



# CEMEX UK NEWS



Welcome to UK News 30<sup>th</sup> June 2022  
your weekly update from around CEMEX UK

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## HEALTH & SAFETY

### UK Cement Supply Chain Achieve 2 Years LTI Free



Congratulations to the UK Cement Supply Chain Team who have achieved Zero LTIs for 2 years.

Dave Hart, Director Supply Chain, said: “You should be very proud of this achievement which has been achievable through your consistent and continued safety leadership allied with the collaboration with the Cement Operations, Commercial, Materials and Urban Solutions Teams. Please continue to make sure

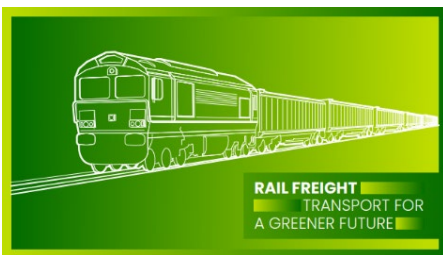
we lead by example and ensure safety remains our focus and number one priority each and every day.”

LTI milestones demonstrate that ZERO is possible, especially in challenging environments and working processes. With the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.



## FUTURE IN ACTION

### Rail Freight at CEMEX UK – Transport for a Greener Future

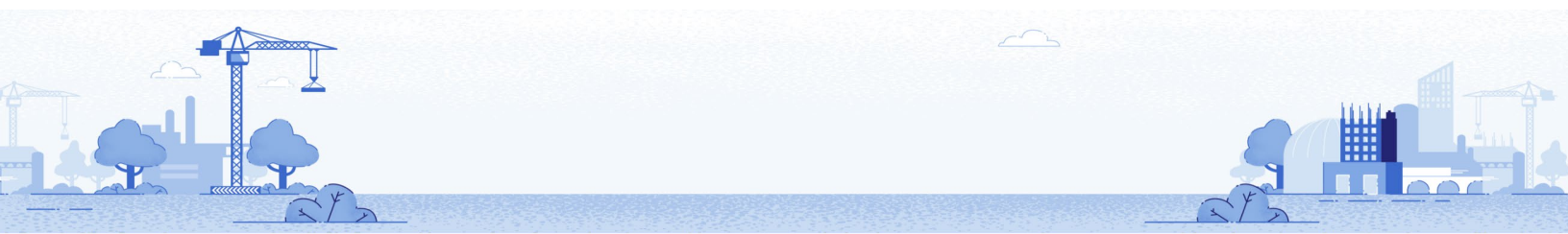


Rail freight plays a vital role in ensuring a greener future for the construction industry.

It’s perfect for transporting large amounts of our products across the country, while taking trucks off the road and decreasing supply chain emissions.

We work closely with partners including Network Rail, GB Railfreight, DB Cargo and Victa to ensure our customers receive the right materials for their projects, when and where it is needed.

The UK Supply Chain Team has created a short video talking through the rail operation at CEMEX UK, which you can watch here: <https://web.microsoftstream.com/video/cfabfb71-3d86-43ae-b269-45dddaf48b33> Thank you to everyone who supported with the making of the video!



## Dove Holes Team Lend-A-Hand to Clean Up Local Playground



The village of Harpur Hill is very close to our Dove Holes quarry. The local playground had become very slippery and dangerous for the families who wanted to use it. Knowing about CEMEX's Lend-A-Hand initiative, the local council got in touch with the quarry to see if they could help.

In response, a group of CEMEX employees who live in the village got together to clean up the playground, improving both its safety and appearance. The activity generated a huge positive response on local social media and the Local Borough Councillor, Kevin Kirkham, came along on the day to thank the Dove Holes Team

for their hard work and time.

A big well done to Quarry Manager, Steve Leigh; Dominic Hallam, Primary Senior Operative; Jason Proctor, Primary Senior Operative, and Dean Marshall, Technician Fitter.

## June RSPB Blog Out Now



The June 2022 edition of Earthly Matters, the blog dedicated to the partnership between CEMEX and the RSPB, has now been published.

