



Welcome to UK News 13th October 2022
 your weekly update from around CEMEX UK
 View UK News on: www.cemexuknews.co.uk

You can also follow us on our social media channels



HEALTH & SAFETY

Let's Talk Menopause.....

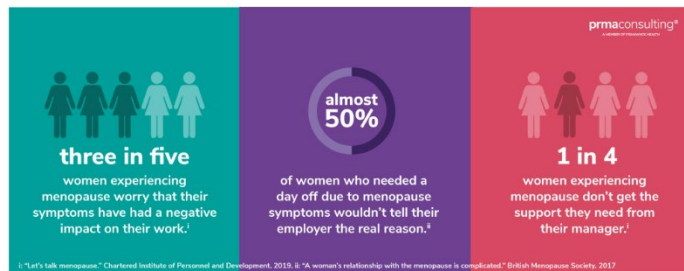


One of the focus areas for CEMEX UK's new Wellbeing Group looks at helping those going through the menopause, and those wanting to support loved ones who are.

The menopause is the time that marks the end of a woman's menstrual cycle. It's a natural part of ageing that usually happens between 45 and 55 years old. Menopause can cause symptoms like anxiety, mood swings, brain fog, hot flushes, and irregular periods. These symptoms can last up to 15 years, and over 70% of women experience them. They can have a big impact on a woman's life, relationships, work and mental health.

It is, therefore, very important that we are all aware of the menopause and its effects, so we can support the women around us, and ensure that they can access the help they need; including lifestyle changes, counselling and medicines that can replace missing hormones and ease symptoms. For many years menopause has been suffered in silence, but thankfully this is slowly starting to change.

Over the coming months, CEMEX will be sharing resources for its employees to help with the menopause. And not just for women – for men who wish to support their loved ones, and for Managers looking to help women in their teams.



The first of these is a webinar, being held on Thursday 20th October at 11.30am and delivered by New Leaf Health. The webinar will cover:



- stages of menopause
- signs for these stages
- post menopause + reflection
- menopause and hysterectomy
- hormones
- weight gain treatments and risk
- physical and mental health
- coping mechanisms and positive behaviours

The webinar is open to all and will be useful for both men and women. Look out for an email at the start of next week with joining details but put the date in your diary now!

18th October marks World Menopause Day. The day was designated by the International Menopause Society (IMS) to raise awareness of the menopause and to support options to improve health and wellbeing for women in mid-life and beyond.

For further information about the menopause and support, visit: <https://www.menopauseandme.co.uk/>

Celebrating LTI Milestones



So far this month we have seen several LTI milestones achieved.

Well done to Materials Yorkshire, Asphalt East and the whole of Asphalt UK who have achieved 6 years LTI free, and to Materials South West who achieved 1 year LTI free.

Congratulations to everyone involved in these fantastic achievements.

LTI and TRI 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.

Latest UK Safety Alert



Two thirds of our most serious injuries in the UK this year have resulted from slips, trips and falls, all of them involving drivers or mobile equipment operators.

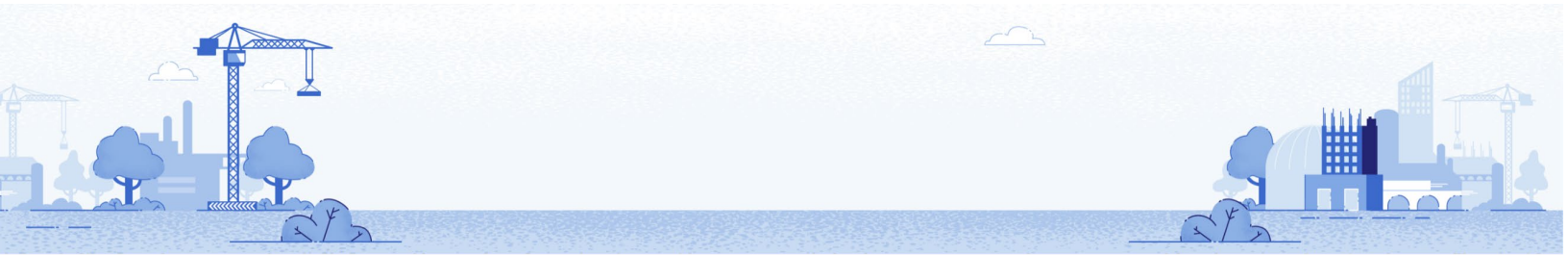
This Alert summarises the latest of these incidents, where a colleague unfortunately twisted his ankle and fractured a bone after climbing down from his wheeled loader.

You can find the Alert at the end of this document and in the UK News download page:

<https://www.cemexuknews.co.uk/downloads>

Please take the time to review the Alert with your teams, highlighting the basic measures that should be in place to ensure we look after ourselves and each other:

- Are there dedicated areas for parking vehicles and mobile equipment where the ground is in good condition?
- Do we have designated walkways with suitable surfaces?



- Are pedestrian routes free of slips / trip hazards, with suitable lighting and good housekeeping standards?
- Are the top and bottom treads of stairways and the handrails highlighted with yellow paint, and “Get a Grip” stickers clearly displayed on stairways, fixed ladders and vehicle access / egress?
- Are any remaining trip hazards highlighted with yellow paint and consideration given to how they can be eliminated?
- Of relevance as we approach the winter, are procedures in place to clear snow / ice from walkways, with stocks of grit salt available?
- On a personal level, do we ensure we are wearing suitable footwear, with a good tread, whether in a general workplace or operational area, where lace up safety boots are required?
- Do we always check the ground conditions when getting out of a vehicle and remain alert to slip / trip hazards?
- Do we speak up and STEP IN if we see someone not maintaining three points of contact on steps, stairways and ladders?

