



UK NEWS



Welcome to UK News 7th July 2022
your weekly update from around CEMEX UK

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HEALTH & SAFETY

UK Marine Receive Safety Awards



Congratulations to the UK Marine Team who last week were presented with their Safety Sword and their Best Performance in the Aggregate Sector recognition award from the Global Awards early this year.

Michel Andre, VP Materials West Europe, and Lex Russell, Managing Director UK Materials, joined the team on board the CEMEX Go Innovation to present both awards.

Lex Russell said: “Well done to the UK Marine Team for their fantastic achievement, winning coveted Safety Sword and the Global Award. They have worked very hard to demonstrate great safety leadership and continue to look after and care for each other, all with the mindset of continuous improvement and striving for Zero harm – and this was recognised by the judge, Robert House, Health and Safety Director for EMEA.

I am very proud of UK Marine and all the finalists for all they have done to make Health & Safety their number one priority, every day.”

You can read all about Marine UK’s Safety Sword win [here](#).

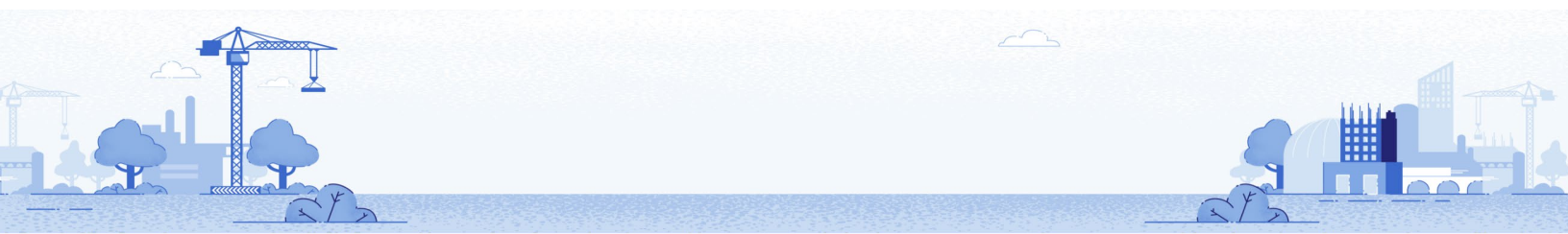
EMEA Records Zero Employee LTIs & TRIs in June



For the month of June the EMEA region reported ZERO employee LTIs and TRIs, and ended June with a 30% reduction in Employee TRIs on a YTD basis.

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.



Are you Getting a Grip?



Slips, trips and falls are our most common cause of serious injury. Many occur when people are getting in / out of vehicles or result from tripping and falling on stairs and walkways.

Are you looking out for yourself and others?
Do you maintain 3 points of contact on steps, ladders and stairways?
Do you **Step In** and remind colleagues to **Get a Grip**?

During July and August we are asking Managers to **Focus on Stairs and Floors**. Here are some safety improvements Managers can make in their working environments:

- Organise a “hazard spotting” activity on each site, to identify any risk associated with stairs and floor defects and create a NM/HA for each.
 - Identify the first and last steps of stairs (and landings) using yellow paint.
 - Identify any changes in floor levels the same way.
 - Identify any possible / known risks of slipping, tripping or falling.
 - Where appropriate paint/refresh relevant sections of handrails yellow, particularly on stairways, and apply / refresh “Get a Grip” / “hold the handrail” labels as necessary.
- *If you need to order new Get a Grip materials, then this month is the right time to do this as GSB Signs has 50% off a range of Get a Grip stickers during July 2022. To take advantage of this offer simply ring the office (0151 424 7111) or email: garys@gbsigns.co.uk, mentioning the “offer of the month” for July.*
- Encourage employees to observe the behaviour of their colleagues and visitors, if needed Step In and perform a Take 5 Together.
 - Include regular checks in your inspection scheme to ensure these standards are maintained.

Please take a moment to print off our poster and share on your local notice boards – you can download and print the poster from the UK News download page – <https://www.cemexuknews.co.uk/downloads/>

In the next two Health & Safety stories on UK News you can read how teams at Witney Readmix plant and Salford Aggregate plant are reducing their slips, trips and falls hazards.

