



**Welcome to UK News 17<sup>th</sup> November 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 social media channels



## HEALTH & SAFETY

### Road Safety Week – Employee Competition



**ROAD SAFETY WEEK**   
14–20 November 2022

This week is the national Road Safety Week (14<sup>th</sup> – 20<sup>th</sup> November 2022), and the theme this year is Safe Roads for All.

Whether we drive an HGV or a car as part of our role at CEMEX, we are all responsible for ensuring road safety for everyone.

At the end of this document and on the UK News download page: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads), you can find a poster for displaying at your site. A training package has been put together for all hauliers and is also available on the UK News download page.

Road Safety Week is an opportunity to remember that as professional drivers we are all responsible for ensuring road safety for everyone. To encourage employees to keep safety front of mind while driving we are running a small competition for all employees – with prizes!

Click through the link below and complete the short quiz: <https://forms.office.com/r/tgmWRVfejY>

Correct answers will be put in a virtual hat and then three winners drawn at random, with the following prizes:

- 1<sup>st</sup> prize: £50 Amazon voucher
- 2<sup>nd</sup> prize: £25 Amazon voucher
- 3<sup>rd</sup> prize: £15 Amazon voucher

Closing date is 27<sup>th</sup> November 2022. You can find Terms & Conditions at the end of this document and on the UK News download page: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

Thank you for your support with this important campaign.

## New Chair for UK Health & Safety Committee



Lex Russell, Managing Director of UK Materials, is the new Chair of the UK Health and Safety Committee.

This committee meets monthly and involves the employee reps on a quarterly basis. It is made up of the senior leadership team plus employee representatives from across the business.

The purpose of the committee is to:

- Provide effective corporate governance, monitoring health and safety performance and compliance with the UK Health & Safety Policy.
- Review any incidents, ensuring thorough investigation and sharing of learning points.
- Study forward-looking key performance indicators and good practices to help develop the UK Health & Safety strategy.
- Monitor progress against the Annual Health & Safety Improvement Plan and evaluate the effectiveness of ongoing initiatives.
- Ensure effective consultation regarding new initiatives.
- Develop implementation plans for the EMEA common Health & Safety initiatives.
- Promote general health and wellbeing, including supporting the work of the new Wellbeing Strategy Group.
- Consider how we continue to develop our Health & Safety culture, ensuring we look after ourselves and each other, in our pursuit of Zero4Life injury free performance.

Lex commented: "It is a real privilege to chair this committee which works hard to ensure safety remains our number one priority and we continue to keep ourselves and those we work alongside safe. I am particularly keen to see how we can improve on our achievements from this year into 2023 and develop our Health & Safety strategy so it remains industry-leading."

## Slips, Trips & Falls – Lighting



**CAN YOUR TEAM SEE  
WHAT THEY ARE DOING?  
CAN THEY WORK SAFELY?**

The fourth and final phase of our Slips, Trips & Falls campaign focusses on **Lighting** inside process buildings, workshops, offices, etc. and outside, particularly along pedestrian routes.

Throughout this month we will be sharing a series of posters for displaying in your workplaces.

This week we are sharing the second '**Lighting**' poster which you can find at the end of this document and on the UK News

download page: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

Managers can find full details of this Lighting – Slips Trips & Falls campaign in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

Please print and display the poster on notice boards in your working areas.



## Latest Safety Alert

# SAFETY ALERTS



The team in Spain have kindly shared their latest Safety Alert relating to an incident where a long-term contractor on a quarry suffered severe injury as he climbed into a mini loader.

Unfortunately, he started the machine from outside the cab and, as he climbed in a little later he inadvertently raised the bucket arm, trapping one of his legs; he suffered severe injuries to his pelvis and will be incapacitated for at least three months.

You can find the Safety Alert at the end of this document and on the UK News download page: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

Following the investigation into the incident, the analysis was carried out of mini loaders across the EMEA Region which identified the following opportunities in addition to those to address the unsafe behaviours:

- **Prestart Checklists** – Ensure all mini loaders owned, hired or contracted have a robust prestart inspection scheme which includes the requirement for a safety bar / safety cut out.
- **Safety Bar / Safety Cut Out Override** – Where it is possible to override the safety bar / safety cut out, review the need for this override feature and disable it wherever possible so that the safety bar / safety cut out is always operational.
- **Machine Age** – Review the age / replacement cycle of owned, hired and contracted equipment to ensure it meets current standards. The analysis confirmed that a quarter of the mini loaders in operation are over 15 years old, most of which are company owned.

Please review the Alert with your teams, highlighting the behaviours that put our colleague at risk, and discuss the potential that previous opportunities to STEP IN and Take 5 Together were missed. Where we have mini loaders in operation please also consider the actions outlined above.

Please also display the Alert on relevant noticeboards.