Site Managers are encouraged to ensure they are aware of the ongoing EMEA Slips, Trips and Falls campaign, with further advice and information available from the Health & Safety team.

Please also display the Alert on relevant noticeboards.

Before starting any new task always **STOP**, **THINK...& CHECK** it is safe, and always **STEP IN** if you see anything unsafe.

Optimistic October – Action For Happiness

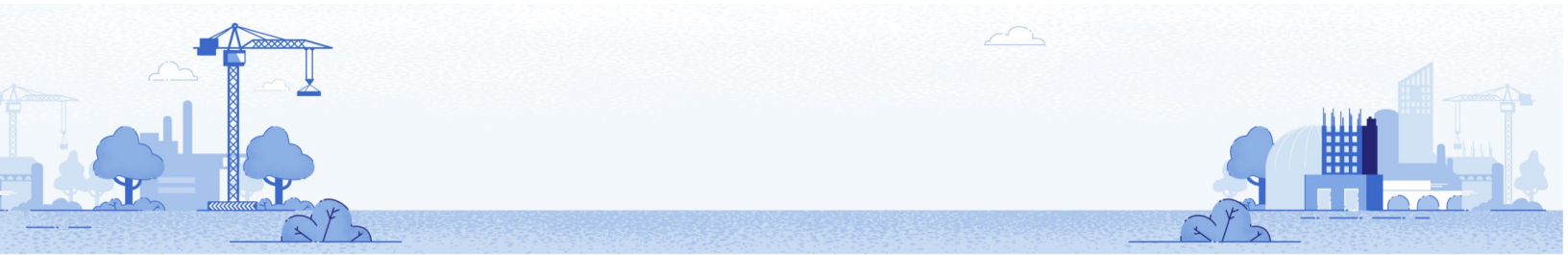


Why not download this month’s Optimistic October – Action for Happiness calendar to remind you to appreciate the little things in life and find out how they help with your positivity and wellbeing! Each day they give you a little task to try and complete. It could be anything from ‘Do something meaningful for someone’ to ‘Share an inspirational quote’.

You can also watch Vanessa Kings’ video explaining Optimistic October [here](#).

Want to find out more about Action For Happiness? Check out their website for further help and guidance: <https://actionforhappiness.org/>

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



Open and Honest Discussion



Last week 100 attendees, four presenters and one guest speaker across two sites in Manchester and Liverpool got together for the CEMEX UK NW Readymix Health, Safety & Wellbeing Day. The group had great engagement on their Zero4Life Today presentation with plenty of open and honest discussion on our journey to make safety our passion.

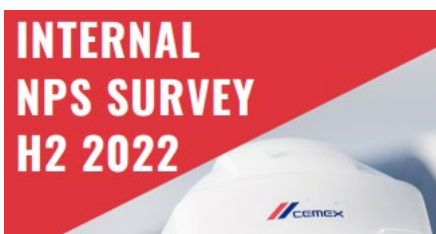
It was fantastic to welcome Andy Grant for an inspirational talk, sharing messages on his positive mindset in overcoming adversity and to never be scared to ask for help and support when the low points come.

Thanks to all those in the Northwest Readymix Management team who presented, to Andy, and to all those who attended and got involved.



CUSTOMER CENTRICITY

Your Voice Makes a Difference



If you order and schedule deliveries for products including Aggregates, Cement and Admixtures then look out for an internal customer survey. This survey aims to find out perception of CEMEX's intercompany processes and services regarding raw materials such as ordering, scheduling, delivering, technical support and others. Your voice will help to identify best practice.

This year the second Internal Survey will be launched on Tuesday 11th October and remain open until 31st October.

Look out for an email with a link to the internal NPS survey from customer@experience.cemex.com.

You can find an awareness poster at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

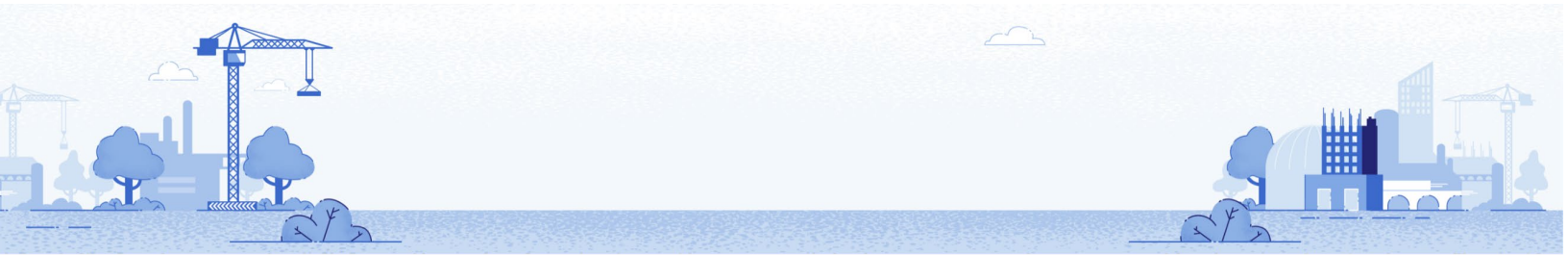
Customer Experience Global Event



Our customers' satisfaction is our success! We all have an impact on the Customer Experience.

