



# UK NEWS



Welcome to UK News 3<sup>rd</sup> November 2022

your weekly update from around CEMEX UK

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## HEALTH & SAFETY

### Celebrating LTI Milestones



Many congratulations to the following teams for their fantastic LTI milestones:

- The team at Southam quarry has achieved 19 years LTI free.
- The team in Supply Chain Rail, they have achieved five years LTI and TRI free.
- UK Marine have achieved three years TRI and LTI free.
- Building Products Rail, UK who achieved six years LTI free.

Well done to everyone involved in these fantastic achievements. These milestones don't happen by chance... it takes continued effort, dedication, and commitment every single day.

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.

### Slips, Trips & Falls – Inside Housekeeping



**THE JOB ISN'T FINISHED  
UNLESS IT'S LEFT TIDY**

Our Slips, Trips & Falls prevention campaign continues with our 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 – **The job isn't finished unless it's left tidy.**

Keeping our sites clear of hazards is an important part of doing a good job and looking out for others.

Work areas should be kept tidy/organised at all times. When finishing a task and at the end of the day, take a look around and make sure all inside housekeeping is in order.



Please display the poster on your workplace notice boards. It can be found 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.

### **Flu Jab and COVID Booster Reminder**



Everyone in England aged over 50 is now able to book their COVID booster. Over 50s in Wales and Northern Ireland are already eligible for jabs. The Scottish government says that it will begin inviting 50 to 64 year olds soon.

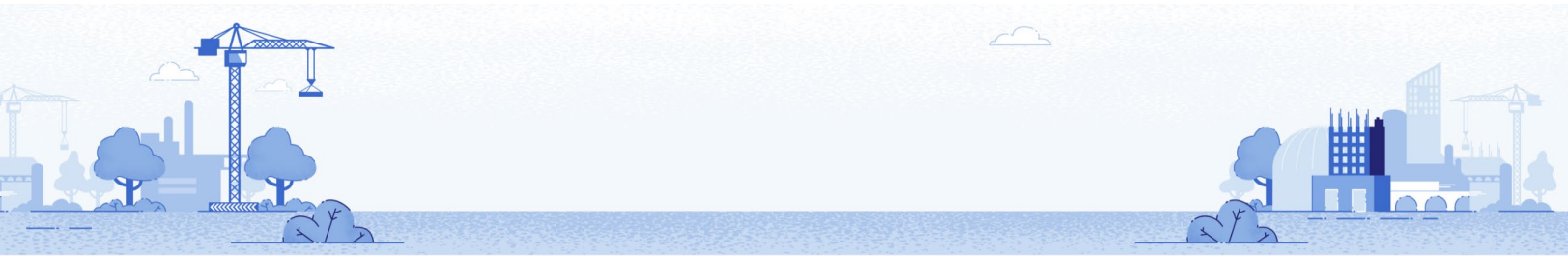
We encourage everyone eligible for the COVID booster to get their boosters and also everyone to book their flu jabs. If you want to have both jabs at the same time, NHS England says you can ask during your first appointment, although it may not be possible.

The flu vaccination is important because:

- while flu is unpleasant for most people, it can be dangerous and even life threatening for some people, particularly those with certain health conditions
- more people are likely to get flu this winter as fewer people will have built up natural immunity to it during the COVID-19 pandemic
- if you get flu and COVID-19 at the same time, research shows you're more likely to be seriously ill. By getting the flu vaccine, you reduce the risk of becoming a burden on the already overstretched NHS.
- 

You can have the NHS flu vaccine at:

- your GP surgery
- a pharmacy offering the service – if you're aged 18 or over
- some maternity services if you're pregnant



As usual, CEMEX will reimburse the cost of the vaccination for those that are not entitled to a free jab.

All that employees have to do is provide their Line Manager with an itemised receipt and they will arrange for you to be reimbursed the cost of up to a maximum of £20.

*Note for Managers: Requests for reimbursement should be sent to the HR Admin team on 'gb-hrcentraladmin@cemex.com'*



## CUSTOMER CENTRICITY

### Mind your Ps and Qs



#### **Introduction of a wider range of more sustainable factory produced blended cements**

*As our business evolves to follow our roadmap to net zero and achieve our Future In Action objectives, employees and customers will see an ever-growing list of carefully controlled, 'Factory Produced Blended Cements'. **To help us all with the changes Richard Boulton, Commercial Technical Manager for Cement, talks through the updates to the cement product range:***

The latest addition to the CEMEX portfolio is our CEMSTONE bulk product and later this year packed Rugby High Strength will change in composition to include less clinker but maintain the same strength performance levels.