In this month's edition:

- Goodbye Jenny and welcome Catherine
- Southam quarry – a paradise for pollinators
- Let's talk about Carbon Emissions!
- Building butterfly banks at Southam by Mike Slater Butterfly Conservation
- Read, listen, identify

You can read the blog [here](#)



## PROFITABILITY

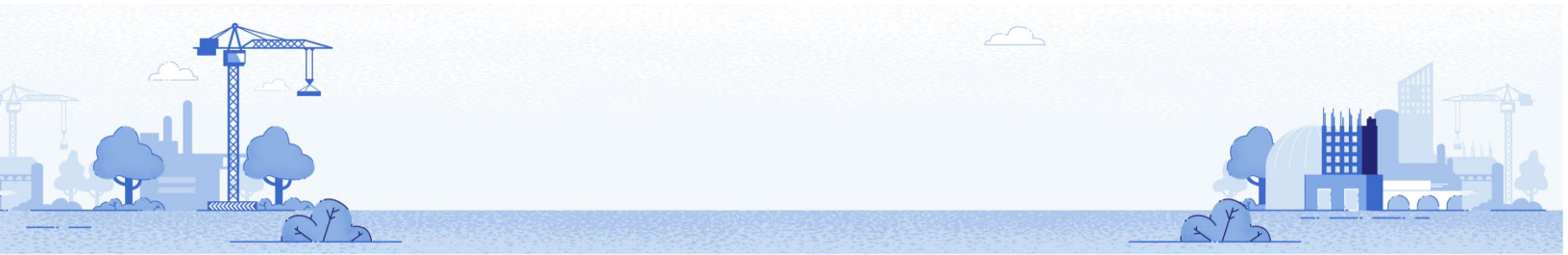
### 200th Train Milestone



On 24<sup>th</sup> June the 200th train departed SCS Railway's Willesden Euro Terminal (WET) heading for CEMEX's landfill operation at our former quarry at Barrington, with each full train carrying c.1,400 tonnes of spoil from HS2 sites in London.

Every train removes around 88 trucks from the road network.

Since the first train set off in Q4 2021, the SCS Team have delivered 281,236 tonnes from WET to Barrington, removing over 16,000 one-way truck movements from our local road networks!



Not only does this deliver important environmental benefits, but it also makes a significant contribution to reducing the impact of SCS's operations on the local community.

SCS passed on congratulations and a big thank you to their WET team, along with Railfreight Services who load the trains at Willesden, GBRailfreight who are their Rail haulier, VTG for providing the wagons and CEMEX UK who manage and dispose of the product at Barrington disposal point.

All of this has been achieved with zero lost time injuries.

## Quality Matters Update



Here is another important Quality Matters communication for review, discussion with your teams, and display on the Quality Noticeboard at all locations.

In order to improve the quality of our products and services both our Quality Management Systems and the standard to which we are certified, require both internal and third party quality audits that are carried out at each of our production units annually.

The standard requires that we “take appropriate correction and corrective actions without undue delay. Failing to correctly investigate and close out audit findings has the potential to increase risk and decrease product quality and service to our customers.

You can read the communication at the end of this document and in the download section of the UK News website: <https://www.cemexuknews.co.uk/downloads>

## Preston Site Improvements

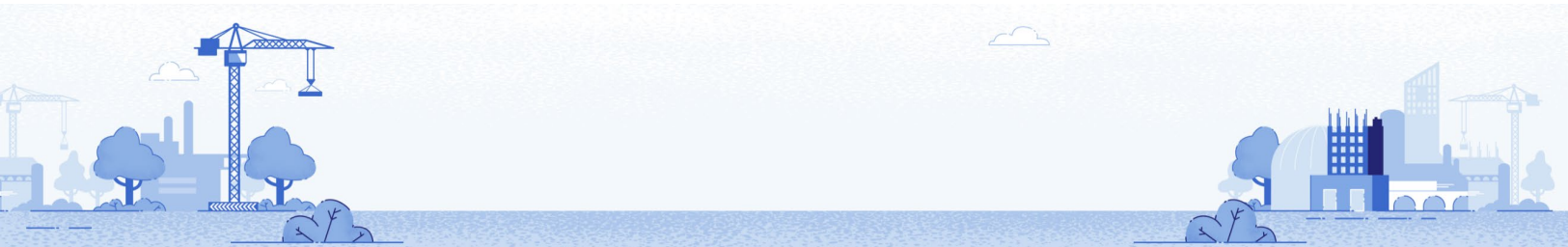


Preston Asphalt plant have recently installed a new and more efficient stack on the site. A new stack installation will support production of asphalt.

Additionally, the team reset and replaced the sleepers in front of the cold bin – this will help reduce aggregates spillages and manual labour in future, improving on site safety and reducing loss of aggregate.



Thanks to Frank Kehoe for sharing this update!