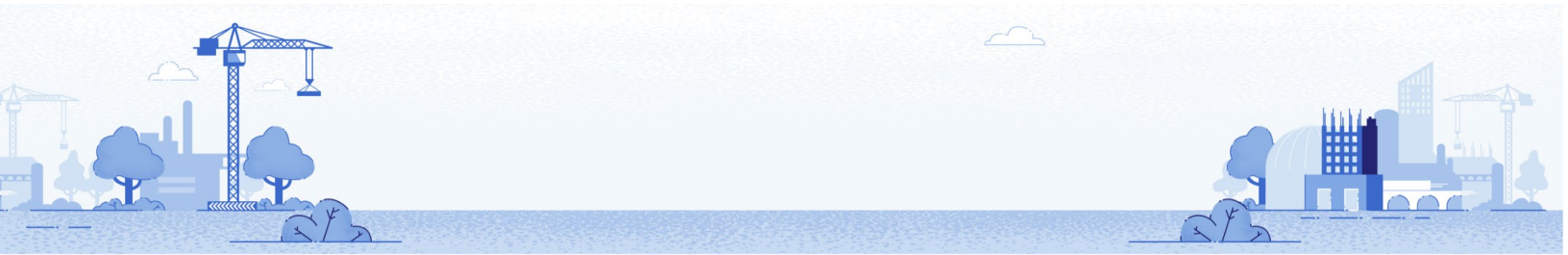
Slips, Trips and Falls Safety Improvements – Witney Readmix Plant



Andrew Hoskins, Operations Manager from Witney Readmix in the South West, recently share his safety improvement on LinkedIn.

The Readmix plant pumps water from a lake and the pump is checked regularly. The stairway down to the pump was becoming overgrown so Andrew took the initiative to clear away the foliage, painted the handrails yellow and mounted the lifebuoy for added safety.

Well done Andrew – this is a great example of how continuous safety improvements reduce the risk of slips, tripping and falls.



Slips, Trips and Falls Safety Improvements – Salford Aggregate Plant



Well done to the team at Salford Agregate plant. The team have refreshed the yellow highlight paint on the steelwork along their designated walkways. They have also refreshed the paint work on their raised curbs to highlight the slips, trips and fall hazards.

This is another great example of how continuous safety improvements reduce the risk of slips, triap and falls on our sites.

Reminder: Mobile Phone Policy



We have had some recent instances of CEMEX employees joining telecons via their mobiles while driving. We would like to remind everyone of our mobile phone policy.

The CEMEX mobile phone policy states that all drivers (including employees and regular contractors) must avoid phone use while driving unless it is absolutely necessary and where there is an unavoidable need to use the phone while driving. The policy sets out the minimum conditions that must be followed.

Please take the time to read the policy document [here](#)

We ask all employees to look after themselves and each other by following the policy and to STEP IN and encourage colleagues to follow the policy where necessary.

With the increased frequency of on-line meetings and telecons, it is timely for Managers and Supervisors to remind their teams of the dangers of using a mobile phone while driving, and for everyone to ensure they are aware of the policy.

The following video Safety Alert from 2018 is a good reminder of the requirements – watch it [here](#):

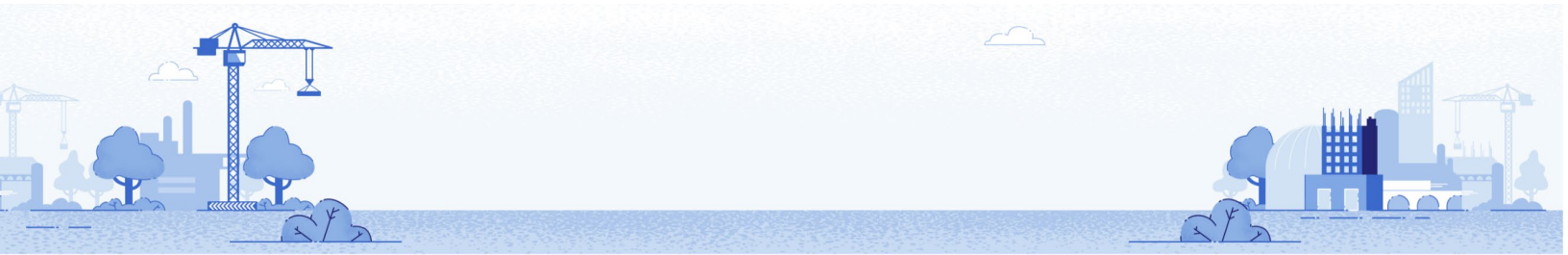
Jump Back Up July



Why not download this month's Action for Happiness calendar to remind you to appreciate the little things in life and find out how they help with your positivity and wellbeing!

