



LEADING FROM THE FRONT

As the busy period of the plant shutdown came to an end, the team at Rugby Cement Plant were proud to welcome our CEO Fernando A. González to the site at the end of May 2022.

This was the first time Fernando had visited the plant for many years and Rugby was his first stop on a tour of several key European locations.

Fernando visited Rugby Cement Plant to inaugurate the new Climafuel® facility, which was installed following a £22 million investment. The facility houses two fully automated lines, each with dedicated overhead cranes, to continuously and smoothly feed Climafuel into the preheater tower, where it is used to heat the process. This investment was made to support Rugby Cement Plant as it strives to reduce the use of fossil fuels in the cement-making process and increase use of its Climafuel alternative fuel.

Since the facility was opened, several new records for the site have been achieved, with daily alternative fuel usage now as high as 83%. This demonstrates a substantial improvement on the annual substitution rate for 2021, which was 55%, and shows the company is on track for achieving its goal of operating the plant with 100% alternative fuels.

Phil Baynes-Clarke, Director of UK Cement Operations, said: "We were very excited to be visited by our CEO Fernando on his first trip in EMEA for several years. He was joined by key members of the senior team and it was a privilege to show them around the site. Our visitors took time to have a look around the plant, visiting the control room, chemical laboratory, workshop, and new Climafuel facility, as well as taking in the views from the top of the preheater tower to get an appreciation of recent changes and those planned for the future. Fernando then formally inaugurated the Climafuel project, shared some words with the on-site team and cut our

Future in Action cake.

I would like to say a big thank you to everyone who worked so hard to get the plant ready for Fernando's visit, and all those who helped on the day."

After leaving Rugby, Fernando headed across the channel to the Rüdersdorf Cement Plant in Germany for an event to celebrate the Carbon Neutral Alliance, before finishing his trip in Poland at the Rudniki plant.

Fernando commented: "I am proud of CEMEX Europe's continued leadership in our carbon action strategy. It serves as the model for the rest of our regions. I expect CEMEX to continue leading the way in our decarbonisation journey. This effort is not only the way to build a better future for the communities in which we operate and society at large but it is also the right thing for the future of the company. I look forward to continued progress on our Future in Action

A WORD FROM...



MARTIN CASEY,
DIRECTOR PUBLIC AFFAIRS AND
SOCIAL IMPACT EUROPE

It was a privilege to welcome our CEO Fernando A. González to the UK operations, and in particular Rugby Cement Plant, earlier this season. It is a further demonstration that business, and the world, is returning to 'normal' and we can make the most of the opportunities provided by meeting up face-to-face again, whilst being aware that COVID is still with us and that we must all follow relevant guidelines.

This is particularly true in Public Affairs as in-person meetings make a real difference to the work we do. For those unsure about our role, I often say, anywhere that regulation touches the company, someone is making these rules and it is our job to represent CEMEX to these people. This could be anything from changes to planning laws, to the latest truck safety legislation or emissions guidance.

Taking key stakeholders around our sites, meeting MPs in Westminster and networking with local councillors plays an important part in this work and it is great to be able to do this again. Over the last few months we've supported MP visits to locations including Dove Holes and Willington, and will soon be welcoming the Mexican Ambassador, H.E. Josefa Gonzalez-Blanco, to Rugby.

As we move into the summer holiday period, while Parliament might be in recess, the machinery behind rumbles on and we will be busy supporting consultations that will be picked up by MPs on their return to Westminster in September. In particular, we are in consultation around the future of emissions trading, which will be fundamental to the ongoing competitiveness of cement trading. This will likely impact our work on both local and global levels.

When you work in Public Affairs you see how each aspect of the business ties in together and helps to achieve our objectives – something we hope is also demonstrated by this issue of CEMEXPRESS. I hope you enjoy reading this edition and wish you and your family a healthy and safe summer!

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SUPPORTING THE ITAI CRASH DAY

CEMEX supported the Institute of Traffic Accident Investigators (ITAI) crash test and research day on Thursday 9th June at Darley Moor in Ashbourne, Derbyshire. The ITAI is a world leader in the field of traffic accident investigation.

The event attracted over 400 people, including police units and traffic incident forensic examiners from the Metropolitan Police and various county forces, as well as private experts in the fields of traffic incident investigations and road safety.

CEMEX drivers Gary Donnelly and Duncan Finney worked non-stop during the event, giving a CEMEX driving experience for the attendees and displaying the vision available to the drivers and the safety features fitted to the trucks to protect vulnerable road users. These include

cameras, sensors and warnings etc to alert both drivers, cyclists and pedestrians of their presence in the potential blind spots on the truck.

Julie Welch and Carl Milton supported the event, briefing and marshalling the waiting participants. Four of our HGV driver apprentices also attended; Fayanne Smith, Josh Talib, Charandeep Khela and Ryan Mayo, with their mentor Darrell Collins. They all said they gained valuable knowledge on road safety.

Dave Hart, Logistics & Supply Chain Director, said: "Thanks to Julie Welch, Carl Milton and the Dove Holes lead drivers for supporting the day. People were able to experience what a CEMEX driver faces every day on the roads and the discussion and interaction with dozens of police and forensic accident investigators was excellent."



SECURITY TEAM KEEPING OUR SITES SAFE

Over the past three years, the UK Security Team has been gradually upgrading and improving the use of CCTV across our UK estate. Supported by the IT Management Team, we have developed a CCTV monitoring room at CEMEX House in Rugby, offering a free 'out of hours' security monitoring service to over 50 CEMEX sites.

Our model for the use of CCTV is based on a recognised industry standard model of DETER, DENY, DETECT, DISRUPT & RESPOND. The model can be summarised as follows:

- **DETER** – CCTV cameras should be overt and accompanied by adequate and obvious signage, warning would-be offenders that CCTV is in use. At least one or two signs should include the GDPR compliant wording. Offenders will see CCTV is in use and decide not to offend, or at least offend elsewhere.
- **DENY** – CCTV should be part of a suite of suitable and adequate security measures, proportionate to the assets they are protecting.

