



CEMEX UK NEWS



Welcome to UK News 8th December 2022
your weekly update from around CEMEX UK
View UK News on: www.cemexuknews.co.uk

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HEALTH & SAFETY

Latest Safety Alert Videos

SAFETY ALERTS

Two video Safety Alerts have kindly been shared by our colleagues in Poland and the Philippines.

- [Video 1 - VSA Annapol SD](#)
- [Video 2 - Supply Chain TRI - Truck Rollover](#)

In the first Alert, an experienced contract tanker driver is fortunate to only suffer first aid injuries when the delivery hose at the back of his truck becomes disconnected as he adjusted it, and cement powder goes into his eyes..... he was not wearing any eye protection. The Alert is a reminder of the importance of driver training, the relevance of the Safety Essentials, including following Safe Systems, using the right Tools / Equipment, and the importance of wearing all necessary Personal Protective Equipment. There may also have been earlier opportunities for work colleagues to STEP IN if they saw the driver not using goggles on previous occasions.

The second Alert, again involving a contractor driver, illustrates the importance of adhering to driving hours requirements and avoiding fatigue; the driver momentarily fell asleep at the wheel causing his truck to leave the road and overturn. In this instance the Driving Essentials are very relevant, including ensuring we are Fit and Alert, Journey Planning, and Driving to Arrive Safely At All Times.

Please review the Alerts as appropriate with relevant members of your teams.

Do Good, Feel Good This December

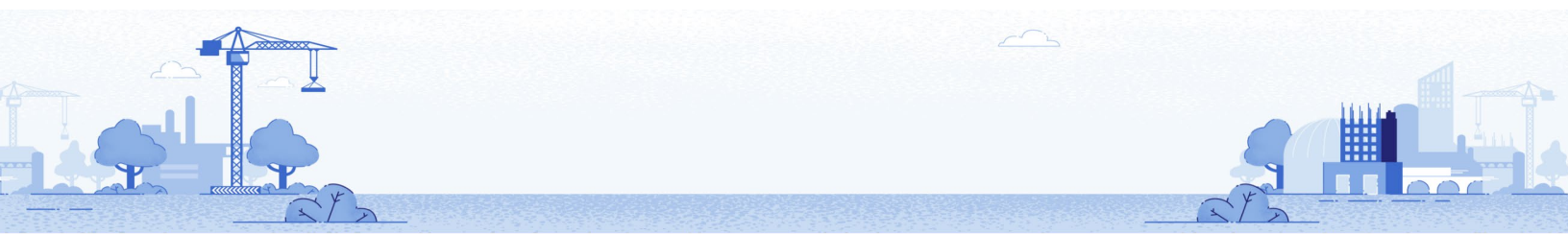
December Kindness 2022

| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
|---|--|--|---|--|---|---|
| 1. Give a gift to someone who is homeless or feeling lonely | 2. Leave a positive message for someone else to find | 3. Give kind comments to as many people as possible today | 4. Do something helpful for a friend or family member | 5. Notice when you're hurt or yourself or others and be kind instead | 6. Offer to help someone who is facing difficulties at the moment | 7. Support a charity, cause or campaign you really care about |
| 8. Be generous. Feed someone with food, love or kindness today | 9. See how many different people you can wish on today | 10. Share a happy memory or inspiring thought with a loved one | 11. Disturb an elderly neighbour and brighten up their day | 12. Look for something positive in any situation to someone you speak to | 13. Give thanks. Let the kind things others have done for you | 14. Buy an extra item and donate it to a local food bank |
| 15. Contact someone who may be alone or feeling isolated | 16. Help without giving away something that you don't need | 17. Appreciate someone and thank them for what they do for you | 18. Congratulate someone for an achievement that may go unnoticed | 19. Choose to give or receive the gift of forgiveness | 20. Bring joy to others. Share something which made you laugh | 21. Test someone's kindness today, including yourself! |
| 22. Get outside. Pick up litter or do something kind for nature | 23. Call a relative who is far away to say hello and have a chat | 24. Be kind to the planet. Don't use more and use less energy | 25. Turn off digital devices and really listen to people | 26. Let someone know how much you appreciate them and why | 27. Plan some new acts of kindness to do in 2023 | |

ACTION FOR HAPPINESS Happier · Kinder · Together

This final month of the year can be a joyous time as we celebrate Christmas with our loved ones, but the pressures of the festive season can also make it stressful.

