



UK NEWS



Welcome to UK News 28th April 2022
your weekly update from around CEMEX UK

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HEALTH & SAFETY

Why Should You Report Any NM/HA?



Over the last couple of months we've shared a series of assets to raise awareness of what Near Miss / Hazard Alerts are and how you should report them.

But why is it so important to report any hazards you spot?

Near Miss / Hazard Alerts are a fundamental part of our safety efforts. They ensure that potential issues are spotted and resolved

before they result in injuries. They help to protect you and those around you.

Every risk reported helps us to work towards our target of Zero4Life – your support could help to save a life.

If you haven't already, listen to this month's podcast where Health & Safety Director, Andy Taylor, and Operations Manager, Richard Kelly, share examples of incidents where Stepping In could have made a difference, and examples of potential risks that were spotted and reported. Listen [here](#).

We've also created a final poster for you to print and display. It can be found at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

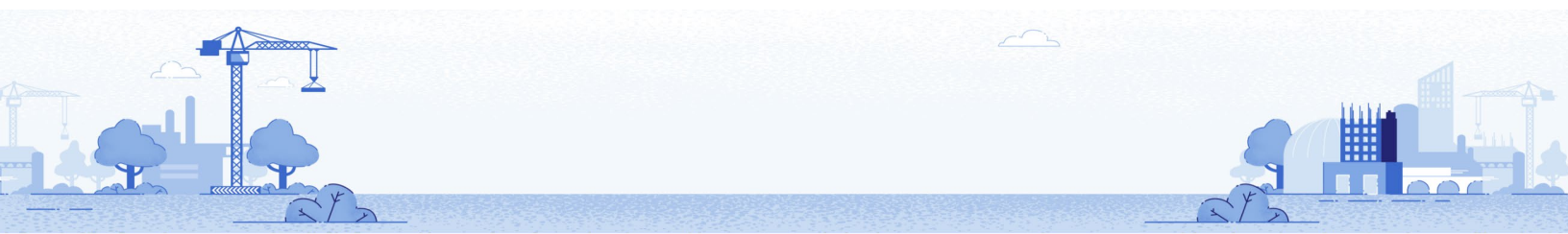
Supply Chain Health & Safety Contractor Award Winner



Congratulations to Midland Commercial Services who are the winners of the Supply Chain Health & Safety Contractor Award for Q1.

Midland Commercial Services are based close to the Rugby works and have been carrying out servicing and repairs for our bulk cement tanks for over 15 years.

During their recent safety audit they scored 100% and clearly showed a commitment to health and safety. They credit CEMEX with starting them on their health and safety journey and providing help and support in developing their safe systems of work. They are also keen to adopt the mental health for employee strategy that we have developed and plan to roll out this year.



The CEMEX auditors, Nigel Ponton and Julie Welch, stated: “Midland Commercial have clearly made a commitment to both health and safety and employee wellbeing, which has become embedded in their business.”

Today is World Health & Safety Day



Today, 28th April, is the World Day for Health & Safety at Work, a global event observed by the United Nations in order to stress the importance of preventing accidents and injuries at work.

All of us at CEMEX are committed to our number one priority; Health & Safety. Nothing is more essential than protecting the employees, contractors and others we interact with each day, as well as ourselves.

This day, therefore, offers an opportunity for us all to reflect on this priority and the efforts we are making to look out for each other.

The Health & Safety committee have encouraged all teams to spend some time discussing Health & Safety together, for instance:

- Recognise the day, reflect on previous incidents and those we have lost in recent times, and thank those we work with for their dedication to keeping people safe.
- Take some time to walk your site and look out for any potential risks.
- Consider our mental and physical wellbeing – are there any new health habits we could adopt?
- Revisit recent Near Miss / Hazard Alerts – is there anything that needs resolving, or would benefit from a fresh pair of eyes?
- Remember that we traditionally experience a higher number of incidents during this time of year – be extra vigilant.
- Acknowledge that one LTI and three TRIs have been reported in April so far in EMEA – rushing and not following established rules are key causes of these.

