



Welcome to UK News 14th July 2022
your weekly update from around CEMEX UK
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You can also follow us on our social media channels



HEALTH & SAFETY

Slips, Trips and Falls Video



Slips, trips and falls are our most common cause of serious injury. Many occur when people are getting in / out of vehicles.

Do you **look after yourself** and maintain **3 points of contact** when getting in / out of your vehicle?

Do you **look after others** and **Step In** and remind them to **Get a Grip**?

Please watch our short video on the potential consequences of a fall. Scan the QR code on our poster at the end of this document and from the UK News download page here: <https://www.cemexuknews.co.uk/downloads>

Please take a moment to print off our second poster and share on your local notice boards.



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@gsbsigns.co.uk, mentioning the "offer of the month" for July.

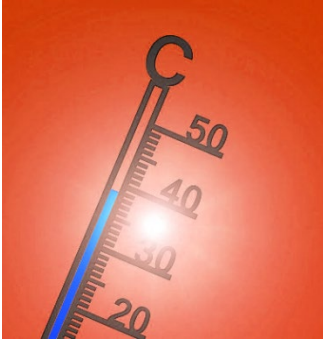
UK Mortars Reach 16 Years LTI Free



We are proud to share that UK Mortars have achieved a fantastic 16 years LTI. Congratulations and well done to all those involved!

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.

Amber Warning of Extreme Heat



Many of us have been experiencing a heatwave over the last few days. The Met Office forecast that this will peak at the weekend, with an amber warning of extreme heat for much of England and Wales on Sunday, with temperatures widely expected to be mid 30's on Monday.

Amber warnings of extreme heat are unusual, with caution being expressed in terms of “Population-wide adverse health effects likely to be experienced, not limited to those most vulnerable to extreme heat, leading to potential serious illness or danger to life”. In addition, there is warning that “Significantly more people are likely to visit coastal areas, lakes and rivers leading to increased risk of water safety incidents.”

In these conditions, it is important we take extra precautions to keep ourselves safe.

For those carrying out work outdoors, the HSE recommend:

- reschedule work to cooler times of the day
- provide more frequent rest breaks and introduce shading to rest areas
- provide free access to cool drinking water
- introduce shading in areas where individuals are working
- encourage the removal of personal protective equipment when resting to help encourage heat loss
- educate workers about recognising the early symptoms of heat stress

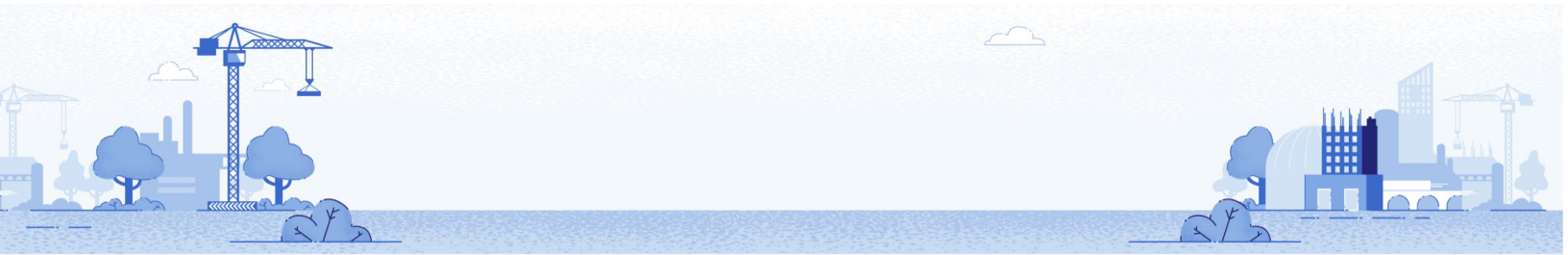
In addition, care should be taken when working in the sun to minimise the risk of sun burn – see additional sun care advice in the next article. In addition, care should be taken when working in the sun to minimise the risk of sun burn – see additional sun care advice in the next article.

When working indoors, the recommendations include:

- add or remove layers of clothing depending on how hot or cold you are
- use a desk or pedestal fan to increase air movement
- use window blinds (if available) to cut down on the heating effects of the sun
- in warm situations, drink plenty of water (avoid caffeinated or carbonated drinks)
- if possible, work away from direct sunlight or sources of radiant heat
- take regular breaks to cool down in warm situations and heat up in cold situations

Please take extra care in the coming days to keep yourselves and each other safe... raise any concerns you may have with your Supervisor.

Finally, for those teams responsible for operational or restored sites with open water hazards, please ensure suitable control measures remain in place to deter trespass and facilitate emergency rescue.



Taking Care in the Sun



With some recent and further expected high temperature events in the UK, it is an opportune time to be reminded of some of the precautions that should be taken to protect our health and wellbeing.

CEMEX's Occupational Health providers RPS have produced a series of guidance documents and posters about taking care in the sun.

The information can be found on the Health and Safety SharePoint pages by clicking [here](#).

We invite you to download/print and share the factsheets and posters around your working environments. Thank you.

Celebrating our Health & Safety Achievements



The health, safety, and well-being of our people are of paramount importance to CEMEX and are critical to our ability to conduct our business. We are continually monitoring our safety progress to ensure that our programs are working as effectively as possible.

The effort and commitment of everyone across our UK operations, to look after themselves and each other is reflected in our current improving injury performance statistics:

- ❖ **3.5 years** since our last recordable fatality. While fatality free performance should be expected and non-negotiable, it's worth noting this is the longest fatality free period in the UK Operations.
- ❖ **18 months** since our last CEMEX employee lost time injury (LTI).
- ❖ Of our more serious injuries since the start of January 2021, **over 80% have involved contractors**, either on site or hauliers – a focus area for us.
- ❖ Slips, trips and falls account for over **one third** of our major injuries.
- ❖ **3 LTIs in the first half of 2021**, the same as last year, but a **70% reduction** in TRI (Total Recordable Injuries), down from 10 YTD in 2021 to three this year.

