



# UK NEWS



Welcome to UK News 24 March 2022  
your weekly update from around CEMEX UK

View UK News on: [www.cemexuknews.co.uk](http://www.cemexuknews.co.uk)

Follow us on twitter too: @CEMEX\_UK



## HEALTH & SAFETY

### UK Marine Wins Safety Sword



Congratulations to the UK Marine team, which has been named as this year's winner of the coveted Safety Sword, the CEMEX UK National H&S Award. This long-standing, prestigious health and safety trophy is awarded annually to the best performing team.

The UK Marine team faced some tough competition from across the business, with the UK Asphalt, Readymix Yorkshire, and Supply Chain Rail and Sea teams also nominated.

This year, the award was judged by Robert House, Health and Safety Director for EMEA, who visited the nominated sites before making his decision. Robert praised the strong sense of line management ownership for Health and Safety from the nominated teams, who are clearly dedicated to keeping people safe, while being very open to ways to further improve.

When choosing the winner, Robert commended the industry-leading, positive Health & Safety performance demonstrated by Marine's unique operation. He highlighted the clear line management ownership and leadership for safety, as well as how Health & Safety is integrated into the day-to-day operational management. Additionally, Robert referenced the 'family' feeling evident in this sector of the business, with a culture of looking out for each other, bolstered by a high level of control which uses robust systems and processes.

Finally, Robert praised how standards appeared to be maintained at all times in UK Marine, including housekeeping and control of contractors. He said it was impressive the way that compliance is fulfilled and monitored to meet various national and international regulatory bodies.

Well done to the UK Marine team and all the other finalists. Thank you for your ongoing commitment to keeping each other safe, our number one priority.

Carl Platt, Chair of the UK Health & Safety Committee



## Mark 'Steps In' to Help Save a Life



Mark on right

Mark Nichols, Wharf Supervisor and first aider at our Brighton Wharf, showed exemplary behaviour by 'Stepping In' to try to save a man's life after a horrific incident last week.



Mark had been working on site but out of sight of the nearby public main road when he heard a loud bang. Without hesitation Mark and two colleagues nearby ran to investigate and found a horrific road traffic collision

between a van and a motorbike. While Mark's two colleagues redirected the rush hour traffic away from the scene, Mark, along with a passing motorist, assessed the injured motorcyclist and finding him not breathing, decided to take action. Taking it in turns, Mark and motorist administered CPR until paramedics arrived on the scene some 20 minutes later.

Unfortunately, the injuries were too severe, and the motorcyclist died two days later in hospital. The paramedics were, however, full of praise for Mark's calm and quick action and said that with Mark's intervention the man had some chance of surviving and without Mark he would have had none.

Terry Gent, Mark's line manager commented: "We are incredibly proud of Mark who 'Stepped In', stayed calm under a stressful situation and took immediate action. He used his First Aid training to help a person in real need. Well done Mark!"

## Fantastic Achievement for Dove Holes Supply Chain



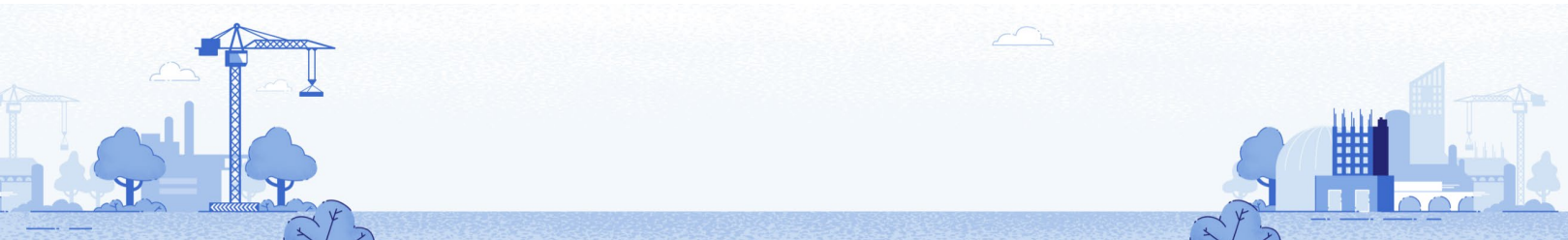
A huge congratulations to the Supply Chain team at Dove Holes for reaching 16 Years LTI & TRI Free. It is a fantastic achievement and a milestone that Mike Roe and his team can be extremely proud of.