## Self Care Week



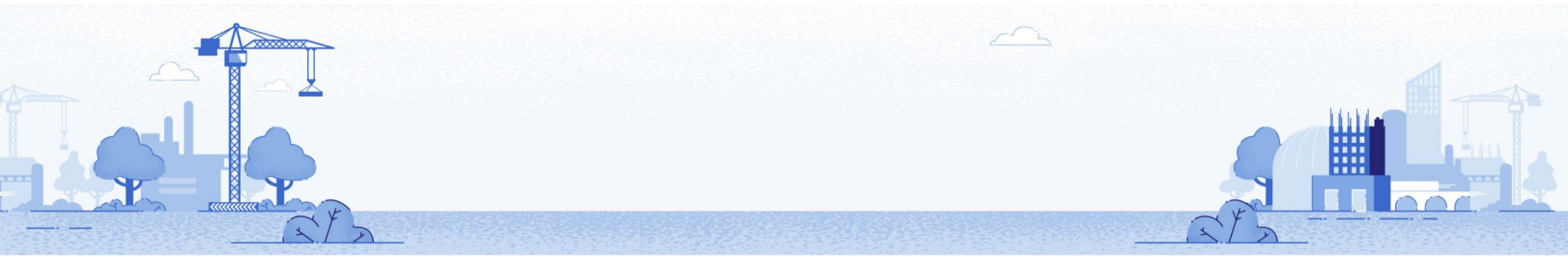
This week is Self Care Week, an annual national event that raises awareness of what we can all do to improve our physical health and mental wellbeing.

The theme this year is Exercise Self Care for Life. The intention with the theme of “exercise” is for it to have a double meaning – the literal sense of getting physically active, as well as the “act” of self care which of course includes the whole spectrum of self care such as daily choices like brushing our teeth, choosing to take the stairs etc, managing long term conditions, looking after our mental wellbeing,

understanding how to take care of minor ailments etc.

Here are some Self Care tips:

- Taking vitamin D supplements, particularly important for those shielding and unable to go outside.





- Good nutrition and regular exercise to support general wellbeing and help maximise people's immunity.
- Adopting positive lifestyle choices.
- Increasing health literacy levels in the community and in schools.
- Supporting mental wellness by keeping connected, ensuring a sense of perspective, and taking further steps to maintain health.
- Understanding how to manage minor and long-term health conditions.

In the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads) you can find some excellent advice about what to keep in your medicine cabinet, and which symptoms your local pharmacist can help with.

Please print the document and share on your office notice boards.

For further help and advice about Self Care visit: <https://www.selfcareforum.org/events/self-care-week/>

## Will you be Watching the World Cup?



It takes a lot longer than most people think for alcohol to pass through the body.

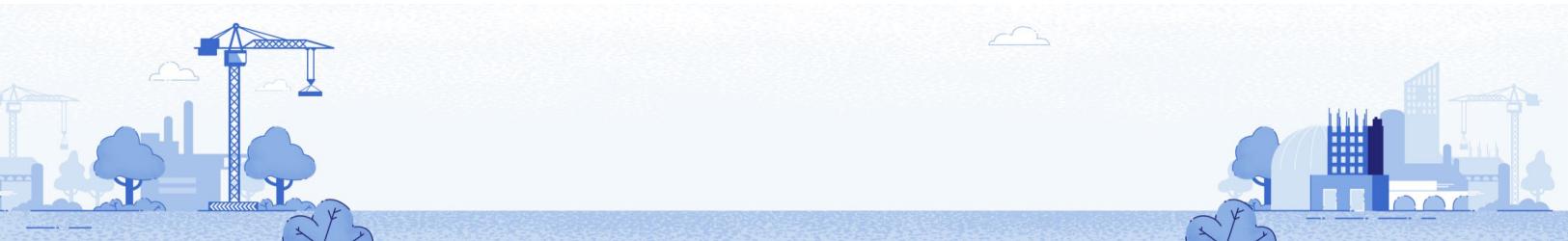
On average it takes around one hour per unit of alcohol, though this can vary depending on a number of factors.

Because of this, there is a real risk that people who would not dream of driving after drinking may still be unwittingly over the drink drive limit the morning after. This includes people going about everyday activities such as driving to work, doing the school run, popping to the shops or going to see friends.

There's nothing you can do to speed up the rate alcohol leaves your system. Having a cup of coffee or a cold shower won't do anything to get rid of the alcohol. You might feel slightly different, but you won't have

eliminated the alcohol in any way – so **THINK BEFORE YOU DRINK!**

Please share 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) on your local notice boards.





### Operational Excellence Lend a Hand



Last week Laurence Dagley, Director Business Development & Operational Excellence, and his European team got together for their Lend a Hand day at the Coventry Food Bank, close to the CEMEX UK head office in Binley.



Joining Laurence was Stephen Sheller, Adam Leverett, Jeremy Kervella, Henri Belledent, Al Laverty and Norma Le Bris Giron.

Together the team spent the morning sorting all the Food Bank donations into food parcels – each one containing a minimum of three days of nutritionally balanced, non-perishable, tinned and dried food. The team

learnt a lot about the work the food banks do to support communities both locally and internationally, such as supporting Ukraine.

The [Coventry Food Bank](#) is part of a nationwide network of foodbanks, supported by The Trussell Trust, working to combat poverty and hunger across the UK. Further Lend a Hand opportunities for colleagues based at Binley are now being planned.