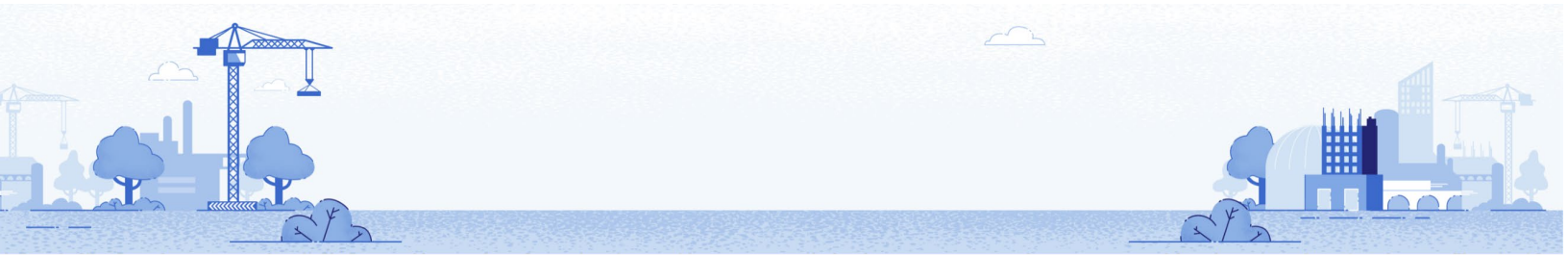
During the first half of 2022 we have celebrated many LTI milestones. Lost Time Injury (LTI) milestones demonstrate that ZERO is possible, especially in CEMEX's challenging environments and working processes. With the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained. Congratulations to everyone in these teams for these fantastic achievements so far this year and to everyone for making Health & Safety their number one priority!

January 2022

- ❖ North East Materials achieved 5 years LTI free
- ❖ Midlands Materials achieved 4 years LTI free

February 2022

- ❖ Supply Chain Building Products achieved 13 years LTI free
- ❖ Materials North West achieved 2 years LTI free
- ❖ UK Asphalt West team achieved 8 years LTI free



March 2022

- ❖ London Materials achieved 14 years LTI free
- ❖ Rugby Cement plant achieved 1 year LTI free!
- ❖ Home Counties Materials achieved 17 years LTI free

May 2022

- ❖ Building Products achieved 1 Year LTI free
- ❖ Kensworth quarry achieved 13 Years LTI free

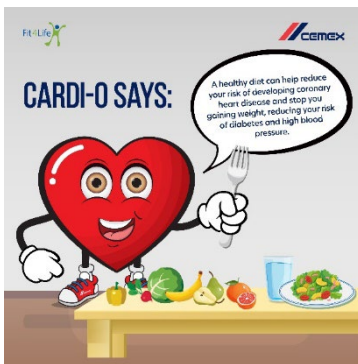
June 2022

- ❖ Tilbury Grinding plant achieved 1 year LTI free
- ❖ Berkswell achieved 20 years LTI Free
- ❖ Urbanisation Solutions Europe achieved 1 year LTI free
- ❖ Cement Supply Chain achieved 2 years LTI free

Finally, here are some key things we could all do to minimise the potential for injury:

- Follow the Safety Essentials, including those relating to housekeeping and Get a Grip.
- Take 5 and Stop & Think before starting a new task.
- Step In and Take 5 Together if we see an activity we think may be unsafe.
- Report all near misses and hazards, especially those with high potential for injury.
- Look after ourselves and each other. Our injury performance continues to improve, but that relies on each of us putting health and safety first.

Is Yours a Healthy Diet?



Consuming a healthy diet throughout the life-course helps to prevent malnutrition in all its forms as well as a range of noncommunicable diseases and conditions.

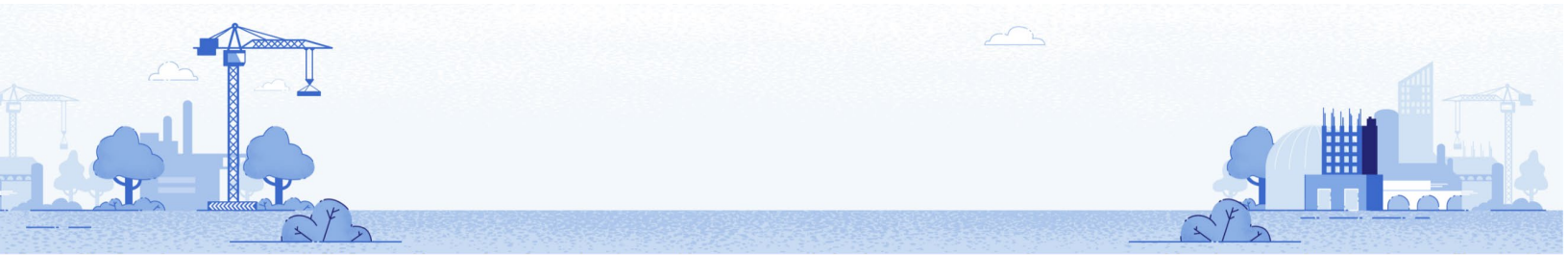
However, increased production of processed foods, rapid urbanisation and changing lifestyles have led to a shift in dietary patterns.

People are now consuming more foods high in energy, fats, free sugars and salt/sodium, and many people do not eat enough fruit, vegetables, and other dietary fiber such as whole grains.

Read more about Healthy Diets on our Our Global Voice page [here](#)

You can also check out [the Global H&S Yammer group](#) where the Health & Safety team will be posting additional advice from CardiO.

We also have a poster available to display on your local notice boards, which can be found at the end of this document and in the download section of the UK News website here: <https://www.cemexuknews.co.uk/downloads>



UK Aggregates Team Walking to Qatar



UK Aggregates were interested in taking on a team health initiative and came up with the idea of using some leftover pedometers from a previous competition. 15 teams are taking part in a Pedometer Challenge and after two weeks the teams have already surpassed 4.2 million steps (35.3%) towards their 12 million step target. This is the equivalent of

walking from London to the venue of the 2022 FIFA World Cup in Qatar, later this year.

Although they will pause their walking during the forecast extreme heat, they are well on the way to achieving their goal – well done to everyone in UK Aggregates who is taking part.

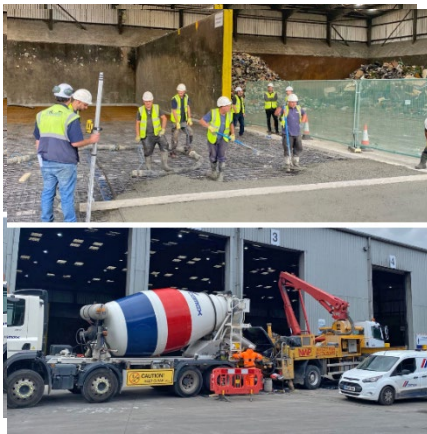
At week two, the Fast Trackers – Dove Holes 1 Team were heading the leader board with a total of 620,983 steps, followed by Ops Team with 532,848. On an individual level, Rebecca Corbett is at the top of the leader board with an amazing 260,440 steps!!

Good luck everyone as you continue your Pedometer Challenge, but please remember to keep hydrated (it's recommended to drink at least two litres of water per day) and to regularly apply sun cream to exposed skin when outdoors!



