



UK NEWS



Welcome to UK News 16th June 2022
your weekly update from around CEMEX UK

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HEALTH & SAFETY

Celebrating Zero LTIs



Congratulations to Urbanisation Solutions Europe who have achieved Zero LTIs for one year.

Well done to everyone for reaching these impressive milestones and thanks for continuing to look after each other.

Latest UK Safety Alert



A UK Safety Alert has been issued relating to recent high potential incident (HiPos) within our operations – Fire on High Voltage Electrical Drive Panel.

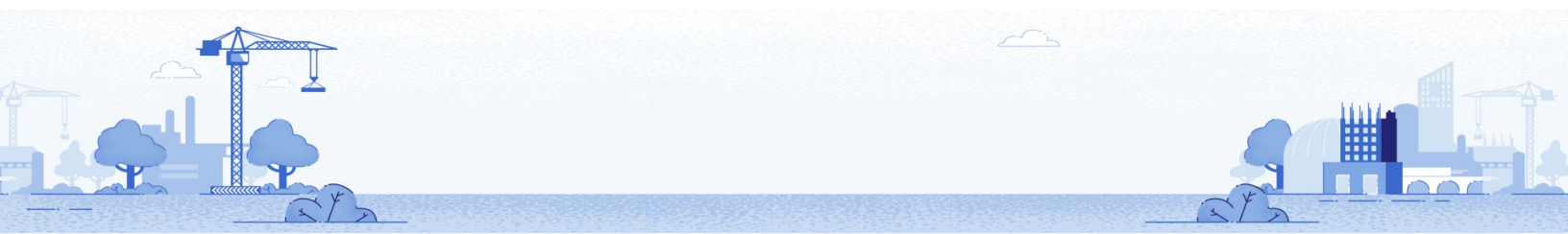
A trailer suction hopper dredger was two hours into its regular and routine seabed dredging operation when a fire alarm activated in Zone 8 (Pump Room.) It was ultimately

discovered to be an electrical fire on the dredge pump drive within the adjoining Pump Motor Room in the same fire detection zone.

Initially following the alarm sounding, the cause of the fire alarm was not clear within the large fire alarm zone. Upon discovery the fire was successfully extinguished by the ship's crew using portable CO2 extinguishers. There were no injuries to personnel and no damage to other equipment.

You can read the full Safety Alert including key finds and review points, at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads To view the Safety Alert video please visit the download section of the UK News website: www.cemexuknews.co.uk/downloads

Reporting Near Miss / Hazard Alert events provides an opportunity for action to be taken to improve standards and minimise the risk of future injuries. This is particularly true where there is high potential for injury, as in the incidents outlined in these Alerts. We define high potential near misses (HiPos) as events that, realistically, could have under other circumstances caused one or more fatalities or life changing injury.



Please review these Alerts with your teams, taking the opportunity to highlight the benefit of reporting and investigating all near misses / hazards and HiPos, and stressing that colleagues will be thanked, rather than criticised for reporting incidents...By reporting near misses and hazards we are looking after ourselves and each other!

Latest Global Safety Alert



At the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads you can read a Global Safety Alert relating to a fatal incident in our operations overseas, where a Technician working for an equipment supplier tragically lost his life when there was a hydrogen gas explosion on a Cement Plant.

While the circumstances of the incident are quite specific, and at first sight may seem of limited relevance to other business areas, the Alert can be used with teams to discuss:

- Ensuring only contractors from our Approved List are used unless there is a specific formal exemption from a Senior Manager.
- The importance of Management of Change procedures, to ensure necessary planning, risk assessment, communication and in some cases HAZOP Studies (Hazard and Operability) have been completed.
- Trials of new technology or equipment are strictly controlled, with mitigation measures in place to anticipate any unexpected risks.
- Strict controls and verification practices are in place where equipment is controlled / adjusted remotely, in this case off site.
- All personnel have the required competency and are working in accordance with necessary Safe Systems of Work.

Please review the Alert with members of your teams, using the above bullet points to prompt discussions with appropriate personnel. The Alerts should also be displayed on relevant noticeboards.

