



Welcome to UK News 15th December 2022
your weekly update from around CEMEX UK
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HEALTH & SAFETY

Winter Water Safety



The tragic death of three children who fell through ice into Babbs Mill Lake in Solihull is a reminder of the importance of raising public awareness about ice safety and the responsibilities of landowners.

As operators, CEMEX needs to ensure that we have appropriate procedures in place where we have bodies of water that might freeze and where members of the public, particularly children or dog walkers, are known to visit.

On Monday afternoon, the day after incident in Solihull, Jeff Jones, Assistant Quarry Manager at CEMEX's Forest Hill quarry, had to remove four teenagers from frozen water on a restored area. He had heard the teenagers and went over to investigate and found them on the pond on a sledge. They had damaged a warning sign and were using this to slide on the frozen pond. They were reminded about the dangers and asked to leave the site. Subsequently the local ASBO Officer and the Parish Council were informed, who carry out regular checks in the area.

A huge thanks and well done to Jeff for Stepping In quickly to escort the teenagers from site – he may have saved their lives!

We urge all Site Managers to check the following:



- You are aware of sites where water is frozen and members of public may be tempted to enter / visit.
- You have a risk assessment in place that covers this from the perspective of both public safety and safety of employees/contractors.
- If risk assessments recommend the site has throw lines or other safety devices ensure that these are in place.
- Do you have any sites where you perceive the risk to be particularly high where the use of temporary signage warning of thin ice would be appropriate?
- Do the emergency services know how to access your sites should someone be in trouble in water / ice?
- Does your signage give information about exact location and who to call in emergency – 999 ask for Fire and Rescue Service if inland water?

The MPA has been promoting generic water safety messages being issued by safety organisations and emergency services, most recently the “Don’t Drink and Drown” and “What to do if you fall through ice advice” (RLSS campaigns) and other winter water safety messages.

Please see below two links to information produced by RoSPA and RLSS (Royal Life Saving Society):

RoSPA information on ice safety for landowners – <https://www.rospa.com/leisure-water-safety/water/advice/ice>

The RLSS campaigns to raise public awareness – [Winter Water Safety | Royal Life Saving Society UK \(RLSS UK\)](#)

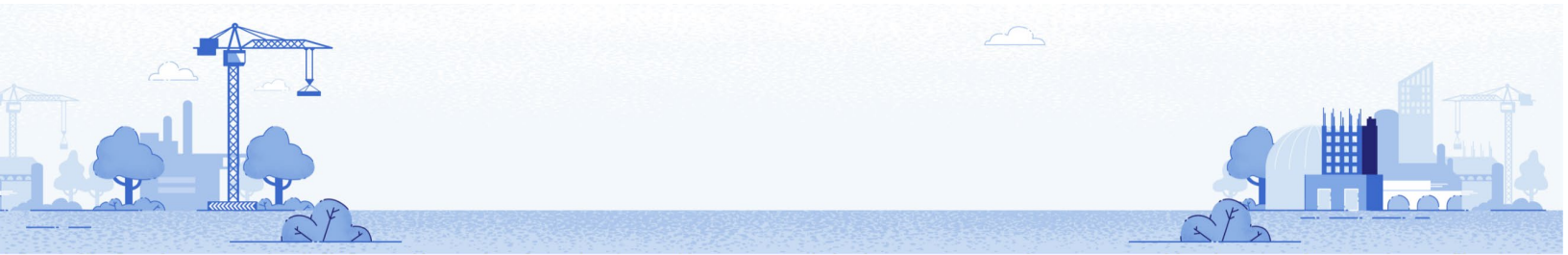
Please Share!

With the recent Met Office’s yellow weather warnings, temperatures are set to drop as low as minus 15 in parts of Britain, **please share the following warnings with your offline colleagues, friends and families.** It could save a life!

We have also made a poster which you can find at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads – please print and share on all noticeboards.

In an emergency, if you see a person in the water:

- Call 999 and shout for help – nearly 40% of people who drowned last year had no intention to go into the water.
- Stay off the ice and away from the edges: help from the land to the best of your ability.
- Shout to the casualty to maintain heat and energy: Float To Live.
- Tell the person to stay still to maintain heat and energy.
- Look for rescue equipment or anything which will extend your reach, such as a rope, pole or branch.
- Reach or throw out to the casualty with it. Gently guide and move the person to the shore. Make sure you are on stable ground.
- Keep the casualty warm and make sure they go to the hospital.



Do You Smoke? We Need Your Help!



