



# UK NEWS



Welcome to UK News 14<sup>th</sup> April 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

### Tread Carefully When Using Stairs



During the height of the pandemic, many people were cautious about using handrails because of concerns about contracting or spreading the virus. However, we want to remind all employees of the importance of using handrails when on stairways. Even falling down a couple of steps can cause serious injuries.

According to RoSPA, “falls on the stairs claim the lives of over 700 people every year in the UK. This is over 17 times more than the number of lives lost on construction sites. There are also over 43,000 people hospitalised every year due to falls on stairs in the home.” Additionally, stats show that for every hospitalisation due to a fire, there are 235 due to falls.

Don't let COVID prevent you from keeping yourself safe, please “Get a Grip” and hold the handrails on stairways, using hand sanitiser afterwards to minimise any risk from COVID.

We have created two simple posters to remind those using our locations of the importance of holding handrails. They 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) Please print and display on noticeboards or in relevant areas.

### Revised COVID Visitor Induction

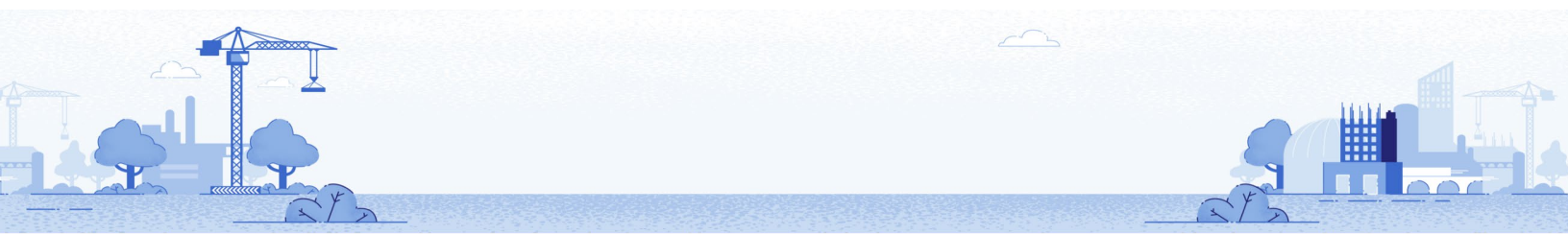


#### SITE INDUCTION – MINIMISING RESPIRATORY INFECTION

A supplement for the general site induction regarding Minimising Respiratory Infections has been issued – this replaces the COVID Induction that has been in place for the last couple of years.

Please incorporate it into local induction procedures for site visitors, including contractors.

This supplement 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)



## New Safety Improvement for Salford



Thank you to the team at Salford Asphalt plant for sharing their latest Health & Safety improvement. They have installed a new raised edge protection to prevent vehicles coming in contact with the camera and video equipment and also protect people from stepping off the ramps.

Well done to the team for identifying this need!

We are always keen to hear about the Health & Safety improvements you have made at your site – please send details to: [gb-communicationsandpublicaffairs@cemex.com](mailto:gb-communicationsandpublicaffairs@cemex.com)

## Tune in to our Latest Podcast



You can listen to our latest episode of the In the Mix podcast now!

This is your news round-up and views podcast from CEMEX UK.

We had a short break for the first part of the year but are back with a bang – speaking to Andy Taylor (Health & Safety Director) and Richard Kelly (Operations Manager) about the importance of Near Miss / Hazard Alerts and Stepping In.

You can listen by using the link [here](#).

We hope you enjoy this episode. If you have any feedback, suggestions or comments please email us at: [inthemix@cemex.com](mailto:inthemix@cemex.com)

## Stress Awareness Month

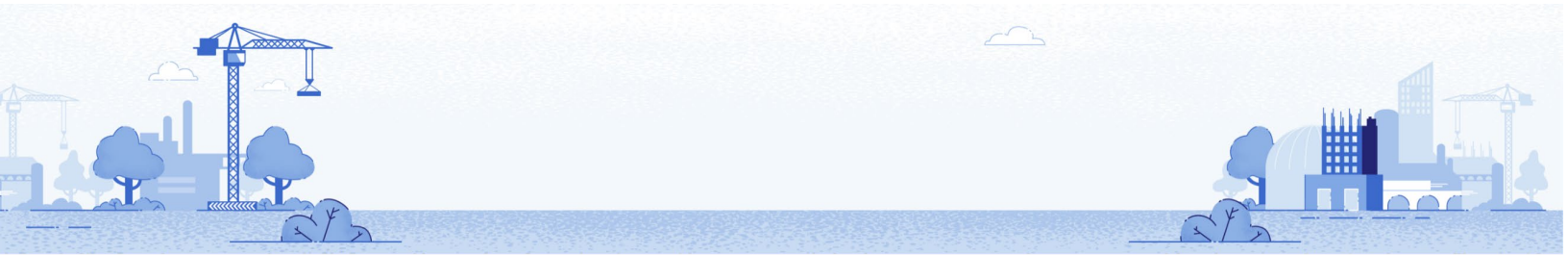


April is Stress Awareness Month. At CEMEX, we understand and acknowledge how the stress of everyday life can take a toll on everyone's health.