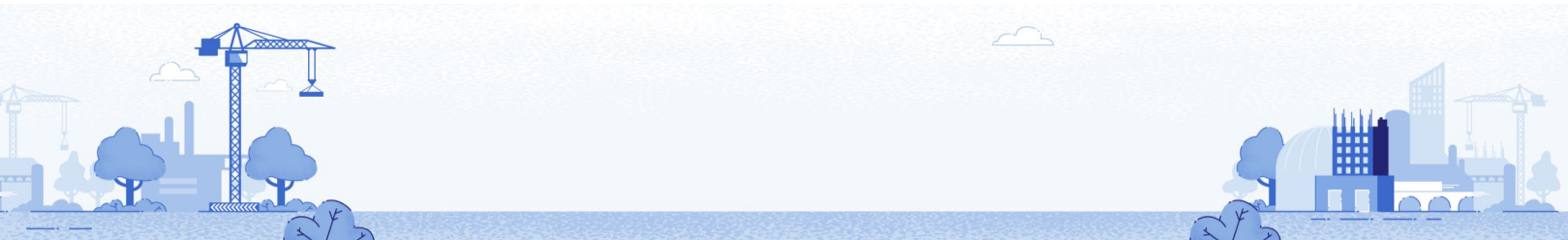
On this journey some of the technical jargon will also change and we will need to be careful over the type of language we use when referring to products.

The obvious way to be clear on what is being referred to is to use the 'brand' name, which should be reflected in the Product Description field of our despatch and invoice documentation. For example, our portfolio of bulk cement products is currently CEMEX Portland, CEMEX Extra and CEMEX Cemstone and our packed cement range (bearing the Rugby brand) is Rugby Premium, Rugby Sulfate, Rugby High Strength and Rugby White. More information on these products and their key benefits can be found at [www.cemex.co.uk/cement-products](http://www.cemex.co.uk/cement-products)

Often, we hear expressions such as CEMI and CEMII to describe these products with each one having its own proper technical description. And with more and more products on the way it is worth examining this naming convention in a little more detail.

The background to these strange descriptions lies within the Product Standard for Cement, "BS EN 197-1 Cement, Part 1 – Composition, Specifications and Conformity Criteria for Common Cements".

Currently the standard contains technical descriptions for 27 'common cements' although only a few are actually manufactured currently in the UK. Last year a further part of the standard (BS EN 197-5)





was published which lists a further five possible 'common cements' although their use will only be allowed in structural concrete the UK in 2023 when the concrete standard is changed.

Currently cements are grouped into six types denoted by the word CEM followed by Roman Numerals (and not ordinary numbers):

- CEMI Portland cement
- CEMII Portland-composite cement
- CEMIII Blast furnace cement
- CEMIV Pozzolanic cement
- CEMV Composite cement

and now following the introduction of BS EN197-5:

- CEMVI Composite cement

### **Are you still with me?**

CEMI is pretty straightforward as while all of these cements are allowed to contain a small amount of 'Minor Additional Constituent' it is made predominantly from clinker, the hard granular material manufactured in our kilns. However, as the types of materials (known as additions) that are allowed to be used to manufacture the other 'blended cements' (CEMII to CEM VI) are numerous there is a further layer of complexity used to describe in simple terms these other additions which in order are:

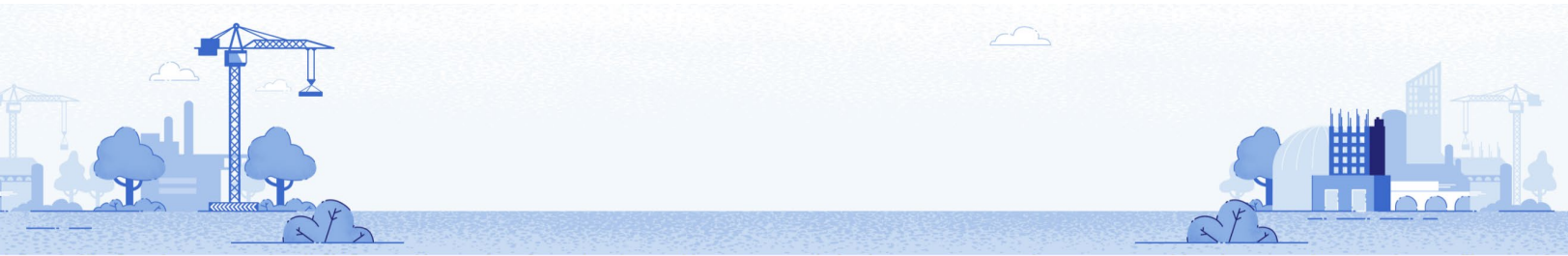
- Blast furnace slag (a by-product of steel production) denoted as S
- Silica fume (a by-product of silicon and ferrosilicon alloy production) denoted as D
- Natural pozzolana (a material found in quarries around Europe and worldwide which has reactive properties rather like cement often formed through volcanic activity) denoted as P
- Natural calcined pozzolana (often clays that have been pyro-processed in kilns) denoted as Q
- Siliceous fly ash (a by-product of burning the hard coals prevalent in Europe) denoted as V
- Calcareous fly ash (a by-product of burning coals containing a higher amount of calcium) denoted as W
- Burnt shale (a by-product of burning oil bearing rocks for fuel) denoted as T
- Limestone (a carbonaceous rock abundant in the Earth's crust formed from the shells of ancient sea creatures) denoted as L or LL

Using this list of 'additions' the full technical description of any of the 'common cements' can be built up (refer to Table 1 in BS EN197-1 or BS EN 197-5). For example, in our case:

CEMEX EXTRA has the notation CEMII/B-V which means it is a Portland-composite cement containing 65-79% clinker (the meaning of the B here) and the addition being siliceous fly ash i.e., a Portland-fly ash cement

and

CEMEX CEMSTONE has the notation CEMII/A-LL which means it is a Portland-composite cement containing 80-94% (the meaning of the A here) and the addition being limestone i.e., a Portland-limestone cement



You can see then that simply referring to CEMII could end up with confusion over which product is being described. The full correct notation includes a sequence at the end to describe the strength class tested in a standard mortar at 28-days, and a letter to denote whether the early strength is 'Normal' (N) or 'Rapid' (R).

So, in the example above CEMEX EXTRA in full is BS EN 197-1 CEMII/B-V 42,5N Portland fly-ash cement, meaning its strength is between 42.5MPa and 62.5MPa at 28-days and it has a 'normal' early strength and CEMEX CEMSTONE is BS EN 197-1 CEMII/A-L 52,5N Portland limestone cement, meaning its strength is above 52.5MPa at 28-days. Note the use of a comma instead of a decimal point in the strength class, this is 'Euro speak'.

At some point in the future, you are quite likely to see CEMII/C-M (Q-L) 42,5N or CEMVI/S-L 32,5R products in production. Answers on a postcard please if anyone can let me know the full description, constituent materials and cement type for these two products....

So, there you have it, cement naming convention in a nutshell. As technical descriptions are a bit of a mouthful, for our day-to-day business it is probably worth simply referring to the Brand Names given above and in the table as these are unique to each product, and this will avoid confusion. It's probably worth a check to see if this can be improved in your local systems and procedures. If, however, colleagues and customers start talking about CEMI's and CEMII's please make sure they are using the correct form in full before you decide which product it is they are actually referring to.

	Unique Brand Name	Full BS EN 197-1 Technical Specification	BS EN197-1 Description
Bulk Products	CEMEX Portland	CEMI 52,5N	Portland cement
	CEMEX Extra	CEMII/B-V 42,5N	Portland-fly ash cement
	CEMEX Cemstone	CEMII/A-L 52,5N	Portland-limestone cement
Packed Products	Rugby Premium	CEMII/A-L 32,5R	Portland-limestone cement
	Rugby High Strength	CEMII/A-L 52,5N*	Portland-limestone cement*
	Rugby Sulfate	CEMII/B-V 42,5N	Portland-fly ash cement
	Rugby White	CEMI 52,5R	Portland cement (white)
	* from Q4 2022		