One of the Wellbeing Strategy Group's focus areas is to help any employees who may wish to stop smoking or reduce the amount they smoke. The group is currently identifying potential activities and resources that could be made available for CEMEX UK employees.

However, we want to make sure the right support is provided – in the most appropriate format and at the best time for employees.

To do this, we need to hear from anyone who smokes – even if you have no desire to stop smoking at all!

Please complete our anonymous survey, accessible [here](#). It's only 10 questions in length and shouldn't take more than 10 minutes. It asks about your smoking habits, any 'stop smoking' resources you have used previously, and what you think could work well for employees.

We would love to hear your opinions, and these will help us decide what activity is organised for employees – watch this space.

Thank you for your support!

Some facts about smoking:

- There are about 6.9 million adult cigarette smokers in the United Kingdom.
- Overall, the proportion of adults (aged 16 and over) smoking in Great Britain has been declining since 1974 (when national government surveys on smoking among adults first began).
- Across Great Britain, since 1990, there has been a steady increase in the number of smokers using mainly hand-rolled tobacco.
- In general, men are more likely to smoke than women.
- Since 2010, smoking has become less common across all age groups.
- Smoking continues to be lowest among people aged 60 and over.

Considering giving up? Here are some initial resources to help:

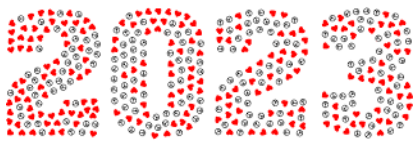
<https://www.nhs.uk/better-health/quit-smoking/>

<https://www.nhsinform.scot/healthy-living/stopping-smoking>

<https://www.blf.org.uk/support-for-you/smoking/how-can-i-quit>

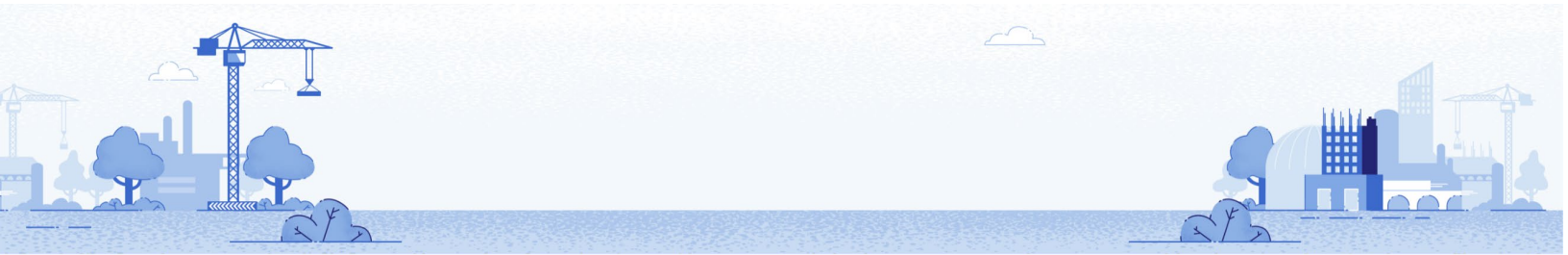
<https://www.bhf.org.uk/information-support/heart-matters-magazine/wellbeing/stop-smoking>

New Year Health & Safety Training



With the New Year around the corner, final preparations have been made for the New Year Health & Safety Training.

If you are delivering these sessions and haven't got access to the materials, please email Julie Welch in the Health & Safety Department – julie.welch@cemex.com



School Road Safety Day



School children from two primary schools close to our Rugby Cement plant were recently visited by a team from CEMEX as part of our Road Safety Education programme.

Darrell Collins, Driver trainer/Assessor from our Rugby plant, took along a CEMEX truck to both schools to educate the Year 5 children about driver blind spots as well as general road safety.

The children had fun sitting in the cab, experiencing for themselves the blind spots that drivers experience, and learning about road safety. They also got to test the truck's horn was working properly too!!

The children from both schools, St Matthews Bloxam and St Oswalds, all had a fantastic time and learnt some valuable lessons about road safety too! The children were given a high-vis slap band and a high-vis vest as part of their experience.

Thanks to our CEMEX colleagues Darrell Collins, Gary Burgess, Chiedza Mupfumira, Pete Soper and Pete Ward for your support at the school visits and for helping make the road safety educations, fun but informative!

Mollie White, Year 5 Teacher at St Oswald's C E Academy, commented: "We just wanted to thank you and your team for a fantastic day yesterday. Both the children and teachers absolutely loved it and gained so much from the session. If you are ever doing anything similar or run any other programmes please let me know!"