We are broadening our efforts to take care of our employees, increasing our local wellness initiatives and promoting our CEMEX Health Essentials.



Throughout April we will be sharing a range of resources to help you identify stress and provide some tips to help you manage your own stress levels. This week we take a look at 'What is Stress?' and we are sharing our Active April calendar with some great tips every day to #addressyourstress.





You can find these posters at the end of this document and in the download section of the UK News website: [www.cemexuknews.co.uk](http://www.cemexuknews.co.uk) website.



## CUSTOMER CENTRICITY

### Restoring a Listed Lodge



CEMEX have recently supplied Readymix Foundation 2 to a customer who is renovating a 19<sup>th</sup> Century Grade II listed lodge on the Balborough Hall estate in Derbyshire. The concrete will provide the foundations for the side extension.

Readymix Sales Executive, Rowan Russell, explains: "Our customer, Chris, is a master in stone masonry and is so passionate about what he does – he told us that every time he passed the lodge in the village he has wanted to

restore it, so when it came up for auction, he went for it."

Chris is now carefully restoring the beautiful old lodge back to its impressive standing in the community with some help from CEMEX!



## PROFITABILITY

### Willington Quarry Wins EXCEED's Idea of the Month

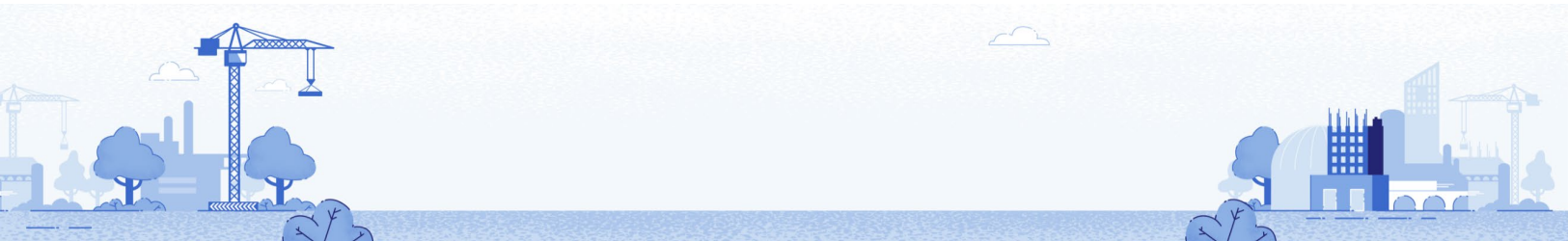


Another big 'Thank You' goes out to all of our teams for continuing to develop and implement their ideas that will help make CEMEX a safer place to work, with better quality and greater efficiency/effectiveness.

The following summary gives a brief overview from the ideas from the March 2022 competition:



- Rugeley quarry – successfully installed solar lighting via motion sensors to reduce costs, especially during the Triad season.
- Brighton & Leamouth Wharfs – purchased plastic padlock covers to protect shackle openings and mechanisms from dust, sand and corrosion.
- North West Readymix – purchased a pallet truck to reduce the chances of manual handling injuries when moving steel fibers and minimise waste by storing them effectively.
- Willington quarry – constructed a Grading Screen drive cover to protect the drive belts and minimise downtime/loss of production.



After a very fiercely fought competition where the voting scores were very close, our congratulations go out to Willington quarry who narrowly took the top award this month! Congratulations to everyone involved in this fantastic idea!

If you would like to find out more about Willington quarry's winning idea check out the PDF in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

If you have an idea to suggest please contact the EXCEED team leader, Mark Beagrie – [markcharles.beagrie@cemex.com](mailto:markcharles.beagrie@cemex.com)

All the ideas and best practices can be found on the EXCEED ideation online platform: <https://cemex.idhall.com/>



## FUTURE IN ACTION

### Ifty Walked All Over Cancer



Throughout March, thousands of people took part in the Walk All Over Cancer challenge to raise money for Cancer Research while also improving their fitness.

Walk All Over Cancer is a personal challenge to walk 10,000 steps every day for a month. 10,000 steps are the equivalent of 5 miles or an hour and 40 minutes of walking, depending on your speed.

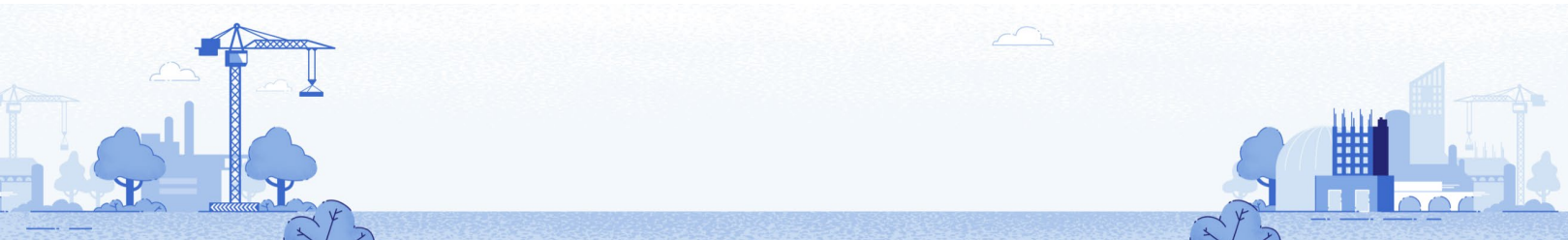
Back in early March we asked you to step up to the Walk All Over Cancer challenge many of you did!