- **DETECT** – A vital part of the model illustrating the importance of CCTV monitoring. Our CCTV monitoring service has detected four offences in action in recent months.
- **DISRUPT** – When a crime in action is detected, we can respond using a tannoy and contact the police to disrupt the offence. Most importantly, limit the loss or damage.

- **RESPOND** – The monitoring room will coordinate a live response through key holders and the police.

From an asset protection perspective, the two key aspects are DETECT and DISRUPT. The chance to minimise the impact of a crime in action is vital to the security of our operations. For this reason, we do not recommend CCTV installations that are not monitored. Site Managers seeking to install or upgrade their site CCTV are encouraged to engage with the UK Security Team to understand the most appropriate option to maximise security.

CEMEX GOES BACK TO SCHOOL

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

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

Daniel Bateman, Strategic Haulage Manager, Logistics & Supply Chain, ran the training with Lee Wearing, Health and Safety Advisor. Dan said: "It's the first time since COVID we have been able to run this course due to the interaction needed and the inability to roll out remotely. It was great to get back in a classroom and return to normality!"

Andy Taylor, Health & Safety Director, commented: "Thank you Dan and Lee, we really appreciate your efforts, along with the participation of the delegates to get the Health



& Safety Academy programme underway again. The Academy is fundamental to us in continuing to fulfil our commitment to Zero4Life. Keep up the great work."

Additionally, Ian Phoenix and Julie Welch held Safety Academy training in July, which was the last of the three modules for all candidates on the course. The last module is called Proficiency and is targeted at Managers and Supervisors throughout CEMEX's different business streams.

A further Module Three course will be held by Dan and Lee in September and Academy One (The Foundation Module) will also resume as we have seen some new leaders/promotions in the business during the last couple of years. For those employees who have attended Module One and or/Two, you will receive an email inviting you to the next available training. As numbers get lower, it is getting harder and harder to try and coordinate with people's diaries, so please try and shuffle diary commitments around to accommodate attendance.



NEW H&S CAMPAIGN – SLIPS, TRIPS AND FALLS

The European Health & Safety team has launched a new campaign focused on Slips, Trips and Falls, to run across the region between July and November.

The campaign focuses on four key areas, which represent the major risks in this area, stairs and floors, outside housekeeping, inside housekeeping, and lighting.

Slips, trips and falls are the most common cause of serious injury in UK Operations, accounting for approximately 30% of Lost Time Injuries (LTIs) over the last five years.

Site teams are being asked to support the campaign by completing a range of activities including 'hazard spotting', which will be communicated each month, with best practice examples and display posters to support.

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

MP CONNECT ROLLOUT SUCCESS

By Dan Bateman, Strategic Haulage Manager



MP Connect is the industry one card solution ensuring drivers meet all the H&S competency requirements. It helps to ensure drivers meet the standards set through online checks of qualifications and competencies, such as licences, site safety awareness, and other site requirements. Drivers can also access interactive training packages that are applicable to their role and can be accessed from any mobile device.

We started implementing it in CEMEX UK around this time last year and are in the final stages of implementation. The system is already installed in Readymix, Aggregates and Cement sites and we are now planning to introduce it to Asphalt. At the time of writing, MP Connect was being used at around 160 of our sites and we expect to have the rollout complete by the end of summer.

Without a doubt, we are leading the industry in terms of the application of this solution. We can monitor how the system is being used and are currently seeing 800 – 900 competency validations taking place every day.

Once the rollout is complete, we want to develop the system further to fully utilise all of the system's functionalities.

In addition to road transport we are planning to implement an MP connect card for on-site contractors, which will ensure we have even more control over who works at our sites.

I'm very pleased with the implementation progress. It's been a huge team effort, not just with employees but our hauliers too, and I'd like to thank everyone who has been involved.



INSIDE FIBRES

We've all seen costs increasing recently – whether that is in our personal or professional lives. The construction industry has been particularly impacted, as the global market bounced back from the pandemic faster than expected, existing projects restarted and new ones began. This has certainly helped our economies to recover faster but has also presented challenges.

With the ever-increasing price of steel, CEMEX has proactively taken the opportunity to promote our fibre reinforced concrete, offering an ideal alternative to our customers who need to lay a durable concrete that provides resistance to cracking. Fibres can be particularly impactful when considering the amount of steel that would generally be required for these applications.

There's no need for steel mesh with CEMEX's fibre reinforced concrete. For our customers this means a faster, safer and more cost-effective job.

CEMEX is currently running a marketing campaign on fibres, highlighting the benefits of our macro and micro fibre product range, including our range of Advanced high-performance concretes which are fortified with fibres, giving customers a new level of performance in reinforcement.

Our campaign shares information with our customers across a range of media including, our updated VAP app and web pages, CPD about fibre reinforced concrete, a new digital product selector tool for our Advanced range, as well as new sales literature and trade advertising.

Look out in our social media channels for our eye-catching campaign graphics sharing our marketing messages: No Mesh No Problem, Strength without Steel, Break Free From Bars, Strength from Within, Fortified with Fibres. Please share our posts on your own platforms to help spread the benefits our products can bring our customers.

JOINING FORCES FOR NEW JOINT



Working together with Voestalpine and Network Rail, CEMEX has assisted in the design of a resilient bearer joint, the first of its kind in the UK.

Traditionally, CEMEX has produced a modular joint in the concrete bearers – where the bearers are delivered split and they are re-joined at the assembly yard. They are then delivered on site in panel form.

The tie-in resilience joint has been used across Europe but Voestalpine's installation was the first time in the UK rail infrastructure. Network Rail specified the joint to be used at Filton points near Bristol. By working closely together with Voestalpine, the experts at CEMEX designed a concrete bearer to incorporate this new joint, with new geometry and a new hexagon steel bolt inserted 150mm deep into the concrete. CEMEX

designed the new bearer working with current UK specifications, allowing the modified bearer design approvals to be more efficient.

This new joint allows for flexing – a high percentage of the forces are dispensed through the joint itself rather than through the concrete, reducing the maintenance required on the bearer overtime – saving cost for Network Rail.

Terence Clair, Operations Manager said: "It is expected that Network Rail will start to integrate this new joint across its UK network and CEMEX will be in pole position to supply the new bearer incorporating the new joint. Working closely with our customers, understanding our market, our product and being at the forefront of change through innovation, we can adapt our processes to meet new designs of this nature – this gives CEMEX that edge."