The Customer Experience team invites you to join their **Global Event** – every Tuesday in October at 3.00pm (UK time). Register [HERE](#) to join.

At the Global Event this year you will learn more from global and regional CEMEX leaders about the foundation on which we build our customer experience – also known as the Customer Journey – so that you can better identify how your actions contribute to this experience.





Materials Team Lend a Hand



Last week a group from Materials and HR, led by the Materials Director, Lex Russell, spent their Lend a Hand day volunteering at the Welcome Change community garden in Birmingham.

Everyone really enjoyed themselves and together they moved a large wooden planter and re-planted it, installed some posts for an under 5 play area and re-roofed an old chicken coop.

Well done to everyone involved: Lucy Forster, Laura McPhillips, Rebecca White, Damon Montgomery, John Parker, Rob Sims, Paul Cook, Colin Jones, Kevin Cage, Kurt Cowdery, Nick Vivian, Paul Reynolds, Phil Constable, Stuart Wood, Sarah Bowyer, Stuart Rees and Terri Charles.

Lucy Forster, Human Resources Business Partner, commented: "This was such a rewarding experience for us, fantastic to spend time with colleagues and give something back to the community at the same time. During our day we saw and met a lot of people who benefit greatly from the community garden at Welcome Change and I am grateful to CEMEX for allowing us the opportunity to take part in projects like this."

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!

Blog Latest Earthly Matters

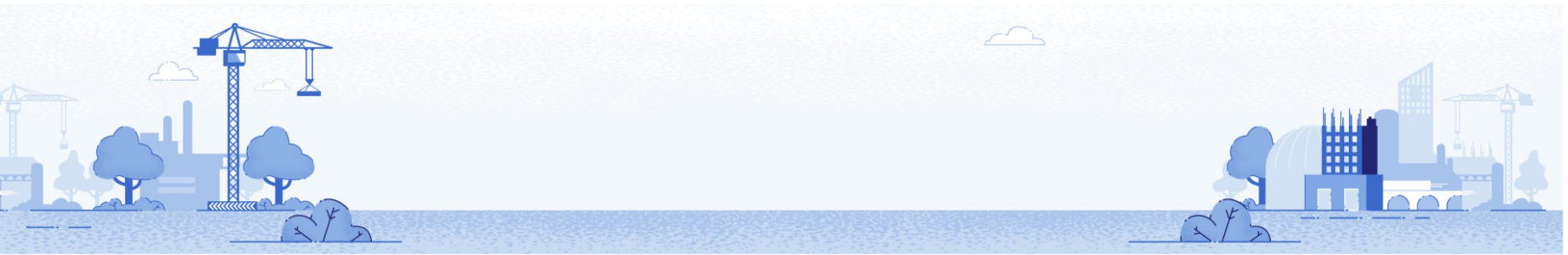


The September 2022 edition of Earthly Matters, the blog dedicated to the partnership between CEMEX and the RSPB, is now available to read online.

In this month's edition:

- RSPB Update
- Autumn is coming
- Species Spotting in October
- Natural Heritage Days in October
- Watch, Read, Listen

Accessible below to all, even those without a CEMEX email address so please do share with your teams. You can read the blog [here](#).



Did you Miss the Future In Action Summit?



The 2022 Future in Action Summit took place last week where colleagues had the opportunity to learn more about our FIA Strategy, its pillars, and the progress to date.

Close to 5,000 participants tuned in, including those connected directly and those attending watch parties held at different offices.

If, however, you missed it or want to watch it again, you can now do this through the following [CEMEX University pathway](#).



PROFITABILITY

Leamouth Wharf Wins EXCEED's Idea of the Month!



On behalf of the Management team, another big 'Thank You' goes out to everyone 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.

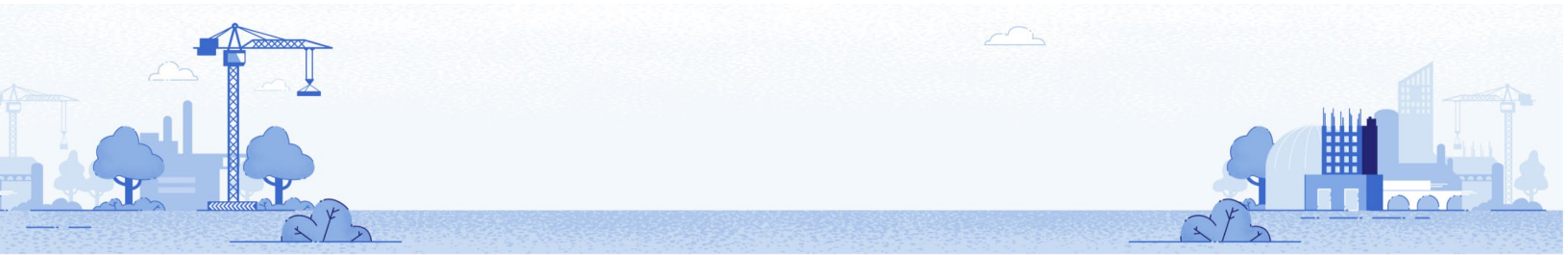


The following summary gives a brief overview of the ideas from the August 2022 competition:

- Berkswell quarry – Decided to create permanent wheel chocking facilities that require no input from the driver other than park in the correct position with one axle over the hump.
- Willington quarry – Had the idea to pump the dig water back to the plant site to both dewater the excavation and top up the plant water lagoon using one pump to do both jobs.
- Nottingham Readymix – Introduced visible signs with scanner placed in a dominant position to encourage drivers to 'Scan In' correctly.
- Angerstein Wharf – Introduced a pedestrian system incorporating a 'Green / Red' Man to show when it is and isn't safe to cross over the walkway.
- Leamouth Wharf – Hired then subsequently purchased a polymer preparation and dosing system to eliminate manual handling risks and direct contact with hazardous chemicals.
- Yorkshire Readymix – Replaced the belt cleaner / removed the wheelbarrow used to catch spillage and replaced it with a skip designed to attach to telehandlers. This allows it to lock onto the tines once lifted and then be tipped without the need to get out of the machine and pull a handle like some other tipping skips.

After a very tightly fought competition, our congratulations go out to Leamouth Wharf who narrowly took the top award this month!

At Leamouth Wharf their small polymer dosing system was not very efficient or cost effective for the volume of product they were putting through. It also presented a hazard when re-filling the unit as small 25kg tubs would have to be lifted and decanted into a larger tub (manual handling and splash back



risks). The team consulted their supplier who recommended a large polymer preparation and dosing system.

After hiring a large polymer preparation and dosing system, which eliminated the risk of manual handling and splash back, they realised it would be more cost effective to purchase the dosing unit as opposed to hiring. By purchasing the unit they will make a saving of £18,000 per year.

The team have now completely eliminated any manual handling and any risk of being in contact with the polymer. The system is more efficient which has increased quality.

You can find a high-level PDF at the end of this document and in the UK News download page:

<https://www.cemexuknews.co.uk/downloads>.

If you want further information on any of the ideas, please visit the Ideation platform via the links here:

<https://cemex.idhall.com/>

Do you have a Great Improvement Idea?



The Operational Excellence team are launching a campaign within our IDEATION ideas sharing portal which will run for Q4 2022.

Have you had an issue or problem that keeps recurring, or a great idea that you don't know how to take forward? It could be local to your site, cross-functional, or an area or UK-wide opportunity.

We are specifically looking for ideas for local operational 'continuous improvement' activities which remove waste or improve efficiency, and can be replicable across our other sites.

During Q4 2022 please submit any new initiative suggestions to the **Suggestion Box within the IDEATION portal**.

At least one winning idea will be selected before the end of the year, and this initiative will then be supported, project managed, and financed in 2023 by the EXCEED team.

Your ideas should be –

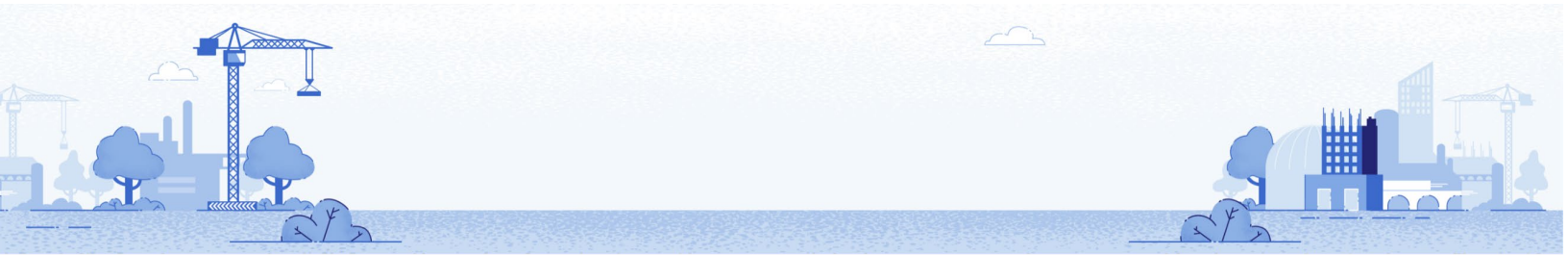
- Not currently implemented.
- Potentially replicable to other sites.
- Value-adding.



Winner(s) will be announced in January.

For any initiatives which are already implemented on site, please continue to use the Quick Wins plan.

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





EMPLOYEES

Cycle to Work



We are pleased to announce that on 10th October until 4th November 2022, this year's Cycle to Work window will be open.

This year the maximum amount that you can spend on a bike and/or accessories is up to £3,000. This will allow those looking to purchase electric bikes to choose from a wider selection.

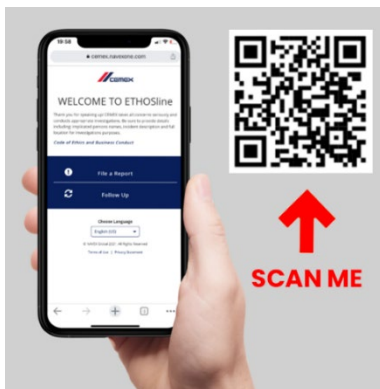
Our agreement is with Cycle2work from Halfords, you are able to choose from shopping in Halfords, Tredz.co.uk or one of over 800 independent retailers. If you wish to shop at an Independent Cycle Store make sure to visit [Store Locator - Find A Store | Halfords Cycle2Work](#)

Once your application is approved then your Letter of Collection (LOC) is issued within 48 hours and you can go and collect your bike and equipment.