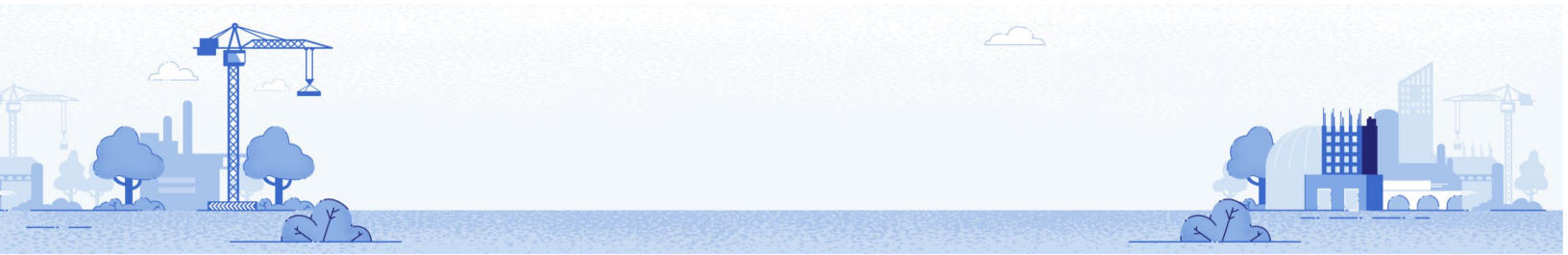
CEMEX Global Protocols require all Fatal Alerts to be communicated and Managers to capture the signature of employees and contractors to confirm they have received and understood the information and the control measures they need to adopt. In addition, operations are invited to observe a one-minute silence in memory of the deceased at the time of discussing a Fatal Incident Safety Alert.

Back to the Classroom at Last!



A group of 17 delegates from across CEMEX UK's Cement, Aggregates, Readymix and Marine businesses attended the Health & Safety Academy Module 3 training course at Staverton Park in Daventry last week.

This was the final module covering the Path to Proficiency in Health & Safety and is a global training programme for all leaders, managers and supervisory roles. This was the first formal training course Staverton Park since the pandemic.



Organiser, Daniel Bateman, Strategic Haulage Manager, Logistics & Supply Chain, said: “It’s the first time since COVID we have been able to run this course due to the interaction needed and the inability to roll out remotely. It was great to get back in a classroom and to return back to normality!”

Andy Taylor, Health & Safety Director, commented: “Daniel Bateman and Lee Wearing really appreciate your efforts, along with the participation of the delegates to get the Health & Safety Academy programme underway again. The Academy is fundamental to us in continuing to fulfill our commitment to Zero4Life. Keep up the great work.”

Cervical Screening – Don’t Put It Off!



In April we were delighted to announce that our Charity of the Year, as voted for by you, was Cancer Research UK.

Over the coming year we hope to use our internal fundraising platform to assist Cancer Research UK. We will also be raising awareness of some of the important work the charity is doing and sharing information and resources to help keep you safe and healthy.

This month we are highlighting the importance of Cervical Screening. Cervical Screening Awareness Week runs from 17th – 23rd January 2022 and aims to encourage those who are invited for a screening to go for the test and don’t put it off.

Affecting thousands of people each year cervical cancer is cancer of the cervix, part of the female reproductive system and is in the lower part of the womb. Finding changes in the cells through screening can help to prevent cancer developing. In 2020/21 Cancer Research UK spent nearly £1m on Cervical Cancer Research. It is the 14th most common cancer in women in the UK and there are around 3,200 new cases in the UK each year.

The NHS cervical screening programme invites women aged between 25 and 64 for cervical screening. Screening also applies to other people within this age range who have a cervix, such as trans men. The screening test aims to pick up changes early that could develop into cervical cancer if left untreated. You can find more information about screening here:

<https://www.cancerresearchuk.org/about-cancer/cervical-cancer/getting-diagnosed/screening/about>