Each day they give you a little task to try and complete. It could be anything from 'Do something meaningful for someone' to 'Share an inspirational quote'.

It's a fun way to keep us busy daily and to give our brains a break.



You can watch the Jump Back Up July video [here](#) where Action For Happiness's Vanessa King gives advice on how to make life happier and more fulfilling.

You can find this month's calendar at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

COVID-19 Update - Reminder: What should I do if I have COVID?



We have noticed a steady increase in the number of Coronavirus cases reported in the business, which correlates with an uplift in the wider population.

While Coronavirus restrictions have been lifted in the UK, some Government guidelines are still in place and we, therefore, ask all our employees to continue to take precautions if they have, or suspect they may have, COVID.

A reminder of these requirements is below:

1. If you have symptoms of Coronavirus:

- Stay at home and avoid close contact with others, until you no longer have a temperature or feel ill.
- The Government has a full list of symptoms that can be accessed [here](#). The list continues to include a high temperature, a new, continuous cough, plus loss or change to sense of smell or taste.

2. If you test positive for Coronavirus:

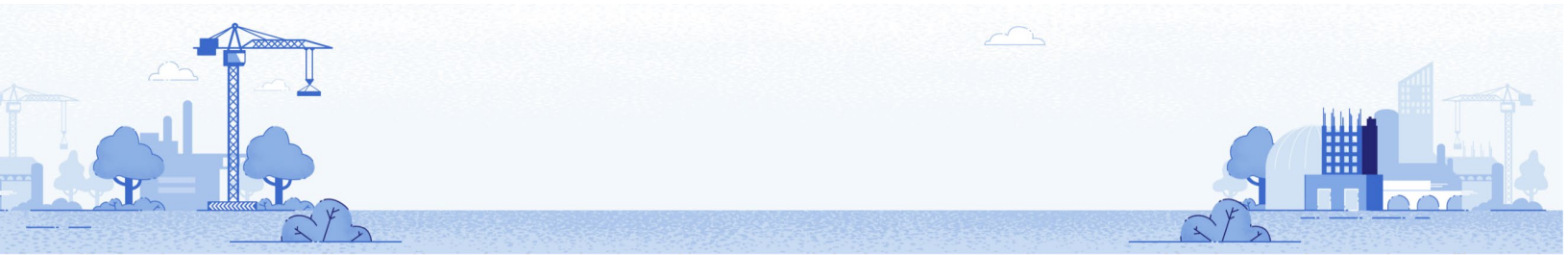
- Stay at home and avoid close contact with others for five days after the day you took the test.
- You can return to work five full days after your positive test.
- Avoid those who are considered to be at higher risk of becoming seriously unwell, for 10 days after the day you took your test/

3. If you are a close contact of someone with Coronavirus:

- Avoid those who are considered high risk.
- Limit close contact with others outside your household, particularly in crowded, enclosed or poorly ventilated spaces.
- Wear a well-fitting face covering when in public spaces or if you need to have close contact with others.

4. Safe behaviours should still be followed:

- Ensure you are fully vaccinated and get any boosters available to you.
 - In particular, the Government has highlighted the importance for those who are pregnant be vaccinated.
- Ensure good ventilation in indoor spaces including workplaces and offices – use CO2 monitors in meeting rooms where available.
- Good hygiene practices, such as regular handwashing and sanitisation of communal areas.
- Continue to make use of digital meeting platforms where face to face isn't essential.