Don't forget to prioritise your mental health and wellbeing throughout this busy month. A quick and easy way to be more mindful is by following the latest calendar from Action for Happiness. This month, the theme is Do Good December, encouraging us all to take a small action every day that shows kindness and generosity to all.



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

Remember that small actions can help to change the world!



CUSTOMER CENTRICITY

Readymix North West's Safety in Partners Award Q3



Raised Floor Solutions Limited have proudly received the CEMEX "Safety in Partners" award for Q3. This is awarded quarterly by CEMEX to customers that run their sites safely and look after their truck drivers in a safe manner.

This was awarded alongside our valued client, Vermont Construction, at the Manchester Waters site where RFS have supplied and installed 13,000m² Kingspan MD60 decking with Dramix reinforced fibre concrete.

Commercial Manager, Daniel Roberts, commented: "A huge credit and thank you to

RFS and Vermont as our truck mixer drivers confirmed this site is extremely safe, both on arrival and when exiting, with numerous truck movements on site and the added complexity of pumping a concrete mix with steel fibres vertically to high levels insitu.

At CEMEX we always put health and safety first and our goal is for everyone who works with us to return home unharmed at the end of each day, including customers, contractors, employees and the general public. It was, therefore, a pleasure to present this award to the site team from Raised Floor Solutions and Vermont Construction today, for their safe management of our people on a very busy construction site since May 2022."



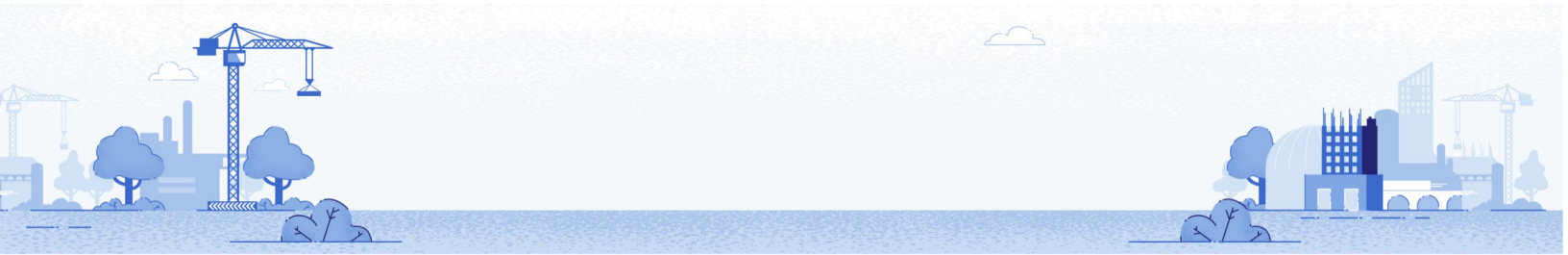
The award was presented on site to Richard Smith and David Chester from RFS, and Chris Hagan MCIQB PM for Vermont by Martin Simons of CEMEX.

CEMEX Helps Liverpool County Council Save CO₂e



CEMEX has successfully completed a carbon reduction road re-surfacing programme with Liverpool County Council, providing a CarbonNeutral® Asphalt Product, that has enabled a saving of 16 tonnes of CO₂e.

VIALOW Zero, supplied by CEMEX's Liverpool Docklands Asphalt plant, was selected by the Council for Lark Lane, Liverpool. A vibrant hub of the city on the edge of the historic Sefton Park, Lark Lane is home to many popular local boutiques, bars and restaurants.



With combined high-density pedestrian footfall and road user traffic, a continuous stream of round-the-clock access is required on Lark Lane, with businesses facing directly onto the busy street.