David Hart, Supply Chain Director – UK & France, commented: "This is an extremely impressive milestone,

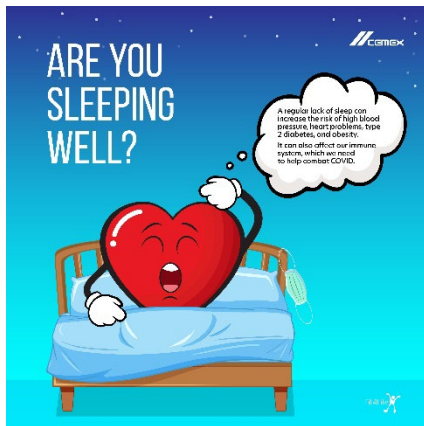
achievable by the strong safety leadership and dedication allied with the collaboration of the Materials and Urban Solutions teams. We know the challenges faced by drivers and the consequences can be severe when things go wrong, which highlights further what a great achievement this is."

Mike Roe, Supply Chain & Logistics Operations Manager, Aggregates, North Derbyshire, proudly commented: "Given Dove Holes unique set up, high volume turnover and "most unusual" microclimate, it's a fantastic achievement by the team to keep totally focused on the Health & Safety on site and off."

Thank you to everyone who works at Dove Holes for your dedication to looking out for one another and keeping everyone safe.



## Are you Getting Enough Sleep?



Getting enough sleep is important for people of all ages to stay in good health. People often cut back on their sleep for work, for family demands or even to watch a good show on television. But if not getting enough sleep is a regular part of your routine, you may be at an increased risk for obesity, type 2 diabetes, high blood pressure, heart disease, stroke, and poor mental health.

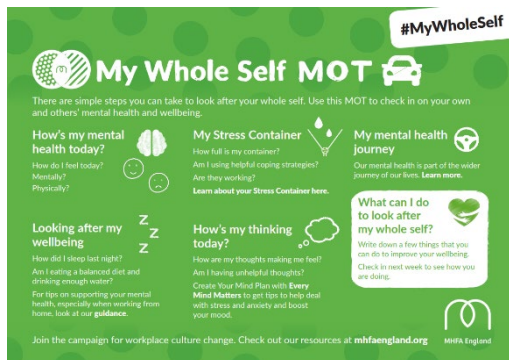
Even one night of short sleep can affect you the next day. Not only are you more likely to feel sleepy, you are more likely to be in a bad mood, be less productive at work, and be involved in a motor vehicle crash.

The American Academy of Sleep Medicine and the Sleep Research Society recommend sleeping seven or more hours per night for adults between 18-60 years old.

You can join the conversation on this topic Yammer [here](#) and check out [the Global H&S Yammer group](#), where the Health & Safety team will be posting additional advice from Cardio.

We also have a poster available to display on your sites which 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)

## My Whole Self MOT



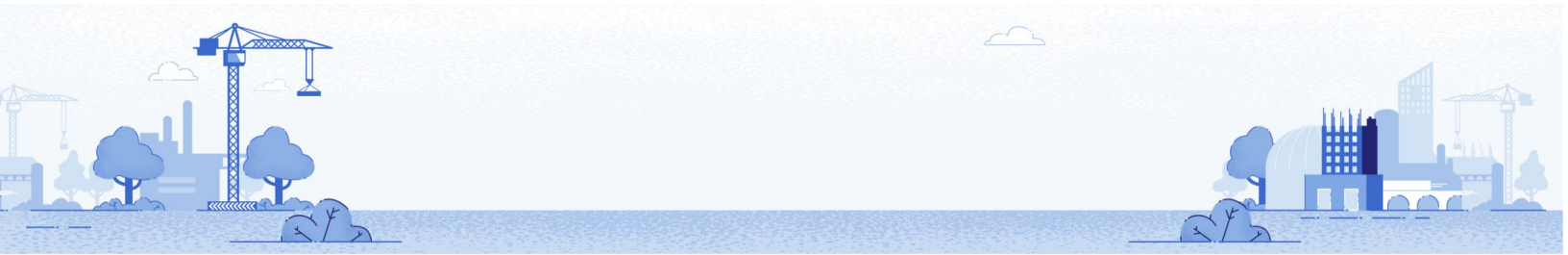
We all have mental health that will fluctuate in response to life events, so it is important to take some time to check out your own mental health. Just as you would service your car you need to check out your whole self.