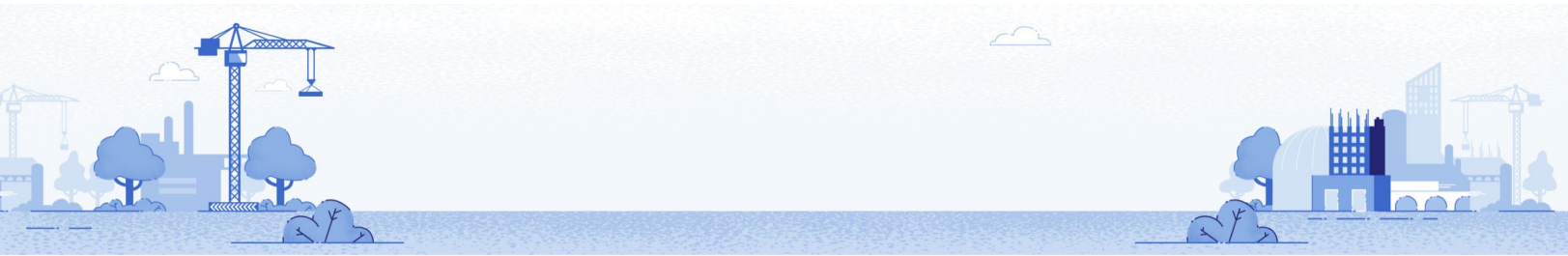
Additionally, Managers, who can, should consider doing a VFL this week.

If you take any photos of briefings, activities or VFLs held as part of the World Day for Health & Safety at Work, please share these with others:

Upload to Yammer using #lookaftereachother

Email to: gb-communicationsandpublicaffairs@cemex.com for inclusion in UK News next week.

Thank you all for your commitment to maintaining a safe workplace.



Address your Stress



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 share a Weekly Wellbeing Check-Up poster giving you some questions to ask yourself each week to #addressyourstress.

You can find this poster, plus the previous ones we have shared, in the download section of the UK News website: www.cemexuknews.co.uk

COVID-19 Update – Mask Wearing Regulations for Wales



Throughout the pandemic, the devolved governments in the UK have at times made different rules regarding domestic COVID restrictions.

Mask wearing has been a particular example of this – in England rules about masks ended in January, however, they remained in place in Wales.

However, **from Monday 18th April, face masks are now only mandatory in health and social care settings in Wales** – such as doctors' surgeries and hospitals. There is no longer a legal requirement to wear a face covering in other indoor public places or on public transport.

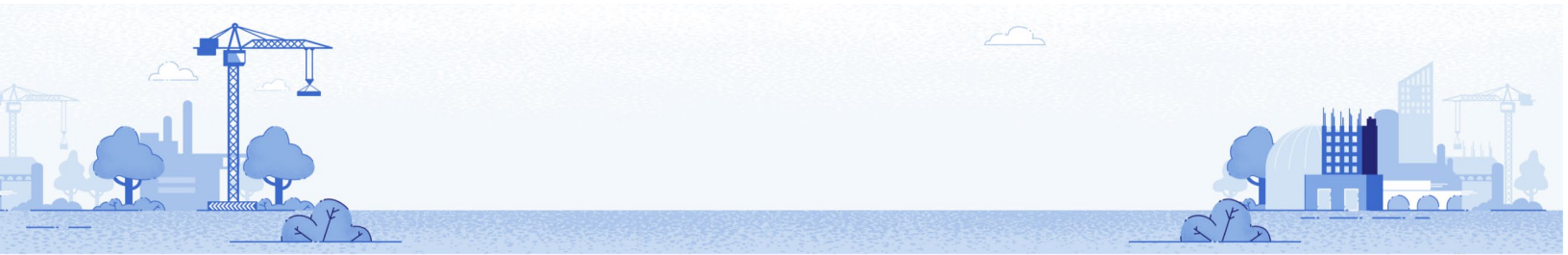
If the current public health situation in Wales remains stable, the requirement for face masks in health and social care settings will be removed from Monday 9th May.