CUSTOMER CENTRICITY

Successful MicroTech Supply



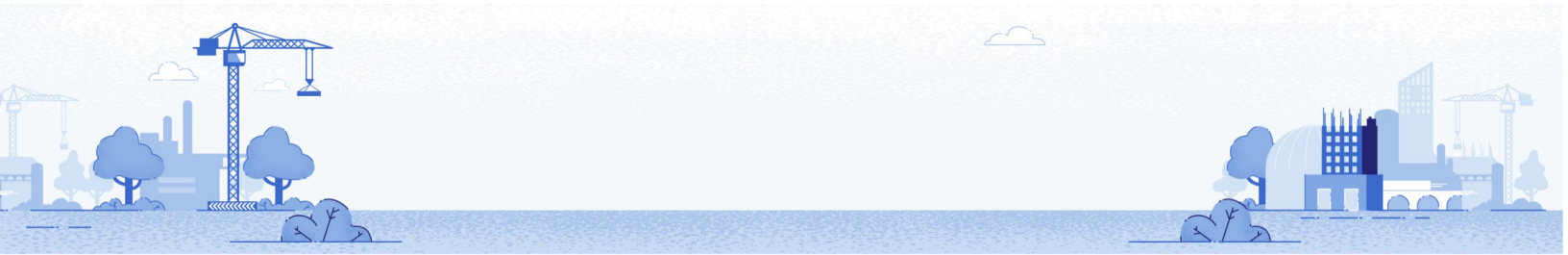
During the last week, CEMEX UK (North West) has recently delivered around 300m³ of our high performance MicroTech concrete to TR Civil Engineering at their client Suez's Waste Management Centre in the suburbs of Manchester.

The MicroTech concrete replaced Suez's existing concrete in the recycling bays used for retaining heavy recycling materials. The site has heavy truck movements and on site shovel impact when moving materials around.

CEMEX's MicroTech is a range of advanced concretes, carefully formulated with microsilica and the latest admixture technology to produce high performance concretes with exceptional levels of durability in the harshest of environments.

TR Civil Engineering came to CEMEX looking for a more durable and sustainable concrete that also ensures high strength with a low permeability value that resists to sulphate and chloride attack on site. This will provide a longer yard life for Suez and provide the longevity in a fully operational recycling plant.

Jordan Sutton-Briggs, Sales Executive, Readymix North West said: "The success of this project was thanks to the efficient and cohesive collaboration between our Commercial, Technical, Operational and



Shipping department. Our customer relationship with TR Civils is strong and we are confident CEMEX will be the Readymix Concrete supplier of choice for all SUEZ and TR Civils projects.”

Fibre Reinforced Concrete Supply



CEMEX’s Huyton plant have supplied our key customer, CCC Ltd, with our fibre reinforced concrete at their new Aggregate Recycling Plant in Simonswood.

The reinforced concrete is for new concrete bays and the new aggregate recycling plant as well as brand new weigh bridge. The volume in the first phase is 5,000m³.

The concrete mix is adding value for our customer by removing the need for additional traditional steel mesh by adding macro fibres mixed at the plant. This means the concrete and reinforcement is delivered as one product, resulting in zero wastage on site as the concrete has the prescribed amount of fibres for reinforcement.



FUTURE IN ACTION

Supply Chain Lends a Hand



The UK Supply Chain Team “Lent a Hand to the Welcome Change Project in Birmingham,” spending a warm sunny day helping to spruce up the community garden as part of its efforts to offer safe and welcoming spaces in which local people can build skills and confidence, improve their health and wellbeing and become actively engaged in society.

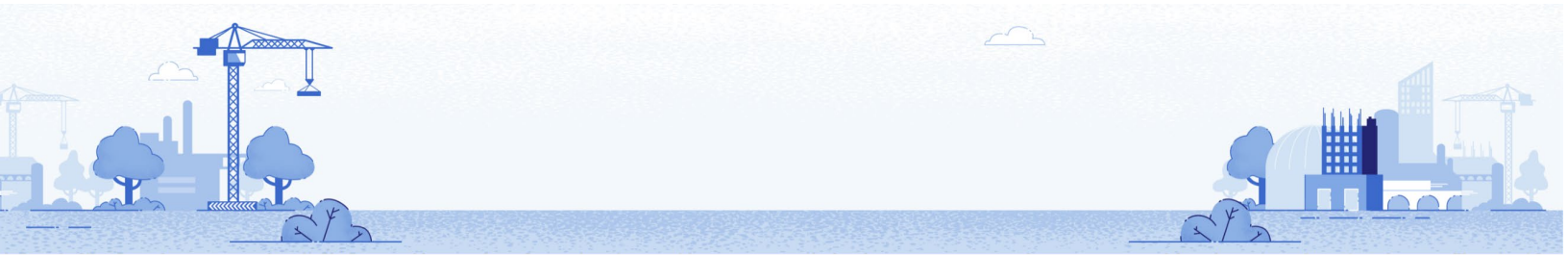
Dave Hart, Supply Chain Director, said: “The team really enjoyed being together face to face again and embraced the opportunity to use the Lend a Hand activity as a team-building event too. Thanks to everyone for their fantastic efforts on the day.”

If you’ve been inspired and want to get involved in a Lend a Hand local to your area, contact socialimpactuk@cemex.com for support. Make sure to share photos with the Comms Team!

Environment Briefing - Trade Effluent Discharge Compliance



The Sustainability Team have created the latest Environmental Briefing highlighting the importance of ensuring compliance with trade effluent discharge consents where applicable when discharging site effluent to foul sewers. It is imperative that we check and maintain compliance with our consents to prevent enforcement action being taken against us by local water authorities.



Many sites capture evidence of communication of environmental briefings for the purposes of showing continued training and awareness as part of the CEMEX EMS and, therefore, a form can be used for this purpose. It can be found at the end of this document and in the download section of the UK News website: www.cemexuknew.co.uk/downloads

If you have any questions then please contact a member of the Sustainability department.

You can download the Environmental Briefing – Trade Effluent Discharge Compliance from the UK News website: <https://www.cemexuknews.co.uk/downloads/>

Ultra-Low Carbon Project Wins Innovation Award



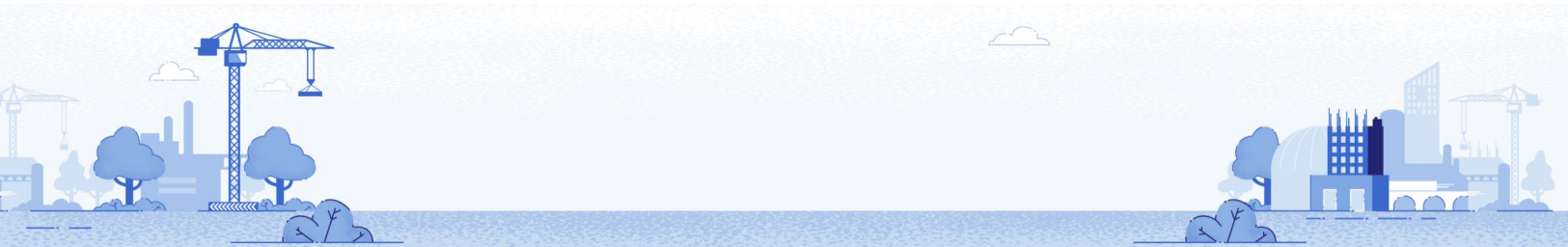
Taylor Woodrow, a leading player in the delivery of complex UK infrastructure projects, have been celebrating their success at the recent Constructing Excellence SECBE Awards 2022 (recognising the very best of the construction & built environment industry from across London & the South East). Their Eco Park Project won the Innovation Award for the use of Ultra Low Carbon Concrete – known as Exegy®. The judges said it was a unanimous decision, and they were impressed by the extraordinary technical challenges that had been overcome.

