



Welcome to UK News 27<sup>th</sup> October 2022  
your weekly update from around CEMEX UK  
View UK News on: [www.cemexuknews.co.uk](http://www.cemexuknews.co.uk)

You can also follow us on our



## HEALTH & SAFETY

### Slips, Trips & Falls – Inside Housekeeping



**WHAT DOES YOUR SITE  
SAY ABOUT YOUR  
STANDARDS?**

Our Slips, Trips & Falls prevention campaign continues in October with a focus on **Inside Housekeeping**.

Site teams are asked to review and improve housekeeping indoors where appropriate, and to look for areas where there is room for improvement.

This week's poster in our new series focuses on – **What does your site say about your standards?** Please display on your workplace notice boards. You can find the poster at the end of this document and in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

Managers can find full details of this Inside Housekeeping – Slips Trips & Falls campaign on the UK News download page, along with the before & after template.

We encourage teams to complete a “hazard spotting” exercise focussed on inside housekeeping and capture any issues via the Near Miss / Hazard Alert system. Identifying any areas where there are particular storage problems and using 5S methodology where appropriate to improve standards. It is also suggested we ensure site inspection schemes include formal housekeeping checks (exterior and interior) at least quarterly.

### Remember: Housekeeping is not a minor issue

- We know our teams work hard and are passionate about what they do.
- However, poor housekeeping can let a site down – it gives the impression of a lack of care and attention and a poor culture.
- Visitors could question the commitment of the team.
- Poor housekeeping can also impact morale and our sense of pride.
- And not only that – poor housekeeping has serious health & safety implications! It creates risks and could cause accidents.

## Let's Continue to 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.

It is 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.

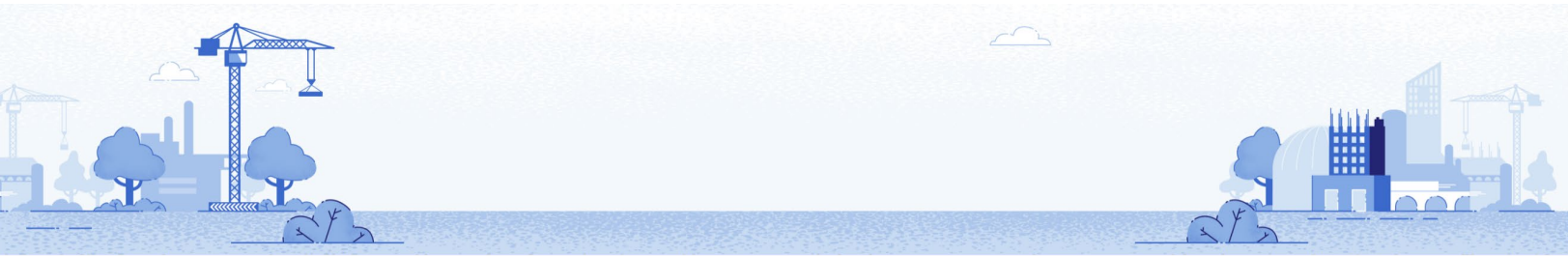
Last week, a webinar was delivered by New Leaf Health. The webinar covered:

- 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 was very well attended and proved to be an excellent introduction to the menopause, as well as a great refresher for some. Key take aways included the ways people can help themselves relieve symptoms through healthy eating and exercise, coping mechanisms and positive behaviours, but most importantly it was great to see CEMEX proactively starting the conversation around menopause.

Due to the level of interest, a further workshop is being arranged, alongside further information to help raise awareness. Please look out in UK News for further updates.

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



## TFL Evaluation Day



The CEMEX Supply Chain team were approached in 2021 by working partners, Loughborough University and Transport for London (TFL), to support the consultation process for the next generation of Direct Vision Standard (DVS) which concludes this month.

The next generation of DVS will focus on future technology that is not only more driver intuitive, but reduces false alarms, has a greater built-in reliability/longevity and gives a better scanned coverage area.

Our long-standing commitment to trialling and implementing next generation safety equipment such as the latest radar Vulnerable Road User detection system made the perfect test facility for Loughborough University

and TFL who are keen to see this type of equipment adopted into the next generation.

On 18<sup>th</sup> October the Tilbury Logistics Operation team were invited to present a vehicle at the TFL offices in London, fitted with the new Radar based system for key stake holders to carry out final testing during live operation of the vehicle.

Tilbury Driver, Darren Wood, supported the testing during the day and raised the CEMEX flag to our dedication towards vehicle safety technology and that of the VRU.