MARSHALLS CONVERTED TO CEMEX GO

CEMEX's Materials business has recently celebrated a big success, moving key customer, Marshalls Construction, across to CEMEX Go.

Historically, Marshalls, in the North West region, has favoured the old school process of placing their orders for readymix concrete by phone with our Shipping Office in Preston Brook. However, determined to help improve their customer's ordering experience, CEMEX Commercial Development Manager for North West, Daniel Roberts, together with Sales Executive, Martin Simons, organised a meeting with the Marshalls Contracts Manager and Project Manager. Daniel and Martin were able

to demonstrate the benefits of our CEMEX Go live system, particularly impressing the Marshalls team with the "job status through place and track orders" function. The Marshalls team was able to see how this could benefit them and their old school opinions were successfully changed!

As a result, Marshalls placed its next three orders using CEMEX Go and locally the CEMEX team has continued to monitor sales to ensure Marshalls continues using CEMEX Go. Even though at first, the Marshalls team was very reluctant to use the platform, they are now fully onboarded and appreciate how easy it is to track and place orders, and will be using it on future projects

THE NEXT GENERATION

Alex Dale is two months into his 18 month apprenticeship on the UK Technical Apprenticeship Programme at CEMEX's UK National Technical Centre.

We asked Alex to tell us about his experience so far:

What were you doing before you started the apprenticeship?

I worked for Socotec who do testing, inspection and certification services in the Infrastructure industry – I was involved in on-site testing but I didn't understand why we were doing the tests - this apprenticeship is great as I'm learning the technical background too.

What attracted you to the CEMEX apprenticeship?

I live in Rugby so I knew about CEMEX. I have an interest in the construction industry and I was keen to find a role where I could be trained and learn on the job, learn about the manufacturing processes, build my confidence and develop a career in a really interesting industry.

What have you been learning/working on so far?

So far I have had a basic introduction to most aspects of the laboratory, across all departments. I've been involved in reporting, learning aspects of Health & Safety, I've been grading aggregates and



testing concrete cubes. It's great that I can finally put what I learnt at school in maths, English and science to practical use!

What are you enjoying most so far?

I'm enjoying the balance between practical hands on work and the technical understanding behind what we do. I have really enjoyed working in asphalt where we are designing mixes to a customer specification – I'm really interested in how the raw materials interact and behave to achieve different properties – my previous catering experience comes in handy – finding the intricate balance of ingredients to get the road surface quality required.

What are you looking forward to in the next 12 months?

Continuing to work with my really supportive colleagues, continuing my basic training, learning as much as I can and hopefully specialising in the area of asphalt. Then, if I pass my assessments, I'm hoping to work as a Laboratory Technician.

What do you like about working for CEMEX?

It's really interesting working with our technical experts, to see behind the scenes of how products are made, that are then used as the building blocks of everyday life. As a local resident, it is great to work for a company that cares about the residents and the environment.

LIVERPOOL COUNTY COUNCIL SAVES 16 TONNES OF CO₂E WITH VIALOW ZERO

The Asphalt team has successfully completed a road resurfacing programme with Liverpool County Council, providing VIALOW Zero, a CarbonNeutral® asphalt product.

VIALOW Zero was supplied by CEMEX's Liverpool Docklands Asphalt Plant for Lark Lane, a vibrant hub of Liverpool on the edge of the historic Sefton Park. With combined high-density pedestrian footfall and road user traffic, a continuous stream of round-the-clock access is required on Lark Lane, with businesses facing directly onto the busy street.

Alongside the reduced carbon in the mix, Liverpool County Council chose to offset the residual CO₂e to make it a CarbonNeutral product, in accordance with The CarbonNeutral Protocol. By offsetting the residual CO₂e from the 284 tonnes of asphalt used for the project, 16 tonnes of CO₂e was offset; the equivalent of the emissions generated by the annual electricity use of 24 homes on Lark Lane.

The use of VIALOW not only reduced CO₂e, but also lowered the impact of construction fumes during the re-surfacing, creating a better environment for local residents, pedestrians and the contractor workforce.

Liverpool County Council were also able to reduce the total time needed for traffic restrictions and road closure, as VIALOW reaches the appropriate trafficking temperatures faster than conventional hot mix asphalt. The re-opening of Lark Lane was fast-tracked as a result, minimising the overall disruption to the immediate local community and busy road users, as well as car fumes from stationary queuing cars.

Pete Hoare, Asphalt Sales Representative for the North West, commented: "We want to make it easier for local authorities and councils to specify lower carbon solutions. As a result, we worked closely with Liverpool County Council to provide a hardworking solution that not only reduced CO₂e, but also the impact on the local community environment as well."

QUALITY & PRODUCT TECHNOLOGY UPDATE – R&D

By Mike Higgins, National Technical Manager – Quality & Product Development

The team has continued to make progress on our 22 live UK R&D projects. The projects include Aggregates, Asphalt, Readymix, Admixtures and Building Products. We have made some exciting progress with some of our projects moving from concept stage to laboratory trials and others progressing out of the lab to plant trials. A sizable proportion of our efforts continue to focus on low carbon product and circular economy solutions. This is driven by market and specifier interest along with project

specific customer requests. The R&D team at The National Technical Centre has been ballasted with the introduction of our Technical Apprentices. The introduction of these new team members will help us drive our R&D projects through the innovation stages to deployment.

If you have any product R&D proposals or customer challenges that we are unable to address please get in touch at mike.higgins@cemex.com 07920 768120





CEMEX UK – BEATING THE GENDER PAY GAP

Every year CEMEX UK publishes its Gender Pay Gap report. Not only is this a legal requirement, but very importantly, it helps us evaluate our progress in improving female representation in our workforce and at all levels of the company. At CEMEX we are committed to equal opportunities for all, as part of our wider focus on creating an inclusive and diverse culture. We want our workforce to be representative of the communities in which we operate, and statistics show that companies fostering diversity and inclusion are better at innovative thinking and are more successful.