Working with Dowhigh Contractors, the use of warm asphalt (VIALOW) not only reduced CO2e, but also lowered the impact of construction fumes during the re-surfacing, creating a better environment for local residents, pedestrians, and Dowhigh's contractor workforce throughout the project.

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

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

Allan Jones, Head of Business and Strategy, Dowhigh commented: "The Lark Lane project was successfully completed with CEMEX, using VIALOW, which helped us save 16 tonnes of carbon. This project will hopefully be the beginning of a determined move to make our roads greener and more sustainable for the future."

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

Stationary vehicles at traffic lights on road closures can create four times as many pollutants, when compared to moving vehicles, so it's really important that we help to minimise traffic restrictions and the resulting car fumes, whilst roads are being maintained and repaired. Vialow is the optimum asphalt solution to increase overall productivity in restricted areas, whilst significantly saving CO2e to drive forward the government's low-carbon economy by 2050."

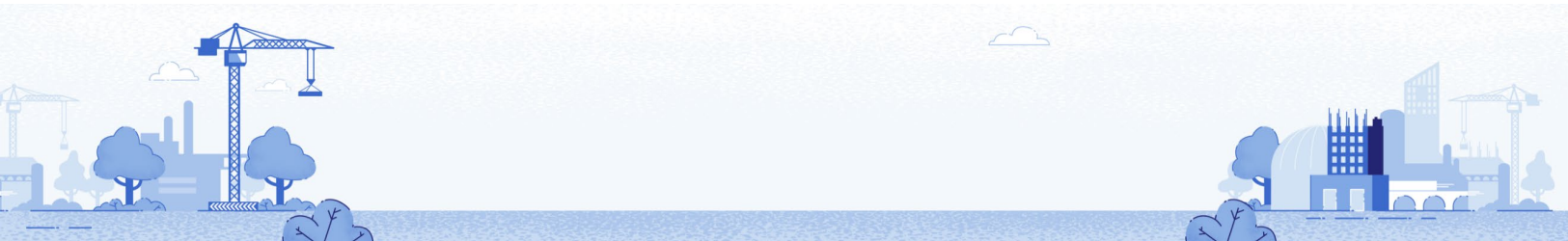
Providing Customer Solutions Every Day



Thanks to Martin Simons, Sales Executive for Readymix Concrete Merseyside, for sharing this story on LinkedIn about a customer problem solved by the team.

Martin explains: "A valued customer came to us with a waterproof concrete enquiry and asked if we could offer a suitable mix. At CEMEX UK we don't do problems, we offer solutions which is exactly what we did with the help of the team. Our own PERMATITE concrete was recommended and supplied. We even offered our own pump as an extra, offering a one stop shop for our customer needs."

Well done everyone!





Dagenham Site Raring to go with Recycled Materials!



The Dagenham Wharf and depot is now helping the UK business contribute to the Circular Economy, by creating a new material from unwanted concrete.

Concrete returned to the site is now being crushed and blended with primary aggregates to make a Type 1 sub-base material, which can be used under roads, paving and other similar projects.

The material is now available for customers located around the Northern Circular, in South Essex and the London Boroughs to buy, with around 10,000 tonnes expected to be sold in initial months. It will be especially useful for our customers whose supply has been impacted by the train strikes and other freight issues caused by the bad weather.

Not only is this an excellent example of how we can utilise recycled materials in our business, but we by capturing the waste from our own internal business we are therefore saving on external disposal costs. Well done to everyone involved in this project!

This is only the start of our Circular Economy endeavours at our Dagenham locations, with other actions underway; including some ambitious plans to create a recycling centre for the future – watch this space!