Similar to the situation in England, those in Wales are advised to remember:

- get both jabs and your booster
- outdoors is safer than indoors
- if you have symptoms, self-isolate and get tested

For more details about restrictions in Wales, click [here](#).

This change to requirements brings our Welsh operations in line with those in England, and as such all employees should continue to follow the advice communicated in our previous update at the start of April.



If you would like to read this previous communication regarding procedures in our operations, please click [here](#).

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.

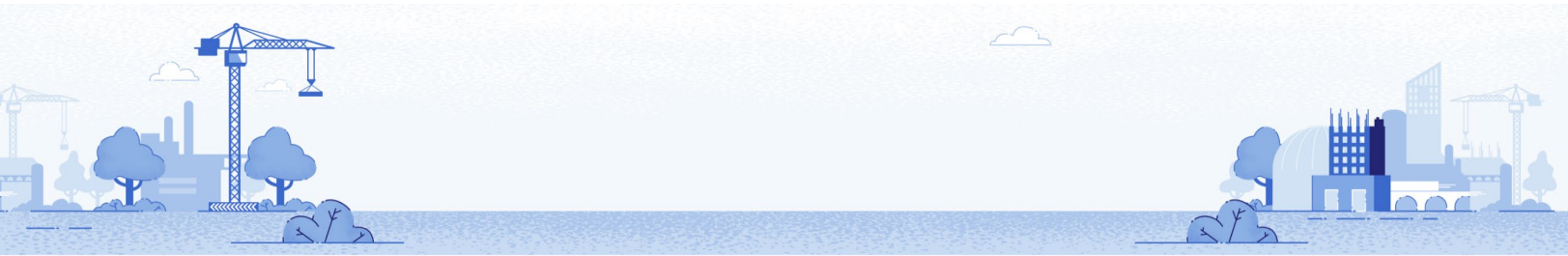
MPA urges its members and those working with them to submit their entries for these awards. The scheme has been evolved, with members, for members, to encourage submissions from across all product groups and members in the MPA. Any organisation working closely with members within the supply chain of 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.





FUTURE IN ACTION

RSPB Blog Now Live



The April 2022 edition of Earthly Matters, the blog dedicated to the partnership between CEMEX and the RSPB, is now available to read online.

In this month's edition:

- Let it grow... let it groooooow...
- Batty about Bats
- A Swift adventure



do share with your teams.

Please read [here](#).

New Additions at Northfleet



This family of geese were spotted at Northfleet Wharf recently. We think they are doing their prestart vehicle checks!

Thanks to Adam Johnson, Deputy Manager at Northfleet, for sharing the photo with us.

Continuing our Support for Ukrainian Refugees

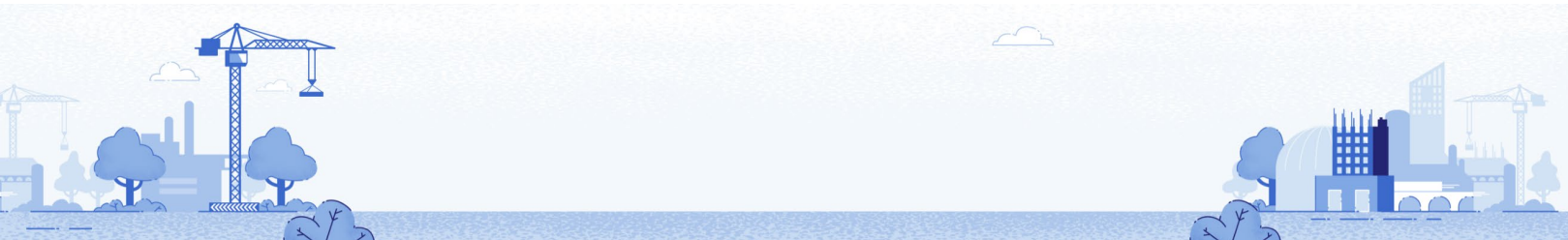


As the situation in Ukraine continues, the humanitarian crisis deepens with mounting military and civilian casualties and over 3 million on the move to escape the violence.