5. Consider wearing a face mask:

- When case numbers are high.
- If you are 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

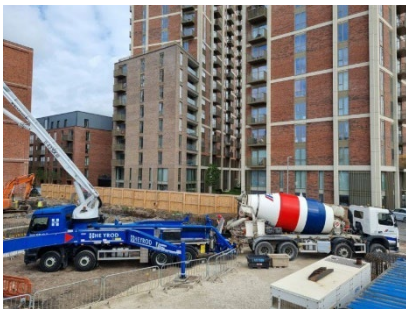
Finally, remember that all positive cases amongst the workforce should still be recorded via the dedicated online form, accessible [here](#)

If you have any questions, please speak to a member of the Health & Safety Team.



CUSTOMER CENTRICITY

Large Supply to Significant Construction Project



CEMEX's Salford Readymix plant recently made the first big base slab pours of a 12,000m3 order for our key customer, Heyrod Construction, on the Outwood Wharf development in Salford for United Living Group.

They will build 296 one-and-two-bedroom properties, including 275 residential apartments, 11 townhouses and 10 duplexes across three connected blocks.



FUTURE IN ACTION

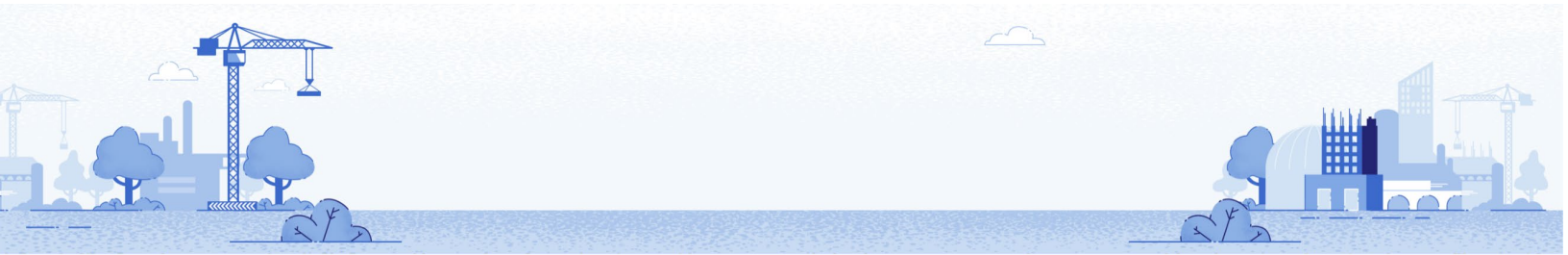
Supporting Local Athlete in Commonwealth Games



Kevin Murch, CEMEX Payroll & HR System Manager, based in Rugby, will be proudly supporting his son Craig, representing England, at this summer's Commonwealth Games. Craig, a hammer thrower, was awarded a grant from the Rugby Group Benevolent Fund to support him with his preparation, additional physio, equipment and having to take unpaid leave.

The Fund was set up in 1955 with the original aim of supporting the welfare of employees, former employees and their dependants. Today, the fund has widened its scope to include charitable causes in the communities in which its employees, former employees and their dependants live. The projects it supports must provide public benefit in the areas around former or existing cement plants and quarries.

While supported by CEMEX UK, the fund retains its independence and is managed by a board of trustees made up of employees and former employees.



Craig, now 29, has been competing since he was 11 years old and specialised in the hammer at 18. He has won numerous Warwickshire and Midland Counties titles, the England Championships and was British Champion in 2019. He was selected to represent GB at the European Throwing Cup in Samorin in 2019.

We wish Craig all the best in the 2022 Commonwealth Games, starting on 28th July in Birmingham. If you want to follow him, he will be throwing in the qualification pools on Thursday 4th August and hopes to qualify for the final on Saturday 6th August.

Coffee Break Reads



CEMEX has recently been featured in two recent trade magazines which you can now read online. We recommend you get yourself a tea or coffee and have a read.

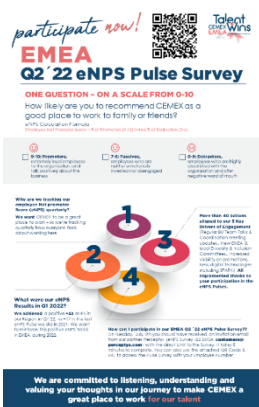
Martin Casey, Director Public Affairs and Social Impact Europe, contributed to the latest edition of the ICC's Trade for Prosperity magazine. His article covers key aspects of CEMEX UK's sustainability strategy, Future in Action, alongside the importance of industry collaboration and ongoing innovation. You can read the article on page 120 [here](#).