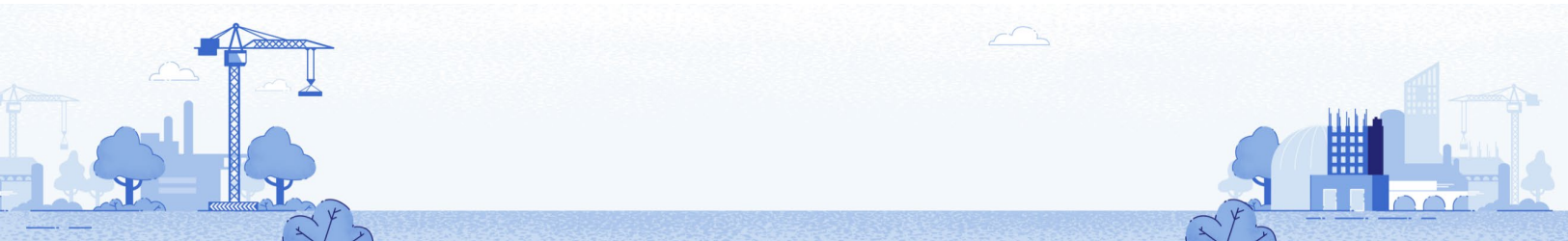
## CEMEX Go Video to Share



CEMEX UK is currently rolling out paperless deliveries across three business areas (Readymix, Aggregates and Packed Cement).

Paperless is a global initiative that aims to eliminate the use of paper in our delivery tickets and invoicing process.

You can find out all about our paperless services [here](#) where we share some additional information and User Guides on our website.



Over the next few months we will also be sharing our CEMEX Go - Paperless Ticket and Invoicing YouTube video on our CEMEX UK social media platforms.

Please reshare on your own social media platforms and check out our YouTube video here:  
[https://youtu.be/lK\\_xzVZv8o](https://youtu.be/lK_xzVZv8o)

## High Performance Service



High Performance Concrete... High Performance Service!

Last week Durham plant completed three pours for T R Civil Engineering Ltd into County Durham – delivering a total of 220m3 CEMEX's MicroTech MF.

CEMEX MicroTech is designed to produce a high performance Concrete with exceptional levels of durability in the harshest of environments – perfect for this Waste Transfer Station.

We combined with Fibre Concrete Solutions and Sika, adding FCS's Nexus Structural Fibres and Sika's SikaFume to produce the perfect product for our returning customer and their client.

Tony Coleman, Sales Executive (Readymix), commented on LinkedIn: "Terrific job by the North East team to get this on the road early doors and completed by lunch time with constant service throughout!"

While on site Tony caught up with T R Civil Engineering's Site Manager who was live tracking the deliveries on his mobile phone using CEMEX Go. This gave him the perfect platform for effective time management, with real time information on deliveries and 100% transparency.



## FUTURE IN ACTION

### Tackling "Zombie Battery" Fires

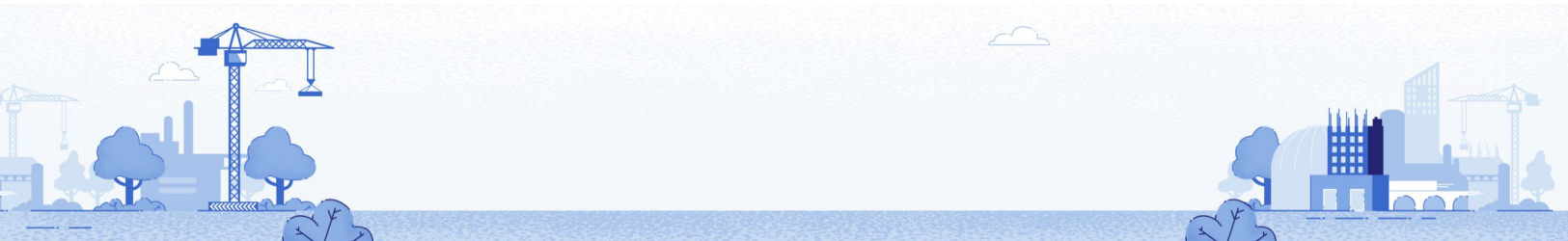


CEMEX is supporting our Climafuel suppliers by raising awareness of the **Take Charge campaign** aiming to tackle the serious problem of recycling and waste fires caused by carelessly discarded "zombie batteries".