Iftikhar Ahmed Arain, a Senior Design Engineer for Rail Solutions in Derbyshire, Walked All Over Cancer – and is still walking! Ifty shared his story with us:

"I am a diabetic person and already enjoyed walking, however, before I started the Walk All Over Cancer challenge I was barely hitting 5,000 steps a day. I really wanted to challenge myself so I took on this challenge and dedicated it to all of those, including my father, who have lost their lives to cancer.

I set the challenge of achieving the goal of 10K steps a day. I pushed myself to hit my target day after day and I now comfortably hit 11-12K steps a day. The exercise has done wonders for my physical health and has really helped get my diabetes under control – my blood glucose level has reduced by 15mmol/mol and my weight by 5kg within a month. I've also discovered so many beautiful places near my home that I never knew existed."

A huge well done to Ifty, thanks for sharing your inspirational story with us and well done to everyone else who took part, for helping to raise money for cancer research and improving your physical health and wellbeing.



## Site Spotlight - Jarrow Wharf



This is the next of our series of Site Spotlights, where we shine a spotlight on some of the great biodiversity work that is being carried out at CEMEX sites across the country. This time we are visiting Jarrow Wharf in South Tyneside.

On the bank of the River Tyne the team are making good progress with their Biodiversity Management Plan (BMP).

During the past two years the site has monitored wildflowers, butterflies and other types of wildlife whilst also ensuring that nesting seabirds remain undisturbed. Crucial is the action site has undertaken on monitoring and removal of invasive weeds and identification of non-native plants to controlled and removed as required. The site doesn't use herbicide or insecticide to protect nearby waterways and help preserve invertebrates.

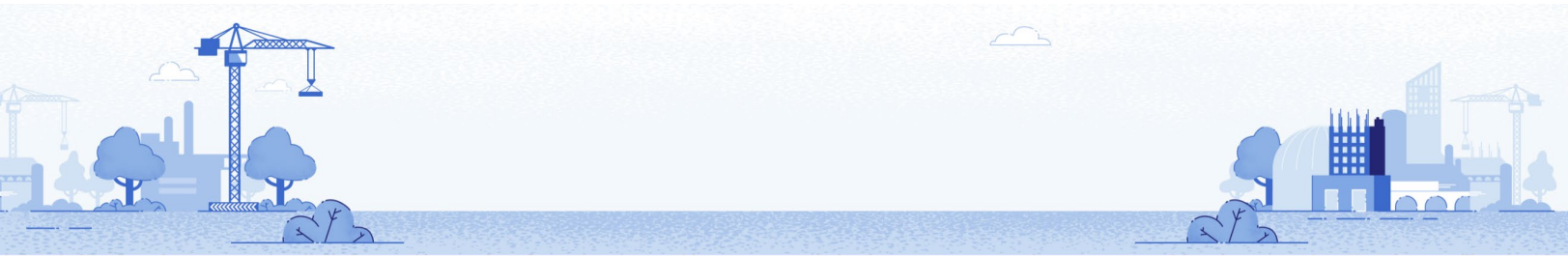
Much of this area is known as an Open Mosaic Habitat; a valuable habitat that can develop on previous industrial / brownfield sites. As a former shipyard and aggregate recycling facility, the site supports a diverse range of pollinators, which in turn assists the recovery of biodiversity more generally in the local area – which some people would find surprising given its former use!

It's rich in wildflower species and home to native bumblebee species, butterflies and daytime moths you would expect to see in much more established meadows. The team have seen notable butterfly species such as Dingy Skipper and Wall Brown. Both species have been reported through the National Biodiversity Network and a list of butterfly species spotted on site has been sent to the NGO Butterfly Conservation. The site is also home to nine species of native bumblebee which not only supports biodiversity at the site but also helps establish a local nature network to expand into surrounding areas.

Being close to the northeast coast, sea buckthorn scrub, has established in some areas on site. This is used by nesting songbirds during spring and summer and the seeds provide a food source for the birds well into the winter. The team are delighted to see Herring Gulls, which have been in decline nationally, successfully nesting every year. They ensure that nesting seabirds remain undisturbed as part of their BMP. The red listed Kittiwake and protected Arctic Terns have also been spotted on site as they nest on the nearby Tyne Bridge.

Well done to all those at the site and in the UK Sustainability team who are working hard to enhance Jarrow Wharf's biodiversity.

If you'd like to find out more about the BAP at Jarrow Wharf, or have any other questions about BMPs, please contact Jenny Oldroyd at the RSPB or Sean Cassidy.