## EMPLOYEES

### Thanks For Your Effort – May Winner



Congratulations to the May 2022 Thanks For Your Effort Winner – **Richard Jenkins** – a HGV Driver, Cement Logistics Rugby, for putting himself forward to help, look after and train his colleagues.

Richard put himself forward for the position as a listener to help colleagues who suffer from depression and loneliness. He trains apprentices and new recruits and carries out his duties in a methodical, diligent, and safe manner.

He has taken on the role of Health and Safety Representative and carries out new site assessments.

Thanks Richard for helping your colleagues and customers and for raising the standards for the company, employees, and customers.

### Thanks For Your Effort – May Nominees



More thanks go to our fantastic colleagues nominated for the Thanks For Your Effort award for showing exceptional dedication and going above and beyond their day jobs. They are:

#### **Sarah Murphy, Strategic Communications Manager**

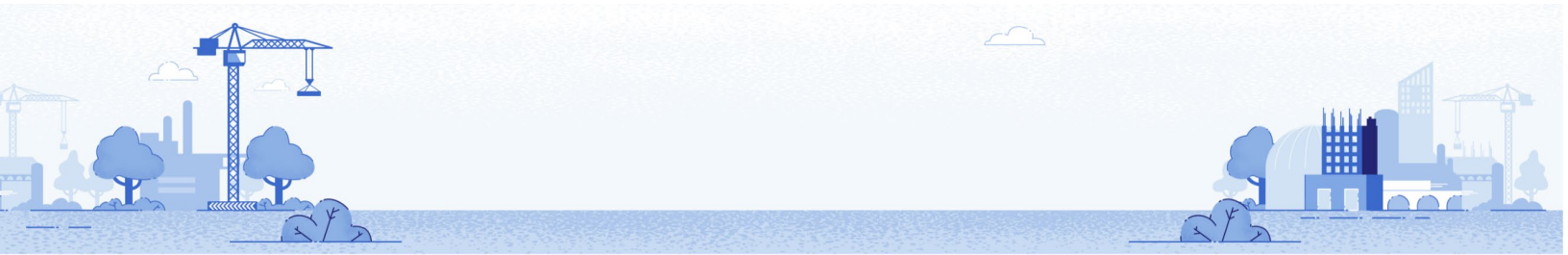
David Hart, Supply Chain Director, Supply Chain Logistics, nominated Sarah: “Sarah has been amazing at coordinating the production of a video to describe our UK Aggregates rail operation.

This has included pulling together the storyboard of the key messages relating to safety, sustainability and operations and then liaising with the site’s teams to organise the visits, the contractor who carried out the filming and the CEMEX employees who have been involved.

Sarah’s passion and commitment has really shone through allied with her ability to “never be flustered” and maintain calm when circumstances change. Without Sarah’s determination and leadership we would not have been able to produce this video.

The target audience for these sessions are our employees to share with them the scale and complexity of our rail operation but also to generate pride with the efforts to reduce CO emission by maximising rail movements over road. In addition the company will benefit as we will be able to promote how the CEMEX UK Aggregates rail operation is aligned with our Future in Action goals and commitments and our sustainability roadmap.

This has all been possible due to Sarah’s coordination, passion and leadership.”



## **Alan Venning, Travel and Expense Lead EMEA, Accounting & Controllershship**

Adam Leverett, Head of Operational Excellence, nominated Alan: “Alan has kindly assisted me and my team with issues relating to some of our systems and service providers. This has included helping solve problems outside of normal working hours, and at a time when Alan and his team have been extremely busy working on the new SAP in the Cloud system. This project is a huge undertaking, but Alan still always finds the time to respond really quickly and offer help and advice every time.

Alan’s interventions and advice have helped us quickly solve several issues, some of which were causing significant amounts of stress to our team members. Without Alan’s expertise we would not have been able to solve the issues. Alan is always happy to help and we really appreciate everything he has done for us lately!”

## **Emma Howell, Commercial RMS Support, Materials Readymix**

Paul Cooke and Darren Hockley, Readymix Freight Manager and HC Team Leader, Readymix UK, and Home Counties nominated Emma – they said: “Emma is always willing to help and most recently during our systems migration period we unfortunately experienced several issues/errors and Emma went above and beyond to help us get through it all, on top of this the GSC have had some changes which turned the new starter setup process upside down and again Emma aided in the background to help us get everything sorted for our new colleges to start work.”

The UK Readymix Shipping Team Leaders, all of whom have commented on Emma’s helpful approach especially throughout the difficult migration period.