Early this year Ecocem, a leading provider of low carbon solutions for the cement and construction industries, and Taylor Woodrow, conducted their first pour of Exegy® ultra-low carbon concrete in the UK.

Exegy® and Ecocem rely on a network of partner plants. Thanks to the CEMEX team from the National Technical Centre for completing the Exegy® trials beforehand, and to the CEMEX team at the Canning Town Concrete plant in Greater London who produced the Exegy® Ultra-Low Carbon concrete for the award winning pour.

Commenting at the time of the pour Steve Crompton, Director of Quality and Product Technology for Materials West Europe, CEMEX, said: “CEMEX is committed to reducing the embodied carbon in our range of cementitious products and we have ambitious targets to lower CO2 levels in concrete, including a global commitment to produce net-zero concrete for all our customers by 2050.

We have been working with VINCI and Ecocem in France to investigate how alternative cement technologies can accelerate the reduction in CO2 in readymix concrete and are delighted to be involved with the project at Edmonton EcoPark to demonstrate how this new technology can contribute to ultra-low carbon emissions in concrete.”





CEMEX Unveils Next Generation Cement Packaging



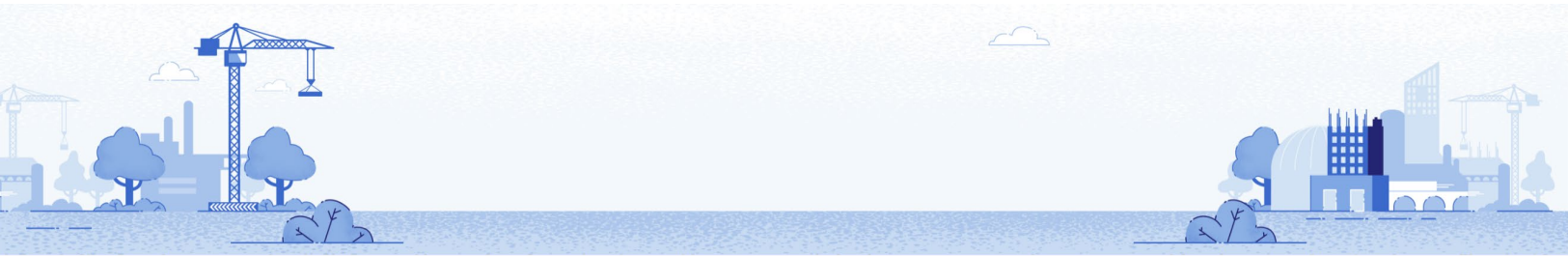
At CEMEX UK's Rugby Cement plant a new state-of-the-art bagging line is now operational. Two new lines are now working alongside a recently installed paper bagging line, utilising the very best technology that exists globally, to pack 25kg of Cement into weatherproof bags. The new bagging line investment is part of the company's bolt-on investment strategy and allows CEMEX to reinforce availability and service for packed products in the UK market.

The new weatherproof packaging solution meets growing demand from builders for robust packaging solutions, to reduce the potential for damaged bags and wasted product. The new high-strength packaging ensures the integrity of the product is uncompromised and clearly labelled for maximum visibility. This solution also helps to free up additional shed capacity for stockists as the new all-weather packaging can be stored indoor or outdoor, alongside linked products such as bricks, blocks and sand. In transit there is now no requirement for the bags to be protected with additional plastic waterproof sheeting.

Graeme Barton, National Sales Manager Packed Cement, CEMEX UK comments: "The packaging of our products is under routine scrutiny to meet customer demand and reduce waste. We have listened to what our merchants and customers need and by investing in higher, more reliable capacity CEMEX can now meet the demand from the market in peak months with greater confidence. In turn our stockists can meet their customers' requirements by supplying what they need in a format that works better for them. Our merchants and end-users are already seeing the immediate benefits of the new packaging by reporting fewer breakages in branch and onsite – which helps to cut down on waste."

CEMEX works hard to balance market demand for products and services with a climate responsible approach across all of its operations and has carefully addressed environmental concerns ensuring the new packaging meets the minimum requirement of 30% recycled plastic.

At the forefront of the circular economy in the construction value chain, CEMEX is committed to Net Zero CO2 by 2050. By 2022, CEMEX is aiming to reach a 40% reduction in CO2 emissions in its European operations, eight years ahead of its global target. The company's Future In Action programme is continuously pioneering ways to reduce its environmental impact whilst providing customers with a broad range of sustainable products and solutions.



Leamouth Wharf Wins EXCEED's Idea of the Month



A 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 of the ideas from the June 2022 competition:

- Dagenham Wharf – Improved the hopper wall with scrap tires to further protect the steel plate.
- Bletchley Asphalt plant – Installed a chute from the top of the platform to catch the samples and this eliminates the need to carry anything down the platform stairs, plus this enables the Technician to maintain 3 points of contact at all times.
- Hamer Warren quarry – Created an open area to place a machine with room for a service vehicle to work next to it.
- Leamouth Wharf – Repositioned pipe work to allow safer access by removing STF hazards and the embarrassment of straddling a pipe!

Our congratulations go out to Leamouth Wharf who took the top award this month!

On the Leamouth Wharf site there is a requirement to raise lagoon water level in small increments preventing water loss through sand embankments via seepage, while maintaining safe access. A main fresh water pipe and manifold had previously been installed at such an angle that it was difficult to walk around the screen, you would either need to 'straddle' the pipe or bend and go under.

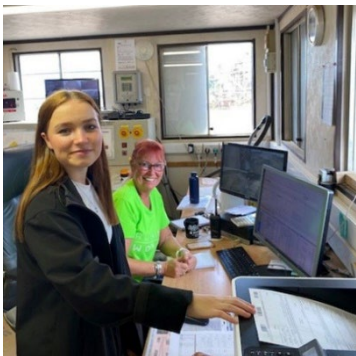
Following a brainstorming session with the team, a design was developed to enable the weir box to follow the angle of the embankment. The weir box had horizontal holes cut at 300mm intervals in the front face that allowed sealed doors to be fitted because the silt level increases, allowing the clean water depth to be maintained.