Steve Redwood, Director Aggregates Permitting and Development Europe, contributed to the latest edition of International Cement Review magazine. His thought leadership piece is about quarry restoration projects across Europe. This piece covers three pages in the print version of the magazine, and is also featured online [here](#) (link goes to Sergio Medendez's LinkedIn post).



EMPLOYEES

Participate Now! It's the EMEA Q2 eNPS Pulse Survey

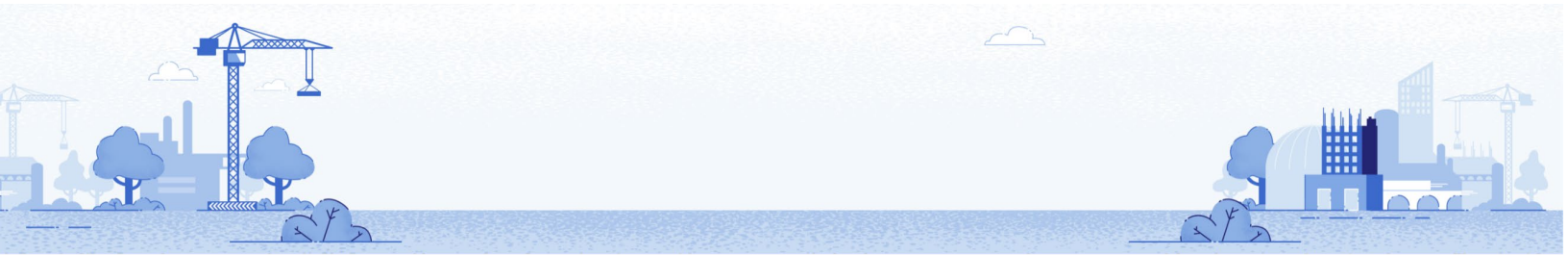


Please look out for the Q2 2022 survey email from our provider Perceptyx (customers@perceptyx.com), which launched this week (Tuesday 5th July). Be sure to complete it and let your opinion count.

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.

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.



In addition to the direct link email from Perceptyx you can also use the URL address below and the QR code on the poster which you can find at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads. Simply use your employee number to access it via these routes.

https://ondemand.perceptyx.com/odcemenpssurveyq2emea/dc/?ask_pin=1

Latest In the Mix Podcast



Here is the latest episode of the In the Mix podcast – your news and views podcast from CEMEX UK. This time, we're speaking to James Carling and Rob Yates about their important work as part of the UK Land Developments and Permitting Team – including ensuring CEMEX has a supply of materials for decades to come.

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

For those of you who prefer a Microsoft stream video option rather than an MP3 please use the link [here](#).

Summer Savings, Discounts and Competitions!



As we continue to feel the cost of living crisis bite, the CEMEX Lifestyle employee benefits platform, continues to offer a range of discounts that can help you save money in July.

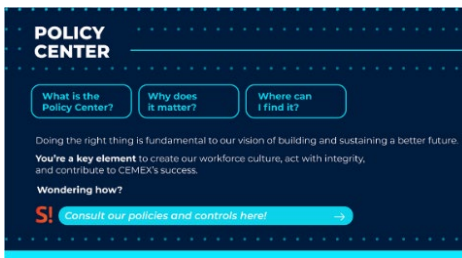
Log in now to see what savings you can make, from holidays, supermarkets and high street retailers.

Love a competition?

If you spend £50 or more via the CEMEX Lifestyle platform on any of the supermarket retailers you could win one of 5 x £100 eVouchers every day throughout the summer. Or, you could win one of 3 x £1,000 prepaid cards every month from July to September.