The team reported back that the Food Bank were desperately short of certain items and so a donation box is being set up in the Binley office in reception, for people to donate the following items:

- Tinned meat
- Soup
- Instant mash potato
- Tinned fruit
- Fruit juice
- Rice pudding
- Tinned tomatoes
- Cooking sauce
- Biscuits
- UHT Long-Life milk

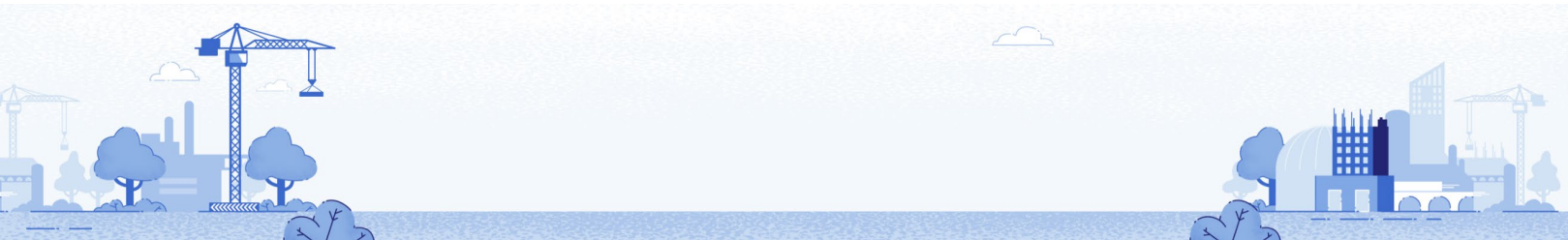
### Join our Festive Fundraiser



Kickstart your festive season at the CEMEX UK's Festive Fundraiser where we will be joined by Rock Choir, the UK's original award-winning contemporary choir. Enjoy an evening of your favourite Christmas carols in support of our charity-of-the-year, Cancer Research UK.

So why not come along for a fun festive evening at St Andrews Church in Rugby, CV21 3PT on Friday 9<sup>th</sup> December, and bring your friends and family along.

Tickets are available on a first come first serve basis so book yours now!



Tickets available [here](#).

## Circular Economy | Material Recovery in the UK Business



As you know, enhancing the sustainability of our operations, through our Future in Action programme, is a key strategic priority for the business.

The latest stage of this in the UK business is the launch of our dedicated strategy group focused on material recovery, to support a circular economy. This project team was initially named Valo in Action, but is now known as the Circular Economy team, in line with our Future in Action pillars.

### What is a circular economy?

- The circular economy is a model of production and consumption, which involves sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products as long as possible. This extends the life cycle of products.
- When a product reaches the end of its life, its materials are kept within the economy wherever possible. These can be productively used again and again, thereby creating further value and reducing waste to a minimal.
- This is a departure from the traditional, linear economic model, which is based on a take-make-consume-throw away pattern. This model relies on large quantities of cheap, easily accessible materials and energy.

### What is the UK business doing to support this?

- Implementation of our strategic solution for material recovery – e.g., the use of recycled materials in our products.
- The promotion of circular economy principles – where products and materials are kept in use for as long as possible.

### Why is this important?

- It supports our Future in Action program and helps achieve our sustainability objectives.
- Aggregate reserves are becoming increasingly difficult to obtain – increasing the use of recycled materials in our products will help replenish our reserves and protect the business into the long-term.
- The construction industry produces a huge amount of waste – construction, demolition and excavation accounted for an astonishing 62% of the UK's total waste in 2018, according to the Department for Environment, Food and Rural Affairs.

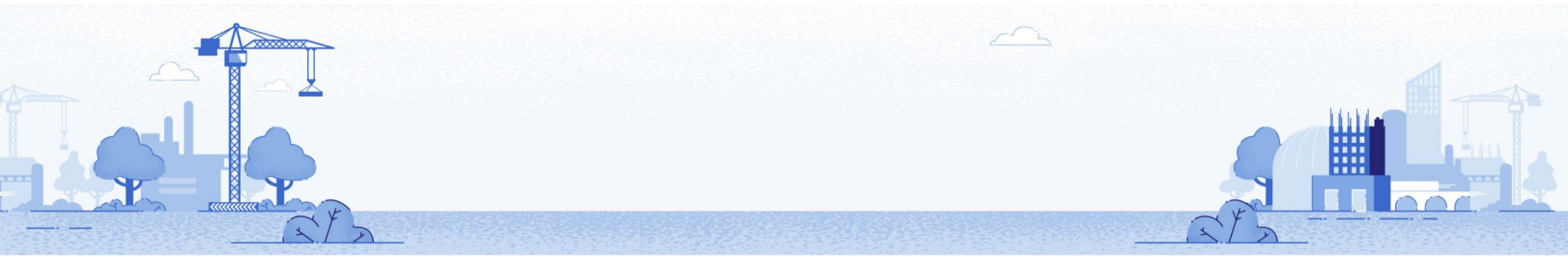
### Who is part of the strategy group?

- The UK's Circular Economy group is made up of representatives from Materials, Sustainability, Business Development and Social Impact.

### What is happening next?

- The team are exploring ways to increase the use of recycled materials in our business. This includes identifying quick wins and enhancements to work that is already underway.
- They will share regular updates over the coming months – watch this space!

If you have any questions contact Stephen Sheller or Michael Haines.





## An Interesting Read



The sixth edition of the European Nature Newsletter has just been issued. Why not get a cup of your favourite warm beverage and take five minutes to enjoy a round up of the biodiversity work taking place across CEMEX in Europe?

