFICATION AND ADMINISTRATIVE PROCEDURES

#### 5.4 Failure to Comply

The Chief Executive shall report a plant, which has not been submitted for assessment within the specified time or fails to comply with the Quality and Product Conformity Regulations on reassessment, to the Board.

#### 5.5 Closure of Plants

The closure of plants shall be notified within one month of closure.

#### 5.6 Reopening of Plants

The reopening of plants shall be notified within one month of reopening.

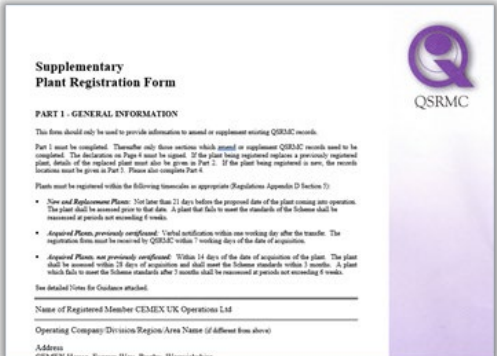
#### 5.7 Temporary Closure

Plants, which are closed on a temporary basis, may be retained on the Plant Register for a period not exceeding six months



If a plant is closed in excess of 6 months, it is deemed to be permanently closed and will require full recertification prior to resuming concrete production.

When we are planning on closing a plant for permanently or mothballing it, we must ensure that we inform QSRMC promptly and formally using the correct documentation.

The image shows a 'Supplementary Plant Registration Form' from QSRMC. The form is titled 'Supplementary Plant Registration Form' and 'PART 1 - GENERAL INFORMATION'. It contains instructions for completion, including a note that Part 1 must be completed and signed by the plant manager. The form also includes a section for 'Name of Registered Member' and 'Operating Company/Division/Region/Area Name'. The QSRMC logo is visible in the top right corner.

We must ensure that we have conducted the following checks when resuming concrete production on a plant deemed to be temporarily closed as defined by the QSRMC regulations:

- Inspect all raw materials [aggregates, cement, admixtures etc] and determine they are fit for purpose to manufacture concrete. This includes replacing out of shelf-life cements and admixtures, contaminated aggregate stocks etc...
- Check the calibration status of the plant and ensure that it conforms to the required periods. This includes all load cells, weigh gear, pumps, flow meters etc...
- Concrete manufacture shall not be resumed if the calibration status of the plant is void and recalibration shall be arranged prior to any concrete manufacture being resumed.
- Statutory notifications shall be made to QSRMC as regards the operational status of the plant
- For example:

The plant has been closed for 2 months, calibration status is confirmed, and raw materials are deemed suitable

OR

Plant closed for 7 months, calibration status is not confirmed, and raw materials have been degraded sufficiently to warrant replacement therefore in this instance concrete production cannot resume until all issues have been addressed.

**Proceeding to manufacture without these checks is a severe risk to product quality and our reputation with our customers.**