## We are all Green Ambassadors



In the latest CEMEX Our Global Voice newsletter, Communication Chief Officer, Lucy Rodriguez, shares her insights on Future in Action's fourth pillar and tells us how we can contribute to it.

In her interview Lucy gives a clear description of CEMEX's ambition for a circular green economy – reducing waste, recycling, protecting ecosystems, “making things that last” – transforming from a linear economy to more sustainable circular economy.

We are all ambassadors for CEMEX to promote these messages – we can all contribute in our daily lives and proudly promote our company's commitments to Future in Action.

You can watch Lucy's interview [here](#).

## Activities for Easter



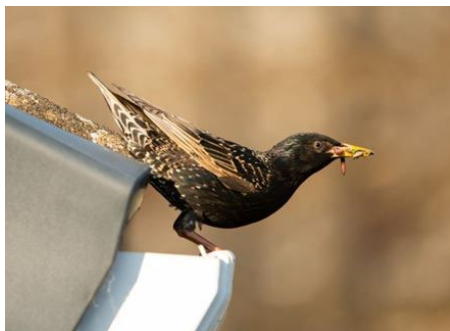
With Easter just around the corner and the weather starting to improve many of us are keen to get outside and enjoy the great outdoors.

In our latest RSPB blog we shared some ways you and your family can get up close and personal with nature this Easter. This included links to the National Trust Easter activities, the RSPB Wild Challenge and the Forestry England walking and cycling trails. Something for everyone we hope.

We are also running a competition to win an RSPB window bird feeder – to enter, please share with us a photo of you 'getting up close and personal with nature'. You can email us to: [gb-communicationsandpublicaffairs@cemex.com](mailto:gb-communicationsandpublicaffairs@cemex.com) or share a photo on Facebook, adding the hashtag #CEMEXUK. We will send a window bird feeder for the top three most entertaining photos.

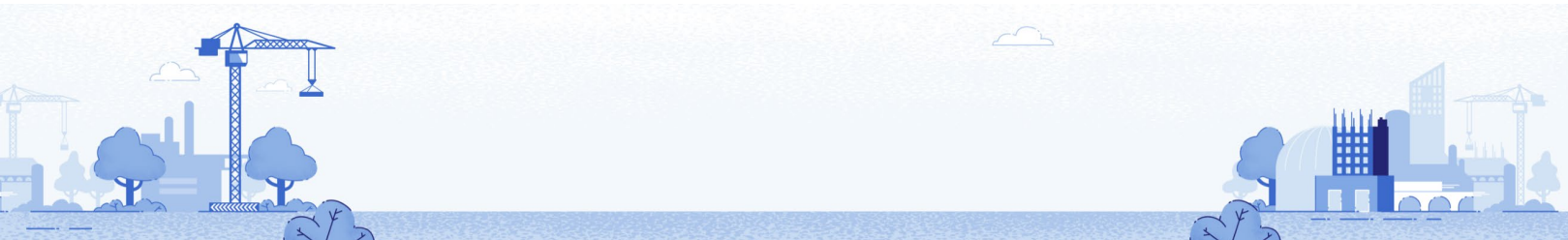
If you need to top up your bird seed this Easter, the RSPB are currently offering free delivery on all orders over £10 – just use the code MARP2 – shop [here](#).

## RSPB Big Garden Birdwatch Results



Hopefully some of you will have taken part in this year's RSPB Big Garden Bird Watch, along with almost 700,000 people across the UK. An amazing 11.5 million birds were counted!

The RSPB have now compiled the 2022 results – you can see the UK Top 10 winners [here](#).



## Continuing our Support for Ukrainian Refugees



As the situation in Ukraine continues, the humanitarian crisis deepens with mounting military and civilian casualties and over 3 million on the move to escape the violence.

Many of these refugees are arriving in Poland, the Czech Republic, and Germany, where our teams have generously participated in relief efforts by providing shelter, supplies and support.

As part of our humanitarian aid response, CEMEX have launched a [global fundraising campaign](#), matching employee donations to the UN Refugee Agency (UNHCR) to support humanitarian relief efforts for the people of Ukraine. The global match fund has received support from over 400 colleagues participating, and it currently stands at

nearly \$90k including CEMEX's contribution.

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

### Save the Date - 2022 CEMEX Global Awards

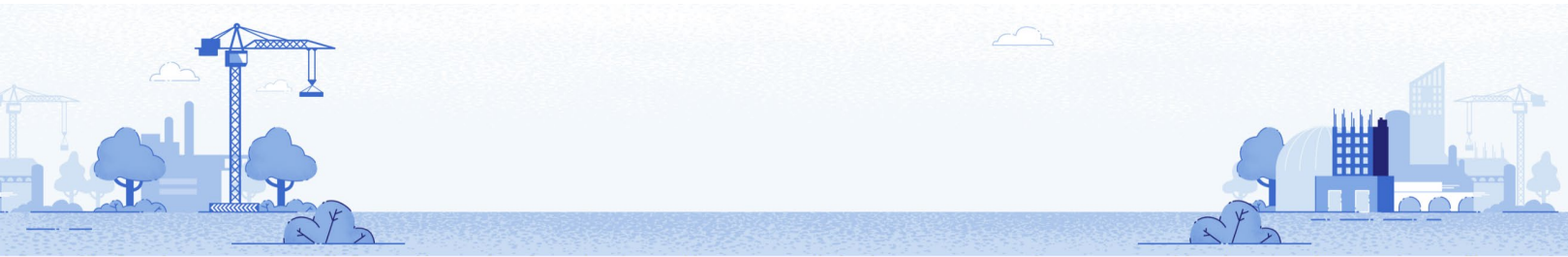


On Wednesday 27<sup>th</sup> April (15:00 – 16:30 BST ) we will be hosting our 2nd annual CEMEX Global Awards, a global, virtual event where we recognise our employees in four of our five top priorities at CEMEX.