Did you know, fires caused by batteries are one of the biggest risks faced by recycling companies?

The campaign urges consumers across the UK to recycle batteries responsibly by using specialist battery and electrical device recycling services, and reminds the public to never throw batteries away alongside general rubbish or other recycling by highlighting the fire risk.

Dead batteries thrown away with other waste and recycling are likely to be crushed or punctured once the waste is collected and processed. Some battery types can ignite or even explode when they're damaged in waste collection and treatment





processes. Once this happens, the batteries can set fire to other materials present in the waste like paper and card, leading to serious incidents that can put lives at risk and take days to extinguish.

Although safe to use normally, lithium-ion batteries are particularly prone to causing fires or explosions if they are not recycled properly. These batteries are most commonly found in products like laptops, tablets, mobile phones, radio-controlled toys, Bluetooth devices, shavers, electric toothbrushes, power tools, scooters and even e-cigarettes.

The following link shows some video footage of fires caused by batteries:

<https://www.youtube.com/watch?v=gnVIBXNw7Fc&t=32s>

For further Take Charge campaign information click [here](#).

We have shared a 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). Please display on your workplace notice boards.

## The Problem with Pumpkins!



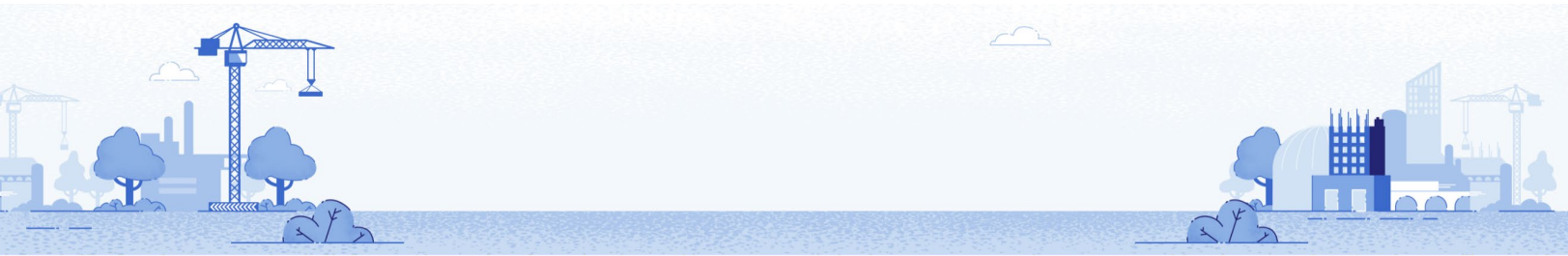
With Halloween just behind us we would like to gently remind people that pumpkins should not be left in the park once the festivities have concluded, nor indeed any green space.

Over recent years we have seen an increase in social media posts encouraging people to feed wildlife with left over pumpkins as well as an increase in the amount left within the park. Whilst, of course, they are left with the best of intentions, such actions pose a very real threat to wildlife. Any food item that is not part of a natural diet has

the potential to cause harm in a variety of ways, however, more specifically pumpkins are extremely problematic for the already threatened hedgehog.

Hedgehogs have to lay down considerable fat deposits in order to survive hibernation and unfortunately pumpkin acts as a laxative which results in a loss of condition. A loss of condition at this time of the year is extremely unlikely to be reversed, especially in hoglets, often leading to death during hibernation.

Pumpkins also pose a significant choking hazard for our wild ponies! If you have left over pumpkins you might what to consider offering them to a local animal rescue centre or alternatively leave them in a high location in your garden for birds and squirrels to enjoy for a few days, though remember to remove them before they begin to rot!



[illegible]

We have shared the poster at the end of this document and you can also find it in the download section of the UK News website:  
[www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

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

## EMPLOYEES

WE'X SURVEY 2022

Contribute to design a great work experience by participating in our **SURVEY**.

**SURVEY WILL BE OPEN FROM NOVEMBER 1ST TO 22ND.**

Thank you for participating!