## Coming Soon... Road Safety Week!

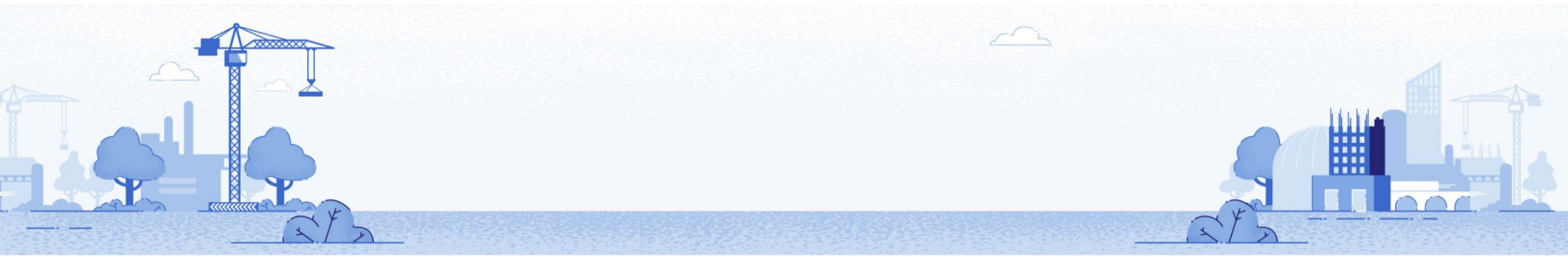


Between 14<sup>th</sup> and 20<sup>th</sup> November we will be supporting Brake and their road safety week which is an important part of our annual road safety calendar.

This year the theme is 'Safe Roads for All' and we will be using this as an opportunity to reflect on what we have achieved in road safety and what we are continuing to focus on in terms of further improvements.

The Supply Chain, Safety and Communications teams are working hard to provide materials to help promote the campaign.

Watch this space for more details coming soon.....







## UK Environmental Briefing - Bundling Bulk Liquids on our Sites



The Sustainability team have created the latest Environmental Briefing highlighting the importance of bunding bulk liquids on our sites, including the legal requirement to provide secondary containment for bulk oil storage and the importance of regular bund integrity checks.

Many sites capture evidence of communication of environmental briefings for the purposes of showing continued training and awareness as part of the CEMEX EMS and, therefore, a form can be used for this purpose. It can be found in the download section of the UK News website: [Environmental briefing communication form \(821 downloads\)](#)

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

You can find the Environmental Briefing at the end of this document and in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

## Latest Earthly Matters Blog



The October 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
- Bird Migration
- Half Term Activities
- Watch, Read, Listen

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

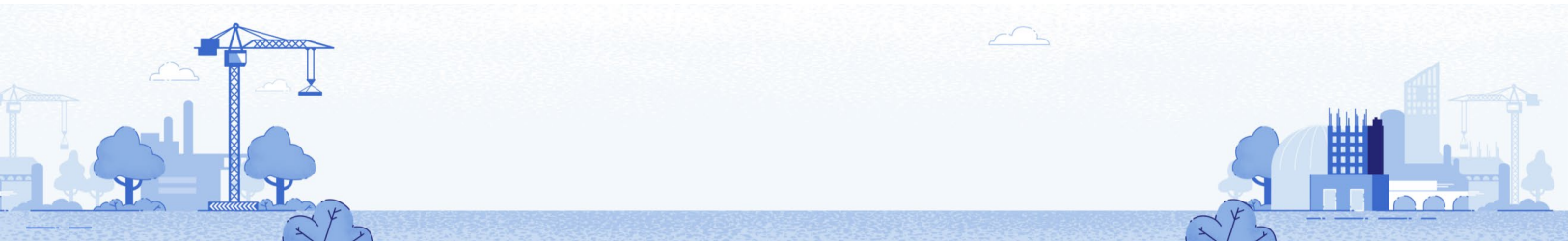
## Future in Action – Summary Poster



A one page poster has been produced to summarise the recent Future in Action Summit. Please keep in a handy place and use as a reference going forward.

You can find the poster summary at the end of this document and in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

Please display on your workplaces notice boards.



## CEMEX Volunteering Pledge and Tree Planting Scheme



**Sign our pledge to participate  
and have a tree planted for you.**  
**Click [here](#) to register in CEMEX UNITE  
or by entering this QR code.**

During the recent Future In Action Summit, a global volunteering effort was launched to encourage employees to sign a pledge whereby they commit to at least one CEMEX UNITE volunteering scheme in 2022 and 2023.