Find out more in this short video [here](#).

Recognising and celebrating our colleagues builds a sense of purpose and is the cornerstone of our organisation. It reminds us that our work matters and that we are contributing to achieving our company goals.

Please save the date in your calendar.



## Celebrating 15 Years of Service



Congratulations to Derek Sheehan who is celebrating 15 years of service. He first joined CEMEX as a Sales Agent in London & South East Sales Centre in Thorpe, working in the concrete business. During that time he also had spells in Shipping. Derek then moved on, working as a Plant Supervisor producing concrete at our Guildford plant, and then had a return spell in the Sales Office.

In 2014 Derek was promoted to Sales Executive for the Mortar & Screed business in the South East and then moved into the challenging London market where he has remained ever since. In

2018 Derek moved into the newly created position of Sales Executive for the Urbanisation Solutions Dry Mortar Business with special responsibilities for growing the business in London, the UK's major urban market.

We hope you enjoy your celebrations Derek!

## Reminder: Participate Now - Q1 2022 eNPS Pulse Survey

*participate now!*  
**EMEA**  
**Q1'22 eNPS Pulse Survey**



If you haven't already, please look out for the Q1 2022 survey email from our provider Perceptyx (customers@perceptyx.com), which was launched Wednesday 30<sup>th</sup> March.

Be sure to complete it and let your opinion count.

**Note: this time around the survey audience is those with CEMEX email addresses only.**

You can also use the URL address below and QR code on the poster. Simply use your employee number to access it via these routes.

[https://ondemand.perceptyx.com/odcemenpssurveyq1emea/dc/?ask\\_pin=1](https://ondemand.perceptyx.com/odcemenpssurveyq1emea/dc/?ask_pin=1)

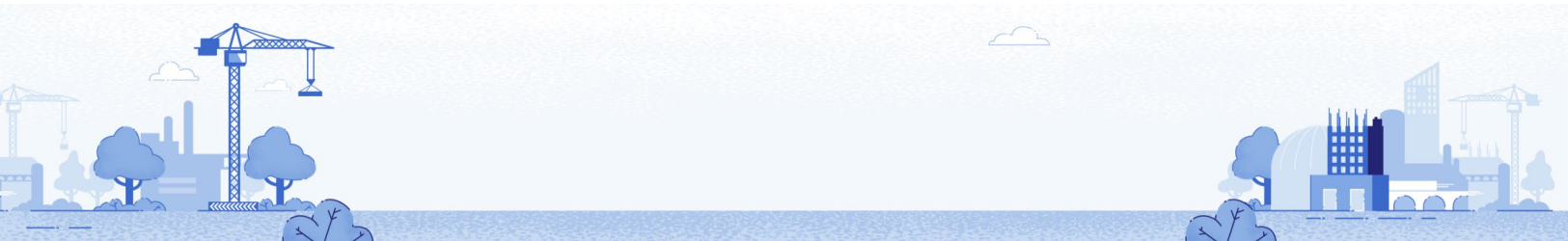
Completing the survey is quick and easy. This is a chance to voice your thoughts and feelings about working for CEMEX, to see positive changes in our workplace.

Here at CEMEX we want everyone to feel that it's 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.

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 in the download section of the UK News website:  
[www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

Thank you to everyone who has already completed the survey.





## Want to Nominate a Colleague?



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

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

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

## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
96-03-2022	Relief Multi Skilled Operative	Asphalt	Salford	15/04/2022
122-04-2022	Geologist	UK Materials (Aggregates)	UK Base	27/04/2022
123-04-2022	Maintenance and Stores Assistant	UK Materials (Aggregates)	Dove Holes	27/04/2022