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 hundreds of 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](#).



PROFITABILITY

It's a Game Changer!



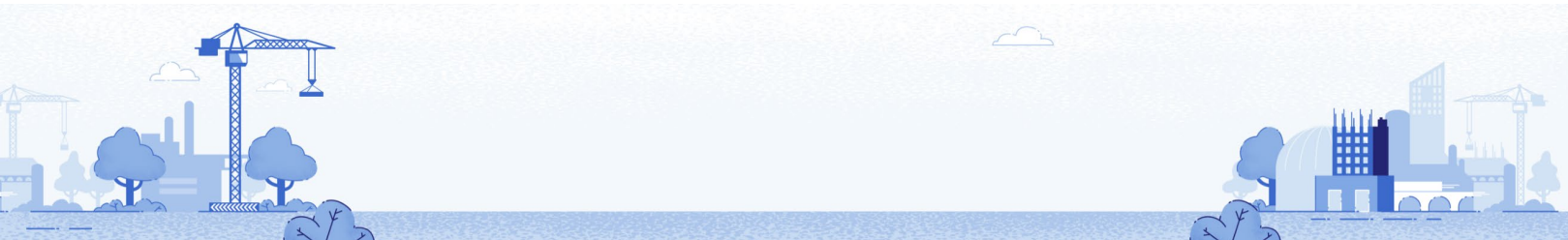
Kevin Cage, Head of UK Aggregate Operations, and his team have supported Asphalt teams through the set up and the implementation phase of Checkproof, a digital maintenance checklist tool. This is across all UK Asphalt plants. The support included training to set up the background information in the system. Once this was complete a series of workshops were run by Kevin to train the Managers on how to use the system.

Paul Carey, Operations and Maintenance Supervisor, commented: "Four years ago we started our Digital Revolution in Asphalt and have never looked back, using anything and everything we can to digitise the information our plant operatives see and do on our sites. Checkproof is the tool we have been waiting for and puts everything we have been striving for into one convenient place that can be accessed by multiple business departments in multiple ways (mobile devices or desktop).

It's a Game Changer!

Thanks to Kevin Cage and Kyle Hunter who have guided us since the beginning and still support us on the Checkproof journey, helping us to ekk out more and more from the system to help us achieve our goals."

Following the launch, everyone is now using Checkproof with relatively few issues and the teams are already getting benefits from the information in the system.



Positive Visit from MP



This week the team at Willington hosted Heather Wheeler, MP for South Derbyshire, to discuss a proposed development.

Pictured is Heather and her Office Manager, Linda Coxon, who said: "It was very informative and interesting. I have to say it is all very professionally run."

The meeting went really well and was an important step way to building local support for the application. The planning application is an important part of CEMEX's plans to developing a sustainable

future.

Quality Matters - Control of Admixture Addition



Here is another important Quality Matters update. QuM-1011 has been produced following instances where end performance and issues with placing or finishing delivered concrete have arisen as a result of admixtures being added incorrectly during the batching process.

The significance of this action is far reaching, with the potential cost of correcting a placed wrong mix in Readymix can be as much as £1,000/m³ as well as impacting customer satisfaction.

The premise of QuM-1011 translates across all operations, evidencing the importance of following established procedures and processes to ensure product and service quality continues to set us apart in the market.

Please review, discuss, display and present as necessary to teams as appropriate. This 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