You can find the newsletter at the end of this document and on the UK News download page: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

Feel free to share or print out for your notice boards.

## Decarbonisation Goals Validated by the SBTi



This week, CEMEX announced that it is among the first companies in the global cement industry to validate its 2030 decarbonisation goals through the Science Based Targets initiative (SBTi) for alignment under their new 1.5°C scenario, the most ambitious pathway defined for the industry. This validation includes scope 1, 2, and 3 targets.

“Climate change is the biggest challenge of our times, and the building materials industry must be at the forefront of decarbonizing the built environment,” said Fernando A. González, CEO of CEMEX. “We are committed to being leaders on the path to net-zero through relentless innovation and aggressive targets that are backed up by meaningful and measurable progress. The SBTi’s validation is clear evidence of this. Through Future in Action, we are reducing carbon emissions in every part of our value chain and providing our customers with lower carbon products so they can also be part of the solution.”

“Climate science tells us that we need rapid and deep emissions cuts if we are to achieve global net-zero,” said Luiz Amaral, Chief Executive Officer of the Science Based Targets initiative. “Today, CEMEX joins the growing list of companies cutting emissions across its entire value chain in line with science and it is playing its part in limiting warming to 1.5°C.”

You can read the full press release [here](#).



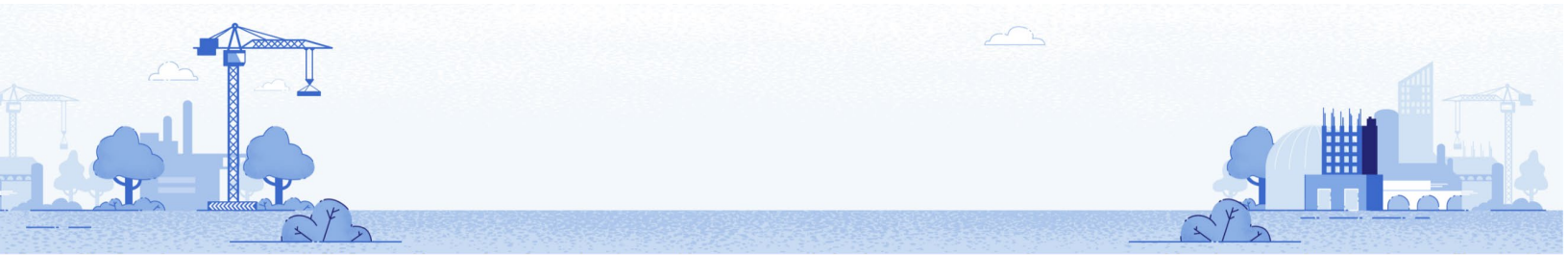
## PROFITABILITY

### Henry Smith MP Site Visit



CEMEX were pleased to recently host a visit to the Crawley Concrete plant by Henry Smith, local MP for Crawley, with thanks to Richard Kershaw, Richard Endacott and Gavin Langridge for their support.

Henry Smith is a member of the Conservative Environment Network of MPs who care deeply about environmental issues, and he was keen to discuss all aspects of our routemap to net zero concrete, and how we



plan to lead the way in the decarbonisation of our industry. He is a supporter of our sector and had very positive feedback about his visit to the site.

Last month Henry Smith had visited Carbon Upcycling in Calgary, who are partnering with CEMEX on leading processes to reduce carbon emissions in concrete production, plus carbon capture and using excess carbon to produce sustainable aviation fuels, so we were happy to follow up with the work we are doing in his very own constituency.

It was great to explain the lower carbon benefits of materials used at Crawley; CEM II/A-L, CEM II/B-V+SR, Supaflo binder as well as the benefits of using wash waste, aggregates delivered by rail rather than tipper and recycled water.

Photo: L to R – Richard Kershaw, Henry Smith MP, Richard Endacott.



## EMPLOYEES

### Congratulations Dennis!



Congratulations and best wishes to Dennis Gunner, a Service Engineer at CEMEX's Baintree Concrete and Dry Silo Mortar.

Dennis has reached a fantastic 25 years service with CEMEX.

His Manager, Andrew Bright, Production Manager Mortar Europe, commented: "Congratulations in making it to 25 years."

Thank you for your valuable contribution to the company and I look forward to your continuing support."

### Last Chance to Share your Thoughts



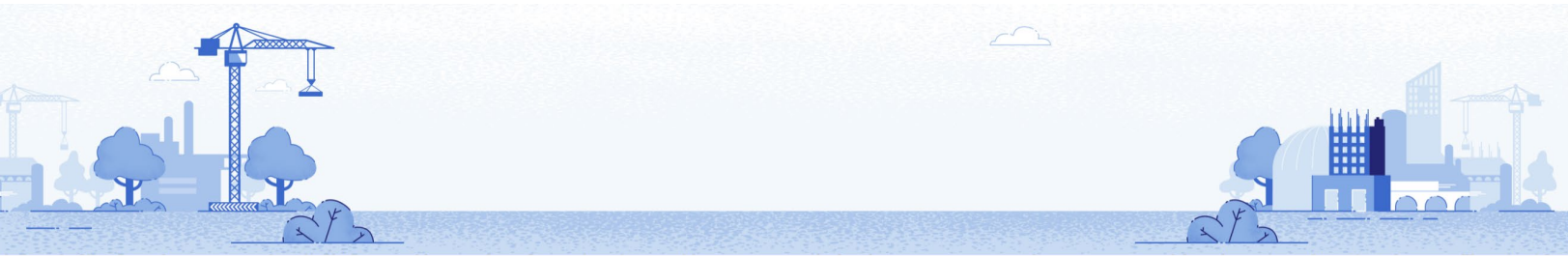
**Our new Workforce Engagement (WE'X) Survey ENDS NEXT WEEK** on Tuesday 22<sup>nd</sup> November. This is a reminder to complete the survey if you haven't already. This is your opportunity to feedback about your experience of working for the company.