The weir box concept was designed, fabricated and installed using in-house facilities. The repositioned pipe allowed safer access, saving a possible injury.



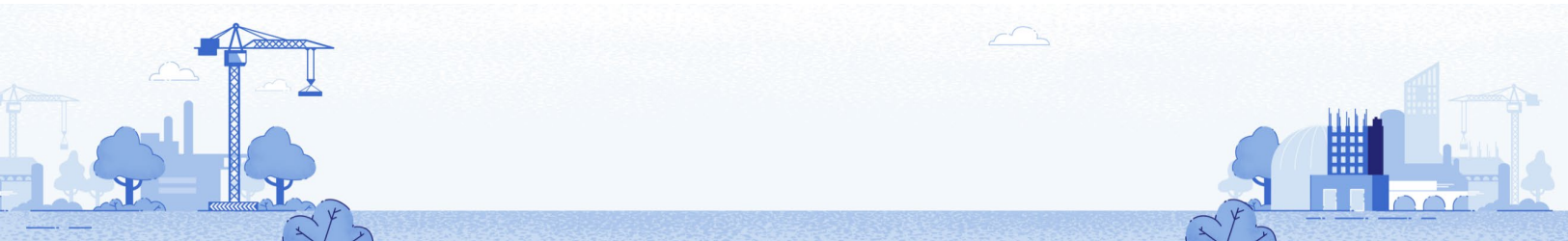
EMPLOYEES

Drew's Work Experience



Last week Keren Castle, Sales Executive Central Aggregates, was joined by A-Level student, Drew Smithson, who was on her work experience placement at CEMEX. Drew is currently doing her A-Levels at Nuast Sixth Form College in Nottingham before going on to University to study law.

Keren and Drew visited both Willington and Swinderby quarries and also visited three customers. While at Willington, Drew helped Sue on the weighbridge load several trucks and during their customer visit to Turnbull's Sleaford branch, Drew discussed with the younger staff, the benefits of ordering their materials through CEMEX Go. They have now



agreed to trial the app in this branch with a view to rolling out to the other branches if they are happy with it.

Overall, Drew said she wouldn't rule out a career in construction but would prefer to be involved in the IT and development side of CEMEX.

When asked to give feedback on her work experience, Drew's only negative observation was the huge amount of paper tickets stacked up in all the weighbridges which didn't appear to have any purpose. They discussed this with the weighbridge staff to see if they could reduce the number of paper copies to three initially and long term zero. They all seem to think this was achievable.

Drew was hopefully left with a positive impression of CEMEX as a company who are striving to be more sustainable. We wish Drew all the best as she goes off to University soon.

Celebrating 15 Years in UK Marine



Congratulations to UK Marine's Able Seaman, Cezary Zycinski, who this week celebrated his 15 years long service and was presented with his award from Captain David Pearson.

On receiving his award Cezary said: "It was a nice surprise and these 15 years have passed quickly and pleasantly. On this occasion I would like to thank everyone, which at that time I met on my way. Thank you."

spark! – Your One Stop Shop for Quick Links



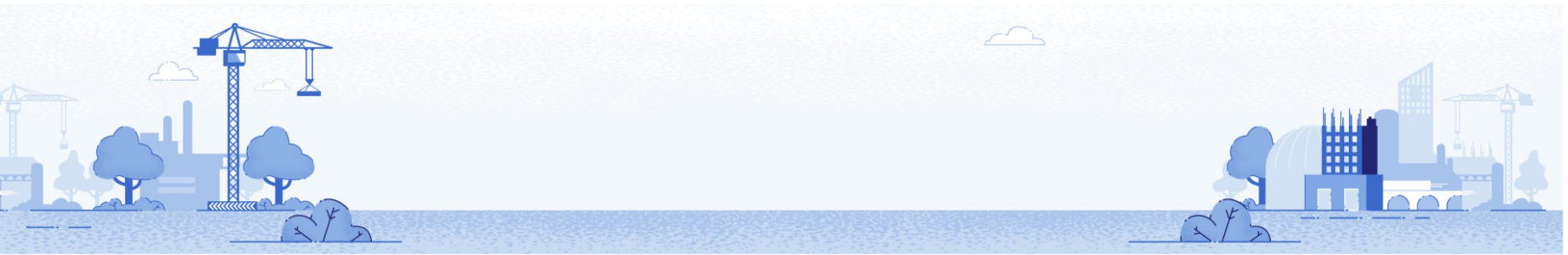
spark! is your digital workplace for you **stay informed with the latest news and updates in CEMEX.**

- Customise your own content – create quick links to Concur, Policy Centre, CEMEX University and many other CEMEX tools and websites.
- Access to CEMEX worldwide news.
- View CEMEX UK news and events.
- Find out the organisational changes.
- Check the calendar events.

To make spark! easier to access on the move, why not save the webpage as a shortcut on your iPhone home screen? Watch a short video showing how to do this [here](#).

You should also find a Shortcut on your desktop PC or Laptop. Or, start exploring spark!, your digital workplace here: <https://spark.cemex.com>

If you'd like to find out more about spark! watch this short step by step video [here](#) to learn how to use the platform.



Helping to Reduce Costs



Are you feeling the cost of living crisis starting to bite?

Have you heard about **CEMEX LIFESTYLE** our discount and benefits scheme for all employees.

Find out how much you can save!

Sign up to receive regular emails with weekly discounts and hot offers

holidays • high street stores • gyms
• cinema • food & drink • supermarkets

New deals added every week



<https://cemx.employeebenefitsplatform.com>

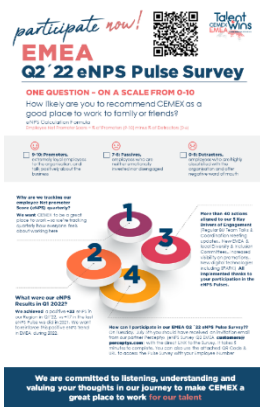
Is the cost of living crisis starting to bite? Have you logged into the CEMEX Lifestyle platform to find out what benefits and discounts you could be receiving?

Here to make it easy, you can watch this video summarising your July offers – watch it [here](#).


We also have a poster to display on your local notice boards, which can be found at the end of this document and in the download section of the UK News website here: <https://www.cemexuknews.co.uk/downloads/>

If you have school children and are looking for more ways to save money over the summer holidays, check out this Facebook post sharing high street restaurants and supermarkets deals offering kids meals for free or discounted – click [here](#) to open the Facebook post.

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



participate now!



Talent & Wins

EMEA Q2 '22 eNPS Pulse Survey

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?

EMEA Local and Global

Why are we excited for you to participate?
The survey results will help us understand how we can improve our work environment and make it a better place to work for everyone.