Steph Horn, HR Director for CEMEX UK, said: "The Gender Pay Gap is a concern for societies across the globe, with females under-represented in senior and higher paid jobs and over-represented in low-paid work. Women around the world also tend to do more unpaid care work, so they often work fewer hours, in jobs that are below their skill level for some of their working life, which can affect career progress."

So it is no surprise that in an effort to shine a light on this area and to drive change, many countries require organisations to report on their Gender Pay Gap, and the UK is no exception. Since 2017, all companies in the UK with more than 250 employees have been required by law to publish their Gender Pay Gap in April each year for the snapshot date of 5th April the previous year.

The Gender Pay Gap is the difference between the average hourly pay of men and women in an organisation. Companies need to publish two different ways of calculating the average, which are called the mean and the median. The median is generally regarded as the more relevant comparison, because it is less skewed by exceptions and provides a better indicator of the 'typical' situation.

According to the Office for National Statistics, latest reports show the overall Gender Pay Gap in the UK is 7.9%, which means that women earn 92 pence for every £1 that men earn when comparing median hourly pay. In the Construction sector the Gender Pay Gap is reported as being much higher at 23.8%.

If we look at CEMEX's latest results for the UK, which were published in April, our median pay gap of -2.1% favours women, who earn £1.02 for every £1 that men earn, and this compares

with -1.4% the previous year. Our mean pay gap for the same snapshot date was 5.3% and although this calculation is perhaps less representative because it includes some very senior leaders, it is nevertheless a relevant indicator.

Steph commented: "We pay close attention to the pay gaps reported by our main industry competitors, and we can see that our efforts to close the gap have placed us in a more positive position than many other businesses in our industry."

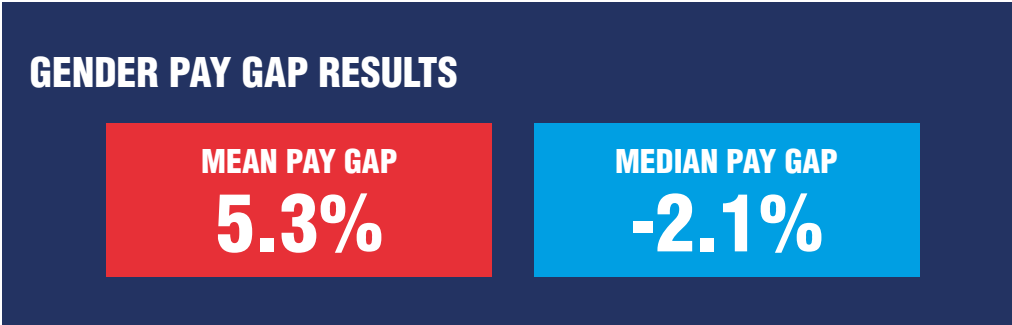
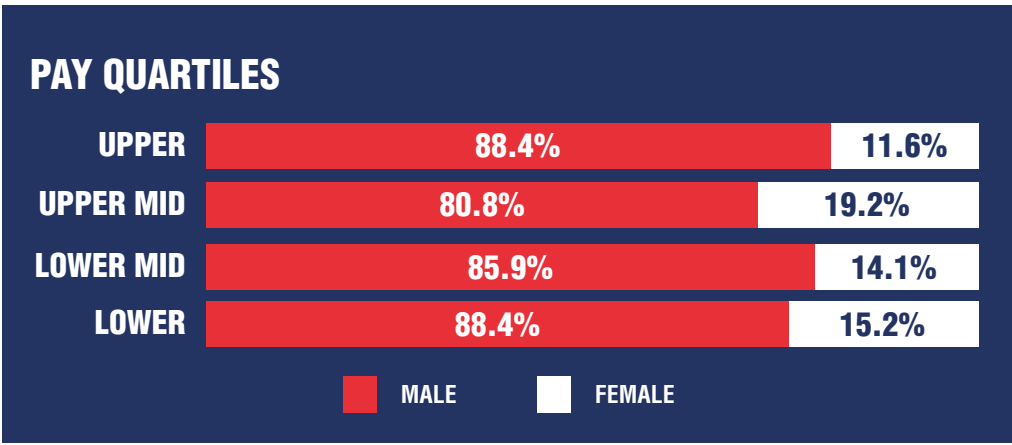
CEMEX is also required to report on the percentage of women in each pay quartile. This means that we list each of our employees' salaries from highest to lowest, cut this list into four equal parts and identify the percentage of females in each. At the snapshot date, women account for almost 12% of the employees whose pay is in the highest quartile, and they account for over 15% in the lowest quartile. The upper mid quartile is where females are best represented.

Steph explained: "The relatively low percentages of females in each quartile are representative of the fact that our workforce is predominantly male. However, we are gradually making progress in attracting more women to CEMEX and providing more focused development opportunities."

"In April 2021, 14.9% of the workforce were female in comparison with 12.7% in April 2020. The data for June 2022 shows that women now make up 16% of our workforce, which is comparable with CEMEX's overall position. In fact, 24% of CEMEX UK new hires in Q1 were women, signalling a positive commitment in our recruitment processes to increase the number of women being included in selection pools. This provides greater opportunity to recruit them into vacancies, whilst still selecting the best candidate for the job."

Progress is positive but not as fast as we would like. We recognise that there is still a lot to do in encouraging women to work at CEMEX, both in the UK and globally, and this is an industry-wide issue, which means we are always looking to improve how we source, attract, and develop female candidates to bring change at a faster pace.

If you would like to see the full Gender Pay Gap report, please visit the CEMEX UK website.



TRANSPORT FOR A GREENER FUTURE

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

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

The UK Supply Chain team has created a short video talking through the rail operation at CEMEX UK, which you can watch through the QR code here.



UK HEAD OFFICE MOVING TO BINLEY

In June 2022, the sale of our current UK headquarters, CEMEX House, on Evreux Way, Rugby was completed.

A lease on a building about ten miles northwest of CEMEX House on the outskirts of Coventry, at Binley, has been agreed and this will become our new UK head office.

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

The move is expected to happen in October 2022, although this is subject to change depending on when refurbishment work is completed. Consultation with all the employees who are currently working at CEMEX House, and all our employees who were based there prior to the office being closed because of the pandemic, will be completed before this.

General updates on the planned relocation will be provided more widely over the coming months.