EXCEED Lend a Hand



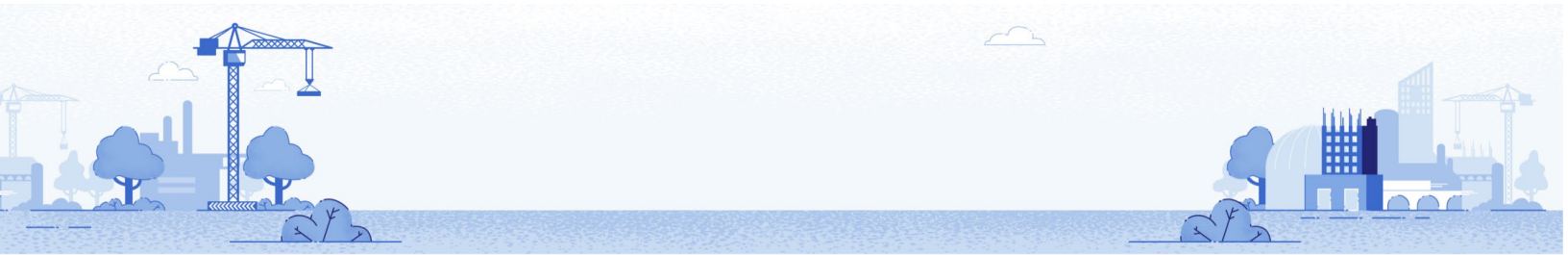
Matt Baines and Steve Coles from the UK Operational Excellence team took time out and joined the Samaritans production line recently. They were given the opportunity to pack Christmas Gift shoe boxes for underprivileged children that were filled with vital essentials such as soap, a toothbrush, a flannel as well as a selection of toys, books and crayons.



Over the course of the day Steve and Matt, along with the other volunteers, were able to pack and process over 1,600 boxes that are destined for children in central Asia.

Yvonne, one of the event organisers, shared a touching story from last Christmas where she was able to visit children in Moldova and remembers a particular little boy who was overwhelmed with happiness with his box. All he wanted to do was share his hairbrush with his mother as he'd never been able to give her a gift at Christmas before.

Steve commented: "This has probably been the best Lend a Hand I've done; you really got the feeling you were really making a difference to those children's lives."



The Samaritans will be packing boxes until 17th December and are always looking for volunteers. If you'd like to volunteer you can do so by using [this link](#) to sign up.

Supporting the Foodbank this Christmas



This Christmas, colleagues in our Coventry Head Office are supporting the local Coventry Foodbank in various ways.

A box is now available in the reception for donations of food items, particularly those most urgently required items. The food will help the Foodbank provide Christmas food parcels for local individuals and families in crisis.

A team from the Head Office are also taking part in a Lend a Hand day next week to help sort the Christmas food parcels at the local Foodbank.

If you would like to participate in a Lend a Hand activity in your local area, please contact Social Impact Specialist, Chiedza Mupfumira.

Final Chance: Join our Festive Fundraiser or Donate



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 9th December, and bring your friends and family along.

If you can't make it in person, you can still donate to Cancer Research UK by buying a ticket and then emailing it to chiedza.mupfumira@cemex.com. We will then donate the ticket to community members.

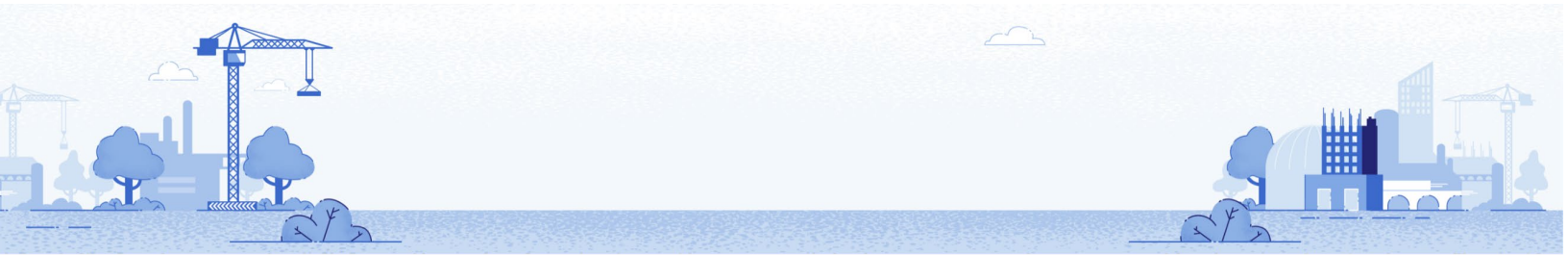
Tickets are available [here](#).