For every pledge, a tree will be planted at selected regional locations in Mexico, Colombia, USA and Spain.

The Global Social Impact team has now launched this awareness campaign with the poster at the end of this document and in the download section of the UK News website:

[www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads), and by clicking on the link [here](#) or scanning the QR code above, you can make your pledge to volunteer and choose at which location you would like a tree planted.

For more information, please contact your local Social Impact team member.



## PROFITABILITY

### 2022 – 2023 Winter Energy Awareness Campaign

**TURN OFF  
BEFORE YOU  
HEAD OFF**



In the latest In the Mix podcast Laurence Dagley, Operational Excellence & Business Development Director – West Europe Materials, explained: “Energy is a big talking point across the country at the moment.

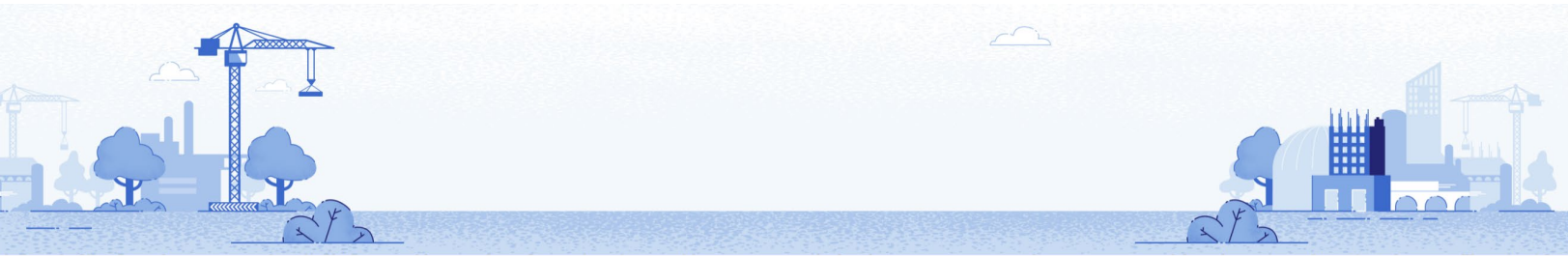
Energy prices have risen significantly due to the conflict in Ukraine which means we have a high price for electricity now, but from everything the market is telling us, we're going to see prices rise ever further – specifically over the winter period.

The government has announced a cap on the price we pay for electricity at home, and as a company we anticipate receiving energy help until April 2023. Beyond that, things are uncertain given recent announcements from the government. This current price crisis means that as a business, CEMEX is looking at what we can do to mitigate its impact, particularly over the winter period.”

The Operational Excellence team have put together a detailed and informative presentation that explains what the energy crisis is, what it means for CEMEX and what we must all be doing to help.

Please click this SWAY link [here](#) to read the presentation.

If you would like to receive advance notice of potential TRIAD warnings or if you have any questions, please contact any member of the EXCEED Operational Excellence team.





## EMPLOYEES

### 2022 Employee Survey Coming Soon....



Our new Workforce Engagement (WE'X) Survey is coming soon so put a reminder in your diary.

The survey launches on **Tuesday 1<sup>st</sup> November** and closes 22<sup>nd</sup> November. This is your opportunity to feedback about your experience of working for the company.

The survey will be completely on-line and is totally confidential. It is administered by a third-party company called Perceptyx, totally separate to CEMEX.

All employees in CEMEX UK will be sent an invitation to complete the survey – either via your CEMEX email or by post for those with no CEMEX email address. It will be accessed by email, QR code, and URL via any smart device or computer.

Workforce experience is every interaction between our workforce and CEMEX, encompassing the interpersonal, physical, organizational, and digital work environment.

Without your views CEMEX can't change for the better. Listening to what you have to say about our company's culture and taking action based on your feedback has always been important for CEMEX. Your participation in this WE'X 2022 Survey is key to helping us better understand your present needs to improve your day-to-day work at our company.