There are multiple ways of accessing the survey:

- The link in your email from Perceptyx
- The QR code in the poster 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)

**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.**

The survey is 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.

Workforce experience (WE’X) is every interaction between our workforce and CEMEX, encompassing the interpersonal, physical, organisational, and digital work environment.

This year’s survey defines four pillars:

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

We would like to remind you that if you feel positively about working for CEMEX, please give a score of 9 or 10, otherwise your score either counts as neutral or it counts as a detractor.

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.

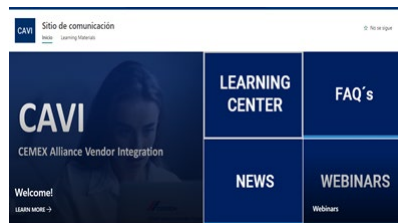
**It’s time to share your thoughts about your experiences, let us know what is being done well and where there are opportunities for improvements within CEMEX.**

## Remembering Merchant Seafarers



On Sunday, UK Marine’s Captain Matt Bland, was honoured to lay a wreath on behalf of CEMEX Marine at the Tower Hill Memorial, where a service organised by The Honourable Company of Master Mariners was held remembering merchant seafarers from all countries who had been lost during wartime in the service of their nation.

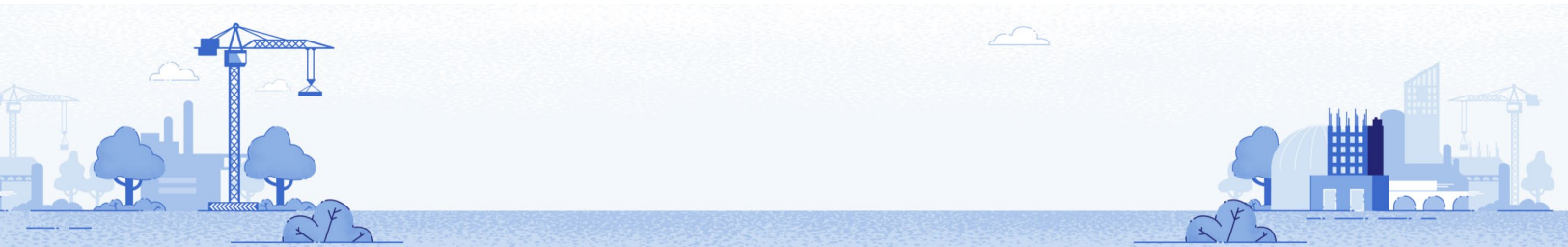
## CAVI is here!



As of 14<sup>th</sup> November the CAVI – CEMEX Alliance Vendor Integration – platform has been launched for Europe in Czech Republic, France, Germany, Poland, Spain, and UK. This is the system to register suppliers.

Remember to review the training material in the CAVI Learning Center at the following link:

<https://cemex.sharepoint.com/sites/CEMEXAlliancesVendorIntegration>



We invite you to access the following links:

The access link to the application for CEMEX users is: <https://cemex.apexportal.net/saml/sso.aspx>

The link for the vendors is: <https://cemex.apexportal.net>

Modifications and extensions of your vendors must be generated via email to your local Master Data team as you normally do, this process will be temporary until further notice.

If you have any questions, please contact: Jan Hrava, [jan.hrava@cemex.com](mailto:jan.hrava@cemex.com) Head of P2P Service Delivery, EMEA.

## Policy Centre Updates



You can find the latest updates to the Policy Centre for October [here](#).

Remember that the CEMEX Policy Centre is now all on spark! You can visit [here](#).

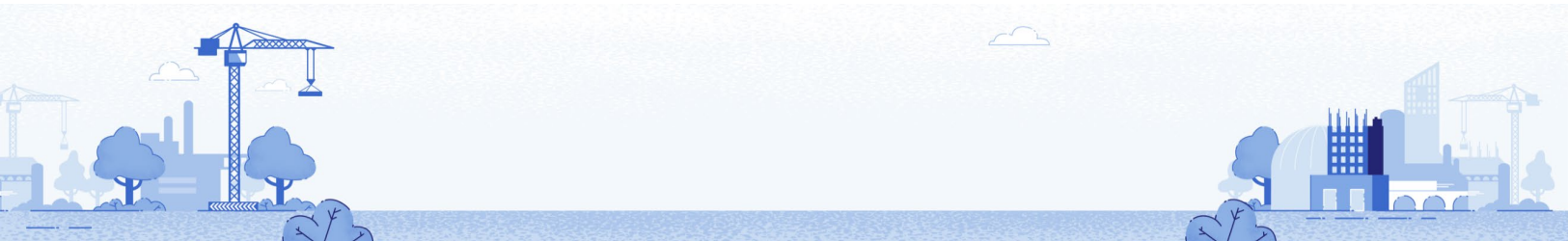
## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
336-11-2022	Bid Co-Ordinator	Materials – Readymix	Binley	25/11/2022
337-11-2022	Operative (Day)	Urbanisation Solutions – Building Products	Somercotes	24/11/2022
338-11-2022	Fitter	Materials – Readymix	Midlands	25/11/2022
339-11-2022	Fitter	Materials – Readymix	Midlands/ Southwest	25/11/2022
341-11-2022	Operative	Urbanisation Solution – Asphalt	Sheffield	25/11/2022