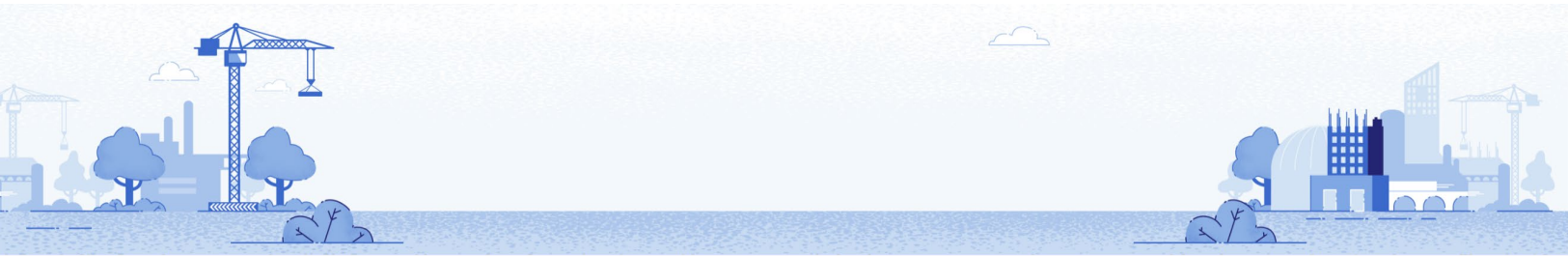
EMPLOYEES

Barry's 50 Years at Halkyn Quarry



From a young age Barry Williams has always had a passion for working with machinery. Phil Brewer, Assistant Quarry Manager told us: "You can still hear this enthusiasm in his voice as I spoke with him today about his 50 years at Halkyn quarry."

Before joining the quarry Barry worked at Hawker Sidley which is now the Airbus plant in Broughton. He then moved on to start an apprenticeship at a Ford main dealer just down the road in Bagillt. In 1972 he started working at Halkyn quarry as a Driver and Fitter. Throughout the years he kept on expanding his knowledge in engineering attending many residential courses in our various universities.



In his spare time Barry enjoys building model railways and travelling in his well looked after motorhome. He also enjoys using and analysing data from vehicle diagnostic tools.

Phil commented: "Barry has witnessed extensive changes in our industry over the years. The fact that he has been working here for so long speaks volumes of his diligence and above all his adaptability. Barry is a well-respected colleague at Halkyn and his bounding enthusiasm is still very much valued.

Well done Barry, thank you for 50 years of hard work!"

Technical Apprenticeship Programme



We are pleased to announce the start of the UK Technical Apprenticeship Programme.

Following on from previous communications, we can now share that the first apprentice has joined the Team. Alex Dale has hit the ground running at The National Technical Centre getting stuck in on day one with some Asphalt, DSM and Readymix testing.

The programme is the next step in the department's continued learning and development effort and a great way of encouraging people to begin a career within an exciting area of our business. We hope to have a further two Technical Apprentices in place as part of the National

Technical Centre team in the coming weeks, working to support the business.

For information on the programme please contact programme organiser, Mike Higgins – National Technical Manager.

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:

Michael Pettitt, Operative at Brighton Wharf reached 25 years on 28th April.

Steven Mycock, Multi Skilled Operative at Dove Holes reached 15 years on 2nd April.

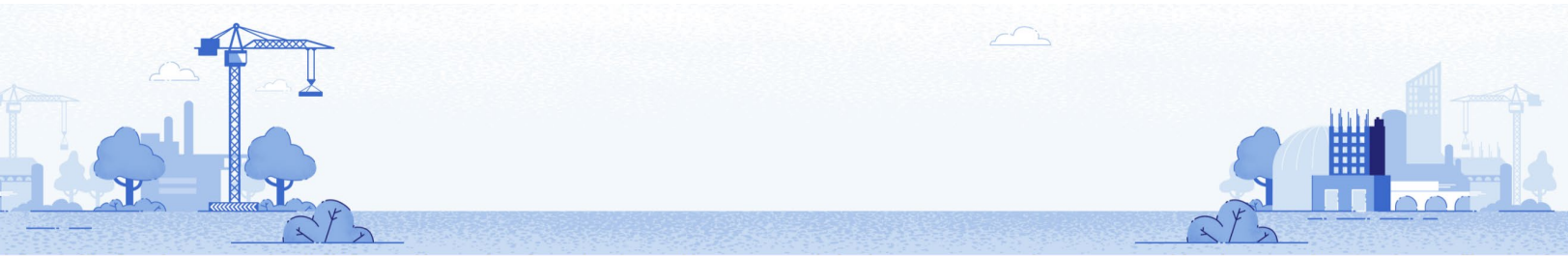
Darren Carlton, Class 2 Driver at Swinderby reached 15 years on 2nd April.