Mental Health for England – <https://www.mentalhealth.org.uk/> – have a wealth of resources and easy suggestions to help you improve your mental wellbeing.

There are simple steps you can take to look after your whole self. Use this MOT to check in on your own and others' mental health and wellbeing.

Use this poster as a reminder of some tips to keep in top mental health. The poster can be found at the end of this document and in the download section of the UK News website: [My whole self MOT poster](#)







## CUSTOMER CENTRICITY

### DSM Up to the Challenge



CEMEX DSM have commenced work on the next phase of the North Yorkshire Polyhalite Tunnel project. The £3.2 billion project is constructing Woodsmith Mine – south of Whitby, North Yorkshire – to extract polyhalite, and a tunnel system to transport it to a materials handling facility and harbour at Teesside.

The polyhalite deposit is the world's largest and highest-grade fertiliser of its type. This is one of the final sections of tunnel and the most complex to construct. We have supplied our Spray Concrete in Silo Solution to this project in the past and our versatile solution lends itself to complex, difficult to reach sites; with this final

section involving tunnelling under the North Sea we were called upon again to innovate.

The requirements of the site are such that there are a number of specific challenges, the spraying is taking place under the North Sea 17km from the point of production at the site silo. The dry silo concrete is manufactured/mixed wet via the silo and mixer into an 8m<sup>3</sup> rail configured torpedo mixer which takes 90 minutes to travel the distance along the tunnel to discharge into the concrete spraying pump.

Due to the time it takes to make the delivery it is necessary to have an extended open life; the additional hydration control admixture is added by liquid into the mixer via a calibrated pump, and to measure the amount of product being discharged into the torpedoes the silos are on load cells which are able to calculate the weight of the product made.

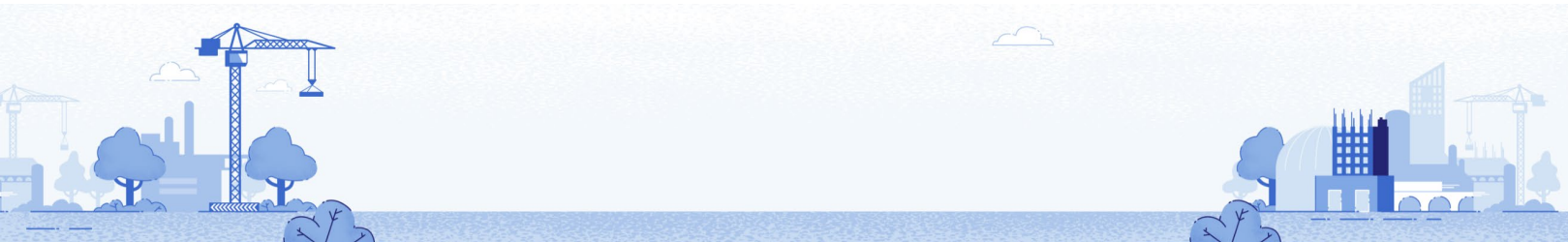


## PROFITABILITY

### CEMEX Launches Call for the CEMEX Building Award 2022



CEMEX has announced that the 2022 CEMEX Building Award registration – International editions is now open.



The call for participation in the CEMEX Building Award is open for all construction professionals with projects finished in 2020 or 2021 and have used CEMEX concrete or cement in at least 50% of the whole consumption.

Entry submission detail can be found by visiting [www.premioobrascemex.com/participa-internacional](http://www.premioobrascemex.com/participa-internacional) or by contacting Caroline Gardner ([caroline.gardner@cemex.com](mailto:caroline.gardner@cemex.com)) by mid-April.

Registrants may participate in the Residential Housing, Affordable Housing, Building, Collective Space, and Infrastructure categories, as well as four special awards:

- Universal Accessibility
- Sustainable Building
- Construction Innovation
- Social Value

The CEMEX Building Award honours the best construction projects in Mexico as well as the professionals who make them possible. Since its creation in 1991, the award has become a benchmark in the construction industry, recognising projects that stand out for their design, innovation and promotion of environmental preservation while offering better solutions for their users and communities.