### 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.



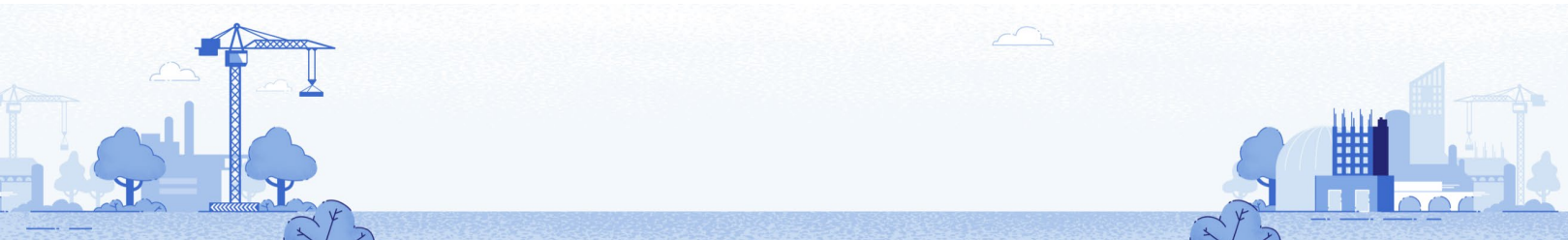
## Employee Assistance Programme

**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**





# Road Safety Week

14th – 20th November 2022



**This year's topic for Road Safety Week is "Safe Roads for All"**

**As professional drivers we are responsible for  
ensuring road safety for all**

**This remains vital despite the challenges presented by  
the current uncertain economic climate**

**We have seen significant  
improvements in.....**

- **Driver communication**
- **Driver training / competence**
- **Adherence to standards**
- **Reporting hazards**
- **Reduction of road incident rates**
- **Vehicle safety standards**
- **Protecting vulnerable  
road users**

**We continue to focus on.....**

- **Driver feedback**
- **Driver health & wellbeing**
- **Driver welfare facilities**
- **Driver distractions**
- **New vehicle technologies**
- **Driver fatigue**
- **Looking after yourself and each  
other**

**A BIG THANK YOU FOR HELPING US SAVE LIVES !!**



CEMEX UK Supports  
Road Safety Week  
14 – 20 November 2022

We want to remind everyone that as professional drivers we are all responsible for ensuring road safety for everyone

We have made several improvements including driver training, maintaining high standards and reporting of hazards

However there are still focus areas for all drivers





**What's going well ?**

**We have seen significant improvements in:**

- Driver communication
- Driver training & competence
- Adherence to standards
- Reporting hazards
- Reduction of road incident rates
- Vehicle safety standards
- Protecting vulnerable road users



## What are our focus areas ?

- Listening to Driver feedback
- Working on Driver health & wellbeing
  - Improving Driver welfare facilities
  - Avoiding Driver distractions
- Introducing New vehicle technologies
  - Preventing Driver fatigue
- Looking after yourself and each other

## Take this opportunity to check in with all drivers:

- Thank them for their commitment to driving safely
  - Ask them how they are doing ?
- Is there anything that could make their job easier ?
  - Are they feeling distracted? Why?

## Remember:


Don't get complacent – our health, wellbeing and concentration can greatly impact our ability to drive safely

Fatigue is a major cause of road crashes in the UK	
10-20%	of all crashes are estimated to be caused by driver fatigue
6am	drivers are 20 times more likely to fall asleep at the wheel at 6am than at 10pm
1 in 8	drivers admit falling asleep at the wheel

### Mobile phone usage while driving







Drivers who use a mobile are **four times** more likely to crash

**Almost half** of drivers aged 25-34 admit that they make or receive calls while driving



**Van drivers** are more likely to use a phone behind the wheel than car drivers

Driver reaction times are nearly **50% slower** than driving under normal conditions

		
<b>VISUAL</b>	<b>MANUAL</b>	<b>COGNITIVE</b>
		
<b>TAKING EYES OFF ROAD</b>	<b>TAKING HANDS OFF WHEEL</b>	<b>TAKING MIND OFF DRIVING</b>

## Make sure to be visible on site during Road Safety Week

Carry out VFLs & speak to as many drivers as possible

Display the poster on site (pictured right)

Giveaways will be sent out to sites for distributing to drivers



## Road Safety Week

14th – 20th November 2022



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### We have seen significant improvements in.....