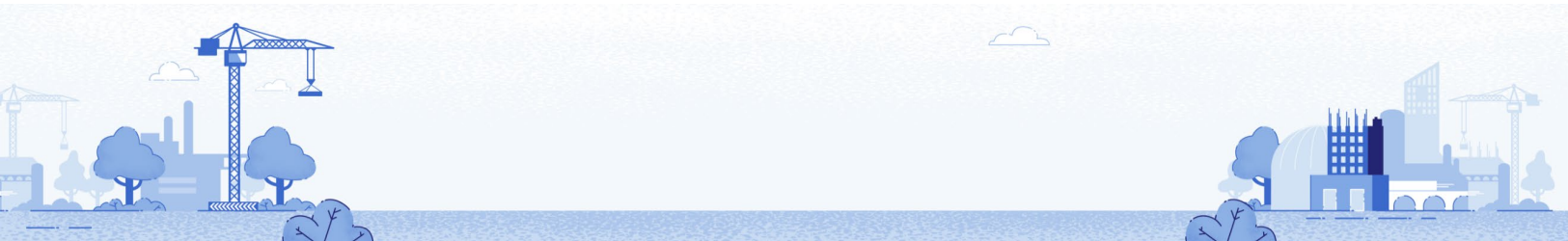


FUTURE IN ACTION

Rugby Team Lend-A-Hand



Last week a group of colleagues based at CEMEX House and the Cement Plant in Rugby teamed up to Lend A Hand to Jill Dwyer, co-chair of the Hillmorton and East Rugby Together Community Group, and some their volunteers at Rogers Hall Church Hall in Hillmorton, Rugby. Together the group got stuck in with gardening, litter picking and bench painting.



The community garden, set up in March 2021 to provide fresh vegetables for the local community, was cleared of weeds and the surrounding trees were pruned back to allow more light into the garden.

At the adjacent recreation ground and surrounding streets, colleagues headed out with the litter picking grabbers and bin bags while another group headed over to paint the Friendly bench®, a Hillmorton community project installed right in the heart of the community on the village green, to bring together people of all ages from the community.

Lee Marriot, Production Coordinator, from Rugby Cement Plant, lives locally to the community garden. He got stuck into cutting back the trees and some litter picking. Lee stopped for a few moments to tell us why the community is important to him: "I've lived in Rugby all my life, my first house was just down the road and I walk my dogs in this park twice a day. My daughter had her birthday party here – I know the area really well so it's great to give back and join in. It's a nice thing to stand back and see the difference we have made and how much the locals appreciate it – it's a great feeling."

Jill from the community group was delighted with the support from CEMEX: "We were delighted to have you alongside us to improve our community garden by cutting down the many overhanging branches, and letting the light in. You worked so hard to make the place look bigger, more open and very neat and tidy. This will allow us to install more raised beds in the near future and grow even more produce for the local community. We are so impressed that CEMEX encourages and facilitates such volunteering efforts and we commend your positive approach to supporting the community. On behalf of HEART Community Group we thank you for your incredible support, and the fun that we had on the day. We loved working with you and hope we may come together again in the near future."

A big thank you to Chiedza Mupfumira, CEMEX Social Impact Specialist, for co-ordinating the event.

Great job everybody!

Kensworth's No Mow May

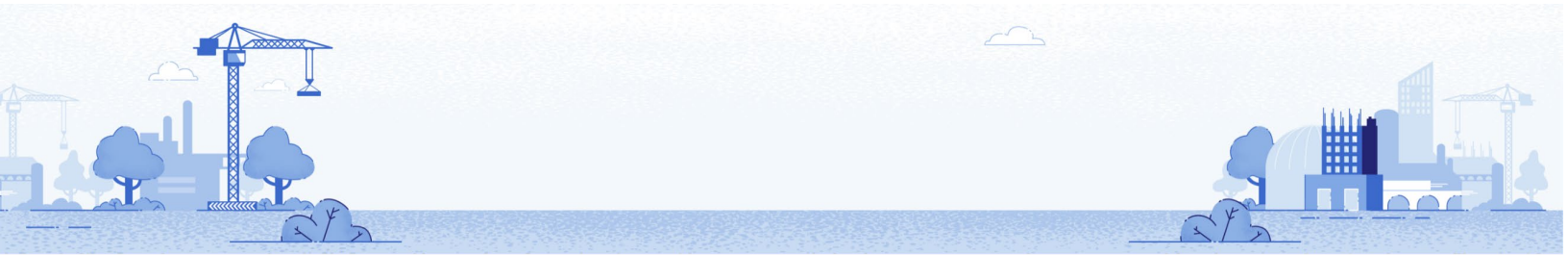


In our May edition of Earthly Matters, our blog dedicated to the partnership between CEMEX and the RSPB, we asked Quarry Managers to consider taking part in the #NoMowMay campaign by saying "no" to the mow during May. This helps our bees, butterflies, wildlife and us!