The awards promote development, creativity, and innovation in construction, encouraging the exchange of ideas and solutions between the different construction cultures of the world promoting projects that achieve better spaces and better solutions for users and communities, promoting environmental care and social value.

Under the slogan “Ideas that build life,” the CEMEX Building Award recognises those works that begin as mere ideas and end up being construction projects that give value to those who interact with them.

## New Screens for Northfleet and Dagenham Wharves



Northfleet Wharf were very happy to receive the investment in a new Cedar Rapid secondary screen. This screen replaces the 17 year old unit that had reached the end of its life.

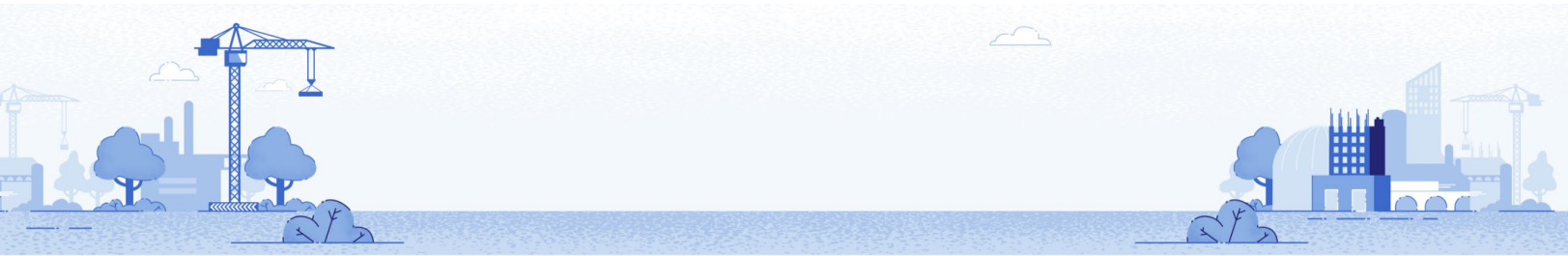


At Dagenham Wharf we have seen both the primary and dewatering screens replaced.

Wharf Managers, Matt Fearn (Northfleet) and Dean Trowbridge (Dagenham) wish to express their thanks on behalf of their teams to Power X for the service and high standard of health and safety they've

demonstrated while being on our sites.

A substantial investment in both Northfleet and Dagenham with Angerstein Wharf due for a screen replacement in the coming weeks also, this represents part of our long-term maintenance strategy.





### Matt's Run for Alzheimer's Charity



Matthew Sumner is a Production Coordinator at Rugby Cement plant. He has embarked on a journey to support the Alzheimer's Society and he will be participating in the Great Birmingham Half Marathon to raise money for the Alzheimer's society which has set out to ensure that people suffering from dementia are supported and able to integrate in society without fear or prejudice.

Let us join hands and support Matt in this worthy cause. You can donate to Matt's JustGiving page [here](#) and also reach out to him on [matthew.sumner@cemex.com](mailto:matthew.sumner@cemex.com)

We know that many of you just like Matt are supporting various causes. If you would like us to share information on the causes that you are supporting, please share the information and we will let everyone else know.

### Employee Offer at Macready Theatre

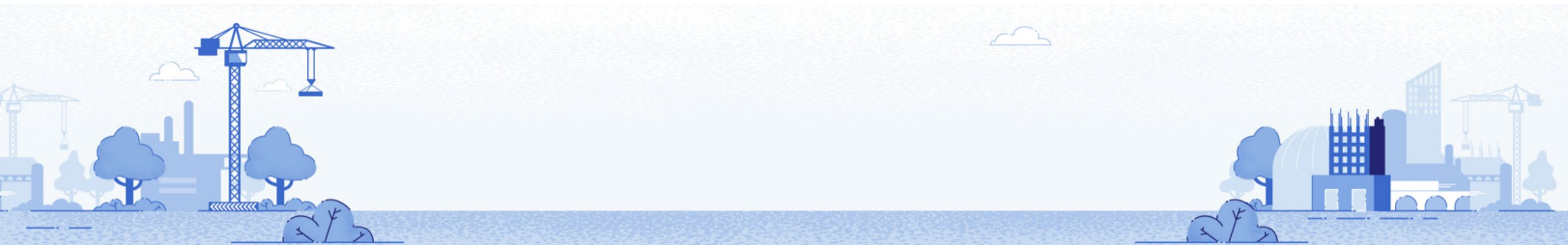


Macready Theatre, one of our charity partners, is pleased to offer a special discount for all CEMEX employees. Get tickets for an upcoming show at the theatre, WOLF, for just £5. The performance takes place on Friday 1<sup>st</sup> April at 8pm, held at the Macready Theatre in Rugby.