Andrew Walker, Specification Manager at Fulham Concrete plant reached 15 years on 9th April.

Rebecca White, HR Business Partner at Durham office reached 15 years on 16th April.

Derek Sheehan, Sales Executive at Datchet reached 15 years on 23rd April.

Andrew Pond, Assistant Quarry Manager at Langley reached 15 years on 23rd April.



Jamie Jordan, Environment Manager at Rugby plant will reach 15 years on 30th April.

Amanda Walker, Customer Care Manager at Rugby will reach 15 years on 30th April.

Travelling Overseas for Business? Read on!



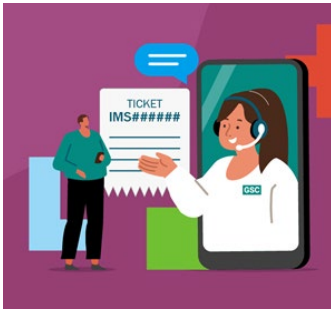
For those of you who travel overseas for business and use a CEMEX corporate credit card, it is advisable to call ahead to Natwest Bank Customer Service team on 0370 909 3701 to let them know where and when you will be travelling. This way Natwest can add a travel marker to your credit card.

Registering your travel plans with Natwest will significantly reduce the chances of your card becoming blocked whilst abroad; however Natwest do recommend, if possible, that you take a second method of payment just in case.

If you do run into any problems, you can call our 24/7 international number on the back of their card (0044 345 300 4351).

It would also be beneficial to check that Natwest has the most up to date mobile number for you, just in case they need to contact you whilst you are travelling.

Global Service Centre (GSC) Goes Beyond!



We are improving your experience with GSC. Understanding ticket categories allow us to provide you with faster and more accurate resolution times.

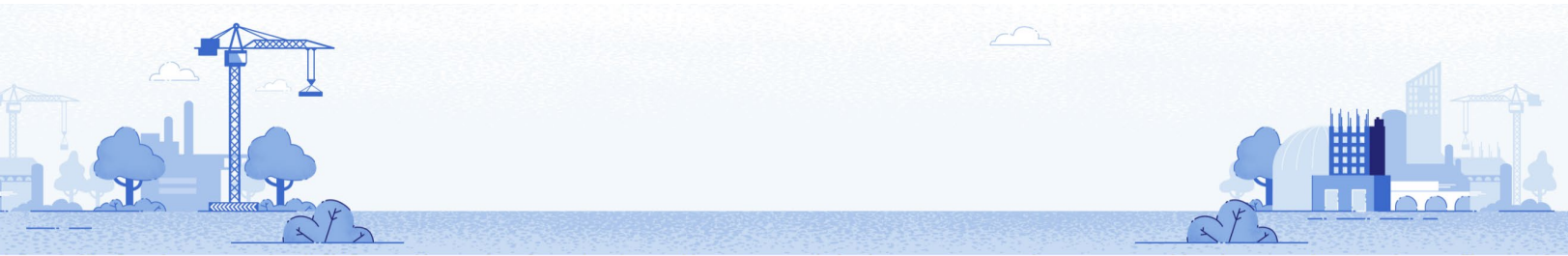
Learn about the new types of tickets used to get IT support.

- Interaction (IMS#####) – A ticket that is automatically created every time you contact GSC. Depending on the requirement, the ticket can be categorised into an incident or a request.

- If the interaction is an inquiry, the ticket number will be resolved and closed immediately.
Examples: “What are the GSC local phone numbers?”
- Request (RITM#####) – A ticket that is created when you request a service from any of our IT Support teams.
Examples: Create a user, Assign a role, Enable a new configuration, Schedule a new job...
- Incident (INC#####) – A ticket that is created when something needs to be fixed.
Examples: “I can’t print”, “My user is locked”, “I can’t see the trucks on the Track app”, “Customer can’t see orders” ...