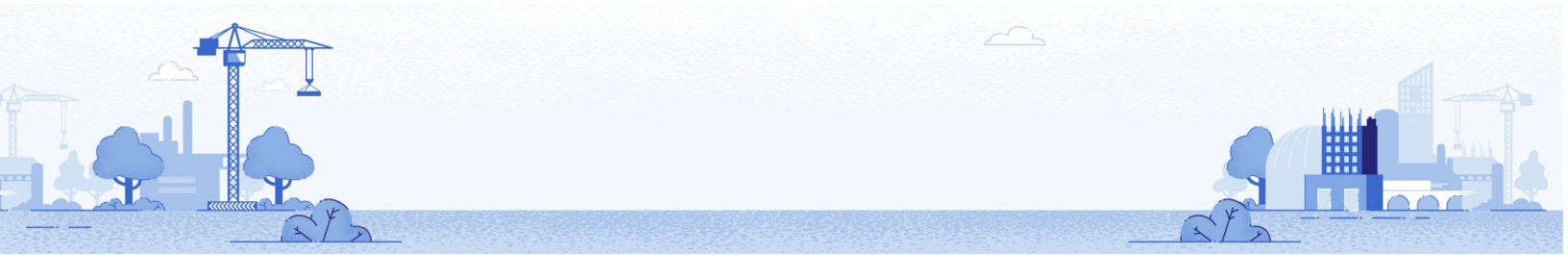
Log in here: <https://cmx.employeebenefitsplatform.com/dashboard>

Where to find our Policy Centre



Doing the right thing is fundamental to our vision of building and sustaining a better future. You are a key element to create our workforce culture, act with integrity and contribute to CEMEX's success.

You can keep on track by consulting our policies and controls at the CEMEX Policy Centre – you can find it by logging into spark! or clicking the link [here](#).



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.

If you haven't already completed the survey you can enter the survey by clicking [here](#). Thank you.

Internal Vacancies

| IVC Ref | Position | Company | Location | Closing date |
|-------------|---|---------------------------------|--------------|--------------|
| 195-07-2022 | Relief Plant Manager (6 months Temporary) | Materials – Readymix | North East | 15/07/2022 |
| 196-07-2022 | Fitter | Urbanisation Solution – Asphalt | Salford | 18/07/2022 |
| 197-07-2022 | Class 2 Driver | Supply Chain – Materials | Dove Holes | 24/07/2022 |
| 198-07-2022 | Plant Manager | Materials – Readymix | York | 19/07/2022 |
| 199-07-2022 | Fitter | Materials – Readymix | Oldbury | 19/07/2022 |
| 200-07-2022 | Relief Plant Manager | Materials – Readymix | South West | 19/07/2022 |
| 201-07-2022 | Plant Manager | Materials – Readymix | Loughborough | 19/07/2022 |
| 202-07-2022 | Sales Executive | Materials – Readymix | London | 19/07/2022 |

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

If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.

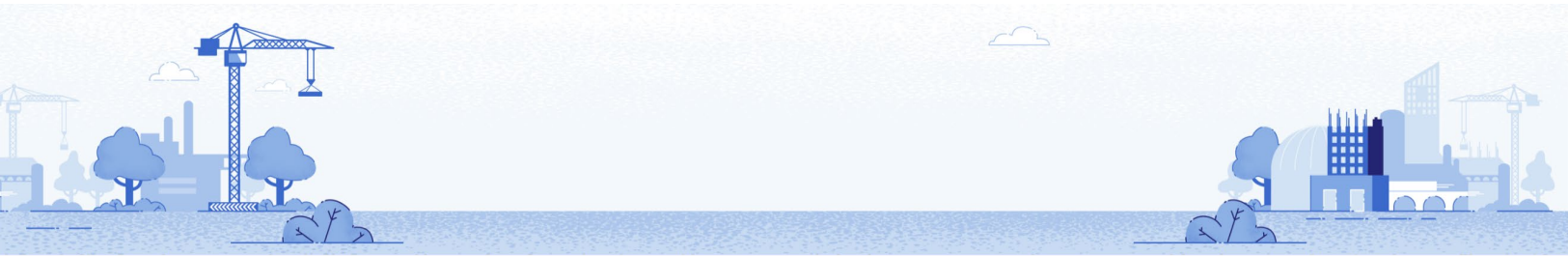
Employee Assistance Programme

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





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