Colin Wilkins, Quarry Coordinator at Kensworth Quarry near Dunstable, took part in #NoMowMay – you can see the driveway in Colin's photos, doesn't it look wonderful!

In a recent butterfly count on the site, ten Dingy Skippers were recorded – this species is in decline and classed as a UK priority species so this is great news!

Well done Colin!



Works of Art Improve Former Railway Line



The Rotary Club of Rugby got in touch with CEMEX to request support in a local community project aimed at improving education, assisting the disadvantaged and protecting the environment.

The project, titled 'Rotary Club of Rugby Centenary Project – Great Central Way' planned to upgrade the northern section of the Great Central Way between Hillmorton Road and South Street, close to the Rugby Cement Plant. The aim was to create recreational, landscape and educational improvements to the former railway line.

The project involved working with schools in the town and provided benefits to the environment and to pedestrians and cyclists using the Great Central Way.

CEMEX was delighted to support the project. As well as providing funding towards the cost of a mural on the walls below Hillmorton Road bridge, Colin Jones and John Sweeting from Security also volunteered to help clean and paint of the wall.

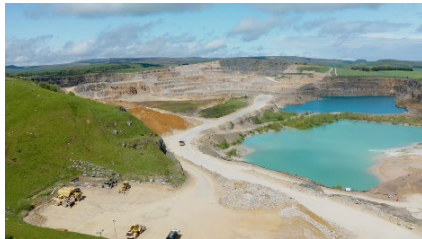
A muralist was joined by Art and Design pupils students from local Rugby schools and together they have now completely transformed the run down dilapidated space, into an amazing work of art.

You can see all the photos revealing the results of their hard work [here](#).



PROFITABILITY

All Time Record for Dove Holes Quarry

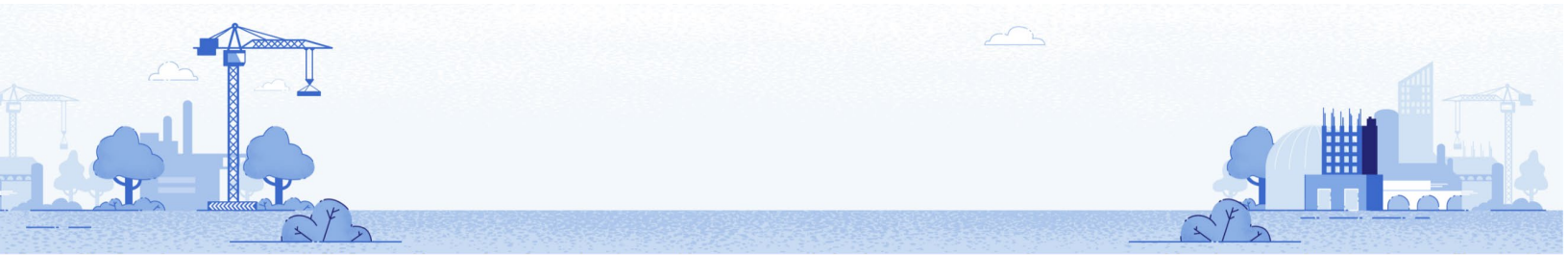


Congratulations to the team at Dove Holes Quarry who achieved 665,772 tonnes of blasted rock in May – this is an all-time monthly record for Dove Holes since the quarry began, beating the previous record by over 5,000 tonnes.

This fantastic record reflects how busy the quarry and the industry is currently.



Neil Plant, Primary Manager, Dove Holes Quarry commented: "I would like to thank ALL involved in achieving this. Fingers crossed for more records to be beaten."





EMPLOYEES

Building a Safe Space for all



Pride Month takes place every year in June to recognise the contributions of the LGBTQ+ community. Celebrating diversity and people’s right to live how they choose without discrimination; Pride Month promotes positivity and equal rights for all.

At CEMEX, during Pride Month we invite you to join an online session “Our Inclusion Journey at Intel” with Karla Blanco, Global Diversity, Inclusion, and Social Impact HR External Affairs and Social Equity Director at Intel, 28th June at 15:00 (UK Time). Click [here](#) to register.