Safety in Numbers!



If you are heading out into the countryside or the coast this weekend, linger until dusk and you'll be in with a chance of seeing one of the best wildlife spectacles in the UK.

Starling murmurations are beautiful at this time of year as the birds take to the skies, swirling and whirling in their thousands. These black clouds of birds survey the area for predators before they



come into roost, taking advantage of safety in numbers. Starlings have exceptional reaction times, allowing them to change direction in a split second, which prevents collisions.

Here are the top five RSPB reserves for watching dusky murmurations.

- Newport Wetlands
- Conwy
- Dungeness
- Leighton Moss
- Marazion Marsh

Image: RSPB



PROFITABILITY

Northfleet Wharf Wins EXCEEDS's Idea of the Month



On behalf of the Management Team, another big 'Thank You' goes out to everyone for continuing to develop and implement their ideas that will help make CEMEX a safer place to work, with better quality and greater efficiency / effectiveness.



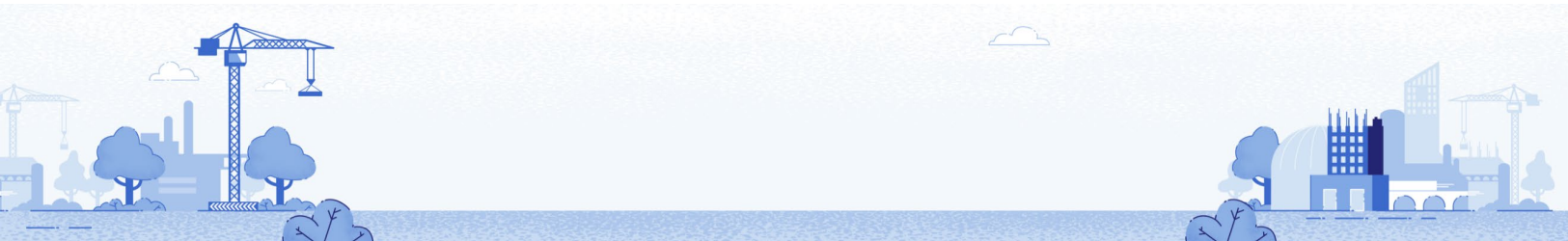
The following summary gives a brief overview of the ideas from the November 2022 competition:

- Poole Wharf – Two small running lights were added to the top of the conveyor to allow for monitoring from the shovel and the offices.
- Northfleet Wharf – Upgraded the silt buffer tank pipework to Linatex hose to reduce spillages, improve safety (STF and working at height) and reduce loading delays when performing remedial work.
- Dagenham Wharf – Our on-site Fitter fabricated a new guard using material from stock we had in the workshop saving £918.

Our congratulations go out to **Northfleet Wharf** who took the top award this month! Well done to everyone involved.

At Northfleet Wharf the silt buffer tank steel pipework was frequently having holes appear, causing water and silt to leak onto the floor and make the surrounding area and walkway slippery. The pipework is not easy to work on and requires a cherry picker to gain safe access. Where the cherry picker has to be positioned means the road has to be closed and a banksman has to be positioned to divert traffic resulting in delays in loading times and downtime with the process plant.

To overcome this issue the steel pipework was replaced with long lasting Linatex hose. The Linatex rubber lined hose will give greater durability with less wear points and save a considerable amount of time, by having to shut the process plant to patch the pipework. It will also save money in mobile plant hire costs and reduce the amount of time the one-way system will be closed to undertake maintenance works.



If you want further information on the winning idea please visit the Ideation platform here:

- Northfleet Wharf – https://cemex.idhall.com/idea/view.php?ide_id=312&vw_ccache=639074f2-1

Here is a direct link where you can search for any topic: <https://cemex.idhall.com/>

Electric Charging Points at CEMEX Sites



In light of the growth of employees using electric or hybrid vehicles, both in fleet and private ownership, the UK Security team would like to remind everyone that the use of CEMEX electricity supplies to charge cars is strictly prohibited.