### 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.

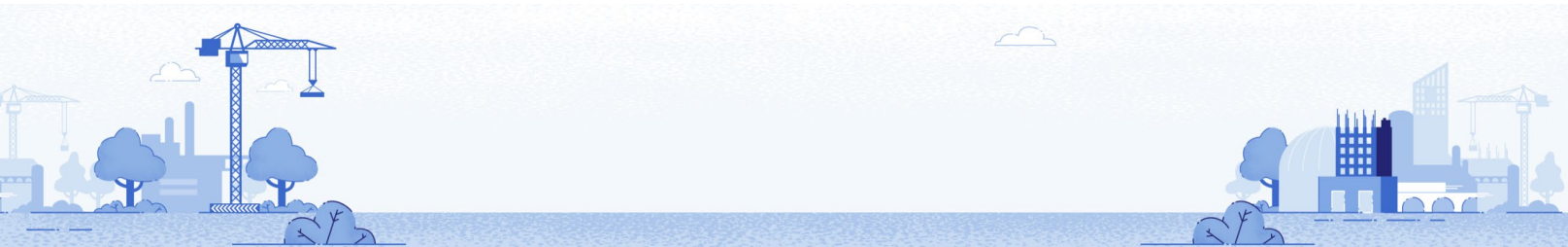
## Employee Assistance Programme

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**



# Active April 2022

MONDAY



4 Eat healthy and natural food today and drink lots of water

TUESDAY



5 Turn a regular activity into a playful game today

WEDNESDAY



6 Do a body-scan meditation and really notice how your body feels

THURSDAY



7 Get natural light early in the day. Dim the lights in the evening

FRIDAY

1 Commit to being more active this month, starting today

SATURDAY

2 Spend as much time as possible outdoors today

SUNDAY

3 Listen to your body and be grateful for what it can do

10 Have a day free from TV or screens and get moving instead

17 Be active outside. Dig up weeds or plant some seeds

24 Get active in nature. Feed the birds or go wildlife-spotting



11 Set yourself an exercise goal or sign up to an activity challenge

12 Move as much as possible, even if you're stuck inside

13 Make sleep a priority and go to bed in good time

14 Relax your body & mind with yoga, tai chi or meditation

15 Get active by singing today (even if you think you can't sing!)

16 Go exploring around your local area and notice new things

18 Try a new online exercise, activity or dance class

19 Spend less time sitting today. Get up and move more often

20 Focus on 'eating a rainbow' of multi-coloured vegetables today

21 Regularly pause to stretch and breathe during the day

22 Enjoy moving to your favourite music. Really go for it

23 Go out and do an errand for a loved one or neighbour

25 Have a 'no screens' night and take time to recharge yourself

26 Take an extra break in your day and walk outside for 15 minutes

27 Find a fun exercise to do while waiting for the kettle to boil

28 Meet a friend outside for a walk and a chat

29 Become an activist for a cause you really believe in

30 Make time to run, swim, dance, cycle or stretch today



# SOURCES OF STRESS

**#ADDRESS  
YOUR STRESS**

Even happy events can cause stress in our lives. When it goes unaddressed for too long, stress can trigger mental and physical health issues.

Some common sources of stress include:

## Life changes

Leaving home,  
getting married or  
having children

Divorce or relationship  
breakdown

Health scares or  
physical illness

Accidents or  
bereavement

Legal issues, arrest  
or imprisonment

## Emotional

Peer pressure

Conflicting cultural  
values and beliefs

Coping with  
uncertainty



## Physical

Late nights or lack of  
routine

Poor diet

Misuse of alcohol or  
drugs



## Environmental

Poor housing or  
accommodation  
problems

Social isolation

Unemployment

Adjusting to new  
environments such as  
moving house or travel

Financial pressures



## Changes at work

Starting a new job

Coping with an  
increased workload or  
a promotion

Poor relationships  
with colleagues or  
managers

Redundancy, or the  
fear of it



There are simple steps you can take to **#AddressYourStress**.  
Check out our resources at **[mhfaengland.org](https://mhfaengland.org)**



# WEEKLY WELLBEING CHECK-UP

Try using this list each week to check in with your mental health

**#ADDRESS  
YOUR STRESS**



## Where's my mental health today?

How do I feel today?

Mentally?

Physically?



## Looking after my wellbeing

Am I drinking enough water and eating a balanced diet?

How did I sleep last night?

Did I feel rested when I woke up?

Is there anything I can improve?



## How's my thinking today?

How are my thoughts making me feel?

Am I having unhelpful thoughts?

For free resources on spotting and challenging unhelpful thoughts, visit [getselfhelp.co.uk](https://getselfhelp.co.uk) or create Your Mind Plan with **Every Mind Matters**



## My Stress Container

How full is my container?

Am I using helpful coping strategies?

Are they working?

Learn about your stress container here: [mhfaengland.org/mhfa-centre/resources](https://mhfaengland.org/mhfa-centre/resources)



MHFA England

There are simple steps you can take to **#AddressYourStress**. Check out our resources at [mhfaengland.org](https://mhfaengland.org)

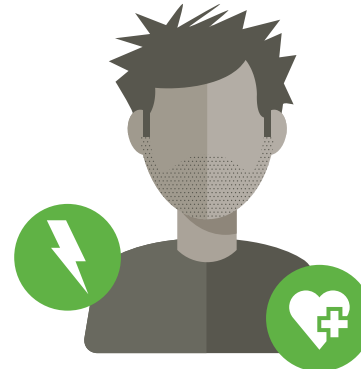
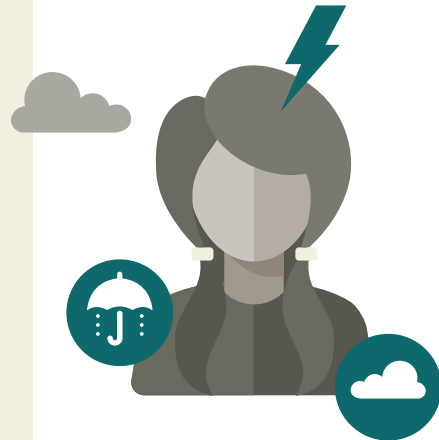
# WHAT IS STRESS?