Which areas are we focused on?
We are focused on the following areas:
• Employee Engagement
• Employee Experience
• Employee Wellbeing
• Employee Development
• Employee Retention

We are committed to listening, understanding and valuing your thoughts in our journey to make CEMEX a great place to work for our talent

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

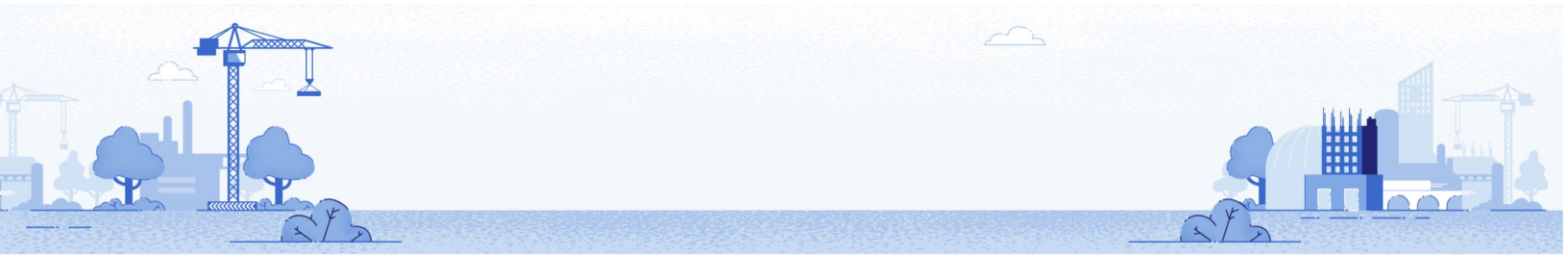
Here at CEMEX we want everyone to feel that it's a great place to work. So each quarter we track how everyone feels about working here, with our Employee Net Promoter Score (eNPS) pulse surveys. Last year more than 40 actions aligned to our 5 Regional Key Drivers of Engagement were implemented in EMEA, 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.

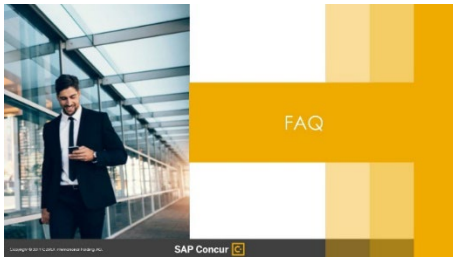
Completing the survey is quick and easy. This is a chance to voice your thoughts and feelings about working for CEMEX, to see positive changes in our workplace.

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



Processing Mileage Expenses



Please see update below about the correct process for submitting mileage expenses.

You can find a detailed training guide plus FAQs document. Please download them from UK News download page here: <https://www.cemexuknews.co.uk/downloads/>

Mileage

- All mileage claims must have a VAT receipt that covers the journey they are claiming for. You cannot complete a no receipt declaration for these. If you have a cash allowance instead of a company car you need to claim reimbursement for mileage by using the company car mileage section to ensure you are correctly reimbursed. **Personal car mileage claims** are only for those individuals who have neither a company car nor cash allowance.

Car/Van drivers – personal mileage (*09. Travel: Mileage)

- Company car/ Car Allowance – If someone has a company car they should be claiming as company car mileage, not personal. Anyone identified as a car driver and claiming personal mileage is basically being overpaid, people will get 45p per mile instead of the fuel advisory rate for the car.
- Van drivers – The full amount can be claimed if the employee has a fuel card but has lost it or does not have it on them for some reason. Also, where they may have a hire van or additional vans required by the business. If the employee does not have a fuel card and has a company van then the company mileage section should be used.

Travel Fuel Expense (*14. Travel: Fuel)

- **Company car or car allowance – No Fuel card** – Drivers should all be claiming fuel as a company car driver (*09. Travel: Mileage) and being reimbursed the fuel advisory ppm rates.
- **Not a company driver** – Not identified as a company car or van driver but if it's a business journey then the employee should simply be claiming (*09. Travel: Mileage) as personal car mileage, 45p per mile.

Receipts

- Please ensure you obtain a VAT receipt for all fuel expenditure so that if you claim any mileage allowances the company can reclaim the VAT, which helps reduce unnecessary cost to the business. We cannot process the claim without these or need manager approval as this is extra cost for the Company.



Rates for personal car

*CMX UK Personal Car

Car Type	Effective Date	End Date	Rate 1 to 10000	Rate over 10000	Rate Per Passe...
Car	06/04/2011		0.45	0.25	0

Rates for company car

*CMX UK Company Car

Engine Size	Effective Date	End Date	Rate
Petrol - 1400cc or less	01/06/2022		0.14
Petrol - 1401cc to 2000cc	01/06/2022		0.17
Petrol - Over 2000cc	01/06/2022		0.25
Diesel - Over 2000cc	01/06/2022		0.19
Diesel - 1600cc or less	01/06/2022		0.13
Diesel - 1601cc to 2000cc	01/06/2022		0.16
Fully Electric	01/12/2021		0.05

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
203-07-2022	Fitter	Materials Aggregates	Dove Holes Quarry	26/07/2022

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.

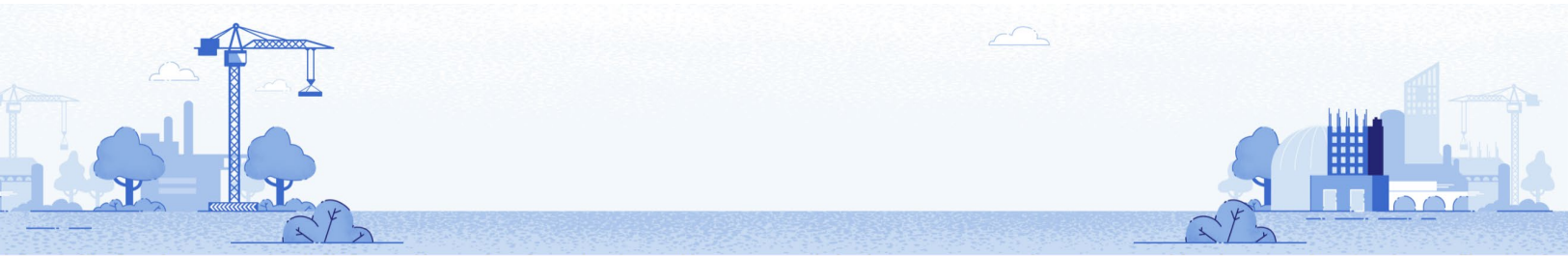
Employee Assistance Programme

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





STOP THINK ACT

DO YOU & YOUR COLLEAGUES GET A GRIP?

Slips, trips and falls are **our most common cause of serious injury**. Many occur when people are getting in / out of vehicles.

Do you **LOOK AFTER YOURSELF** and maintain **3 points of contact** when getting in / out of your vehicle?