Those who need to charge vehicles must be doing this either at home or dedicated public points. The UK business is currently exploring options for installing charging points at key locations, and an update on this will be shared when appropriate.

Colin Jones, UK Security Manager, commented: “While we commend all employees who are travelling via more sustainable vehicles, CEMEX’s electricity must not be used to charge hybrid or electric cars.

We have been made aware of instances of this happening, so I wish to take this opportunity to remind employees of the necessity to use dedicated charging points at a convenient location for them. This is especially important during this triad period, and as operations strive to reduce their energy consumption and its related costs.”

Roundtable with the Rail Minister

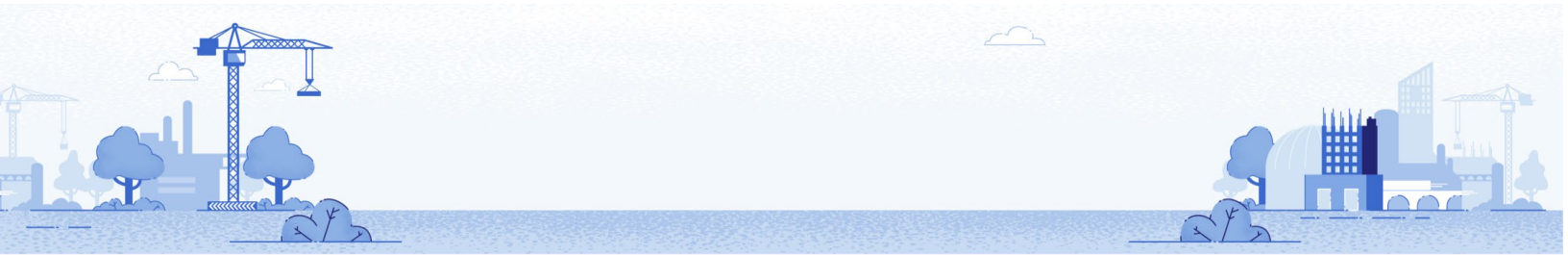


In November, CEMEX were pleased to join other members of the All Party Parliamentary Rail Group (APPG), to hear from the new Rail Minister, Huw Merriman. With a new Transport Minister and Rail Minister appointed recently by Prime Minister Rishi Sunak, this meeting provided an opportunity for industry to get a first-hand view into the priorities of the new leadership.

Merriman outlined his plans for his role, and fielded questions from across the rail industry, covering a range of topics from passenger fare dodging, to freight parity with passenger, investment in rail, and the governments priorities. Merriman has a sound grasp of the issues facing the industry, and also has a

focus on rail freight growth, following his experience as Chair of the House of Commons Select Committee on Transport, and CEMEX welcome his appointment to the role.

The APPG is formed of members from all parties across parliament and exists to further the aims and goals of industry and the membership, offering CEMEX an opportunity to speak to high level stakeholders and to be able to hear directly from them.





Changes To Fuel Mileage Rates



The fuel rates for business mileage have been updated effective 1st December in line with the latest HMRC Advisory Fuel Rates.

The rates by engine type and size are outlined in the table below.

SAP Concur has been updated and claims for mileage from that date onwards will be made at the revised rates.

<https://www.gov.uk/guidance/advisory-fuel-rates>

| Fuel Type | Engine size | Rate From 1 Sep 2022 | Rate From 1 Dec 2022 |
|----------------|------------------|----------------------|----------------------|
| Petrol | 1400cc or less | 15p | 14p |
| | 1401cc to 2000cc | 18p | 17p |
| | Over 2000cc | 27p | 26p |
| Diesel | 1600cc or less | 14p | 14p |
| | 1601cc to 2000cc | 17p | 17p |
| | Over 2000cc | 22p | 22p |
| Fully Electric | Not Applicable | 5p | 8p |

Hybrid cars are treated as either petrol or diesel for advisory fuel rates.

Clean Air Zones



With the launch of the clean air zone in Bristol last week it is a good opportunity to check which cities are live with clean air zones and share a useful link to check your vehicle – click [here](#) for more information.