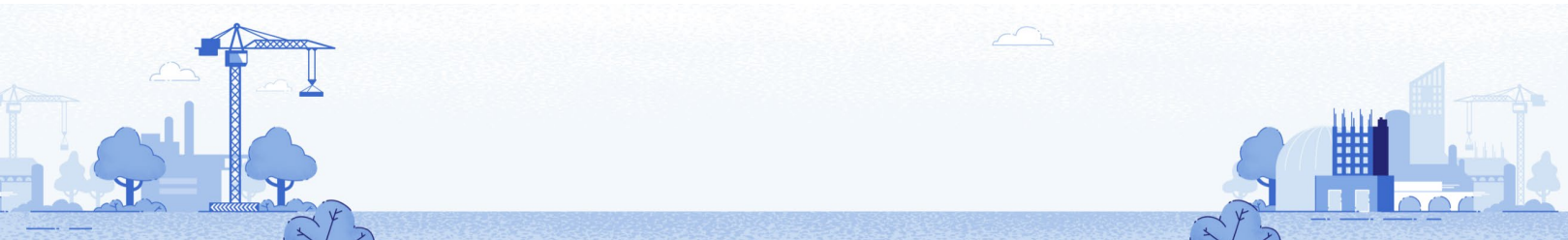
**Take the survey!**

*It's just a few minutes!*

A graphic with a blue background and a large white circle. At the top, the text 'WE'X SURVEY 2022' is displayed in white. Below this, an orange rectangular box contains the text 'Contribute to design a great work experience by participating in our SURVEY.' in white. To the left of the text in the orange box is a QR code. Below the orange box, the text 'SURVEY WILL BE OPEN FROM NOVEMBER 1ST TO 22ND.' is written in white. Further down, the text 'Thank you for participating!' is shown in white. Below that, a green rectangular box contains the text 'Take the survey!' in white. At the bottom, the text 'It's just a few minutes!' is written in white.

- The link in your email from Perceptyx
- The QR code in the poster at the end of this document and on the UK News download page: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)
- Or, click this link: [www.perceptyx.com/cemex](http://www.perceptyx.com/cemex)

This year's survey defines four pillars:





- Feeling I belong
- Enabling my Work
- Trusting my Leaders
- Building my future

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.

**It's time to share your thoughts about your experiences, let us know what is being done well and where there are opportunities for improvements within CEMEX.**

**Note: when inputting your employee number into the online survey, remove the '0' at the start if you have any issues and this should then work.**

## HR Evolution

### Human Resources Evolution

***A message from Derek O'Donnell, Regional Vice President Human Resources CEMEX EMEA***

In the continuous endeavor of improving our processes through innovation and the lever-age of new digital technologies, CEMEX has partnered with TATA Consultancy Services (TCS) in the Human Resources Evolution project (HR Evolution), part of the Working Smarter initiative.

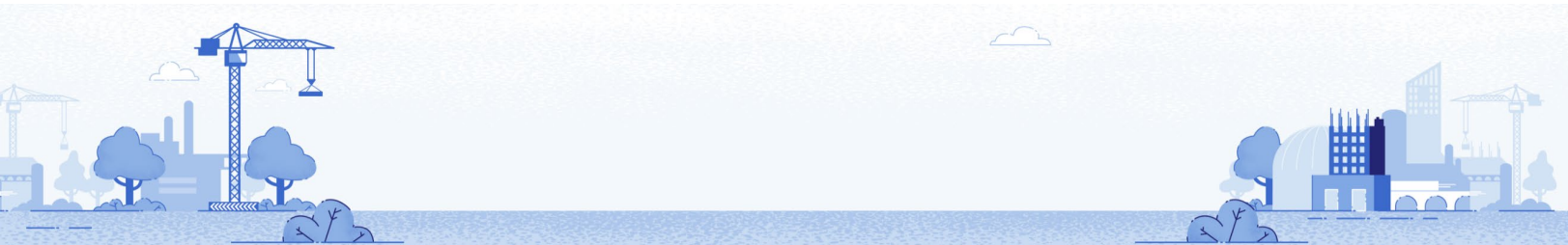
HR Evolution has been designed with the purpose of gaining in flexibility and agility, enabling operational excellence, and achieving a superior workforce experience for all employees. It impacts several functions such as Payroll, and other HR activities through the incorporation of a global digital environment supported by platforms and services such as EY Interact Payroll, SuccessFactors and Helpdesk. All these integrating an innovative technology, ServiceNow, that will allow to speed the process for the intake and resolution of requests.