Use the promo code CEMEXTHEATRE to get the £5 tickets! This offer can also be used by your friends and family.

WOLF is the first instalment of 'The Beast Trilogy' and started its life as a thirty minute work in progress at VAULT Festival, London. Armed with just a chair, Lewis Doherty mimes every prop, makes every sound effect and brings to life over thirty characters in this cyberpunk, neon-noir, one-man action-packed blockbuster movie! It has become a critically acclaimed and award-winning show, touring to venues and festivals such as SOHO Theatre, Nottingham Playhouse, Salisbury Playhouse, Birmingham REP, The North Wall Arts Centre, Exeter Phoenix, The Edinburgh Fringe Festival, and Latitude Festival.

Further details of the show can be found here: <https://macreadytheatre.co.uk/beasthouse-wolf/>





## Vote Now for your CEMEX Charity of the Year



We have received a good number of nominations for the CEMEX UK Charity of the year. Thank you for taking part.

We are now in the second stage where we invite you all to assist in selecting ONE CHARITY from the shortlist.

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

## Sounds of the Woodlands



With the longer daylight hours and slightly warmer temperatures you may be thinking about venturing out at the weekend for a peaceful walk in the countryside or your local woodland. You will undoubtedly hear varied chorus of birdsong along your walk, but would you know which birds you are hearing?

The RSPB have a handy guide to help you identify some of the woodland birds who will accompany you on your walks. So whether it is the angry screech which gives away a Jay or the drumming skills of the Great Spotted Woodpecker, a Chiffchaff or a Black Cap, we hope this guide will help you identify the calls of some of the species which sing, or shout, as you head out into the woodlands.

Take a listen [here](#)

## Continuing our Support for Ukrainian Refugees

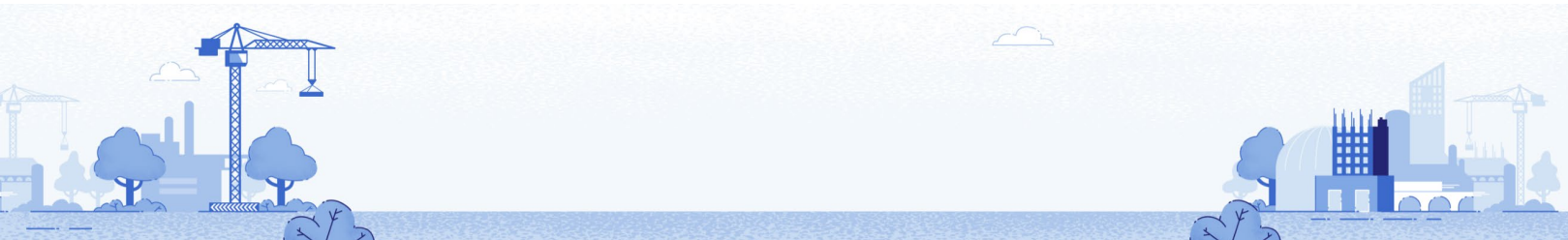


It's now been over three weeks since we launched our campaign to support refugees as they flee from the war in Ukraine. Over 3 million people have already left their homes in search of safety. This level of displacement is unprecedented and will have consequences for years to come.

As a company we have been active on the ground and our colleagues across Europe have been working non-stop to ensure we support and shelter Ukrainian refugees. They have activated volunteer actions and are in constant communication with authorities and local partners to deliver basic supplies or attend to any other need. The support through donations we have received from our people worldwide is a testament to the spirit of ONE CEMEX.

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](#).



## EMPLOYEES

### Coming Next Week! It's the EMEA Q1 eNPS Pulse Survey

*Get ready!*

**EMEA**

### Q1 '22 eNPS Pulse Survey



Here at CEMEX we want everyone to feel that it is a great place to work. So each quarter we track how everyone feels about working here, with our Employee Net Promoter Score (eNPS) pulse surveys.

Last year more than 40 actions aligned to our 5 Regional Key Drivers of Engagement were implemented in EMEA, thanks to your active participation in the 2021 eNPS Pulse Surveys.