## **Completed Sale and Relocation of CEMEX House, Rugby**



In late 2020, we announced that we had received an attractive offer for the purchase of CEMEX House, on Evreux Way, Rugby.

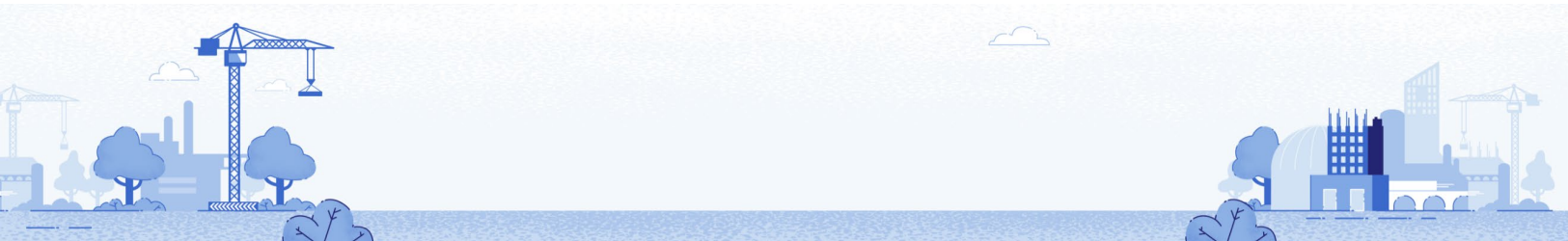
Following protracted and complex negotiations, we are now able to announce that the sale has completed and that we have agreed a lease on a building about ten miles northwest of CEMEX House on the outskirts of Coventry, at Binley, which will become our new UK head office.

The office at Binley is much more modern than CEMEX House and it gives us the opportunity to create a great working environment, designed specifically to meet the needs of our people and our business.

We want to reassure all our staff that there are no plans to reduce headcount as part of this move.

Relocating to a new office is solely about taking the opportunity to move to more suitable premises where we can create a more effective, comfortable, and nicer place to work. We are really excited about finally being able to do this, as it is not something we could have realistically achieved had we stayed at CEMEX House.

We expect to move in October 2022, although this is subject to change depending on when refurbishment work is completed. Before then, we will consult about the relocation to Binley with all our employees who are currently working at CEMEX House, and all our employees who were based there



prior to the office being closed because of the pandemic. If you are in either of these groups, further details will follow in due course about the new office and arrangements for consultation, which we expect to commence in July.

General updates on the planned relocation will also be provided more widely over the coming months. In the meantime, please speak with your line manager if you have any immediate questions or concerns.

Image of CEMEX House: Google Earth

## Coming Next Week! It's the EMEA Q2 eNPS Pulse Survey



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.

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.

Please look out for the Q2 2022 survey from our provider Perceptyx, which **is launching next Tuesday 5<sup>th</sup> July**. 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)

## Building a Safe Space for All

 Pride Month

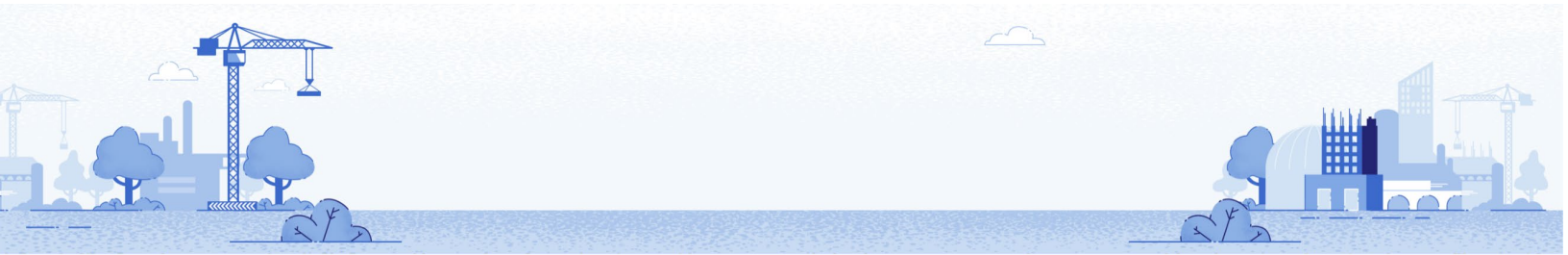
Our commitment is to build an inclusive work environment where everyone can be their best and authentic selves.



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.