**Look out for your email with direct link from Perceptyx or letter with the QR code and let your voice be heard!**

### Goodbye to Carl Platt

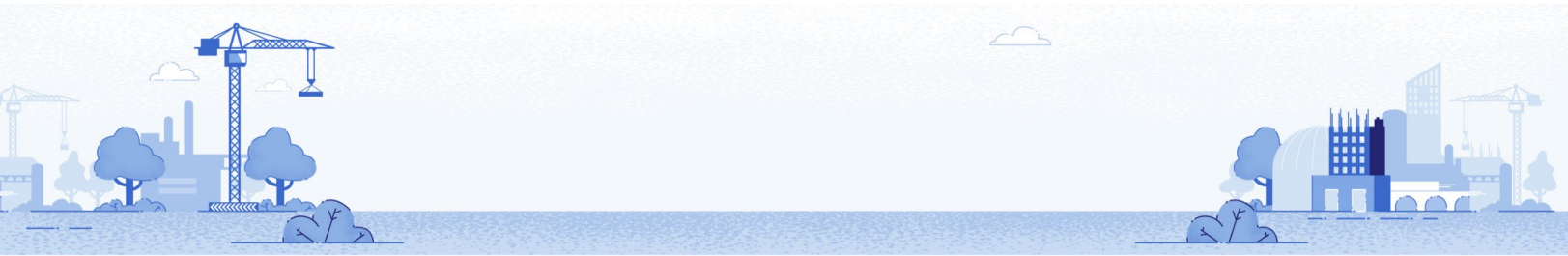


This week we say goodbye to Carl Platt, who is leaving CEMEX to move on to pastures new.

Carl has been at CEMEX for over 30 years, after joining the company when he was just 16! He started in the Accounts department at Rugby, before moving to Southam as Sales Office Administrator. Carl has progressed through a number of roles including Sales Manager in the Sheffield area, Commercial Director for UK Cement and VP for Concrete Products and Cement Commercial, before becoming Director of Asphalt, Paving and Building Products for Europe.

Additionally, in recent years Carl has led the business through the challenges of the COVID-19 Pandemic as head of the Coronavirus RRT, and Chair of the UK Health & Safety committee.

Carl has been an important part of CEMEX for many years, and we are all sad to see him leave, but wish him the very best for the future!





## Proposed Pension Changes Seminar



In mid-September you received a letter with regards to a proposed change to your pension. These proposed changes relate to the DC section of the CEMEX UK Pension Fund and the Money Purchase Pension Scheme.

Enclosed with the letter was a 'proposal guide' and a 'questions and answers' document.

In the proposal guide there was a link to a Standard Life website which contains more information on the consultation. <https://workplace.standardlifepensions.com/cemex-transfer>

Earlier in October, Standard Life have delivered four Webinars. If you were unable to attend you can access a recording of the Webinar by clicking here: <https://jwp.io/s/p6vU2Hir>

If you have any questions you can send an email to: [gb.pensions@cemex.com](mailto:gb.pensions@cemex.com)

## Congratulations Dave and Tom



Congratulations to Captain Dave Pearson, and Master in Training, Tom Breen, for passing their exams for a Pilotage Exemption Certificate. This will allow them to bring the CEMEX Go Innovation into the Port of Southampton without using the services of a Marine Pilot which would otherwise be compulsory.

They have had to learn the geography of the port and it's approaches in great detail, together with the applicable regulations and bylaws, then demonstrate this local knowledge in practical assessments on board the ship and in an oral exam with the Harbour Master and a Senior Pilot.

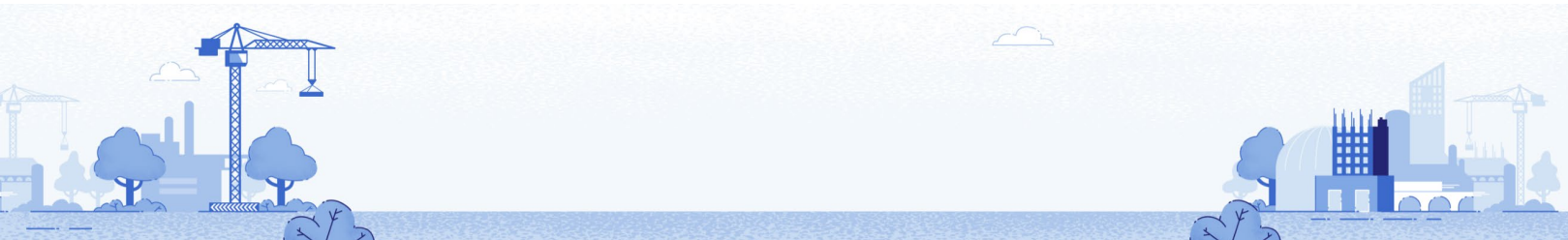
Holding the Pilotage Exemption Certificate will benefit the company in terms of safety, flexibility, and cost saving by eliminating the potentially hazardous transfer of pilots from pilot boat to the ship, ensuring the ship is free to arrive and depart from the berth without having to pre-book pilots (we have had a few occasions when the ship has been delayed due to lack of pilot availability), and reducing port costs.