Do you **LOOK AFTER OTHERS** and **Step In** and remind them to **Get a Grip?**

**TREAD
CAREFULLY
AND STAY
SAFE**



Scan the QR code above to watch a short video on the potential consequences of a fall



**Are you feeling the
cost of living crisis
starting to bite**



Have you heard about

CEMEX LIFESTYLE

*our discount and benefits
scheme for all employees.*

***Find out how much
you can save!***

Sign up to receive regular emails with
weekly discounts and hot offers

**holidays • high street stores • gyms
• cinema • food & drink • supermarkets**

New deals added every week

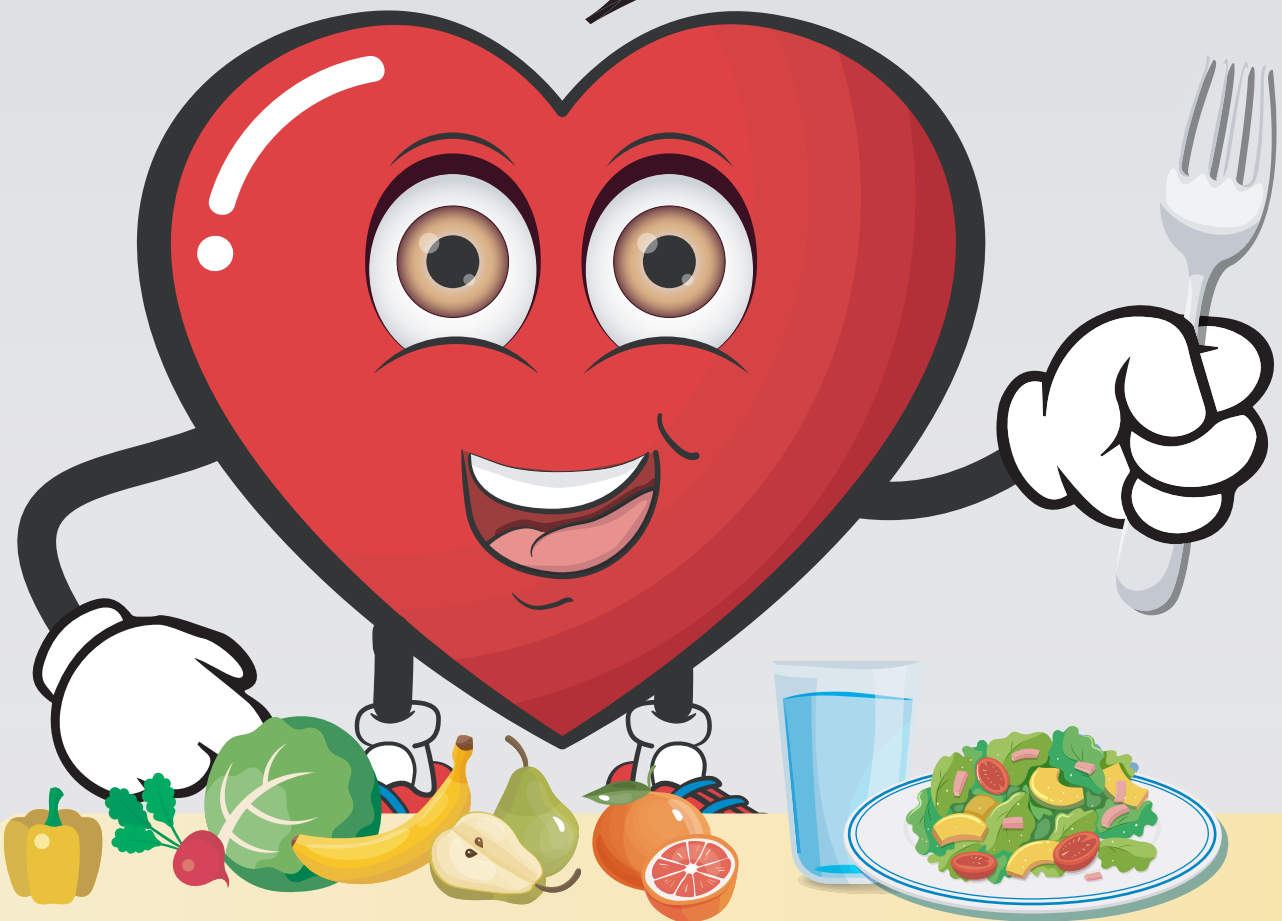


<https://cmx.employeebenefitsplatform.com>

Eating a well-balanced diet full of fresh and unprocessed foods and keeping your body hydrated on a daily basis helps promote a healthy heart.

CARDI-O SAYS:

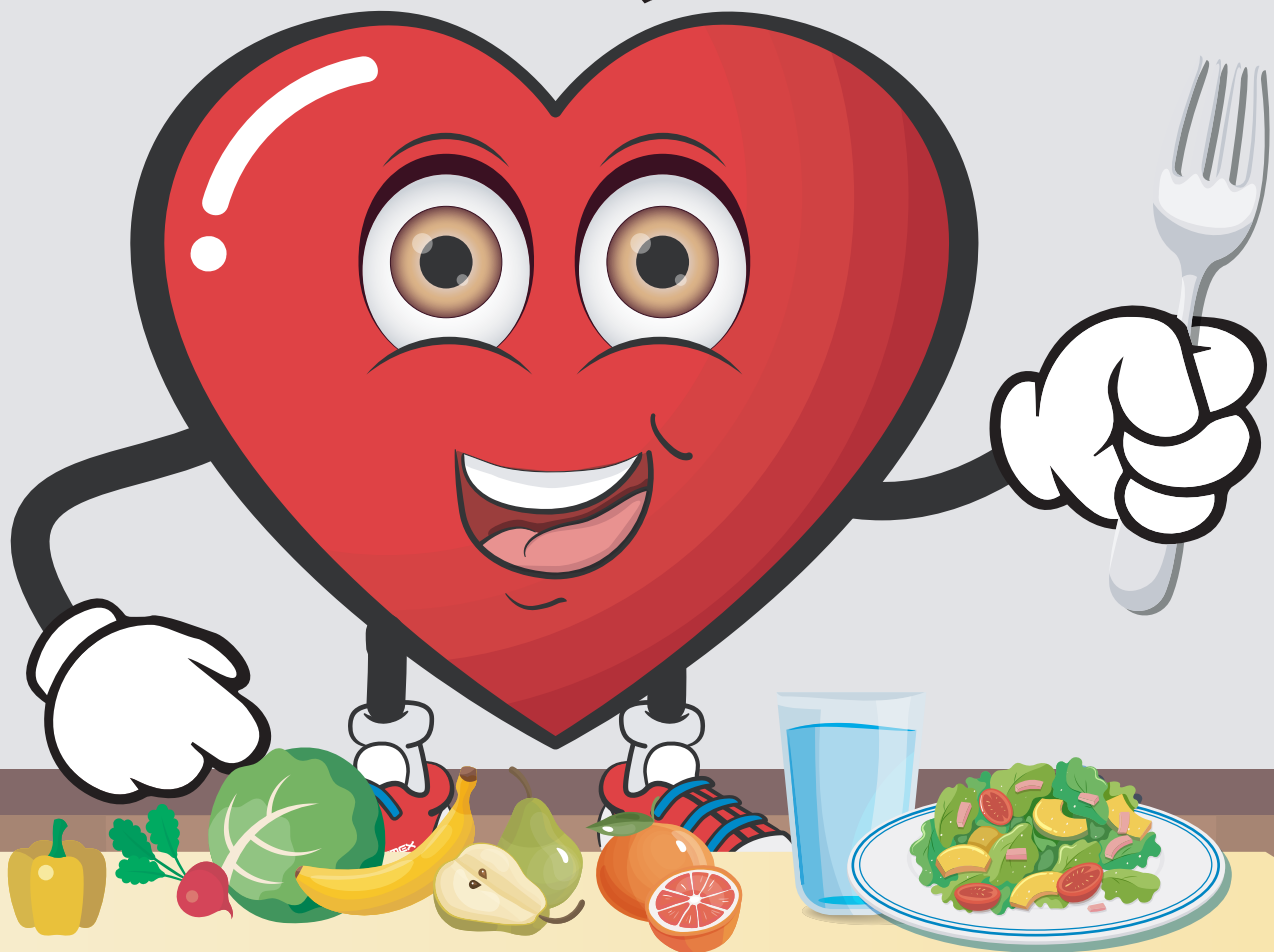
A healthy diet can help reduce your risk of developing coronary heart disease and stop you gaining weight, reducing your risk of diabetes and high blood pressure.