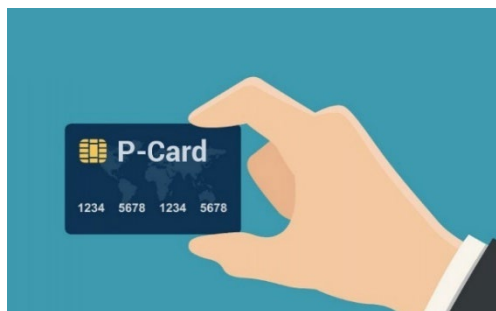
Completing the survey is quick and easy. This is a chance to voice your thoughts and feelings about working for CEMEX in order to see positive changes in our workplace.

Please look out for the Q1 2022 survey from our provider Perceptyx, which is **launching next Wednesday 30<sup>th</sup> March**. Be sure to complete it and let your opinion count.

Your participation is important and valued by our UK management team. It is our way of measuring Workforce Experience and how likely we all are to recommend CEMEX as a great place to work.

The poster 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)

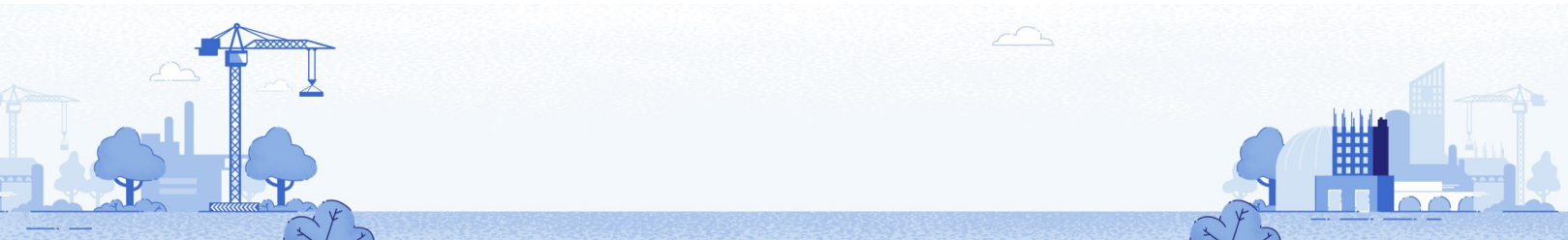
### Changes for P-Card Holders



Please can we ask all P-Card holders and approvers to ensure they are aware and understand changes to the General Ledger (GL) codes and cost centres that will be in place from 28<sup>th</sup> March onwards.

Please continue to code and approve transactions in the normal way up until Monday 28<sup>th</sup> March.

From this date onwards, the new GL and cost centres will change and you will then need to code accordingly.





To see the GL and cost centre mapping, which shows what each GL/CC is changing from and to, please visit: <https://cemex.sharepoint.com/sites/CloudTransformation9>

There is also a message in the CAR tool about the cutover plan, which you may have already seen.

## Long Service Congratulations



We would like to send a huge congratulations and thank you to the following colleagues for reaching long service milestones this month. We appreciate all your contributions and hard work over the years:

- Andrew Nevitt, Technical Manager Mortars and Screeds Rugby, reached 25 years of service on 3<sup>rd</sup> March.
- David Sands, Asphalt Plant Manager Ellesmere Port reached 25 years of service on 3<sup>rd</sup> March.
- Frank Keyhoe, Asphalt Plant Manager Liverpool, reached 25 years of service on 10<sup>th</sup> March.
- Barry Williams, Fitter from Halkyn, reached 50 years of service on 15<sup>th</sup> March.
- Vanessa Smithson, Aggregates Operations Manager, reached 25 years of service on 24<sup>th</sup> March.
- Darrell Collins, Lead Driver Rugby, reaches 25 years of service on 26<sup>th</sup> March.