## One CEMEX in UK Marine



Recently, the first of two UK Marine Senior Officers meetings took place and was an opportunity for everyone to get together face to face to discuss Health & Safety, and update everyone on all things environmental, operational, commercial and logistics, new legislation, projects, business updates and developments.

Kurt Cowdery, CEMEX UK Marine, commented: "It's an opportunity for us to get together face to face, thank our crews and further build the One CEMEX mentality within Marine. Well done to all involved. We had great engagement, participation, and presentations."



## Future Disruption Due to Rail Strikes



The RMT Union have announced three days of strike action on Saturday 5<sup>th</sup>, Monday 7<sup>th</sup> and Wednesday 9<sup>th</sup> November.

This will affect a number of rail operating companies, including Network Rail, and is likely to cause severe disruption.

In a separate dispute, RMT rail workers at London Underground and London Overground will also strike on Thursday 3<sup>rd</sup> November.

The Supply Chain team is working hard to mitigate the impact to our operations wherever possible and is in contact with the relevant business areas around this.

However, for employees who are planning to use the rail or London Underground network for travel w/c 31<sup>st</sup> November, for instance for meetings or training, it is worth exploring alternative methods of transport or potentially rescheduling.

You can read more about the planned strike here: <https://www.bbc.co.uk/news/business-61634959>

## Fantastic Factory Visit



The Logistics HGV Driver Apprentices visited the DAF Truck Assembly Plant in Leyland to see how our trucks are designed, tested, and built.

The 710,000 sq. ft assembly plant employs over 1,000 people with a current build rate of over 88 truck per day – destined for the UK, Europe, and worldwide markets.

The CEMEX team experienced the production line at full capacity producing the latest models of trucks and a full guided tour of the factory was given, seeing a truck assembled from parts arriving at one end to driving off the line. The Apprentices witnessed how closely the production teams had to work on the line to achieve the continuous flow along the moving line and the advanced quality control involved and like CEMEX going home safely was central to their operation.

The team at DAF were impressed with CEMEX commitment to train young drivers and we had great feedback from our apprentices on how informative and enjoyable the experience had been.





## Long Service Congratulations for Anelli



Congratulations and best wishes to Anelli Gilbert for reaching 15 years long service with CEMEX UK this week. Anelli is a Sustainability Manager.

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

## Competition Law Training



Colleagues across CEMEX UK have recently completed online training in Competition Law delivered by Vish Puri (UK Legal Director and Data Protection Officer). You can find a copy of the presentation, Q&A from the training session together with access to materials for training given to the business in the past, on the UK Legal Yammer site [here](#) or by getting in touch with Vish or another member of the UK Legal team.

A recording of the session can be found [here](#). This training will be extended to others before the end of this year with further sessions aimed specifically at those working in customer sales roles.

## Ghoulishly Good Deals this Half Term

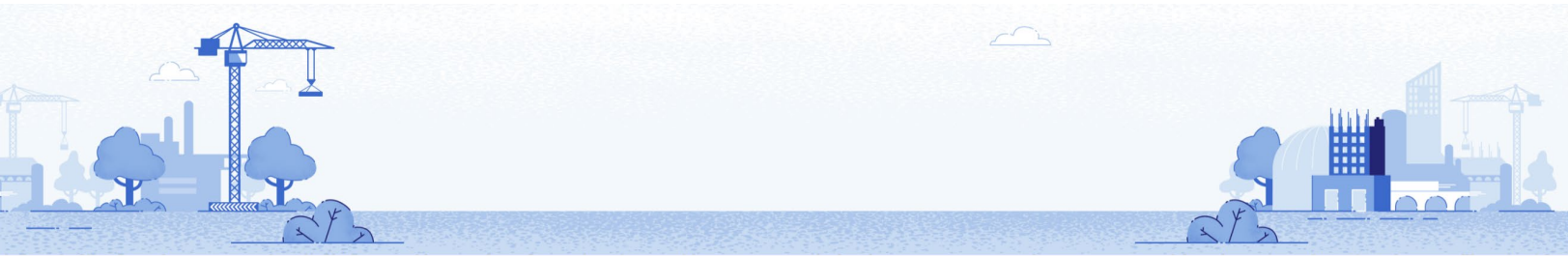


Have a Halloween to remember this year with some fangtastic savings on days out. You can find details of the Ghoulishly Good Deals on the poster at the end of this document and in the download section of the UK News website: <https://www.cemexuknews.co.uk/downloads>

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

You can also check out some explosive deals as Firework Frenzy week is coming! From 31<sup>st</sup> October until 6<sup>th</sup> November 2022 you can make explosive additional savings at 15 retailers. It is the perfect time to stock up on eVouchers to boost your savings this Black Friday (25<sup>th</sup> November) and in the run up to the festive period! Click [here](#) for more.