HR Evolution will be launched at different speeds and with distinctive features in each country and for each area. It has already achieved important milestones, mainly the transfer of several HR processes to TCS in most of the EMEA region, as part of the service transition. During the next step to come, the transformation phase, SAP SuccessFactors digital technology will be implemented in the different areas to strengthen these processes and to enable the inclusion of new management tools.

Preparatory work for this model has been underway since last year to ensure a smooth and effective transition in all processes, with no disruption to existing services for our employees.

Within the following months, you will be invited by your local HR team to learn more about the different components of HR Evolution, implemented to better support you in your daily activities, and communication channels will be open for any question you may have.

Thank you for accompanying us in this journey which aims to boost your experience at CEMEX.



## Comms Forum Summary Now Available



A summary newsletter from this year's UK Comms Forum, plus Q&A breakdown and copies of the director presentations, can now be accessed via the HR Information Centre.

Click [here](#) to visit.

## Savings on Fuel and Fireworks!



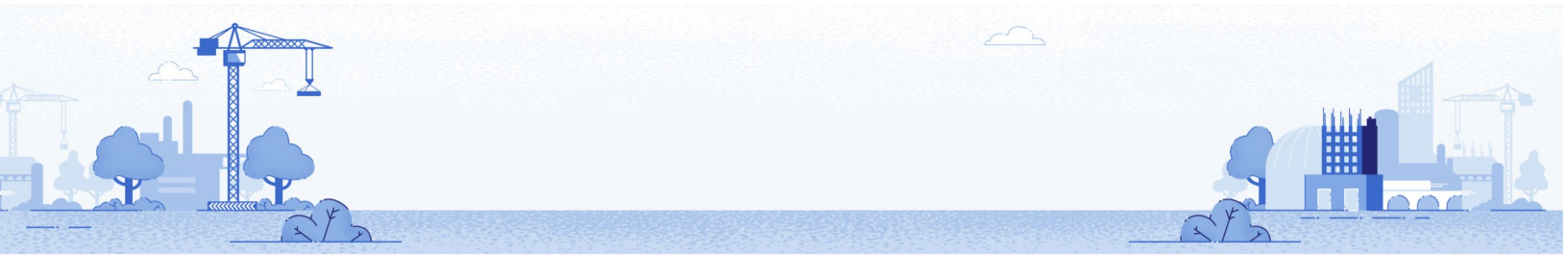
Check into your CEMEX Lifestyle platform [here](#) to find out what November treats lie in store.

November is kicking off with a bang with our Firework Frenzy Week, don't miss out on explosive additional discounts from 15 of our fab retailers for one week only (31<sup>st</sup> Oct – 6<sup>th</sup> Nov), plus, we've highlighted a few more seasonal offers below to help you save money as we edge closer to the season of giving...

- Firework Frenzy Launch – 31<sup>st</sup> October to 6<sup>th</sup> November 2022 – a week of increased discounts available on eVouchers and Gift Cards across some of our most popular retailers. Increased savings can be found for Currys, Tesco, Halfords and many more!
- Morrisons fuel. Did you know you can use our discounted Morrisons eVouchers in Morrisons fuel stations and save 5%?
- Marketing Opt In  
With all of us feeling the pinch it is important for us here at Sodexo to ensure your colleagues are making the most of discounts and savings available via the Sodexo Platform, the poster explains how to opt into updates. These updates highlight retailer offers, cinema & holiday savings as well as competitions!

You can find details of all the November 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>

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



## 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 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>

## Congratulations Lewis!



Back in September we proudly shared the exciting [news](#) that Lewis Coxon, Quarry Manager at Hatfield, was recognised by the Institute of Quarrying recently, winning the Reginald W Coles Award (Best 3<sup>rd</sup> Year Foundation Degree Student Overall) in his Mineral Extractives Foundation Degree at the University of Derby Centre for Mineral Products.