- Driver communication
- Driver training / competence
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- Reduction of road incident rates
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- Protecting vulnerable road users

### We continue to focus on.....

- Driver feedback
- Driver health & wellbeing
- Driver welfare facilities
- Driver distractions
- New vehicle technologies
- Driver fatigue
- Looking after yourself and each other

**A BIG THANK YOU FOR HELPING US SAVE LIVES !!**





ROAD **S** **FETY** WEEK   
14–20 November 2022

Let's support Road Safety Week 2022 and Save Lives

**Terms and Conditions apply**

This competition (the "Competition") is run by CEMEX UK Operations Limited of CEMEX House, Evreux Way, Rugby, Warwickshire, CV21 2DT

The Competition will run from 00:01 on Monday 14<sup>th</sup> November 2022 until 23:59 on Sunday 27<sup>th</sup> November 2022.

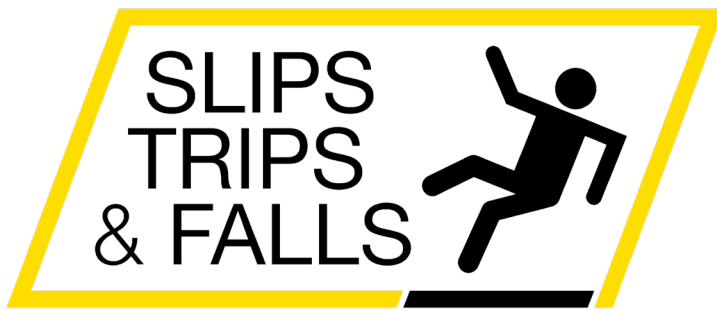
All applicants must be employees of CEMEX. Employees may only enter the competition once.

Winners will be drawn at random from the correct answers.

Individual winners shall be contacted via email to arrange delivery of prizes. Prizes will be sent to winners within 2 weeks of receiving details of the winner's delivery address. Delivery addresses shall be used for the sole purpose of delivery of prizes and shall not be used by CEMEX for any other purpose.

Winning entrants shall receive amazon gift cards as described. No cash alternative is available.

CEMEX reserves the right to disqualify any entry.



# CAN YOUR TEAM SEE WHAT THEY ARE DOING? CAN THEY WORK SAFELY?

The lighting on your site should be checked at least quarterly, to ensure it is all working correctly and conditions are safe for workers.

Check the range, intensity and quality of lighting in all areas.

Don't forget workshops, storage and mixer areas.

If necessary, add more lighting.

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**PRIORITISE  
VISIBILITY  
AND STAY  
SAFE**

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## LTI - CONTRACTOR - AGGREGATES LEVANTE – HIT WITH BUCKET MINILOADER/ 28-06-2022

### INCIDENT DETAILS

The worker started the mini loader from outside of the cabin to warm it up the engine. His intention was to turn it off first, before getting in, sit in his seat in the cabin and then restart it with the engine already warm. However, the worker didn't realize that the engine was started before getting in the cabin, so when he tried to get into the cabin again, he accidentally pressed the lift arm pedal, raising the bucket instantly. Thus, the worker's body became trapped between the bucket and the structure of the cabin, causing serious injuries on his body.

### KEY FINDINGS

- ✓ He used all PPEs.
- ✓ The worker has 11 years of experience in quarry, and he has training in the use of mini loaders, refreshed every 2 years.
- ✓ There was no hurry in the job.
- ✗ The mini loader did not have interlock system on the seat, only a fastening system.
- ✗ He started the mini loader from the outside of the cabin.
- ✗ He tried to access the interior of the mini loader while the machine was on.
- ✗ It's highly likely that this practice was not the first time for the operator
- ✗ The operator should not have left the mini-loader after starting the engine

### HOW COULD THIS HAVE BEEN AVOIDED?

- Periodically refresh H&S mini-loader training.
- Regular safety training on risk perception and the line of fire



Upward Bucket Movement



ignition key location

### KEY REVIEW POINTS:

- Check that the mobile machinery has an interlock system and that it is operational.
- Carry out the daily checklist prior to use. Never get in or out of a starting vehicle or mobile machinery. Apply the parking brake, if it applies, put the bucket on the ground; turns off the engine and remove the key from the ignition. Do not forget to place the 2 chocks on the corresponding wheels.
- Do not use a mobile vehicle/machinery unless trained and authorized in writing. Inform your superior if you take medications that are not recommended for use or cause drowsiness.



### Tools and Equipment

Use the right, well maintained, tools/ equipment for the job. Never make do.



### Fit and Alert

Ensure you are fit to drive: hydrated, well rested, and free from the influence of alcohol and drugs.



### Remember

– Your family depends on you. So drive to arrive safely at all times!



Look after yourself and each other



# Can the Pharmacist help with your symptoms?

**The pharmacist is an excellent source of advice for many common ailments, such as:**

Low Back Pain  
Eczema  
Heartburn and Indigestion  
Fever in Children  
Constipation  
Headache  
Coughs in Adults  
Acne (spots)  
Sprains and Strains  
Sore Throat  
Ear Ache  
Common Cold  
Sinusitis



# Be prepared...

## To make over your medicine cabinet

Coughs, colds, headaches and other common illnesses can leave you feeling unwell and struggling to carry on as normal. Be prepared by keeping a well-stocked medicine cabinet at home.