## Knock Knock! Your latest CEMEXPRESS is out now!

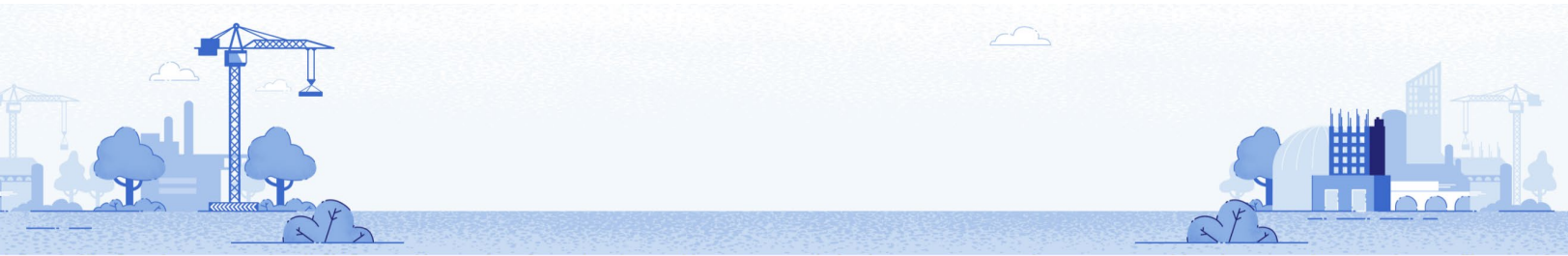


You may have received a knock on your door from your postie handing you our latest CEMEXPRESS along with a special gift from the UK Coordination team. If you haven't received them yet, but have received a collection card, we definitely recommend you head down to your local collection office to pick up your CEMEXPRESS and gift.

Our first issue this year looks back on our highlights of 2021 and looks forward to our priorities for the year ahead, from leaders across the business, plus the cement tanker competition winners and finalists.

Due to the addition of your gift, this time we couldn't use our usual fully biodegradable packaging. However, the envelope was made from recycled materials and can be recycled at many supermarkets nationwide, visit here for more info: <https://www.recyclenow.com/recycle-an-item/plastic-bags-and-wrapping>.

Please contact [GB comms](#) with any feedback, ideas for the next edition or if you haven't received your copy.



## Welcome to our New Communications Adviser



Welcome to Tina Baxter, CEMEX UK's new Communications Adviser.

Working closely with Sarah Murphy and the wider communications team across Europe, Tina will be producing UK News, managing the UK's social media platforms, working with the RSPB to produce the monthly blog Earthly Matters, plus a variety of other communications activities.

Tina brings 17 years of communications experience working in the steel industry in a variety of internal and external communications roles for Tata Steel Europe.

Tina is really looking forward to working with colleagues across the UK business, so if you have any news stories to share she would love to hear from you.

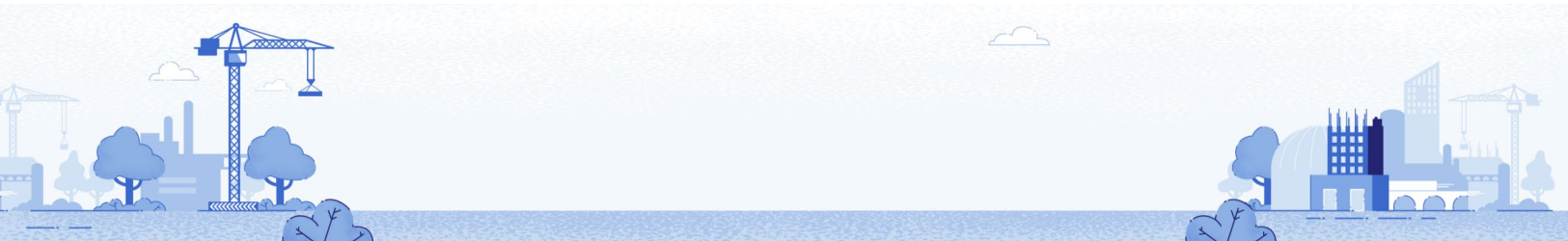
## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
99-03-2022	Transport Planner	Cement	Rugby	25/03/2022
100-03-2022	Customer Service Representative	Cement	Rugby	25/03/2022
101-03-2022	Transport Planners x 5	UK Materials	Oldbury	25/03/2022
102-03-2022	Plant Manager	UK Materials	London Area	01/04/2022
103-03-2022	Mobile Fitter	UK Materials	Berkswell	29/03/2022
104-03-2022	Plant Manager	UK Materials	Ryall	08/04/2022
105-03-2022	Plant Manager	UK Materials	Coventry	08/04/2022
106-03-2022	Sales Executive	UK Materials	Midlands Area	08/04/2022
107-03-2022	Operative	UK Materials	Ryall	30/03/2022