Colleagues in Mexico have shared a video "**CEMEX MEX, an example on how to make it possible**" CEMEX – MEX, sharing the journey in Mexico. You can watch the video [here](#)

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.





## Celebrating Long Service Awards



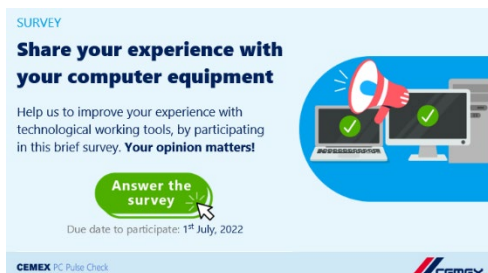
We would like to send a huge congratulations and thank you to the following colleagues for reaching long service milestones this month.

We appreciate all your contributions and hard work over the years:

Philip McComb – 15 years on 1<sup>st</sup> June  
 Mark Renshaw – 15 years on 1<sup>st</sup> June  
 Nigel Gawend – 25 Years on 2<sup>nd</sup> June  
 Alan Bussey – 15 years on 4<sup>th</sup> June

Gary Bresnahan – 15 years on 4<sup>th</sup> June  
 Tony Shilcock – 15 years on 4<sup>th</sup> June  
 Jane Haughton – 15 years on 4<sup>th</sup> June  
 Linda Brown – 15 years on 4<sup>th</sup> June  
 Philip Bridge – 25 years on 30<sup>th</sup> June  
 James McLarney – 25 years on 30<sup>th</sup> June  
 Martin Ashfield – 15 years on 11<sup>th</sup> June  
 Paul Wilson – 15 years on 18<sup>th</sup> June  
 Richard Scutt – 15 years on 18<sup>th</sup> June  
 Mark Holdsworth – 25 years on 21<sup>st</sup> July

## CEMEX PC/Laptop Pulse Check



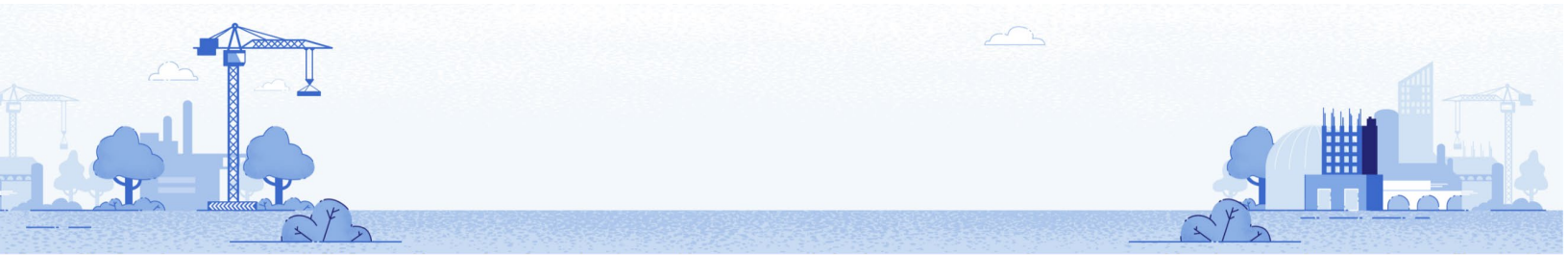
CEMEX are running a global survey to understand the overall perception of laptop and desktop computers assigned to CEMEX employees.

Everyone in CEMEX with an assigned laptop or desktop will be invited to take part in the survey of nine questions.

You can enter the survey by clicking [here](#). Thank you.

## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
179-06-2022	Fitter/Supervisor	Materials – Aggregates	Swinderby	07/07/2022
180-06-2022	Operative	Materials – Aggregates	Langley	27/07/2022
181-06-2022	LGV Cat C Driver	Supply Chain	Datchet	08/07/2022



182-06-2022	Relief Plant Manager	Materials – Readymix	London	04/07/2022
183-06-2022	Sales Executive	Materials – Readymix	Lancashire/North Manchester	05/07/2022
184-06-2022	Assistant Asphalt Plant Manager	Asphalt	Lincoln	08/07/2022
185-06-2022	Commercial and Logistics Manager	Marine	Southampton	12/07/2022
186-06-2022	Asphalt Area Manager	Asphalt	Flexible	12/07/2022
187-06-2022	Engineering Project Manager	UK Engineering	Hub Office	15/07/2022
188-06-2022	Transport Planner	Materials - Readymix	Preston Brook	12/07/2022
189-06-2022	Multi Skilled Operative	Finished Products	Dove Holes	13/07/2022
190-06-2022	LGV Driver	Supply Chain	Lincoln	06/07/2022
191-06-2022	LGV Driver	Supply Chain	Small Heath	06/07/2022
192-06-2022	LGV Driver	Supply Chain	Rugeley	06/07/2022
193-06-2022	Bulk Cement Tanker Driver (Days)	Cement Logistics	Rugby Plant	13/07/2022
194-06-2022	Bulk Cement Tanker Driver (Nights)	Cement Logistics	Rugby Plant	13/07/2022