If you encounter any issues accessing the portal please use this link:
<https://cemex.salarydeductplatform.com/Welcome>

Further information and a guide to how to make an application can be found at the end of this document and in the download section of the UK News website:
<https://www.cemexuknews.co.uk/downloads>

CEMEX ETHOS - Mobile Intake Launch



Now you can upload reports and enquiries related to Ethics and Compliance directly from your mobile phone!

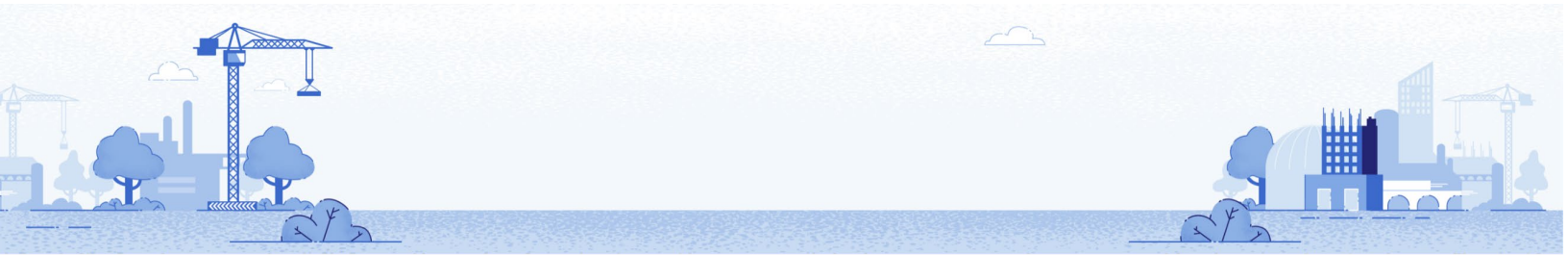
Remember, you can also raise any concerns you may have with your Line Manager, an HR Business Partner or the UK Legal team.

Full details, along with a QR Code to scan on your phone, is available on the poster at the end of this document and in the download section of the UK News website: <https://www.cemexuknews.co.uk/downloads>

If in doubt, or to file a report, please reach out through:
ETHOS Line – Available 24 hours a day, 7 days a week.

Anonymous | Confidential | Reliable

Telephone: 0808 234 0792 <http://wb.cemex.com/>



Colin and Roy Hang up their Boots



On 30th September West Deeping Drivers, Colin Bannister and Roy Gelsthorpe, decided the time was right to hang up their boots to enjoy a well-earned retirement.

Colin joined the company back in 1995 and Roy goes even further back to 1988 with both making many friendships with colleagues and customers along the way.

Logistics Manager, Ian Phoenix, commented: "A huge thank you to both Colin and Roy for your years of hard work and I wish them both a long and happy retirement."

Long Service Congratulations for Sean



Congratulations and best wishes to Sean Cassidy for reaching 15 years long service with CEMEX this week. Sean is a Sustainability Manager and also supports CEMEX UK's biodiversity activities.

Miranda Clegg, Manager Sustainability UK, commented: "Congratulations on your 15 years of service Sean, and thank you for all of your hard work and commitment, we look forward to your continuing support."

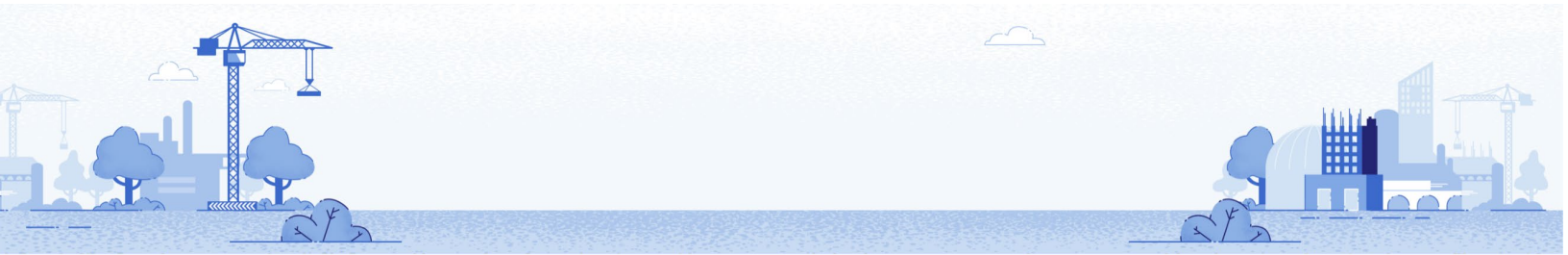
Happy 60th Andrew!



Andrew Bright started with CEMEX on 27th February 1984 (38½ years ago) and has taken the lead in many projects but none as big as getting the Dry Silo Mortar business off the ground and making it the success we see today.

Andrew and his team have also taken a moth-balled Asphalt plant in Dove Holes and modified it to produce an industry leading shotcrete, this ground breaking material has been chosen to line the cooling tunnels on the UK's newest Nuclear Power Station, Hinkley Point C.

Andrew is celebrating his 60th birthday and the DSM team would like to wish Andrew a truly great 60th birthday and many more to come.