OUR CEO VISITS VISITS RUGBY CEMENT PLANT

Further to our front page story, we wanted to share some more photos taken from our CEO Fernando A. González's visit to Rugby Cement Plant.

As you can see, he met a number of people at the site on the day and got a good look at our operation – and even enjoyed a special cake!

Hopefully we will be able to welcome him back to the UK again soon!



CEMEX UNITES TO LEND A HAND IN LOCAL COMMUNITIES

Now COVID restrictions have eased and the weather is improving, CEMEX teams across the country are able to restart Lend a Hand activities in their local communities.

Over the last couple of months, employees have rolled up their sleeves and got stuck in, with more teams planning activities for the summer months.

In Rugby, colleagues based at CEMEX House and the Cement Plant teamed up to Lend a Hand to Jill Dwyer, co-chair of the Hillmorton and East Rugby Together Community Group, and some of their volunteers at Rogers Hall Church Hall in Hillmorton, Rugby.

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

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

Lee Marriot, Production Coordinator, from Rugby Cement Plant, lives locally to the community garden. He commented: "I've lived in Rugby all my life, my first house was just down the road and I walk my dogs in this park twice a day. My daughter had her birthday party here – I know the area really well so it's great to give back and join in. It's a nice thing to stand back and see the difference we have made and how much the locals appreciate it – it's a great feeling."

Meanwhile, Colin Jones and John Sweeting from the UK Security team helped the Rotary Club of Rugby upgrade a section of the Great Central Way, close to the Rugby Cement

Plant. The aim was to create recreational, landscape and educational improvements to the former railway line. Following a donation from CEMEX to help with the cost of a mural, Colin and John volunteered to help clean and paint the wall. A muralist was then joined by Art and Design pupils students from local Rugby schools and together they have now completely transformed the run-down dilapidated space, into an amazing work of art. Around 10 members of the UK Supply Chain team also supported the Welcome Change Project in Birmingham. They spent a sunny day in early July helping to spruce up the community garden, which is provided by the not-for-profit organisation 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.

Additionally, at Dove Holes, members of the night shift helped a local primary school by

tidying up dead leaves and litter and removing algae off the playground, which was becoming unsightly and slippery. They also managed to tidy and weed several flower beds as well as making several runs to the local recycling centre.

Rick Hughes, who works the night shift at Dove Holes and organised the event, commented: "It's very satisfying to get back out and give a little bit back to our community whilst benefiting our children at the same time. The gratitude shown by the school and parents has made it all worthwhile and I hope this event will encourage more people to arrange such a 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!

NEW BAGGING LINES AT RUGBY CEMENT

Following a £5 million investment at Rugby Cement Plant, a new state-of-the-art bagging system is now operational. The two new lines are 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 allows CEMEX to meet demand for packed products in the peak months from April to September, the time of year when manufacturers traditionally face exceptional challenges to meet the supply and demand for bagged cement.

Graeme Barton, National Sales Manager Packed Cement, CEMEX UK commented: "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 has carefully addressed environmental concerns by ensuring the new packaging meets the minimum requirement of 30% recycled plastic. Plans are underway to further reduce the packaging waste from the supply chain.



SPECIFYING AT CEMEX

By Andy Walker, Specification Manager for CEMEX UK

My role as Specification Manager is focused on our mortar and screed products, predominantly targeting architects, specifiers, housebuilders and developers, on a national basis. I work alongside four others, who work with our value-added Readymix products; Dave Webb (who covers the North); Leslie Lloyd (London area), Hannah Hyslop (South and Midlands, with a particular focus on sustainability and our Vertua range) and Mat Saunders (Special Products Advisor). A large part of our role is educating specifiers through presenting our range of RIBA approved CPD's. We all report into Mike Higgins, UK Technical Manager.

I work with specifiers to find the best aesthetic match between their bricks and our mortar products. Generally, they will have chosen the bricks they want to use first, and I'll then match against different colour and functionality options. I'll provide the client with small sample panels, followed by on-site samples. These are much larger – up to several metres square and often with windows, lintels, etc, so the client can get a strong idea of how the mortar will look in place.

Once the customer has chosen their mortar product, the job will be passed along to our commercial team to fulfil the order, although I will stay involved until the end to facilitate any changes that are needed or solve any issues that may arise.

My work runs on a relatively long-term timescale – what I start now can be completed up to three or four years later if it is a big project. However, I need to be agile as the final choice of materials is often left until the last minute.

Specification is an integral part of our business – not only does it offer a very high return on investment but some developments, such as larger housing estates, can provide up to 15-20 years of work.

A particularly interesting project I've worked on recently has been a new ticket office and stand for The Kia Oval cricket ground in London. The Duchy of Cornwall was involved as the site is owned by HRH The Prince of Wales, so it was incredibly important for the sample to be exactly right. The project team wanted the new stand to blend in with its surroundings, so I worked alongside the brick supplier to achieve this. Generally, a close relationship with brick suppliers is very valuable as it generates a lot of leads for us.

Alongside new housing and infrastructure projects, mortars also play an important role in the growing trend for the renovation of existing homes, by helping to enhance insulation and through this, improving energy efficiency.

Earlier this year we launched ONPOINT, a new range of durable, coloured cement mortars, specially designed for the off-site and urban architectural specification markets. Precast concrete panels with brick slips are becoming very popular as they are ideal for high rise projects and fast track construction. They are quick to install and have excellent fire ratings, which is a very topical subject at present. Labour shortages are also being taken into consideration. This is of particular interest to my customers, and we are currently supplying several large projects in London, with more in the pipeline.



NEW PRODUCT SPOTLIGHT: ISOVIA 5000 SERIES

CEMEX has launched the ISOVIA 5000 series, the latest in our next generation range of Admixtures. It enables the efficient production of liquid soils without the need for special binders or foam applications - perfect for back-filling voids, gardens, tanks and pipes or creating temporary fill solutions for road and groundworks.

A key feature of the ISOVIA 5000 series is that it creates a homogenous flowable mix where the hardened soil can be dug out easily if required.

ISOVIA 5000 is applied directly to the concrete truck mixer, leaving Readymix operations undisturbed. This saves time and money with no additional storage, resources, maintenance, or cleaning required.