Langley and Datchet Take the Spotlight



Filming took place at CEMEX's Langley and Datchet sites last week for a new training film to promote the use of Take 5 and Take 5 together.

The film project was led by CEMEX France but filmed in the UK as the team wanted to use the ECP Video film crew, who have an excellent track record of producing videos in our industry.

Luckily, the weather was kind and with good light the filming was completed over two days. Thanks go to all personnel at the two locations for accommodating the film crew and cast and providing suitable locations for the various clips.

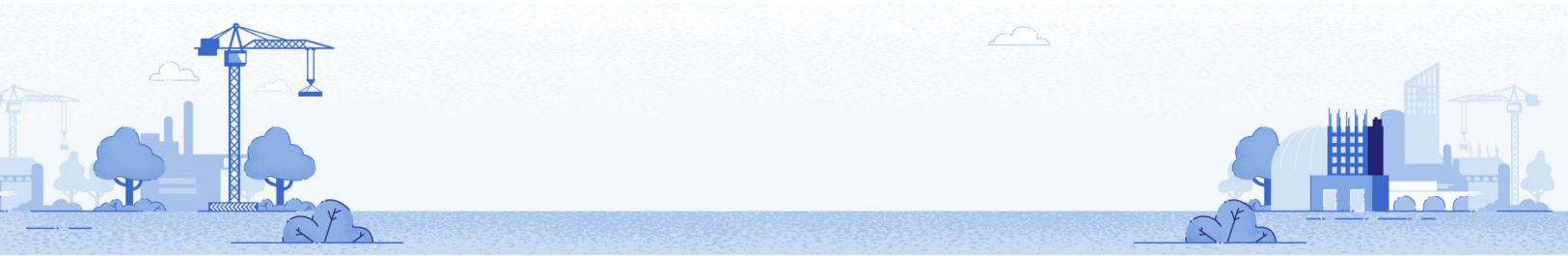
In true Hollywood style the film credits read as follows:

Director – Patrice Millet (CEMEX France)

Film Crew – ECP Videos

Cast – Bryony Dobson, Billy Bateman, Bob and Terry Stephens

Casting, Catering and Props Manager – Jason Aked



Christmas Time.... Mistletoe and.... Crime!



The bank holiday configurations during this years' Christmas and New Year holidays again means many of our sites may be closed for a longer period than usual.

This year, we have the additional contention of the cost of living crisis and as such our assets, in particular fuel could be at risk of theft. It's critical,

therefore, to think ahead and prepare our sites for the break.

At the end of this document and on the UK News download page:

www.cemexuknews.co.uk/downloads you can find our guidance poster. Please share and follow the guidance, to minimise our exposure to thefts and intrusions and reduce opportunities for would be offenders.

Here's Ho.. Ho.. Hoping for a safe and secure Christmas!

Update on Risk of Environmental Activism



As many of us will have seen, there have been many recent protests carried out by activist groups such as Extinction Rebellion and Just Stop Oil across the UK.

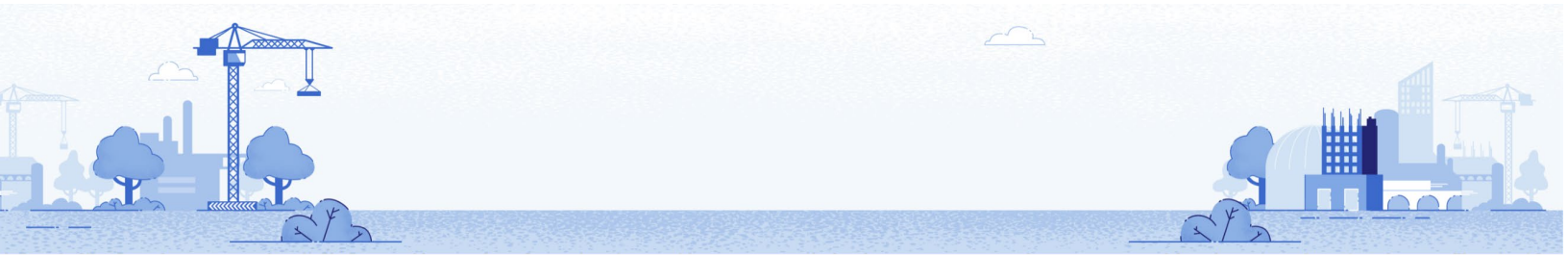
Between 11th August and 11th November this year, 184 protests were identified across the UK, and 54% of these took place across London. High profile protests have included disruption of heavy traffic routes such as the M25 and the Dartford Tunnel. There has been an increase in the crossover between socialist protest groups focused on the cost-of-living crisis and

environmental activism.