Pride Month is an opportunity to celebrate CEMEX as an employer who promotes and protects the human rights of its people without discrimination. Our commitment is to build an inclusive work environment where everyone can be their best and authentic selves. We seek to build a safe workplace for all and do not discriminate on the basis of sexual orientation, gender identity or expression. Our commitment is to provide all our employees with equal opportunities to pursue and advance in their careers.

Reminder for All Managers: Confirm Expenses Cleared for All Leavers



REMINDER

The Accounts Team are seeing regular occurrences of employees who have left the business without processing their outstanding expenses. This creates additional work for the team, and it is an area that we are audited on, so please help us to avoid unnecessary extra work and to stay compliant.

Remember that Line Managers are responsible for ensuring that expenses for any leavers in their team are processed via Concur before they leave the company.

This requirement is clearly set out in the UK Travel Expenses Policy, HR Employee Leaver Process and on the HR Leaver Notification Form. If you have any questions about the process for leavers, please email the UK HR Administration team: gb-hrcentraladmin@cemex.com or speak to your HR Business Partner.

Thanks for your help.

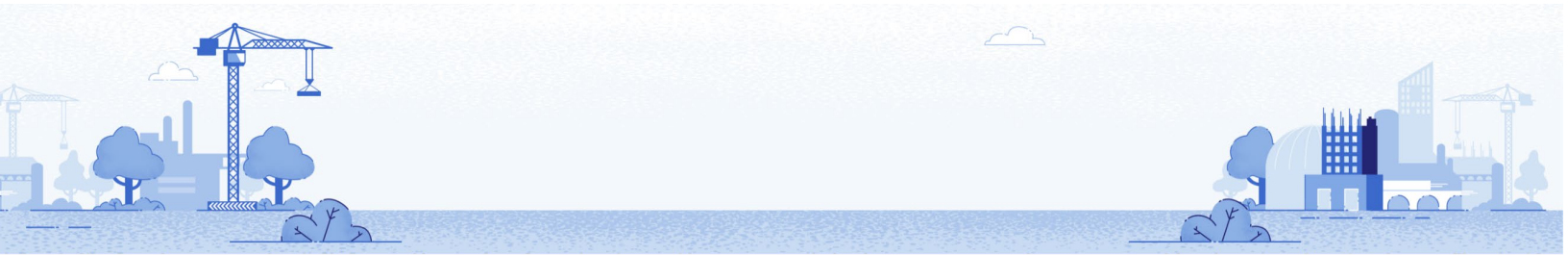
Updates to Policy Centre



Be sure to check here for the latest updates to the policy centre for June.

Remember that the CEMEX Policy Centre is now all on spark!,

You can visit [here](#).



Expected Disruption due to Rail Strikes



As you may have seen, the RMT Union have announced three days of strike action on Tuesday 21st, Thursday 23rd and Saturday 25th June.

This will affect a number of rail operating companies, including Network Rail, and is likely to cause severe disruption.

The Supply Chain Team is working hard to mitigate the impact to our operations wherever possible, and is in contact with the relevant business areas around this.

However, for employees who are planning to use the rail network for travel w/c 20th June, for instance for meetings or training, it is worth exploring alternative methods of transport or potentially rescheduling.

You can read more about the planned strike here: <https://www.bbc.co.uk/news/business-61723515>