Please display the poster on office notice boards.



## New UK Registered Office Address



From 31<sup>st</sup> October 2022 our registered office address for the CEMEX UK group of companies will change to our new office at Binley.

– CEMEX House, Binley Business Park, Harry Weston Road, Coventry CV3 2TY

If it would be helpful to customers, vendors or other third parties for you to include details about the change in

registered office in your Email Signature, please refer to the instructions below. If you currently have the Rugby office address as part of your Email Signature, please also include these details.

To update your Email Signature

1. Open Outlook
2. File
3. Options (bottom right)
4. Select Mail from left hand list
5. Click 'Signatures' button
6. Select 'E-mail Signature' tab
7. In 'Edit Signature' box, below your name and contact details, paste the text (in bold print and italics): ***With effect from 31<sup>st</sup> October 2022, the registered office address for the CEMEX UK group of companies will be CEMEX House, Binley Business Park, Harry Weston Road, Coventry CV3 2TY***
8. OK

Please note that the post code CV3 2TY has very recently been issued for the Binley office, so for the short term it is best to use the original post code of CV3 2TT to find the office using satnav.

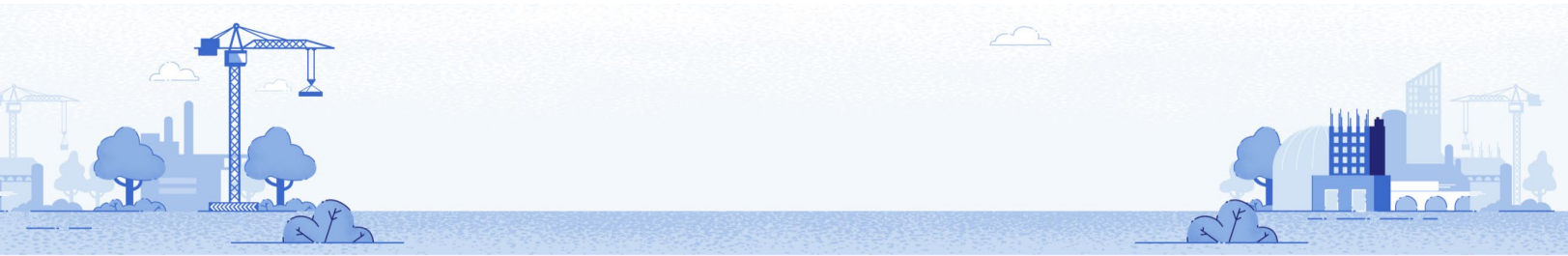
## Nominate A Colleague



Do you have a colleague who you think deserves a Thanks For Your Effort Award?

You can nominate any colleague you think has gone above and beyond their day job and demonstrated any of the CEMEX values.

Please email: [gb-hrplanning@cemex.com](mailto:gb-hrplanning@cemex.com) for a nomination form or use the form on the UK News website: [www.cemexuknews.co.uk](http://www.cemexuknews.co.uk)



## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
310-10-2022	Plant & Field Technician	Materials – Quality & Product Technology	Witney	31/10/2022
311-10-2022	Sales Executive	Urbanisation Solutions – Admixtures	South East	21/11/2022
312-10-2022	Feasibility CAPEX & Studies Specialist	Projects	Binley Head Office or Madrid Head Office	07/11/2022
313-10-2022	Technical Manager Laboratories	Materials – Quality & Product Technology	Southam	08/11/2022
314-10-2022	Automated Laboratory Supervisor	Cement – Operations	Rugby Cement Plant	08/11/2022
315-10-2022	Multiskilled Operative	Materials – Aggregates	Dove Holes Quarry	09/11/2022
316-10-2022	Multiskilled Operative	Materials – Aggregates	Angerstein Wharf	09/11/2022
317-10-2022	Operator/Maintainer (Days)	Cement Operations	Rugby Cement Plant	09/11/2022