The CEMEX security team works closely with local police forces and security groups to monitor the risk to the business presented by environmental activism. All employees should be aware that it is almost certain that mass protests will become more frequent due to the increase in coalition between socialist and environmental activist groups. It is highly likely such protests will continue to occur as people struggle through the cost-of-living crisis and that climate groups will continue to organise sustained campaigns over consecutive days more frequently.

Research has further identified roadblocks have increased significantly, alongside protests involving vandalism and criminal damage and the use of paint being used to damage buildings has increased significantly. As you may have seen, the inconvenience caused by roadblocks has led to members of the public intervening and attempting to physically remove protestors from the road themselves; **activity no one at CEMEX should become involved in.**

The Security team, therefore, wanted to take this opportunity to update everyone on the developing threat of environmental activism and urge employees to remain vigilant. Colin Jones, UK Security



Manager, commented: “The news has been full of stories of environmental protests over recent weeks, and those structured around disrupting traffic are particularly impactful to our business.

However frustrating and inconvenient these protests may be, it is crucial that no employee takes matters into their own hands and tries to intervene or remove any protestors they may come across. As always, we ask employees to ensure they follow the guidance in our protest contingency plan and contact either myself or John Sweeting with any questions.”

To view the full protest contingency plan, click [here](#).

Avoid Mobile Phone Use While Driving



We are approaching that time of year when more people will use the roads to visit family and friends and when people become more distracted thinking about the festive season. We should be mindful of our own behaviour and habits while driving, which includes those trips we make for business purposes and what controls we should follow. This is particularly relevant when it comes to the use of mobile phones while driving.

Research has shown that using any phone behind the wheel makes you four times more likely to be in a crash. This is a sobering statistic. Here is a link to a short but powerful video about the tragic consequences of what can happen when a mobile phone is used while driving. It’s worth two minutes of your time. <https://youtu.be/ODHGeLBc5qY>

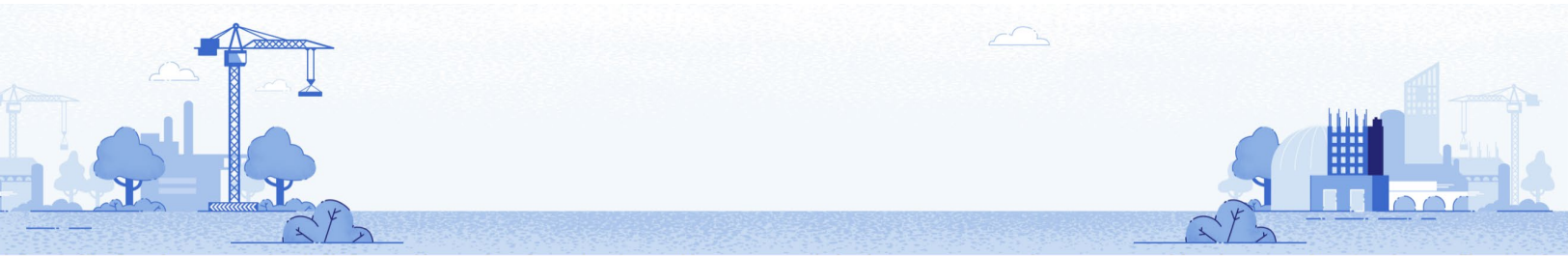
It’s important that we maintain full concentration on the road and not be distracted, even when using the phone on a hands-free device. Don’t be tempted to join meetings while driving, even when you are only listening – your concentration levels will drop.

Did you know we have a Global Policy for the Use of Mobile Phones While Driving, which you can find in the link below. Although this has been around since 2016, it’s still worth familiarising yourself with it again and making others aware of it too. A couple of points to highlight from the Policy:

- All drivers must avoid phone use unless absolutely necessary.
- Where it is necessary, then it must be kept to a minimum.

<https://cemex.sharepoint.com/sites/GlobalHealthSafety2/Share...>

Please do all you can to keep yourself safe and others who share the road with you.





Berkswell in Action!



Earlier this year we commenced operations at our new recycling facility at Berkswell quarry near Birmingham.