You can contact us through any of our channels, we’ll help you resolve your issues quickly and easily. You can find support from a Help Desk Agent through the following channels:

- Microsoft Teams Chat
- ServiceNow Portal



- Email: GSC Europe gsc.europe@cemex.com
- Phone: GSC Directory

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
125-04-2022	Operative (Day Shift)	Building Products - Rail	Somercotes	09/05/2022
126-04-2022	Operative (Night Shift)	Building Products – Rail	Somercotes	09/05/2022
127-04-2022	Multi Skilled Operative (Night Shift)	Materials Aggregates	Angerstein Wharf	09/05/2022
128-04-2022	Laboratory Technician	Materials Quality	Halkyn Quarry and Asphalt Plant	13/05/2022

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.

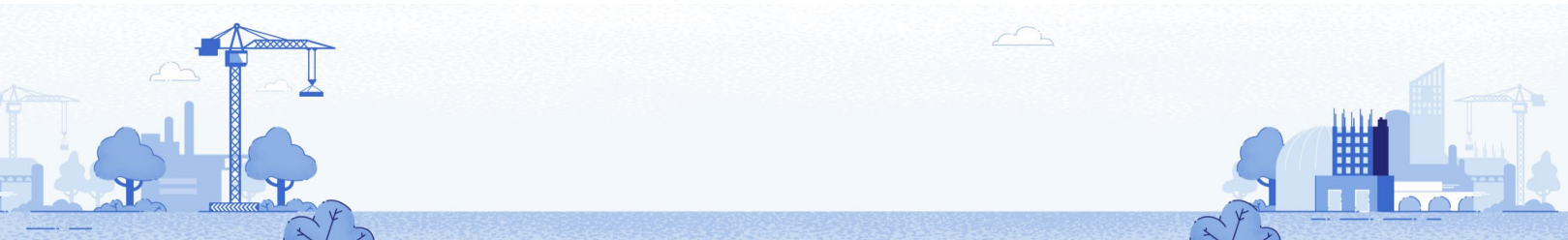
Employee Assistance Programme

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**



WHY SHOULD YOU REPORT A NM / HA?



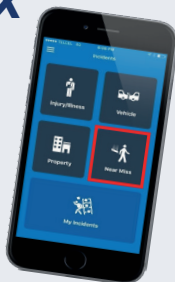
Don't feel nervous about reporting any potential hazards you may see on our sites or when visiting customers.

Near Miss / Hazard Alerts are a fundamental part of our safety efforts!

They ensure that potential issues are spotted and resolved before they cause any injuries. They help to protect you and those around you.

Every risk reported helps us to work towards our target of **Zero4Life** – your support could help to save a life!

**Report via
INTELEX**



or

**Complete a
physical card**

or

**Speak to your
supervisor**



STOP THINK ACT





CONTROL OF ADMIXTURE ADDITION

It is essential that we accurately control and record the addition of admixtures through observing batching processes and procedures. Addition timing in the batching process and maintaining the correct dosage, is critical to ensure that admixtures perform as designed and the correct end performance is achieved.

What can go wrong?

Incorrect dosages or timing in the batching sequence can lead to:

- delayed or increased setting times
- failure to meet maximum free water cement ratio specification.
- reduced compressive strength
- incorrect consistence at the point of delivery
- variable workability and cohesion

We have a number of complaints recorded where end performance and issues with placing or finishing the material have arisen as a result of admixtures being added incorrectly during the batching process. All admixtures should be added as part of the automatic batching sequence. The only exception to this is where prior authorisation has been given and a controlled manual addition procedure has been agreed.

Should an instance occur where the automatic batching procedure does not perform correctly and admixtures are incorrectly weighed/discharged, any further manual addition must be authorised by an Area Technical Manager prior to any adjustment being made. If this is not possible no further admixture should be added and the load dumped and re-batched. If there is any doubt regarding the accuracy of a load guidance should be sought before the load is dispatched to site.

STOP & THINK

Always seek advice if the quality of a load is in doubt, never send suspect material to the customer. The cost of removing hardened concrete that has been placed will far outweigh the cost of a dumped load.