### We would love to hear from you for the next edition

To send us a story: either click on 'submit a story' on the UK News website or email [gb-communicationsandpublicaffairs@cemex.com](mailto:gb-communicationsandpublicaffairs@cemex.com)

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

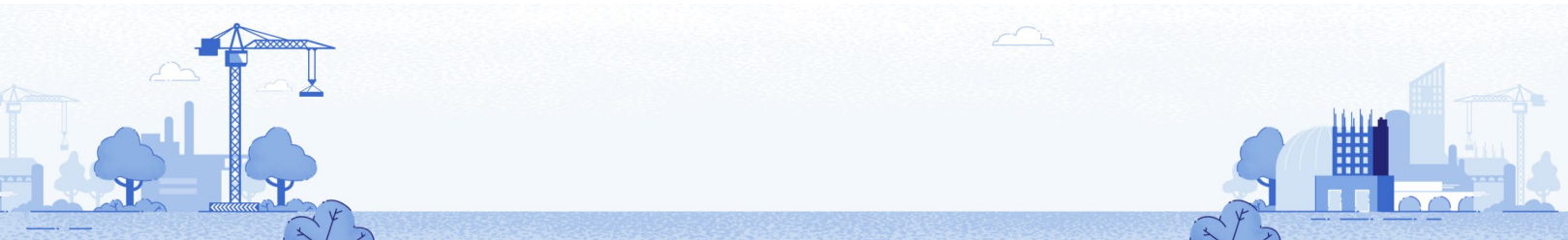
### Employee Assistance Programme

Free, confidential support and counselling available for all employees

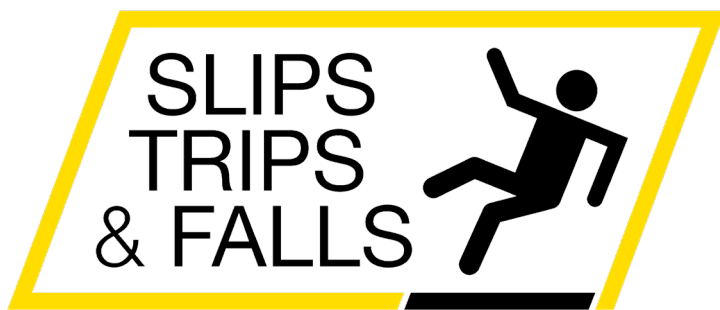
If you're worried about a work, family or personal issue then the Employee Assistance Programme can help, 24/7.

Support with everything from consumer rights to bereavement, depression & anxiety to childcare.

Visit [www.lifestyle-support.co.uk](http://www.lifestyle-support.co.uk) (username: cemex / password: cemex) or call 0808 1682143







# WHAT DOES YOUR SITE SAY ABOUT YOUR STANDARDS?

Poor housekeeping lets a site down – it shows lack of care and attention and poorly reflects our culture. Would you want your house to look like this?

It also creates risks and could cause accidents.

Take a walk around your buildings & offices and see how many hazards you spot. Take care of others by taking care of your site.



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## KEEP STANDARDS HIGH AND STAY SAFE

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# ENVIRONMENTAL BRIEFING

## Bunds and Bunding

### Overview

A bund is a secondary containment system which is designed to capture any leaks or spillages from a primary container such as a storage tank or drum. A bund is impermeable and designed to ensure that any liquid escaping from the primary container is retained in the bund and prevented from spilling onto site or escaping to the environment.

It is recommended to have secondary containment for all hazardous liquid storage as their uncontrolled release may cause environmental damage and create a hazardous working environment. If you have a pollution incident you can be prosecuted, face an unlimited fine and be liable for all clean-up costs under the polluter pays principle.

However as with a lot of environmental issues there are also legal requirements for bunding. The [Control of Pollution \(Oil Storage\) Regulations](#) makes it a legal requirement in the UK to have adequate secondary containment on any external oil storage over 200 litres.

Bunds should be of sufficient size to hold 110% of the largest container within the bund or 25% of the total of all the containers stored. Wherever possible pipes and cables should be run over bund walls and not through the bund walls or floor. If penetrations are unavoidable it is essential to ensure they have a watertight seal installed around the pipe/cable, and the sealant material must be resistant to the product stored in the bund.



To prevent rainwater entering a bund and reducing its capacity it is preferable to install a roof above the bund. Where it is not possible to cover a bund it is imperative an appropriate maintenance regime is in place.