Through a strategic partnership with HD Ricketts Ltd, one of our key customers in the Midlands, we were able to utilise both their expertise and equipment to start producing recycled aggregates safely, quickly and efficiently. As a result, materials that were being imported in to Berkswell for restoration are now being diverted to the recycling operation to produce a range of materials from recycled sands to construction fills.

Phil Constable, Commercial Manager for Aggregates UK North, said: “The strategic partnership model we have developed at Berkswell allows us to work closely with existing customers and fast track our recycling business safely and efficiently. As we learn, we will quickly develop this model to ensure we grow our presence and expertise in the Circular Economy through Berkswell, thereby contributing to a sustainable future for the business as a whole.”

Linking Schools to Local Industry



Groundworks East are a charity working across the East of England to create stronger, healthier communities, responsible business and greater prospects for local people. They are also one of CEMEX UK's Social Impact partners for 2022.

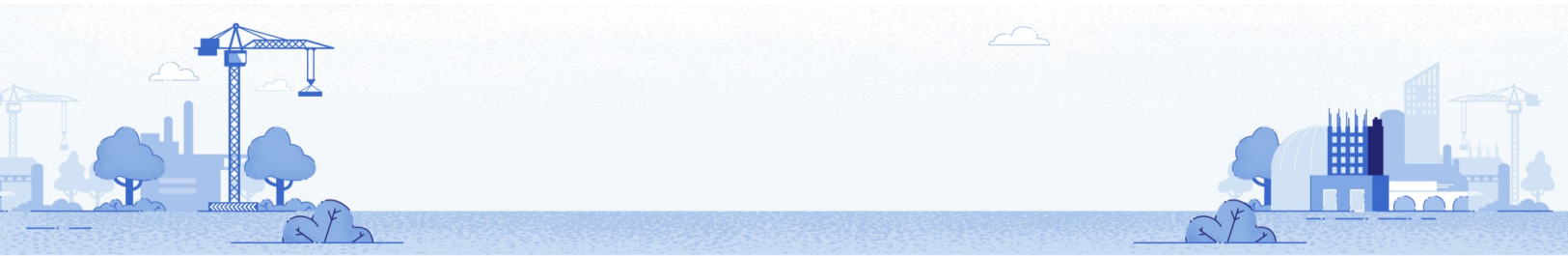
During 2022 Groundworks and CEMEX have worked together on The CEMEX Quarry project. Funded by CEMEX UK and organised by Groundworks East, the project took place between March and October 2022 with Green Lanes Primary School, St. Philip Howard

Primary School, Birchwood Avenue Primary School, Oakview Primary School and Onslow St. Audreys Secondary School.

All five schools are based in Hatfield, Hertfordshire. The schools were chosen due to their proximity to CEMEX's Hatfield quarry. The programme for all schools included a visit to Hatfield quarry and Amwell Nature Reserve, and two classroom sessions.

The project was a great success; it gave the children opportunities to learn about industry on their doorstep and provided them with 'real life' examples, through exploring and comparing a working quarry to a quarry which had been restored as a nature reserve.

The children took part in activities such as fossil making, bird watching, sketching and role playing and debates. The activities allowed the children to: learn about local industry and the process of quarrying; learn about local wildlife and the impact on the environment from quarrying; and gain knowledge about



local geology and the formation of fossils. The children took a great interest in learning about their local area as shown by their enthusiasm to research further into the topic at home and in school.

The project has proved to be very popular with local schools that see it as a great way of meeting many requirements of the National Curriculum.

Here is some of the feedback from the participating schools:

“The children from Green Lanes have loved their visits to CEMEX quarry and Amwell Nature Reserve. It has allowed them the opportunity to experience different environments that some may not have been able to experience before. They were able to see first hand the impact of quarrying and the resulting positive impact it can have. This helped bring their learning to life and spark a range their enthusiasm to learn more and ask questions.”

UK Environmental Briefing



The Sustainability team have created the latest Environmental Briefing highlighting the importance of continuing legal compliance on our sites, including during times of business change, which has been highlighted as an area of concern during both internal and external environmental audits. This is also particularly relevant as we approach the holiday season as we are still expected to maintain

legal compliance whilst our sites are closed or at reduced operational capacity.