Your October Benefits



With autumn now in the air, what's not to love? It's the season for cooler weather, warm-coloured leaves, hearty meals, chunky knits and cosy nights in. Shop our hand-picked offers or visit your benefits platform for a whole lot more.

You've also got the chance to win this month in not one, but two, competitions with our Registration and Home Improvements prize draws. Plus, keep your eyes peeled for Firework Frenzy Week launching at the end of the month.

You can find details of the October offers on the posters at the end of this document and in the download section of the UK News website:

<https://www.cemexuknews.co.uk/downloads>

Details can also be found on CEMEX Lifestyle platform: <https://cmx.employeebenefitsplatform.com/>

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
297-09-2022	Operative	Urbanisation Solutions – Building Products	Northfleet	28/10/2022
298-09-2022	Operative x 2	Urbanisation Solutions – Building Products	Wick	19/10/2022
299-10-2022	Relief Plant Manager	Materials – Readymix	Cannock	20/10/2022
300-10-2022	Class 2 Driver (Tipper)	Supply Chain – Materials	Hatfield	21/10/2022

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.

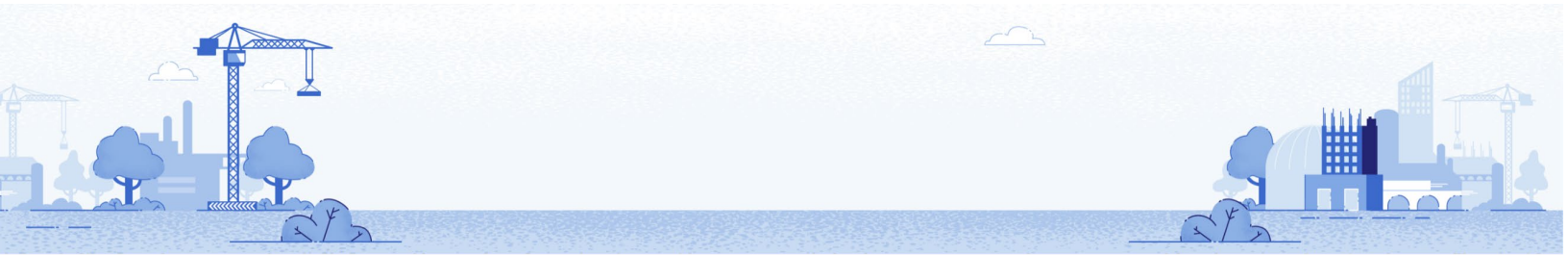
Employee Assistance Programme

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 SA12/2022 – 29.09.22

Display Until
31.10.2022



ANKLE INJURY

DETAILS OF THE INCIDENT

An employee on an Asphalt Plant parked his wheeled loader so he could walk to the canteen. The site was busy and a customer had parked in the usual stopping area, so the operator parked under the hot store to keep the traffic route through the site clear. The operator stepped down to ground level, but as he turned to walk away, his foot slipped into a pot hole; he suffered a twisted ankle and fractured a bone.

KEY FINDINGS

- The wheeled loader driver is fully trained and experienced.
- He exited the shovel correctly using three points of contact.
- The yard area is busy with limited parking, becoming more congested as a result of engineering work on the neighbouring railway station.
- There is no formal designated parking area for the wheeled loader; the ground where the loader parked is in a poor state of repair, with potholes and raised areas following previous temporary repairs.

HOW COULD THIS HAVE BEEN AVOIDED?

- Designated parking areas for mobile equipment and demarcated / suitable walking routes...In congested areas, consider whether secondary parking locations should be specified.
- Maintaining awareness of surrounding ground conditions when stepping down from a vehicle.
- Identification of pot holes and trip hazards during slips, trips and falls inspections / audits and more appropriate repairs.



KEY REVIEW POINTS

- Are slips, trips and falls audits / inspections effective, with suitable repairs carried out?
- Does your site have formal / designated parking areas for mobile equipment?
- Are pedestrian routes demarcated and well maintained?
- Are drivers and machine operators reminded of the need to “Get a Grip” when getting in / out of their vehicle and to remain alert to ground conditions?

Look after yourself and each other



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

Get a grip



Hold handrails on stairways and use three points of contact when getting into/out of vehicles.

Housekeeping



Keep designated access routes and work areas tidy and free from trip/slip hazards.

Safe Systems



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

Incident/Hazard alerts



Report all incidents/hazards immediately.