Effective bunds will collect and contain anything which falls inside them, not only the liquid they are designed to capture but also unwanted material such as rainwater. If a bund is not maintained properly the unwanted build-up could reduce the capacity of the bund and may cause it to fall below the capacity requirements. Rainwater and other debris should be removed regularly.

When removing substances from a bund it is essential to test for contamination before they are disposed of. If they are contaminated they will need to be disposed of in line with waste regulations. Contamination levels can be very low and still require treating as hazardous waste, for example the threshold for oils can be as little as 0.1%.

As well as regular rainwater removal, periodic checks should be undertaken assessing the condition of the bund walls and floor. If any defects are found it is essential they are repaired as soon as possible to prevent the problems from becoming worse, as even hairline cracks will provide a pathway for liquids to escape the bund and any structural issues can significantly weaken the strength of the bund walls. Defective bunding can be as bad, if not worse, than no bunding, as it can mask leaks and gives a false sense of security. Over time chemicals/oil leaching out of bunds can go unnoticed and lead to serious ground and groundwater contamination. If bunds have developed cracks they will need to be repaired to ensure the bund is not only watertight but retains the structural integrity to withstand a catastrophic failure.

### Key Points

1. All liquids with potential to cause environmental harm including oils, acids and admixtures should have secondary containment (even milk can cause harm!)
2. Wherever possible bunds should be covered to prevent rainwater ingress
3. Bunds require regular inspection
4. Bunds must be kept clean to ensure that the capacity is not reduced
5. Any leaks, cracks or other damage should be repaired as soon as possible



# THE EVOLUTION OF FUTURE IN ACTION

## FUTURE IN ACTION

Future in Action is CEMEX's program to achieve **sustainable excellence** through **climate action, circularity,** and **natural resource management** with the primary objective of becoming a **net-zero CO<sub>2</sub> company**.

### Sustainable Products & Solutions



We offer products that help our customers reduce the environmental footprint of their projects.

Vertua's initial launch included our first net-zero CO<sub>2</sub> concrete, as well as lower carbon cements, concretes, aggregates and admixtures.

The Vertua brand has evolved to an extensive family of products with other sustainable attributes like energy efficiency, water conservation, use of recycled materials, and enablement of design optimization.

### Decarbonizing our Operations



We are evolving our production process to reduce its carbon footprint every step of the way.

There are four main levers to reduce CO<sub>2</sub> in our cement operations:

- Alternative fuels with high biomass content
- Reducing clinker factor in cement
- Thermal efficiency in our kilns
- Decarbonated raw materials

We also are taking action to increase clean electricity consumption and reducing our transport and logistics emissions.

### Circular Economy



CEMEX consumes and recycles waste in its operations, mitigating one of society's greatest challenges and contributing to a circular economy.

By using waste as alternative fuels and raw materials, CEMEX lowers its carbon emissions and manufactures sustainable products with a lower carbon footprint.

### Water & Biodiversity



We are committed to having a positive impact on nature through preservation, restoration, and biodiversity enhancement efforts throughout our value chain.

The preservation of water, humanity's most precious resource, is a top priority. We are reducing the use of fresh water in our operations, and implementing sustainable water management processes.

### Innovation & Partnerships



To achieve carbon neutrality, we are investing in breakthrough technologies by collaborating with other industries and companies that are at the forefront of:

- Carbon Capture, Utilization, and Storage (CCUS)
- Electrification
- Hydrogen injection
- Solar heat

We are actively exploring these and many other technologies that contribute to reaching net-zero carbon emissions by 2050.

### Promoting a Green Economy



CEMEX is committed to actively promoting the adoption of a regulatory framework that enables more sustainable construction practices and a greener, more circular economy.

We assist a just transition by including all stakeholders from employees to neighboring communities in our evolution towards a green economy.

## The Evolution of Future in Action under five minutes

A quick recap of our achievements and goals on our path to carbon neutrality.

[WATCH THE VIDEO](#)



# VOLUNTEER TO BUILD A BETTER FUTURE TOGETHER



Sign our pledge to participate  
and have a tree planted for you.  
Click [here](#) to register in CEMEX UNITE  
or by entering this QR code.





EMPLOYEE BENEFITS PLATFORM

# GHOULISHLY GOOD DEALS

Have a Halloween to remember with  
fangtastic savings on days out.



Nothing caught your eye?  
Pick from thousands of other great deals on your platform.

Want to find out more?  
Visit: [www.cemexlifestyle.co.uk](http://www.cemexlifestyle.co.uk)  
Call: 01908 303531



T&Cs apply.  
Visit your benefits website for details.