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

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

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

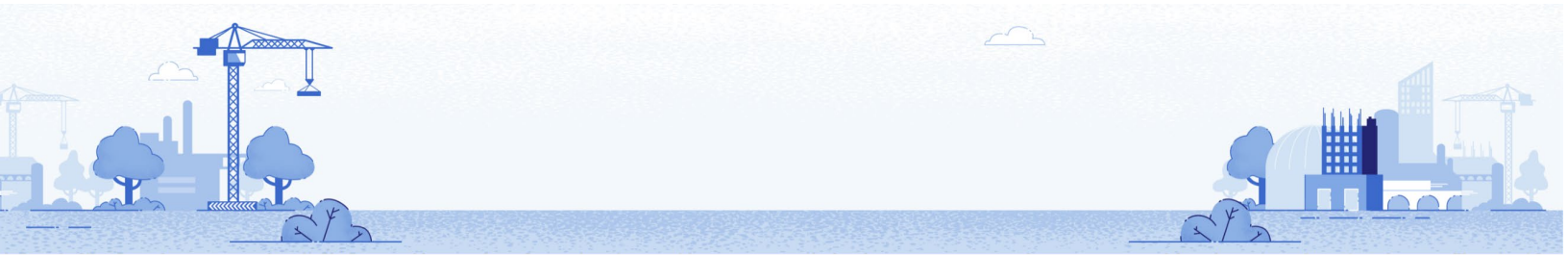
A Bite of the Awards Apple



CEMEX UK recently received a 2022 International Bronze Green Apple Environment Award for Building and Construction. This was awarded because of CEMEX's provision of concrete for Edmonton EcoPark in North London.

CEMEX's low carbon concrete mix used on the project helped to reduce the carbon footprint by up to 70 percent compared to traditional concrete.

The overall project is to create a £1.2bn sustainable waste management hub and Energy Recovery Facility. You can read more about this [here](#).



The award was presented at the House of Parliament, and a donation was made on the winners' behalf to the Green Earth Appeal, whose tree-planting in emerging nations helps the environment and wildlife while creating employment opportunities in the local community.

Richard Kershaw, Technical Manager, commented: "I was very proud to receive this award on behalf of CEMEX. It is great to see the sustainable contributions we are making to our customer's projects being recognised, as more and more people appreciate the need and opportunity for the construction industry to play its part in reducing carbon emissions."

Santa Hats Off to Head Office Teams



Things got fun and festive at our Coventry Head Office last week, as colleagues came to the office in their Christmas jumpers, raising a fantastic £230 for the Save the Children charity.

It didn't stop at jumpers – festive hats, earrings and reindeer antlers were all on show.

There were prizes to be won for the best jumpers and congratulations go to first prize winner Jenna Gozdecki, Customer Service Representative (middle), who very creatively came to work as a Lindor chocolate!! Also, congratulations to runners up Erin Fitzpatrick, Aggregate Transport Planner (left), and Kaylee Pruden, Readymix

Sales Agent (right). They all won shopping vouchers.

Terri Charles, Head of Customer Service – UK, commented: "It was lovely to gather the teams together in Binley to celebrate National Christmas Jumper Day to raise some money for a very worthy charity whilst having a bit of fun. Thanks everyone for taking part."

Well done to everyone who helped raise such a great total – we hope you all had a fun day!



PROFITABILITY

Celebrating our 2022 Investments

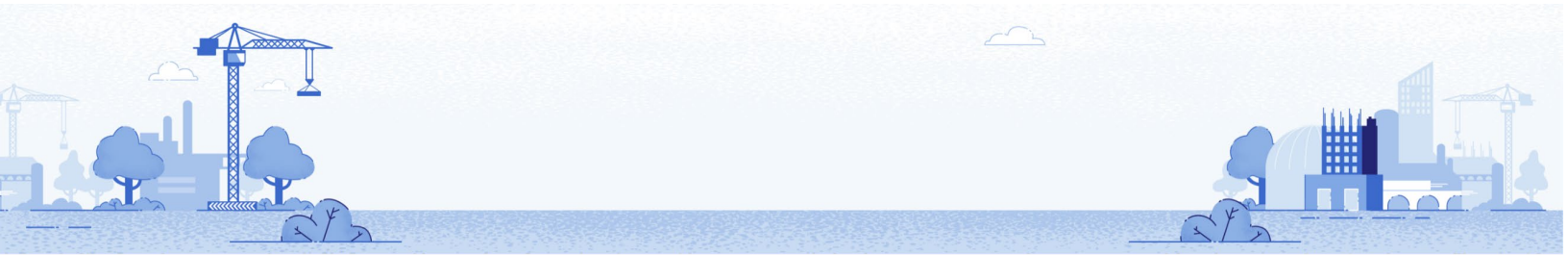


CEMEX continues to invest millions in our West Europe Materials business, upgrading existing plants, building new ones and improving efficiency.