**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**

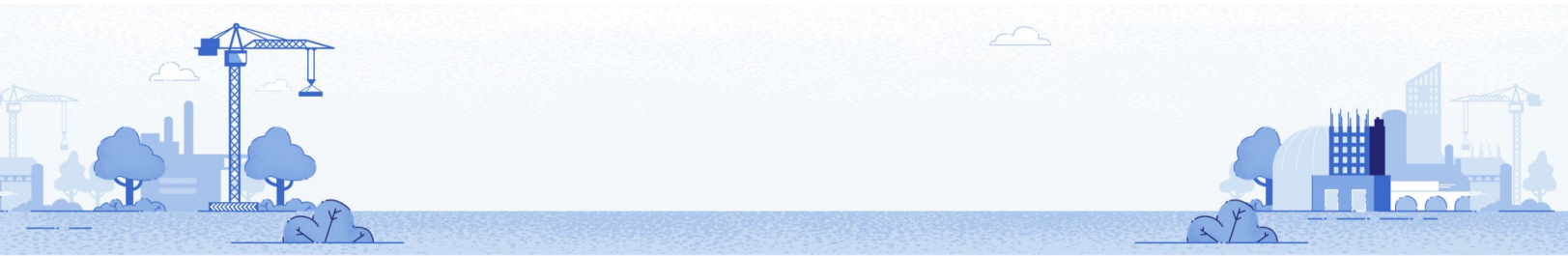
Free, confidential support and counselling available for all employees

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





Get ready!

EMEA

# Q2 '22 eNPS Pulse

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 organization, and spread a positive word around



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



**0-6: Detractors**, employees who are highly dissatisfied with the organization and spread negative word of mouth

#1

**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

#2

**What were our eNPS Results in Q1 2022?**

We achieved a positive **+33** eNPS in our Region in Q1'22, vs +17 in the last eNPS Pulse we did in 2021. We want to reinforce this positive eNPS trend in EMEA during 2022

#3

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

#4

**How/When to take part?**

Watch out for email from Perceptyx on Tuesday, July 5th (eNPS Survey Q2 EMEA [customers@perceptyx.com](mailto:customers@perceptyx.com))

## ALL BUSINESSES

### RESPONDING TO QUALITY ASSESSMENT REPORTS

In order to improve the quality of our products and services, our Quality Management Systems, and the standard to which we are certified (BS EN 9001) require we carry out the following actions annually:

- /// Internal audits of each of our sites (including sales offices and laboratories etc.)
- /// Receive audits at each site from the relevant certification body (3<sup>rd</sup> Party Audits)
- /// Top management review of our systems and procedures, customer feedback, quality objectives and risks and opportunities

Each of these events can create actions, in the case of internal & external audit these will be one of three items:

- Major Non-Conformances – potentially show stopping event.
- Minor Non-Conformances – minor infringements on policy and procedure.
- Observations – recommendations for improvement not always requiring response.

All of the above are a prompt to review what we do and create an opportunity to improve the quality of our procedures, operations, and products.

### REQUIRED ACTION AND RESPONSE

The standard requires that we “take appropriate correction and corrective actions without undue delay”

These actions must be documented and include:

- Immediate correction of the nonconforming item
- Investigation of the root cause of the issue
- Implementation of preventive action to minimise reoccurrence

In the case of external audit, we are required to respond by the date given in the assessment report, our response must include details of the root cause of the nonconformity, corrective and preventive action taken and supporting evidence.

### THE IMPACT OF FAILING TO ACTION AUDIT FINDINGS

As well as the potential reduction in material quality and increased risk to our businesses, our 3<sup>rd</sup> Party Auditor can implement the following action

- Certification under review – 6 weekly assessment intervals
- Certification Suspended – Full re-assessment required

Failing to correctly investigate and close out audit findings has the potential to increase risk and decrease product quality and service to our customers