**#ADDRESS  
YOUR STRESS**



Stress is the body's response when it senses danger. We all experience stress and need it to function.

But when stress interferes with our lives, it becomes a problem. Too much stress, for too long, can make us ill.



If unaddressed, stress can cause mental health issues like depression or anxiety and harm our physical health.

1 in 6 British workers will experience depression, anxiety or stress-related issues.



There are simple steps you can take to **#AddressYourStress**.  
Check out our resources at **[mhfaengland.org](http://mhfaengland.org)**

# GET A GRIP



**Tread carefully  
– even falling  
from this  
height could  
cause serious  
injury**

**Always hold the  
handrail when on  
stairways – not your  
laptop, coffee or  
mobile phone!**

**Don't let COVID put you off holding the  
handrails on stairways.**

**It is better to keep yourself safe by gripping  
handrails and then use hand sanitiser as  
appropriate.**

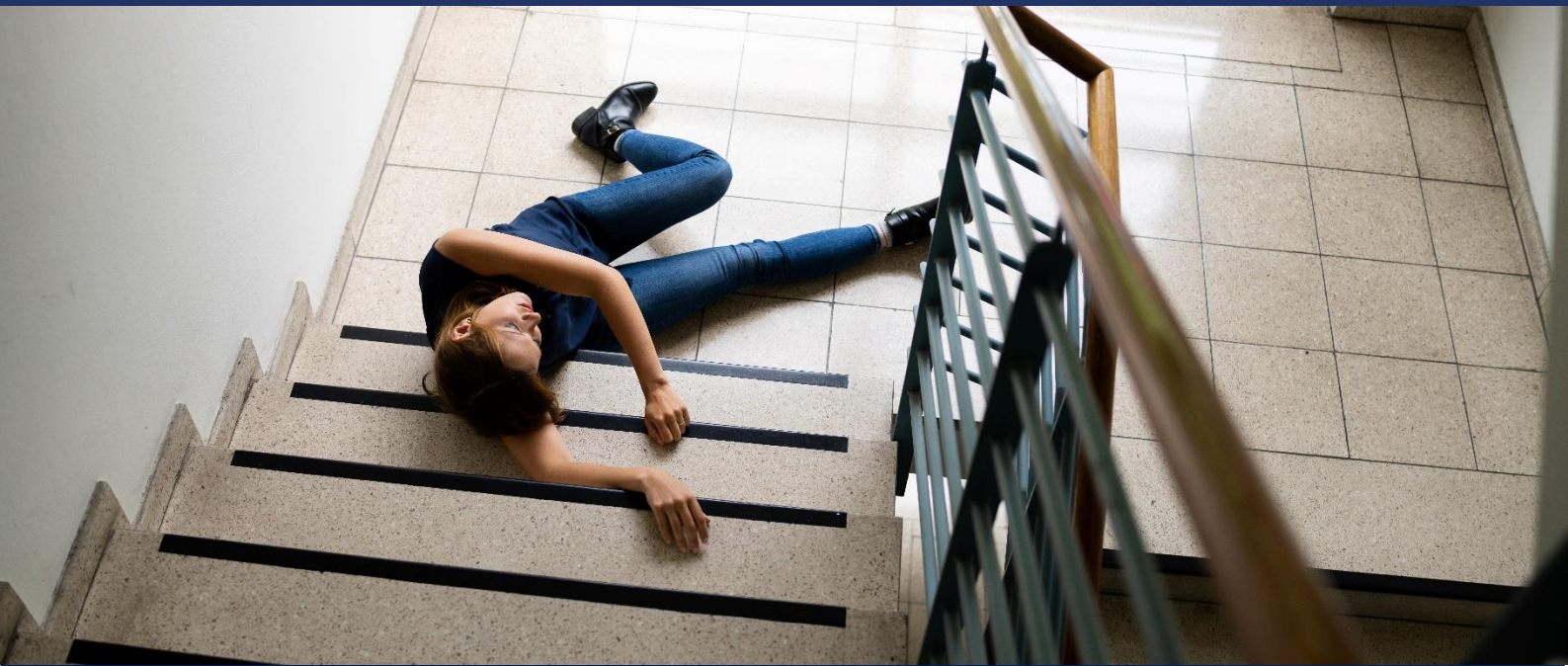


**STOP THINK ACT**





# GET A GRIP



**Tread carefully – even falling from this height could cause serious injury**

**Always hold the handrail when on stairways – not your laptop, coffee or mobile phone!**

Don't let COVID put you off holding the handrails on stairways.

It is better to keep yourself safe by gripping handrails and then use hand sanitiser as appropriate.