EXCEED-INGLY GOOD IDEAS

Sometimes the biggest innovations start with the smallest of ideas.

If you have a seed of an idea, of a way to improve our business, to make it safer, more efficient, more secure, most cost effective, higher quality, more sustainable more environmentally friendly, please submit it to our IDEATION platform for the EXCEED team to review. You could be in with a chance to win the EXCEED Idea of the Month award and hopefully by sharing your ideas, it will inspire your colleagues across the business to improve their own areas and operations.

That's exactly what the team at Winsford Readymix Plant did. Their ideas to improve their storage and handling operations won June's EXCEED Idea of the Month. Congratulations and thank you for helping make CEMEX a safer, more efficient and secure place to work.

The team at Winsford wanted to improve the storage and handling of the fibres since they, and the team, were open to the elements. The initiative also included minimising the risks whilst lifting, transporting and handling the boxes.

The improvements included installation of a canopy to safeguard staff and the fibres from inclement weather, a conveyor installation for ease of dosing, a scissor lift to eliminate the need to bend down and lift the 25kg boxes of fibres and a pump truck to wheel pallets into place. They also levelled the ground to ease the usage of the new equipment.

The team are now enjoying the benefits - their operations are much safer due to lifting and handling improvements, and less losses of fibres due to weather damage. Employee morale was also improved as a result.

Well done to everyone involved.

WHAT'S NEW IN PLANNING?

By Mark Kelly, Planning and Permitting Manager UK

I lead a team with five other Planners; Emma Pearman who joined CEMEX in 2018, Thomas Cox and Andy Barton, who joined last year, plus Heather Leeland who started in June this year, and our latest recruit, Rachel Jones, who joined this month. After the divestment we lost four people from the team over a short period so it is fantastic to be operating at full capacity again. We also have a Landscape Architect, Alison Wise, and the whole team is supported by a Planning Technician, Torang Paiman.

Our work is important because we stop the business from shrinking and help it grow – but we also help maintain its licence to operate in local areas. We support the wider National Reserves department with identifying areas for future development by advising where the best places are to look for quarrying, according to policy. However, we don't just look for new Aggregates locations; we help with development at existing sites including our

Rugby Cement Plant, plus work closely with our biodiversity partner, the RSPB.

Particular projects we are working on include the supply to HS2 from Alrewas, the review of working conditions at our Dove Holes quarry, plus the upgrade of the mill at Rugby Cement Plant as part of ongoing decarbonisation efforts.

Recently, we won a bid to submit a planning application for mineral extraction at a new site in Warwickshire. We went up against 20 different companies initially, before reaching the final four and presenting in person in Birmingham. The feedback we received was very positive and we were told our bid was considerably better than the others. Borehole work is currently being done at the site, with the planning application now due to be submitted next summer. This will be for a sand and quarry gravel which will partially replace our Berkswell site, serving the Rugby and Coventry markets.



NEW SWINDERBY CONVEYOR CUTS CO₂

CEMEX has completed a considerable investment into a new conveyor system at Swinderby quarry, which will make a significant contribution to reducing CO₂ emissions and fuel use at the site.

Swinderby's new conveyor reaches one mile in length and will bring sand and gravel from the extraction site directly to the processing plant. As we move into the next phase of extraction this will reduce the use of diesel-powered dumpers; saving a projected 300,000 litres of fuel per year, but also preventing 929 tonnes of CO₂ from being released in the atmosphere, the equivalent of taking 172 cars off the road.

Steve Sheller, Head of Business Development for West Europe Materials, commented: "We are investing heavily into Swinderby to ensure it can meet demand for years to come, while also achieving the sustainability targets set as part of our Future in Action global strategy. By using a conveyor we can considerably cut CO₂ emissions – we've calculated a ~50% reduction in CO₂ per tonne of Aggregate, when compared to the anticipated consumption to work the next phase of the quarry using a mobile plant, alongside further efficiency and cost savings. Taking into account forecasted production figures, this is a total CO₂ saving of approximately 74%."



CHARITY OF THE YEAR 2022/23

At CEMEX, we take pride in creating positive experiences for all our stakeholders. We have faced so many challenges from the pandemic and a number of charities have been affected.

In March, we asked you to help us identify the CEMEX UK charity of the year and we would like to say a huge thank you to everyone who participated in the voting process. Cancer Research UK received the most votes and is our 2022/23 nominated charity.



SUSTAINABLE TRANSPORT INCREASES ACROSS EUROPEAN REGION

CEMEX has seen a marked increase in the use of more sustainable transport methods across the European region.

In Poland, there was a 28% increase in the volume of Aggregates transported by rail over the last year, with material travelling from 11 rail depots to 43 destinations across the country. Utilising rail over road for this material offers a considerable saving in CO₂, equivalent to 31kt. Meanwhile, in France the business grew the tonnage of Aggregates and landfill moved by river barge by 9%.

The UK saw a 3% rise in rail freight volumes, which saved 143,000 road movements and consequently nearly 17kt of CO₂ from being released into the air. Since 2012, CEMEX has increased the amount transported by rail freight in its UK operation by 50%. Finally, Spain has grown its export-import volumes moved by ship by over 50% in just one year, an incredible result.

Matt Wild, VP of Supply Chain for CEMEX EMEA, commented: "We have been clear in our intention to cut the carbon emissions generated through our supply chain by accelerating a modal shift from road to rail, river and sea freight.

"It is very satisfying to see how much our European operations have increased their use of these over the past year. I am excited to see how much we can develop this growth further over the remainder of 2022."

In July 2022 CEMEX UK is launching the year long partnership with Cancer Research UK and planning is now in progress for fund raising activities throughout the next 12 month period.

If you would like to become a fundraising champion for your office/business or location please contact socialimpactuk@cemex.com.

Keep a lookout in UK News for our Charity of the Year activities – we can guarantee there will be something for everyone to get involved in - 'together we can beat cancer'.

BUILDING TOGETHER

CEMEX UK's social impact strategy, led by Social Impact Specialist Chiedza Mupfutura, is delivered through various means. During the past few months, we have made a number of cash and in-kind donations. Additionally, our amazing employees have donated their time to making our local communities a better place.