To celebrate and share these achievements from 2022 with you, we have produced two presentations summarising some of the investment highlights from UK and France.

Click [here](#) to view the UK presentation.

Click [here](#) to view the French presentation.



Switch Off, Save the Planet and Save Money



During this unprecedented energy crisis, it is vital that we take action to **reduce our electricity consumption by 10% by end of 2023.**

Switch off: Switch off electrical appliances, motors, conveyors etc. when plants are not running or not in production.

Use lighting wisely, striking a balance between safety and cost.

Pay attention to peak energy cost periods – switch off electrical appliances between 4pm and 8pm.

Save the planet: Cutting energy use aligns perfectly with our Future In Action decarbonisation strategy, as well as reducing our costs. Each of us can make a contribution to protect our planet and our business.

Save money: Together, let's tackle the challenge of rising costs by helping to reduce electricity consumption by 10% by end 2023.

On the UK News download page: www.cemexuknews.co.uk you can find posters. Please print off and share on your workplace notice boards.

Check Out CheckProof's Video



CEMEX's CheckProof software is used across our business, for various things such as digital maintenance checks, recording NMHAs and opening new smart locks for our fuel tanks on site.

CheckProof, the supplier, have recently created a CEMEX UK Case Study video featuring some familiar faces from across CEMEX UK. CheckProof have recently shared their video on their social media channels – you can watch their video here. <https://youtu.be/2O4-gnWNPNo>.

It is a great watch and shows some nice aerial footage of Dove Holes quarry.

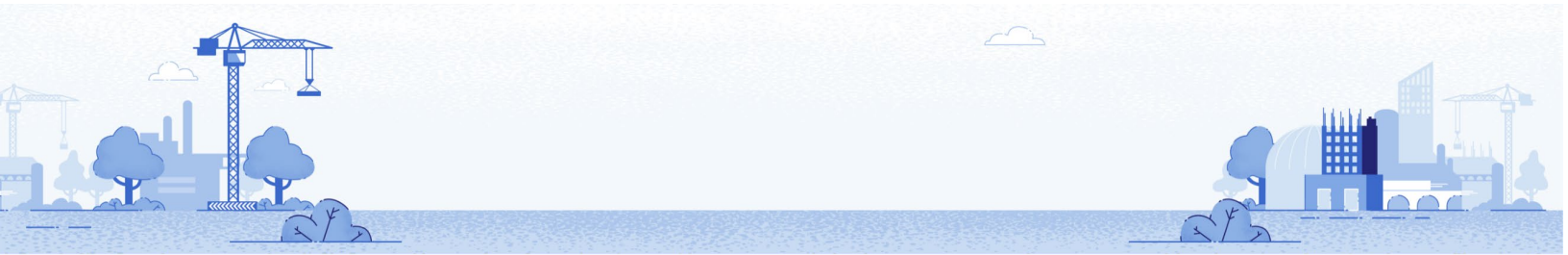
Do You Have A Great Improvement Idea?



The Operational Excellence team are launching a campaign within our IDEATION ideas sharing portal which will run for Q4 2022.

Have you had an issue or problem that keeps recurring, or a great idea that you don't know how to take forward? It could be local to your site, cross-functional, or an area or UK-wide opportunity.

We are specifically looking for ideas for local operational 'continuous improvement' activities which remove waste or improve efficiency and can be replicable across our other sites.



During Q4 2022 please submit any new initiative suggestions to the **Suggestion Box within the IDEATION portal.**

At least one winning idea will be selected before the end of the year, and this initiative will then be supported, project managed and financed in 2023 by the EXCEED team.



Your ideas should be –

- Not currently implemented.
- Potentially replicable to other sites.
- Value-adding.

Winner(s) will be announced in January.

For any initiatives which are already implemented on site, please continue to use the Quick Wins plan.