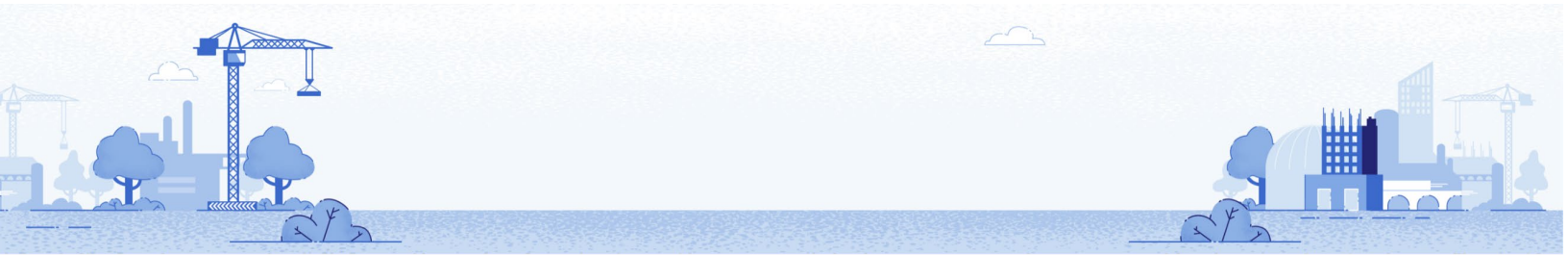
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
164-06-2022	Relief Plant Manager	Materials - Readymix	HS2	22/06/2022
167-06-2022	Multi Skilled Operative	Materials Aggregates	Northfleet Wharf	30/06/2022
168-06-2022	Plant Operative	Materials - Readymix	Oldbury	17/06/2022
169-06-2022	Relief Plant Manager	Materials - Readymix	Midlands/South West	17/06/2022
170-06-2022	Advisor Global Negotiator EMEA	Global Procurement	UK	17/06/2022
171-06-2022	Plant Manager	Materials - Readymix	East London	27/06/2022
172-06-2022	Multi Skilled Operative	Materials – Aggregates	Northfleet	30/06/2022
173-06-2022	Quarry Operative	Materials – Aggregates	Bramshill	20/06/2022

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

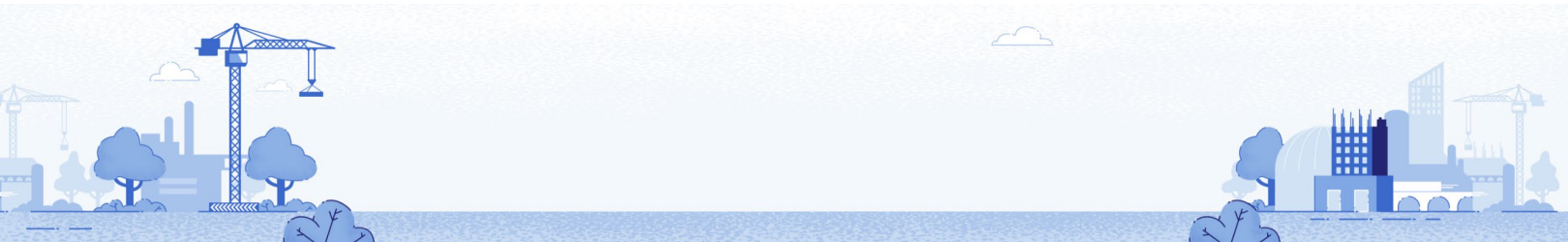
Free, confidential support and counselling available for all employees

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**



SAFETY ALERT

UK SA04/2022 – 13.06.22

Display Until
15.07.22



HIPO (High Potential) Fire on High Voltage Electrical Drive Panel.

DETAILS OF THE INCIDENT

- A Trailer Suction Hopper Dredger was 2 hours into its regular and routine seabed dredging operation when a fire alarm activated in Zone 8 (Pump Room.) It was ultimately discovered to be an electrical fire on the dredge pump drive within the adjoined Pump-Motor Room within the same fire detection zone.
- Initially following the alarm sounding, the cause of the fire alarm was not clear within the large fire alarm zone.
- Upon discovery the fire was successfully extinguished by the ship's crew using portable CO₂ extinguishers, with no injuries to personnel and no damage to other equipment.