If your car is affected, please ensure to pay the fees within the timeframe to avoid a penalty charge.

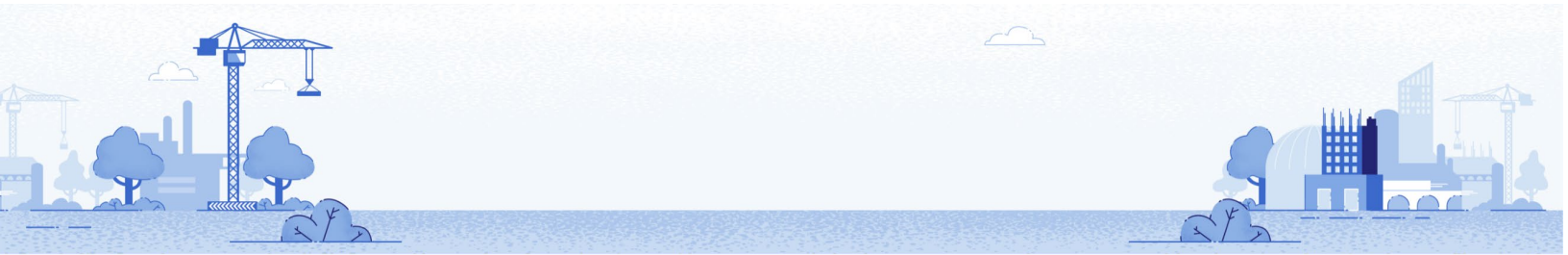
There's a different service if you want to drive in London's low or ultra low emission zones. Check your vehicle <https://tfl.gov.uk/modes/driving/check-your-vehicle/>

Reminder: Future Disruption Due to Rail Strikes



A reminder that the RMT Union have announced a series of **48 hour strikes** on:

- Tuesday 13th and Wednesday 14th December
- Friday 16th and Saturday 17th December
- Tuesday 3rd and Wednesday 4th January
- Friday 6th and Saturday 7th January



This will affect a number of rail operating companies, including Network Rail. The disruption this is going to cause to our business is significant. Please can you ensure you are advising customers of the potential impact to supply, especially as many of our depots are critically low on stock due to the action so far this year.

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 network on the above dates, 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>

End of Year Dialogue



Join our Executive Committee members for a casual conversation to celebrate the end of the year.

All CEMEX colleagues are invited to join the event. Join us – Tuesday 13th December at 3 o'clock UK time.

Click [here](#) to register.

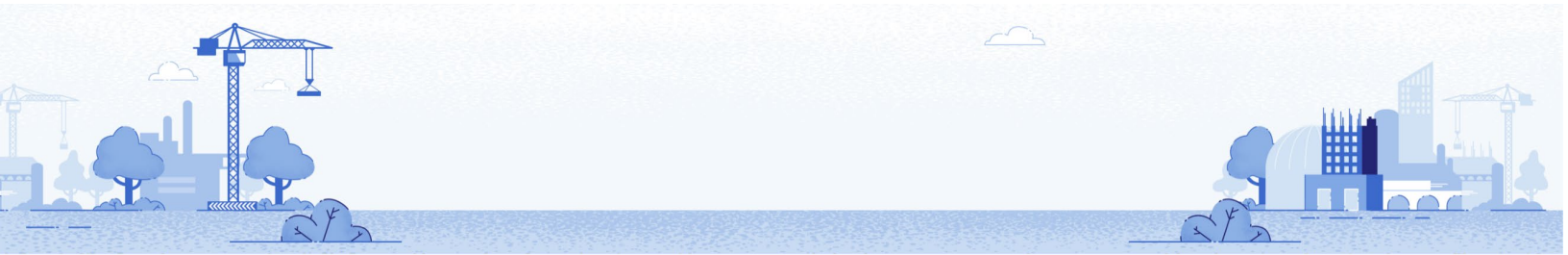
Think you know your Christmas Songs?



This Christmas you could win one of 21 prizes up for grabs by taking part in the CEMEX Lifestyle Platform, Quizmas Daily Challenge.