STOP THINK ACT

Optimistic October 2022

SATURDAY

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

1 Write down three things you can look forward to this month

2 Find something to be optimistic about (even if it's a difficult time)

3 Take a small step towards a goal that really matters to you

4 Start your day with the most important thing on your to-do list

5 Be a realistic optimist. See life as it is, but focus on what's good

6 Remind yourself that things can change for the better

7 Look for the good in people around you today

8 Make some progress on a project or task you have been avoiding

9 Share an important goal with someone you trust

10 Take time to reflect on what you have accomplished recently

11 Avoid blaming yourself or others. Find a helpful way forward

12 Look out for positive news and reasons to be cheerful today

13 Ask for help to overcome an obstacle you are facing

14 Do something constructive to improve a difficult situation

15 Thank yourself for achieving the things you often take for granted

16 Put down your to-do list and do something fun or uplifting

17 Take a small step towards a positive change you want to see in society

18 Set hopeful but realistic goals for the days ahead

19 Identify one of your positive qualities that will be helpful in the future

20 Find joy in tackling a task you've put off for some time

21 Let go of the expectations of others and focus on what matters to you

22 Share a hopeful quote, picture or video with a friend or colleague

23 Recognise that you have a choice about what to prioritise

24 Write down three specific things that have gone well recently

25 You can't do everything! What are your three priorities right now?

26 Find a new perspective on a problem you face

27 Be kind to yourself today. Remember, progress takes time

28 Ask yourself, will this still matter a year from now?

29 Plan a fun or exciting activity to look forward to

30 Identify three things that give you hope for the future

31 Set a goal that brings a sense of purpose for the coming month



ACTION FOR HAPPINESS

Happier · Kinder · Together

INTERNAL NPS SURVEY H2 2022

**YOUR VOICE
MAKES A
DIFFERENCE!**

HOW DO YOU FIND ALL CEMEX
INTERCOMPANY PROCESSES SUCH AS
ORDERING AND SCHEDULING DELIVERIES OF
CEMENT, AGGREGATES AND ADMIXTURES?

LET US KNOW WHAT ALREADY WORKS SMOOTHLY AND
WHICH PROCESSES WE CAN IMPROVE

WE'VE ALREADY IMPLEMENTED SOME IMPROVEMENTS BASED ON YOUR OPINIONS:

- **CEMENT** - IMPROVED PRODUCT AVAILABILITY THROUGH INCREASED INVENTORY CAPACITY
- **RMX** - CONTINUED INVESTMENT IN ON SITE STORAGE CAPACITY - BAYS AND SILOS - AND GROWTH IN DELIVERIES AT NIGHT
- **AGGREGATE** - PRODUCT AVAILABILITY IMPROVED
- **ASPHALT & CONCRETE PRODUCTS** - HAULAGE CAPACITY SUPPORTING CUSTOMER SERVICE
- **CUSTOMER SERVICE CENTRES** - REINFORCED THE IMPORTANCE OF CALL BOB AND PROACTIVE COMMUNICATION

TAKE A 5-MINUTE SURVEY AND HELP US BUILD A BETTER CEMEX



LOOK FOR THE E-MAIL FROM
CUSTOMER@EXPERIENCE.CEMEX.COM
WITH THE SUBJECT 'CEMEX WOULD LOVE TO HEAR FROM YOU'

Purchase of a temporary polymer dosing system

Steven Bomber | 15 Sep 2022 | ID296

🚩 Idea of the Month Competition Nominees

✅ Closed with success by Steven Bomber

Approver: Steven Bomber

Implementation coordinator: Steven Bomber

Plan: Quick Wins

Classes: Efficiency + Health & Safety + Quality

Problem, context, environment, status

Our small polymer dosing system was not very efficient or cost effective for the volume of product we were putting through. It also presented a hazard when re-filling the unit as small 25kg tubs would have to be lifted and decanted into a larger tub (manual handling and splash back risks) We consulted our supplier who recommended a large polymer preparation & dosing system.

Resources: [Floc before.jpg](#)



Description of the initiative

A polymer preparation & dosing system was hired from our supplier, this eliminated the risk of manual handling and splash back as a large IBC was now used which can be put in place with our forklift. We also quickly realised it would be more cost effective to purchase the dosing unit as apposed to hiring.

Resources: [FLOC.jpg](#)



FLOC.jpg

Expected benefits

We have completely eliminated any manual handling and any risk of being in contact with the polymer. The system is more efficient which has increased quality. We have also gained financially with the hire cost being £1500 per month with an initial set up cost of £2000. We purchased the unit for £5500, by purchasing the unit it will save us £18,000 per year.

Financial analysis

Title	Impact distributed over time	Forecast amount
Purchase of hired equipment By purchasing the unit we will save £1500 p/month in hire costs.	01-01-2022 – 31-12-2022	£17,987.7
ROI		£17,987.7

Steven Bomber – 15 Sep 2022



EXCEED

OPERATIONAL EXCELLENCE

Ideation

We want your suggestions!



EXCEED
OPERATIONAL EXCELLENCE

Had an issue or problem that keeps recurring, or a great idea that you don't know how to take forward? It could be local to your site, cross-functional, or an area or UK-wide opportunity.

During Q4 2022 please submit any new initiative suggestions to the **Suggestion Box** within the IDEATION portal.

At least one winning idea will be selected before the end of the year, and this initiative will then be supported, project managed, and financed in 2023 by the EXCEED team.

Your ideas should be –

- Not currently implemented.
- Potentially replicable to other sites.
- Value-adding.

For any initiatives which are already implemented on site, please continue to use the **Quick Wins** plan



CYCLE2WORK SCHEME

YOU CAN NOW APPLY FOR BIKES OVER £1,000

A whole new world of e-Bikes and higher spec bikes are at your fingertips.

Bike window open:

**From: 10th October 2022
To: 4th November 2022**



Save up to 33.25%* on bikes and accessories at the following:

halfords

tredz

**Independent
Bike Shops**

cycle²work

*Based on a basic rate tax payer. Higher rate tax payers save up to 43.25%/
Additional rate tax payers save up to 48.25%

Want to find out more and apply?
Visit: www.cemexlifestyle.co.uk
Call: 01908 303498



CEMEX – CYCLE TO WORK

WINDOW OPEN: OPEN 10TH OCTOBER TO 4TH NOVEMBER 2022

Are you considering a healthier, more sustainable way of travelling? If so, then CEMEX Cycle to Work scheme may be just what you are looking for! We are delighted to announce that there will be an opportunity for you to sign up for the Tax-Free Bike Scheme, which will be run in conjunction with our partner Sodexo Motivation Solutions Ltd and Cycle2Work.