All it takes is just 5 minutes to make sure your medicine cabinet is ready to help you manage common illnesses. GPs recommend your medicine cabinet should contain the following:

- ✓ A self care guide
- ✓ Painkillers, such as paracetamol or ibuprofen
- ✓ Antihistamines for allergies
- ✓ Antiseptic cream for bites and stings
- ✓ A laxative to help constipation
- ✓ Sunscreen
- ✓ A first aid kit with plasters and bandages to manage cuts and sprains



Self  
Care for  
all the  
Family



Always be careful to follow the product instructions and regularly check medicines are still in date. If you're not sure what medicines to stock or how best to treat the symptoms of common health problems, ask your pharmacist for advice.



**Self Care Forum**  
Helping people take care of themselves



# TAKE EXTRA TIME



PINTS OF LAGER	4
HOURS BEFORE DRIVING	13

## AVOID A POST-MATCH PENALTY HEARTACHE



STEER CLEAR OF  
**MORNING AFTER**  
DRINK DRIVING

**IT TAKES MUCH LONGER THAN MOST PEOPLE THINK  
FOR ALCOHOL TO PASS THROUGH THE BODY.**

Find out how long: [morning-after.org.uk](http://morning-after.org.uk) or find us on  



### UK – Protecting the Chough

Raynes Quarry in Wales is restoring areas of the site to a priority habitat called calcareous grassland. This helps support one of the UK's rarest birds - the Chough. A member of the crow family. The bird needs very specific requirements in order to thrive. Working with our wildlife partner the RSPB we have developed conservation management techniques that help create the right conditions. This has involved importing hay for seeding but also grazing and mowing. The RSPB reported a successful breeding pair at the quarry during 2022.



### EU – New Nature Restoration Law.

The EU is in the process of implementing a new restoration law which will be the biggest change since the implementation of the Habitats Directive. The new law is designed to reverse biodiversity loss and will do this by ensuring wildlife areas are given better legal protection. In the EU 27 areas for nature protection are called NATURA 2000. The new law will see stricter enforcement within these areas with some becoming strictly protected – this should help protected species listed in the Birds and Habitats Directives. Longer term the EU wants to protect priority habitat and species across the whole EU 27 area – mainly affecting the agricultural and fisheries sectors.



### POLAND – Educational Campaign Cemex for the Planet

This year, the Sustainability Team in Poland continued their internal educational campaign - CEMEX for the Planet. The main theme of the action was the protection of biodiversity. Throughout the year, employees received information e-mails with advice on how to care for the environment on a daily basis and with interesting facts about nature. The action was also supplemented with information posters. Additionally, competitions for employees and their families were organized as part of the campaign. The employees' children made drawings of the bees inhabiting our flower meadows, and the employees sent photos of the flora and fauna from the CEMEX plants.



### FRANCE – Cemex supports LPO's project to protect House Sparrow's in Paris

House Sparrow numbers have seen a dramatic decline across France's largest urban area – a 78% reduction in populations. Cemex France have renewed their partnership with the LPO who are running a programme to reverse this trend. Cemex support this project with funding and by working with the charity to develop suitable habitat at our sites in urban areas. In Paris this is most notable at our concrete plants and part of the Life Vision Programme. The initiative fits well with the company's approach to supporting Nature.



### Croatia: Future In Action – Climate Change and Biodiversity Loss – Nature Positive

Europe experienced a record breaking heatwave during the summer. Scientists have identified Climate Change as the probable cause. The company's Future In Action programme is well under way with projects across Europe, such as the Carbon Neutral Alliance at Rüdersdorf, tackling the problem. Climate change is also impacting Biodiversity which has seen a marked decline over the last 50 years. The loss has become a major global issue. Croatia experienced wild fires during the heat wave so the Future in Action initiative will develop to include broader sustainability topics, including action to tackle Biodiversity Loss - something we call being Nature Positive.

### SPAIN – Saludos aquí está el vino

A key part to restoring sites is ensuring they fit with the area surrounding the quarry. At Yepes, near Toledo, the site was restored to vineyards – the area is famous for this. Cemex Agriculture have planted 92,000 vines and use drip irrigation, trellising and mechanical harvesting. This year the crop included 90,900 kg of Merlot, Syrah and Cabernet Sauvignon grapes which are sent to a local winery to make wine.

"The location where the quarry is located is a wine-growing area with a long tradition. We wanted to return the land to the land, respecting local uses and customs, so we decided to convert it into a vineyard," says Rafa Sempere, head of CEMEX's agricultural division.



### Czech Republic - A nature trail was inaugurated at the Prachovice quarry

On Friday 9 September 2022, a renewed nature trail was officially opened at our quarry in Prachovice. Fans of nature walks and beautiful landscapes can learn about the history and geology of the area, as well as a lot of information about the local flora and fauna. Our company has contributed financially to the restoration of the trail and the opening of two viewpoints. In addition to representatives of the Pardubice Region, the municipality and the management of our company, over 80 children attended the opening ceremony. An educational programme with a competition was prepared for the children, which was divided into three stations. Their main task was to pay close attention to what was being said at the stations and to tick the correct answer on the competition cards. They all did very well as the stories about animals, minerals and caves were very interesting to them. At the last station each child received a small prize. The event ended with a stone blasting in the quarry, which attracted visitors from the surrounding area. Even the weather was good and all participants enjoyed a pleasant morning in nature.