Each day between 5th to 12th December the Lifestyle Platform will be sharing some Christmas lyrics with you. Simply visit our landing page and guess the song name and artist for your chance to win a daily prize of up to £500.

Click [here](#) to play!



Internal Vacancies

| IVC Ref | Position | Company | Location | Closing date |
|-------------|-----------------------------|----------------------|--------------------|--------------|
| 355-12-2022 | Electrical Shift Technician | Cement Operations | Rugby Cement Plant | 16/12/2022 |
| 356-12-2022 | Plant Manager | Materials – Readymix | Angerstein | 23/12/2022 |
| 357-12-2022 | Transport Planner | Materials – Readymix | Fulham | 23/12/2022 |
| 358-12-2022 | Quarry Manager | Cement Operations | Kensworth Quarry | 20/12/2022 |
| 359-12-2022 | Fitter | Materials – Readymix | Yorkshire | 21/12/2022 |

We would love to hear from you for the next edition

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

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

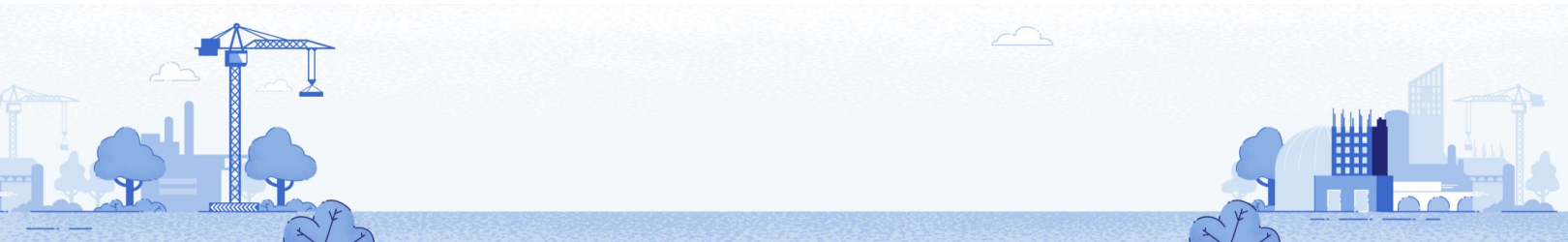
Employee Assistance Programme

Free, confidential support and counselling available for all employees

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

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

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



December Kindness 2022

MONDAY



5 Give a gift to someone who is homeless or feeling lonely

TUESDAY



6 Leave a positive message for someone else to find

WEDNESDAY



7 Give kind comments to as many people as possible today

THURSDAY

1 Spread kindness and share the December calendar with others

8 Do something helpful for a friend or family member

FRIDAY

2 Contact someone you can't be with to see how they are

9 Notice when you're hard on yourself or others and be kind instead

SATURDAY

3 Offer to help someone who is facing difficulties at the moment

10 Listen wholeheartedly to others without judging them

SUNDAY

4 Support a charity, cause or campaign you really care about

11 Buy an extra item and donate it to a local food bank

12 Be generous. Feed someone with food, love or kindness today

13 See how many different people you can smile at today

14 Share a happy memory or inspiring thought with a loved one

15 Contact an elderly neighbour and brighten up their day

16 Look for something positive to say to everyone you speak to

17 Give thanks. List the kind things others have done for you

18 Ask for help and let someone else discover the joy of giving

19 Contact someone who may be alone or feeling isolated

20 Help others by giving away something that you don't need

21 Appreciate kindness and thank people who do things for you

22 Congratulate someone for an achievement that may go unnoticed

23 Choose to give or receive the gift of forgiveness

24 Bring joy to others. Share something which made you laugh

25 Treat everyone with kindness today, including yourself!

26 Get outside. Pick up litter or do something kind for nature

27 Call a relative who is far away to say hello and have a chat

28 Be kind to the planet. Eat less meat and use less energy

29 Turn off digital devices and really listen to people

30 Let someone know how much you appreciate them and why

31 Plan some new acts of kindness to do in 2023



ACTION FOR HAPPINESS

Happier · Kinder · Together