### 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.



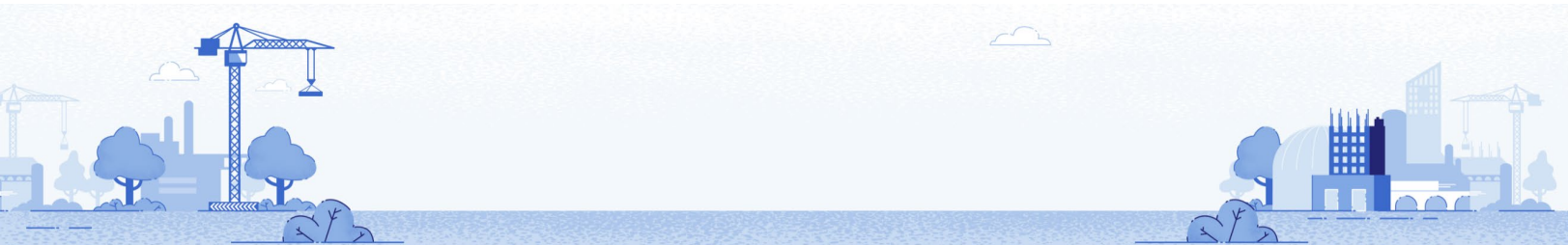
## Employee Assistance Programme

**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**





# ARE YOU SLEEPING WELL?

A regular lack of sleep can increase the risk of high blood pressure, heart problems, type 2 diabetes, and obesity.

It can also affect our immune system, which we need to help combat COVID.



# ARE YOU SLEEPING WELL?

A regular lack of sleep can increase the risk of high blood pressure, heart problems, type 2 diabetes, and obesity.

It can also affect our immune system, which we need to help combat COVID.



Get ready!

# EMEA

## Q1 '22 eNPS Pulse Survey

**ONE QUESTION – ON A SCALE FROM 0-10**

**How likely are you to recommend CEMEX as a good place to work, to family or friends?**

NPS CALCULATION FORMULA

**Employee Net Promoter Score = % of Promoters (9-10) minus % of Detractors (0-6)**



- ☐ **9-10: Promoters,** extremely loyal employees to the organisation, and talk positively about the business



- ☐ **7-8: Passives,** employees who are neither emotionally invested nor disengaged



- ☐ **0-6: Detractors,** employees who are highly dissatisfied with the organisation and offer negative word of mouth



### Why are we doing eNPS quarterly?

**We want** CEMEX to be a great place to work – so we're tracking quarterly how everyone feels about working here

### What were our eNPS results in 2021?

**We achieved** positive average 2021 eNPS in our region: +28 vs +20 in 2020. It is also true that our eNPS results were lower in the Q3'21 Pulse: +17 vs +32 in Q2'21. We want to resume our positive eNPS trend in EMEA in 2022.

More than 40 actions aligned to our **5 Regional Key Drivers of Engagement** were implemented last year in EMEA thanks to your active participation in the 2021 eNPS Pulse Surveys.

### How/when to take part?

Watch out for the email from Perceptyx on Wednesday, 30<sup>th</sup> March<sup>h</sup> (eNPS Survey Q1 EMEA [customers@perceptyx.com](mailto:customers@perceptyx.com))





# My Whole Self MOT



There are simple steps you can take to look after your whole self. Use this MOT to check in on your own and others' mental health and wellbeing.

## How's my mental health today?



How do I feel today?  
Mentally?  
Physically?



## My Stress Container



How full is my container?  
Am I using helpful coping strategies?  
Are they working?

**Learn about your Stress Container here.**

## My mental health journey



Our mental health is part of the wider journey of our lives. **Learn more.**

## Looking after my wellbeing



How did I sleep last night?

Am I eating a balanced diet and drinking enough water?

For tips on supporting your mental health, especially when working from home, look at our **guidance**.

## How's my thinking today?



How are my thoughts making me feel?

Am I having unhelpful thoughts?

Create Your Mind Plan with **Every Mind Matters** to get tips to help deal with stress and anxiety and boost your mood.

## What can I do to look after my whole self?



Write down a few things that you can do to improve your wellbeing.

Check in next week to see how you are doing.

Join the campaign for workplace culture change. Check out our resources at **mhfaengland.org**



MHFA England