STOP THINK ACT





# SITE INDUCTION – MINIMISING RESPIRATORY INFECTION

There are actions we can take to reduce the spread of respiratory infections, such as COVID and flu, which can spread easily and may cause serious illness in some people. These include an element of screening and induction for site visitors.

## On arrival to site, confirm with visitors:

- **They have no symptoms of respiratory infection**, including a high temperature, a new, continuous cough, or a loss or change to sense of smell or taste; anyone who is ill should avoid contact with others and be sent home until they no longer have a temperature or feel unwell.
- **They have not tested positive for COVID in the last 10 days.** Government guidance states anyone who tests positive should stay at home and avoid close contact with others for five days after the day of their test, and avoid contact with those who are considered to be at higher risk of becoming seriously unwell for 10 days after the day they took their test.
- **They are not a close contact of someone with COVID.** Close contacts of someone who has COVID are advised to avoid those who are considered high risk and limit close contact with others outside their household, particularly in crowded, enclosed or poorly ventilated spaces. They are also recommended to wear a well-fitting face covering when in public spaces or in close contact with others.
- **They should advise immediately if they start to feel unwell.**

## Visitors should also be instructed to follow good practices and any relevant local rules, including those relating to:

- **Maintaining suitable workplace ventilation.** Observing room occupancy limits and making best use of available natural and mechanical ventilation, keeping windows and doors open as appropriate. CO<sub>2</sub> monitors should be used in larger meeting rooms where available.
- **Good hygiene practices**, including regular handwashing, disposal of tissues, etc. and sanitisation of communal areas.
- **Wearing a face covering, in particular:**
  - When case numbers are high
  - When in close contact with someone deemed to be at higher risk
  - If you have been in close contact with someone who has tested positive
  - In crowded and enclosed spaces

Note: face coverings should be well fitting and 2ply or 3ply wherever possible

- People at high risk from the virus should continue to follow their specific medical advice.

# Willington Quarry grading screen drive cover

William Newton | 2 Mar 2022 | ID225

## 🚩 Idea of the Month Competition Nominees

✅ Closed with success by William Newton

Approver: William Newton

Implementation coordinator: William Newton

Plan: Quick Wins

Classes: Efficiency + Employee Engagement + Health & Safety + Quality

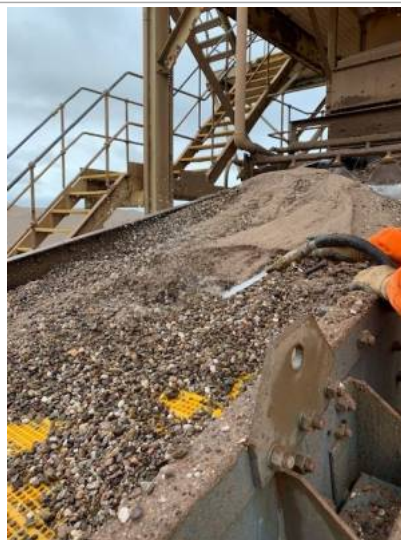
## Problem, context, environment, status

The site grading screen has twice over the last 12 months had a drive belt failure due to small amounts of spillage falling into the drive if the feed chute at the top of the plant blocks. This is due to small stones getting trapped in the drive and destroying the drive belt. This results in down time and loss of production so the spillage can be cleaned up and the drive belt replaced with new.

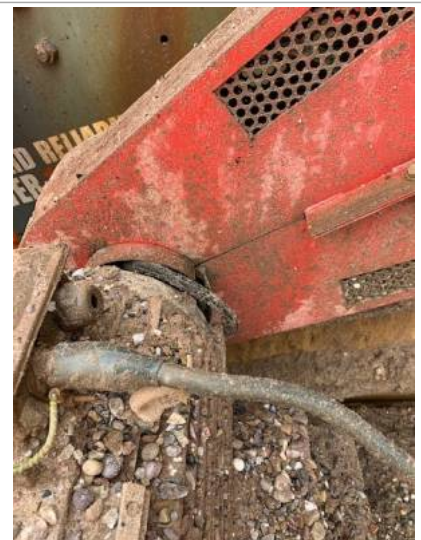
**Resources:** [Grading screen drive](#), [Blocked screen](#), [Spillage inside guarding](#)



Grading screen drive



Blocked screen



Spillage inside guarding

## Description of the initiative

As it is very difficult to completely stop the chute above the screen from blocking, the best solution to prevent the down time of damage to the drive belts was to try and stop the spillage from getting into the drive and damaging the belts. This was done by fabricating a small cover above the drive to deflect spillage away from the drive belts, so preventing damage to the belts and increasing plant run time.

**Resources:** [Screen with out cover](#), [Cover fitted over drive](#), [New cover](#), [New drive belt](#)





Screen with out cover



Cover fitted over drive



New cover



New drive belt

## Expected benefits

Reduce down time , reduce spillage from failed drive belts. Reduce cost by removing early failure of drive belts due to stones getting into drive and destroying belts. Easy to make and fit and effective , improving motor cooling by removing spillage that clogs motor fins.

**Resources:** Cover



Cover