What is a tax free bike (Cycle to Work) scheme?

Cycle to work is a government initiative that was introduced in 2001 to encourage more people to commute to and from work by bike, enabling people to make healthier choices and reducing the UK's carbon footprint.

The initiative also allows you to make huge Tax and National Insurance savings on the cost of a new bike and safety accessories. These savings are achieved via salary sacrifice which is managed by your employer and lets you spread the cost to make payments more convenient!

Where can I redeem my Letter of Collection?

Cycle2Work is supported by a wide range of specialist bike dealers, catering to everyone regardless of their needs, budget, location or journey to work! This includes: Halfords instore and online, Tredz.co.uk and over 800 Independent Bike Retailers.

halfords

tredz

**Independent
Bike Shops**

What's more, you can also benefit from regular discount offers at Halfords or Tredz – saving you even more on your perfect bike and accessories!

Staff will be able to apply online by going to www.cemexlifestyle.co.uk or by calling 01908 303498

How to apply?

For further information on how to apply for the scheme please [click here](#). (Please link in the CEMEX employee how to apply info sheet here)

CEMEX – CYCLE TO WORK

WINDOW OPEN: OPEN 10TH OCTOBER TO 4TH NOVEMBER 2022

How to apply:

1. Research where you would like to get your bike from:
 - Halfords instore or Click and Collect online (www.halfords.com)
 - Tredz instore or online (www.tredz.co.uk)
 - Selected independent bike shops - visit our store locator on www.cycle2work.info to see your local options, or check with your local independent bike store
2. Decide what value you want to spend on your bike and safety equipment.
You can choose to take between £100 and £3,000 in increments of £5.
To register for the scheme please visit www.cemexlifestyle.co.uk or call 01908 303 498.
3. Please note you will need to have a copy of your payslip to hand as you will be asked for details contained within this. Please complete all the details as instructed, choosing the value of Letter of Collection (LoC) you require.
4. Complete your application following the onscreen instructions. You will need to read and electronically tick to accept the Hire Agreement terms and conditions and then electronically sign your Salary Sacrifice Agreement.
5. Once your application is complete you will receive an email with a copy of your electronically signed Salary Sacrifice Agreement and a copy of the Hire Agreement terms and conditions that you have accepted.
6. You will receive a confirmation email after your registration has been approved by your employer and exported to Cycle2Work, your LoC will be emailed to the email address supplied within approximately 1-3 days.
7. Take your LoC to your chosen store or use the voucher online and exchange it for the bike and safety equipment of your choice.

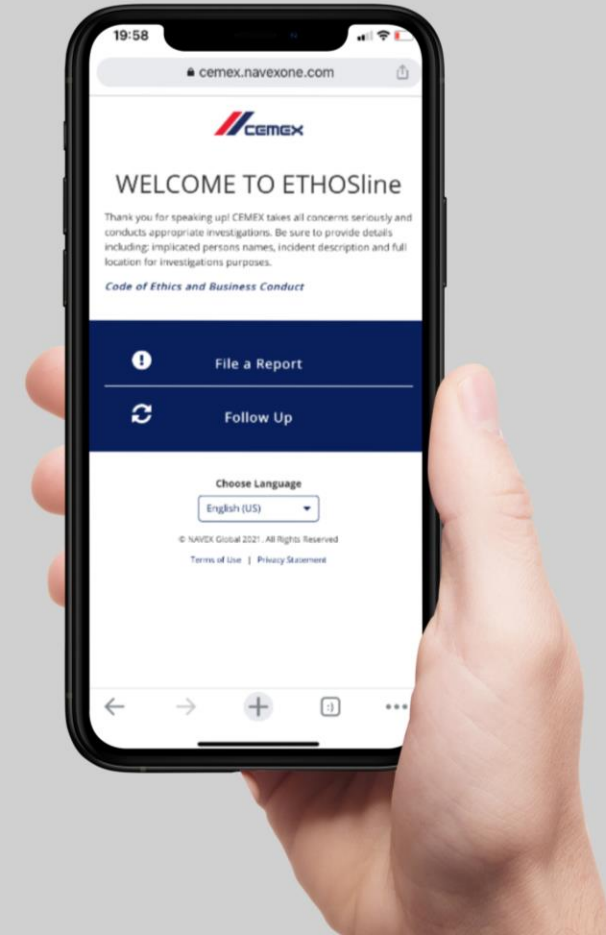
Please note:

- The scheme will run for 12 months and the first deduction from salary will be made on the first available pay date after your application has been approved by HR/ payroll
- You can find a full breakdown on how much money you can save on the website
- Detailed Frequently Asked Questions about the schemes are available on the application portal.



Now you can upload reports and enquiries related to Ethics and Compliance directly from your **mobile phone!**

Remember you can also raise any concerns you may have with your line manager, an HR Business Partner or the UK Legal team



If in doubt, or to file a report, please reach out through:

ETHOS line

Available 24 hours a day, 7 days a week.

Anonymous | Confidential | Reliable

t. 0808 234 0792 <http://wb.cemex.com/>

Scan me!