CEMEX continues to support several social impact activities driven by community engagement plans, seeking to create positive stakeholder experiences.

Some recent examples of CEMEX's social impact activities include; supporting Ukrainian refugees by collecting water bottles and clothing items to fill a customer's truck travelling to Poland, nominating our Charity of the Year (see article above), donations to a youth football team for new kit, supporting refugees and asylum seekers in Rugby with

donations of essential supplies, supporting a primary school in Rugby by donating a book vending machine, and Lend a Hand activities in Dove Holes and Rugby, which you can read about in our centre pages.

We have also recently launched our educational program, both online and with a Rugby Primary School. "A circular world" aims to help school children to better understand the transition to a circular economy, promoting a responsible and sustainable lifestyle and sharing the key role that the cement industry has in this transition.

We are all part of the Future in Action vision and we can use this opportunity to take our families along on this important journey, which provides the basic principles of a circular economy. Get your sons, daughters, nieces, nephews and grandchildren involved in this digital challenge - find out more on our website.



FAREWELL JENNY, WELCOME CATHERINE

CEMEX and the RSPB have been in partnership since 2009 and for the past seven years Jenny Oldroyd, RSPB & CEMEX Business Conservation Advisor, has been nurturing the partnership with her expertise in nature conservation. Jenny is now moving on to new pastures and will be sadly missed by everyone at CEMEX who has worked with her over the years.

We would like to take this opportunity to thank Jenny for all her inspiration and hard work helping CEMEX restore priority habitats and saving rare species.

We would also like to welcome the RSPB's Catherine Cullen to the CEMEX-RSPB team, who will be filling Jenny's shoes. Catherine brings with her a background in geology, physical geography and nature conservation. You can read more about Catherine in our RSPB Blog 'Earthy Matters'.

Before she left, we asked Jenny to share some of her memories and achievements from working with CEMEX.

"In my first year, I was asked to go to Raynes quarry in Wales. It had a lot of biodiversity potential with breeding red-billed Chough. I was able to help establish limestone grassland on site by liaising with the local authority. Restoration of species rich grassland by best practice conservation techniques utilises native local provenance wild flowers. To bring the existing grassland back into better condition I got the assistance of some sheep for temporary grazing, benefitting the Chough, invertebrate and lepidoptera. Chough's are still seen on site,

but haven't bred this year. It is important to ensure a suitable habitat for Chough long-term, which is why grazing is so important as it boosts insect population. Going forward, Catherine will continue to work with the site team to promote biodiversity and build-in the longer-term management, ideally by grazing more regularly at site.

"I've really enjoyed working with the team at Raynes - they've done everything on their biodiversity action plan and been really brilliant and really helpful. The site should be a flagship site – it has so much potential – hopefully in future Catherine will work with the team to trans-locate the rare silver-studded blue butterfly, seen nearby, which needs common rock-rose plants.

"My favourite site is Kensworth. I was lucky enough to get involved quite early, so was able to influence their potential new restoration scheme, which is going to be focused heavily on chalk – a hugely declining habitat in the UK. The scheme is going to be partly bare chalk habitat for a variety of rare invertebrates, including butterfly banks, chalk grassland for specialist flora and scrub habitat for Turtle Doves. There's a huge amount of partnership work to build a landscape that Kensworth will be at the heart of. Swathes and rides have been cut into some scrub woodland to benefit the butterfly and orchid populations that require open patches – a scrub grassland mosaic. I'm delighted that that's now happening in 2022"

We wish Jenny well in her new endeavours and look forward to now working with Catherine going forward.



WEST DEEPING GRAVEL DONATION

At CEMEX, we believe it is our responsibility to look out for and strengthen the world in which we operate. That goes for our local communities, as well as wider society and the environment too. A key element of CEMEX's social impact strategy endeavours to anticipate and respond to key issues which matter to the communities surrounding our operations.

CEMEX recently donated some gravel from our West Deeping quarry to a local Scout group who were struggling with their car park. Earlier in the year Matt Doran, Sales Executive, Aggregates Midlands, was approached by Carolyn Greig, of Stamford & Bourne District Scouts. The Community Hub where the Scout

group meets is used regularly by around 150 children and 50 adults. The site had been suffering with poor ground conditions in their car park, meaning cars were struggling to get in and out and staff and Scouts were walking muddy boots inside the centre. The site is less than 10 miles from our sand and gravel quarry at West Deeping and the group came to CEMEX to find out if we could help.

The application for a gravel donation was approved and CEMEX delivered the gravel, which was laid over the car park, to provide a cleaner and more stable surface. The Scouts were very appreciative, and everyone using the site will feel the benefits of our donation for many years to come.

THANKS FOR YOUR EFFORT WINNERS AND NOMINEES

MAY 2022

The winner of the TFYE award in May, with 40% of the votes cast, was **RICHARD JENKINS** - HGV Driver Cement Logistics Rugby. Richard won the award for his fantastic attitude when it comes to helping, looking after and training his colleagues.

Some of your comments were as follows:

"Richard takes the time and makes the effort to look after colleagues."

"It's good to see such proactive support for colleagues, whether they are experienced drivers joining CEMEX, apprentices just starting out in their careers, or someone in need of a listening ear."

Congratulations to the other TFYE May 2022 nominees as well:

SARAH MURPHY

Strategic Communications Manager

ALAN VENNING

Travel and Expense Lead EMEA, Accounting & Controllership

EMMA HOWELL

Commercial RMS Support, Materials Readymix

APRIL 2022

April's TFYE award was won by the Liverpool Docklands Asphalt Team, for their rapid response with first aid and aftercare when a third-party tipper driver badly injured his hand.

The team was made up of **LEE MILLINGTON, PHIL BARKER, IAN SPEAKMAN AND CARL EDWARDS**.

At Liverpool Docklands on Tuesday 8th March a third-party tipper driver had a finger amputated whilst undertaking his pre-trip checks. This was a significant injury that confronted the team first thing in the morning. The four operatives helped perform first aid to stem the bleeding and intervened twice when the injured party started to slip into shock.

To compound the issue further no ambulances were available and they took it upon themselves to get him to hospital. They even went to the local Tesco at the request of the hospital to get some ice to help preserve the finger.