Eating a well-balanced diet full of fresh and unprocessed foods and keeping your body hydrated on a daily basis helps promote a healthy heart.

CARDI-O SAYS:

A healthy diet can help reduce your risk of developing coronary heart disease and stop you gaining weight, reducing your risk of diabetes and high blood pressure.



ENVIRONMENTAL BRIEFING

Trade Effluent Discharge Compliance

Background

It is a criminal offence to discharge trade effluent to the foul sewer without consent from the local water company. All conditions and limits in a trade effluent consent are legally binding so failure to comply can result in enforcement action and prosecution. The fines that can result from prosecution are unlimited and escalate with the seriousness of the breach. The environmental and financial impacts alone can be serious but there are additional potentially damaging impacts to the business from negative publicity around such a prosecution. There have also been instances where costly repairs to sewer networks are required as a result of non-compliant effluent being discharged. Therefore, **ensuring compliance is vital.**

Many of our operations have trade effluent consents from water companies such as United Utilities, Severn Trent and Thames Water in order to discharge trade effluent including contaminated rainwater, washout water, cooling water or vehicle cleaning effluent. These consents give specific limits for the discharge including maximum effluent volume and flow rate as well as effluent quality e.g. pH and suspended solids limits. All limits in the trade effluent consents must be complied with and evidence retained to demonstrate compliance. Water companies are permitted to take samples of site discharges to check for compliance. These samples, as well as effluent volume records, are required by the water companies for compliance and billing purposes.

Best Practice Compliance Reminders

<p>Discharge and sample points</p>	<p>The discharge must be made into the point as detailed in the consent. A labelled sample point must be available and will ideally only allow a representative sample to be taken when we are discharging to the sewer – i.e., not from settlement pits or tanks and after the pump. We have had water company representatives take samples when we are not discharging, and this can lead to incorrect non-compliant results (with threatened enforcement action). Wherever possible, all samples should be witnessed to ensure that they are taken from the correct place and only when we are naturally discharging.</p>	
<p>Volume and Flow Rate</p>	<p>Discharges must not exceed flow rate limits. Discharge volumes must be monitored and recorded and not exceed the maximum stated in the consent for example, per hour or day – this is actual discharge not averaged over several hours/days. If a flow meter is installed this must be operational and calibrated at least annually (record retained). If a flow meter is replaced, records must be retained of replacement date and last reading of the old meter. For automated discharges a system must be in place to ensure compliance with limits.</p>	
<p>pH</p>	<p>Wherever practicable, the pH should be checked before discharging to sewer using pH indicator strips and a record retained. Effluent should not be discharged if the pH is not within the limits in the consent typically between pH6 and 11.</p>	
<p>Suspended solids</p>	<p>Excessive suspended solids must be settled out prior to discharge – through well maintained settlement pits or their equivalent. Discharges direct from stirred tanks are unlikely to comply with the consent limits for suspended solids. If consent limits cannot be complied with then additional treatment facilities must be provided using mobile silt busting equipment for example. Settlement pits / solids traps must be cleared regularly to maintain efficient settlement capacity.</p>	
<p>Fat, oil and grease</p>	<p>An oil – water interceptor may be required. Oil-water interceptors must be maintained and cleared routinely. Where there is no oil - water interceptor, absorbent booms or Seddon polymer pillows can be deployed to ensure that no oil is accidentally released during discharge.</p>	
<p>Monitoring and Recording</p>	<p>We should be routinely sending our own samples for analysis to check for compliance – sample bottles are sent to sites. All on site routine checks for example for pH and build ups in settlement pits should also be recorded. Dates, times and volumes of discharges should be retained. This demonstrates compliance and provides evidence for discussions with the water companies – particularly if we have a difference of opinion.</p>	

Compliance must be maintained even if the discharge is by gravity rather than a pumped discharge. A method to close off any discharge by gravity must be available so that non-compliant effluent can be retained onsite. **If it is not possible to comply with the consent limits, excess water would need to be transferred from site either for use at another site or to a suitably permitted waste facility with all Duty of Care documentation retained.**

Key Points

- It is a criminal offence to discharge trade effluent to the foul sewer without consent from the local water company. All conditions and limits in a trade effluent consent are legally binding so failure to comply can result in enforcement action and prosecution.
- Ensuring compliance and retaining evidence of compliance is vital to avoid environmental impacts, costs, fines and damage to our reputation and ISO 14001 certification which is important for many customers and contracts.
- If it is not possible to comply with the consent limits, excess water would need to be transferred from site either for use at another site or to a suitably permitted waste facility with all Duty of Care documentation retained.
- Wherever practicable, water company sampling should be witnessed, and any issues raised with the Sustainability Department.
- Please review your site trade effluent consent and ensure that you are following the Best Practice Compliance Reminders.



Environmental Briefing Communication Record

Biodiversity Briefing <Insert Reference> has been communicated to the following personnel and the learning points discussed. By signing this record personnel are indicating that they understand the key learning points.

Date	Name	Signature	Communicated by

Copies of all training records shall be maintained by local management with a copy being sent to the local Human Resources (HR) Manager/Administrator. Records of all training should also be maintained by each employee in a CPD File.