Last week, set against the backdrop of the historic IET London in Savoy Place and in front of senior industry professionals, the Institute of Quarrying (IQ) and Institute of Asphalt Technology (IAT), Lewis accepted his award from Viv

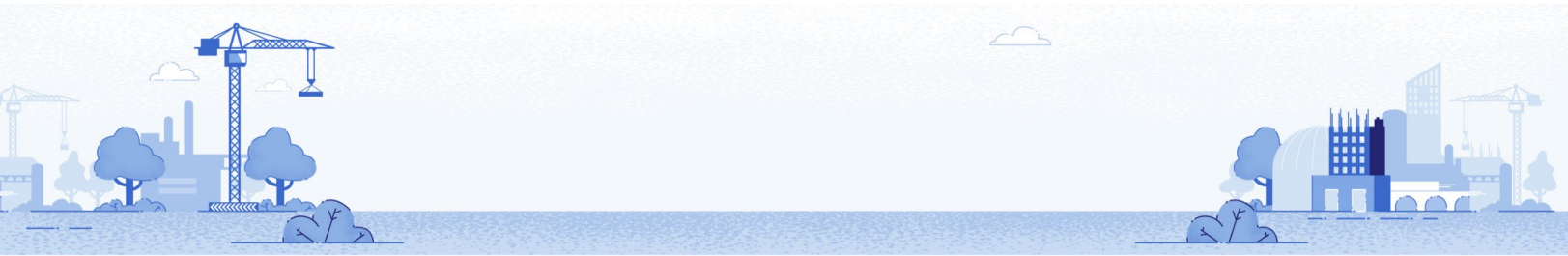
Russell, IQ President, at the annual IQ Fellows lunch.

The annual IQ & IAT Student Awards recognise those studying higher education at the University of Derby Centre for Mineral Products. Each award is a celebration of an individual's outstanding achievement and continuous commitment to the minerals industry.

Special congratulations go to Lewis as he is the first student ever to win an award three years running.

In his first and second years Lewis received Longcliffe Calcium Carbonates Awards of Excellence for being the best performer in class. This year he won the Reginald W Coles Award (Best 3<sup>rd</sup> Year Foundation Degree Student Overall).

You can read the full press release from The Institute of Quarrying [here](#).





## New UK Registered Office Address



As of 31<sup>st</sup> October 2022 our registered office address for the CEMEX UK group of companies has changed 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.

## MPA Nature Photo Competition



### Catching the moment...

The MPA Nature Photo Competition 2023  
for all employees and contractors

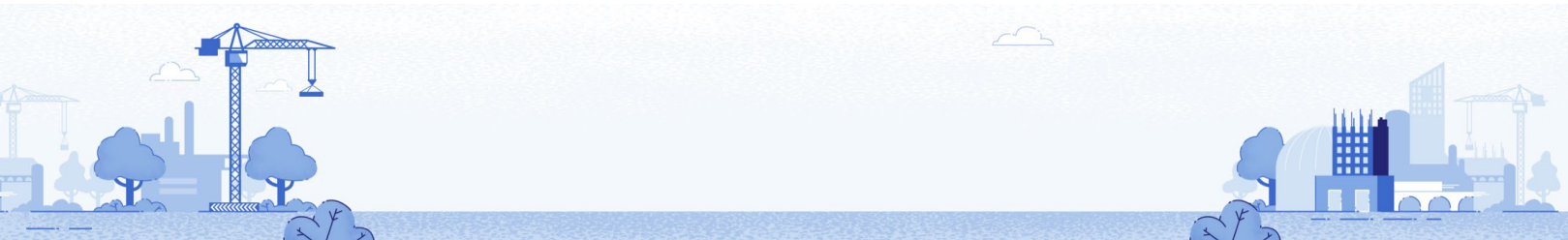


To celebrate MPA members' achievements in creating amazing spaces for nature, the MPA are holding their 5<sup>th</sup> photo competition.

There are two categories – firstly, for all employees and contractors from our member companies and secondly, for volunteers at restored mineral sites.

Entries can be images of species (both Fauna and Flora) and habitats (including their landscape setting) found on operational quarries, partly or fully restored sites or any site plant.

The competition is open until **14<sup>th</sup> September 2023** and any photographs entered must have been taken between 1<sup>st</sup> January 2022 and 13<sup>th</sup> September 2023 to allow all the seasons and different wildlife to be captured.



Winners will be announced and images showcased at the MPA Quarries & Nature event in Autumn 2023. They will also be included in the Quarries & Nature calendar for 2024. Prizes of vouchers for photographic equipment will be awarded to first, second and third placed winners.

Find out more and to see last winners click [here](#).

### Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
318-10-2022	Transport Planner	Materials - Readymix	Preston Brook	11/11/2022

### 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