KEY FINDINGS

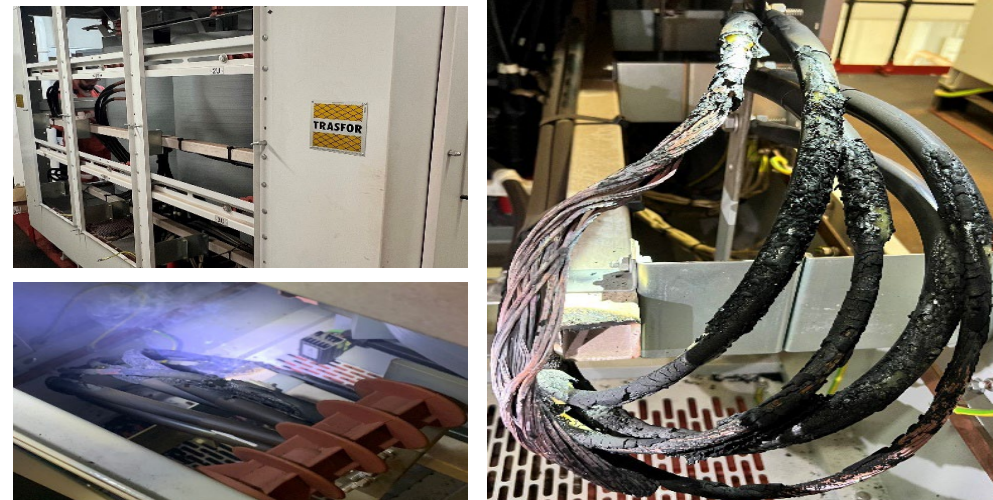
- Fire was located on electrical wire insulation that had overheated, this became possible due to chafing from vibration of vessel/machinery.
- No routine inspections in place.
- A large fire alarm detection zone caused delay in finding the cause of the alarm – No CCTV coverage.
- Diligent Crew continued to search for the source of alarm until found.
- Operations were stopped immediately, de-energizing the drive, limiting risk to personnel and of further damage to equipment.

HOW COULD THIS INCIDENT HAVE BEEN AVOIDED?

- Robust inspection and maintenance schemes.
- Additional Fire detection zones / additional addressable Detectors installed.
- CCTV coverage of large fire detection zones.

KEY REVIEW POINTS

- Always fully investigate for a source of a fire alarm, avoid speculation of causes.
- Use thermal imaging as part of preventative maintenance schemes, where appropriate, to identify potential fire sources, particularly within electrical installations.



Look after yourself and each other

Don't let anyone act unsafely, always stop unsafe practices.

Tools and Equipment

Use the right, well maintained, tools/equipment for the job. Never make do.

Safe Systems

Follow safe systems of work, site rules, signage and traffic signals.



STOP THINK ACT

GLOBAL SAFETY ALERT

SUPPLIER FATALLY INJURED

INCIDENT DETAILS

A technician, working for a third-party supplier had made some adjustments in the control logic of a PLC (Programmable Logic Controller) on the power rectifier of a hydrogen injection unit. The unit was in a large storage container and adjustments were taking place while it was being commissioned for a test period prior to its hand-over to the cement plant. Two minutes after the unit was turned off and without feeding hydrogen into the kiln, as the technician opened the container door to investigate a noise inside, an explosion occurred and a pressure wave hit the technician, causing him to be projected more than 15 metres.



KEY FINDINGS

- After the turn-off command was executed, hydrogen generation continued, causing overpressure in the system and a subsequent explosion of gas.
- The Stop sequence was executed locally closing the feeding pipe to the kiln, however the power rectifier did not respond accordingly, leaving the system in operation and generating hydrogen, possibly due to a PLC control failure.
- Some electronic communication problems with the PLC program were known, because some changes on the logic of the device had been made remotely on the day of the incident from the supplier's head office. It's believed the remote interaction between the head office and the field technician on site may not have been fully effective.
- CEMEX employees did not have access and did not manage in any way, the hydrogen injection unit. The access and management of the unit was restricted to personnel of the third-party supplier.

June 7th, 2022

SA 2022 / 07

MANAGERS – KEY POINTS TO CHECK

- All vendors and contractors are properly assessed, and you only engage with those that are on the approved list. The vendor involved in this incident is no longer working with CEMEX. The details have been communicated to the cement operations network and Procurement.
- A Safety Risk Assessment shall always be provided with confirmation of safety controls, and site visits must verify that safety procedures are effective and that emergency measures are in place.
- Extreme caution is adopted, and rigorous controls put in place when carrying out tests with new equipment or new processes, also taking into consideration the need for effective communication between all personnel involved.
- Test certificates for machinery and equipment are always obtained and safe isolation practices are established to keep people safe

ALL PERSONNEL – ACTION TO TAKE

- Plan your activity carefully. Always Stop and Think before doing any task - **Take 5!**
- Be sure that you and your colleagues are never in the Line of Fire in case something goes wrong. If someone is at risk, please **Step In - Take 5 Together!**
- Be sure there is a clear Safe Operating Procedure for the task, and that you are properly trained. If you have any doubt, speak to your supervisor.



Look after yourself
and each other



Safe
Systems



Tools and
Equipment