Rob Wilkinson, Logistics Manager Supply Chain/Logistics, nominated the team and commented: "The intervention of the four individuals was above and beyond. Their professionalism was exemplary and cool, calm heads ensured no further medical issues were sustained by the driver."

Congratulations to the other TFYE April 2022 nominees as well:

HUGH REYNOLDS

Supply Chain Compliance Officer, Supply Chain

JORDAN SUTTON-BRIGGS AND MARTIN SIMONS

Sales Executives, Materials Readymix/ Northwest

DANN KING

National Support Systems Specialist, Supply Chain

DAN BATEMAN, Strategic Haulage Manager, Supply Chain

GET INVOLVED: SUPPORT FOR UKRAINE

None of us can have missed the terrible situation in Ukraine, where more than 12 million people are estimated to have been displaced because of the Russian invasion.

It can be difficult to know what you can do to help, but we spoke to Gemma Crawford, Customer Service Manager for Cement, who has recently opened her home to a Ukrainian family.

Gemma welcomed two teenage children from the Ukraine and their mother at the start of June. The children are due to start at a local school, and to help them with their studies and English language, CEMEX has donated two laptops for them to use.

Those who are interested in doing something similar can register online (Google 'Homes for Ukraine'), although Gemma then found the family via Facebook groups. She communicated with them beforehand to make sure they were the right fit with her own family.

Gemma commented: "While the war in Ukraine has started to slip down the news agenda, it continues to impact millions of people every day. You may not feel able to host refugees in your own home, but there is still lots you can do to support, such as donating items to be transported across, helping to fundraise or attending local charity



events. Facebook is full of groups who are working hard to help those in need.

"If you would like to host a family, I'd be happy to talk you through how I arranged it – get in touch with any questions you may have."

Thank you too to the IT team for their support with the laptop provision for the children.

If you have any ideas/plans for supporting those in Ukraine, CEMEX may be able to help. Contact socialimpactuk@cemex.com

FROM CADET TO OFFICER



Congratulations to Oliver Stephen who has progressed from a Cadet on the Sand Fulmar to a qualified 4th Engineering Officer, after passing his certification.

You may remember Oliver from our last issue of CEMEXPRESS – he joined the Fulmar as a Cadet after struggling to find sea time to complete his training due to COVID-19. Oliver enjoyed his time with CEMEX so much that he has decided to stay now his time as a cadet is over!

Well done for all your hard work Oliver.



HAPPY RETIREMENT ALAN AFTER 54 YEARS....

After a career spanning 54 years in the company, Alan Hewitt, who is a Transport Planner in the Shipping Office at Preston Brook, will retire at the end of July.

We caught up with Alan for a look back over his years of working in the Readymix business:

Alan first started working as a Transport Planner for Readymix as the company was called back then, at the Shipping Office in Widnes. Since then he has held a variety of different jobs within the company, including Plant Operator, Batching and Truck Driver.

Over the years Alan has seen many changes taking place. He told us: "I've seen a complete transformation in terms of the company and the sites we supply to. I remember many years ago, on one of my first trips out to a site in St Helens, the footings of the building were deeper than the height of the building! In my early days, the fleet of Readymix trucks was much bigger, the business was faster paced but then came the recession which hit areas like Liverpool hard. Things haven't been the same since."

Over the years Alan has got to know his customers very well. He said: "My view is that if you treat them as friends you can get away with murder when you need to!"

Paul Cooke, Readymix Freight Manager said: "Alan trained me almost 20 years ago when I first started at RMC / CEMEX and if it wasn't for his guidance and help, I wouldn't be where I am today. There were several occasions in the first few weeks where I was considering my options, but thanks to Alan I am still here. Not only is he a key member of the North West team but he is also a mate. Best of luck for your retirement."

Good luck Alan and enjoy your retirement.

GOT A SAP ISSUE?

Thank you to all those who have supported the move to our new SAP SRP system, which went live on Friday 1st April. We would like to remind all employees that if you find any errors or have any issues please log a call with the GSC in the usual way, but be sure to state that the issue relates to UK SAP SRP and

provide your business or functional area – this will then be passed to our Project team for resolution.

GSC can be contacted as usual by Phone: 0114 3921234, Email: gsc.europe@cemex.com or Microsoft Teams Chat: Global Service Centre

LONG SERVICE AWARDS

50 YEARS

BARRY WILLIAMS

Halkyn Quarry



From a young age Barry Williams has always had a passion for working with machinery. Phil Brewer, Assistant Quarry Manager, told us: "You can still hear this enthusiasm in his voice as I spoke with him today about his 50 years at Halkyn Quarry."

Before joining the quarry, Barry worked at Hawker Sidley which is now the Airbus plant in Broughton. He then moved on to start an apprenticeship at a Ford main dealer just down the road in Bagillt. In 1972 he started working at Halkyn quarry as a Driver and Fitter. Throughout the years he has kept on expanding his knowledge in engineering attending many residential courses in our various universities. In his spare time Barry enjoys building model railways and travelling in his well looked after motorhome. He also enjoys using and analysing data from vehicle diagnostic tools.

30 YEARS

PAUL MCKIMM

Plant Manager at Blackburn Readymix Plant

25 YEARS

DEBORAH GREGORY

Administrator at Dove Holes

MICHAEL PETTITT

Operative at Brighton Wharf

15 YEARS

LINDA BROWN

Senior Collections Analyst at the Stockton office

JO WRIGHT

Coordinator at Rugby

KARL LANGFORD

Class 1 Driver at Rugby

PATRICK GREGORY

Relief Plant Manager at Hendon Concrete Plant

HANNAH HYSLOP

Specification Manager at Bray

IMOGEN PARSONS

Direct Tax Manager

STEVEN MYCOCK

Multi Skilled Operative at Dove Holes

DARREN CARLTON

Class 2 Driver at Swinderby

ANDREW WALKER

Specification Manager at Fulham Concrete Plant

REBECCA WHITE

HR Business Partner at Durham office

DEREK SHEEHAN

Sales Executive at Datchet

ANDREW POND

Assistant Quarry Manager at Langley

JAMIE JORDAN

Environment Manager at Rugby

AMANDA WALKER

Customer Care Manager at Rugby