EMPLOYEES

Important Information About Our Payroll

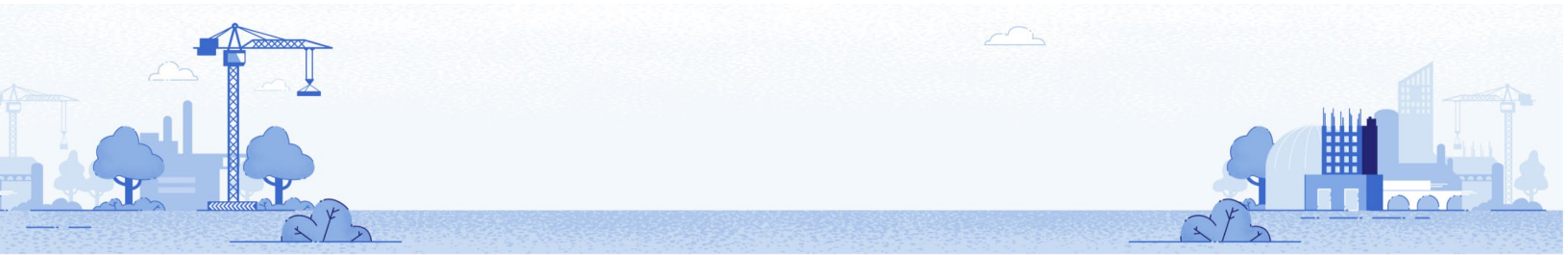


Below is important information about our payroll and payslips.

Managers, please can you ensure that you bring this to all our employees' attention and that this is shared on notice boards where appropriate so that those who aren't online also have access to this message.

As part of the HR Evolution | Working Smarter initiative, we are continuing to work on delivering a better workforce experience around our operations.

Starting this month, Tata Consultancy Services will be our new provider for Payroll, supported by Ernst and Young (EY). Through this new partnership we will leverage digital technologies to become more efficient in our services. This means that we will be making some changes to how you view your payslip.



Online Payslips

Starting this month, if you currently access your payslip online through Shift, your payslip for December pay (paid on 3rd January) will instead be available by accessing the EY Interactive Portal (IP) and mobile app. Your payslip should be available for you to view by 28th December.

In the next few days, you will receive a welcome e-mail from EY that will contain information about how to enroll on their portal and how to use it.

Historical payslips (from November 2022 and prior) will still be available in Shift if you need them.

Paper Payslips

For employees who currently receive their payslip through the post, this will continue, although your payslip may look slightly different. In due course and as our HR Evolution continues, we expect that all employees will eventually be able to view their payslips online.

Help and Guidance

If you have any technical difficulties accessing your payslip or registering with the EY interactive portal, please contact the helpdesk HRServicesUK@cemex.com

If you have any queries relating to your pay, please contact payroll.UK@cemex.com

In Case You Missed It!

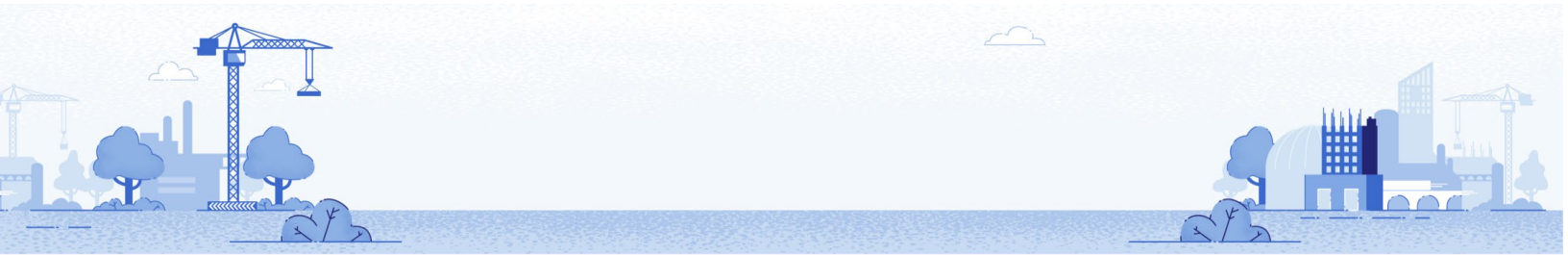


The End of Year Dialogue with the CEMEX Top Management took place on Tuesday this week, but in case you missed it, you can watch it [here](#)

Look Out for Your M&S Voucher



Hopefully, some of you will have already received your Christmas voucher in the post. But if not, please look out for your CEMEX Christmas present.... a little thank you for your hard work this year.



Alphabet Rental – Festive Period Opening Hours and Off Hire Notice



Please see details below of the opening hours and off-hire notice requirements for Alphabet Rental over the festive period.

Revised opening hours, booking and off-hire schedule for 2022/23:

Office hours

23rd December – 8am to 2pm
24th – 27th December – CLOSED
28th – 30th December – 8am to 4pm
31st December – 2nd January – CLOSED
3rd January onwards – 8am to 6pm

Should you have rentals which need off-hiring before Christmas, please notify us by Tuesday 20th December at 3pm. Any off-hires ending after this point will remain on rent until Tuesday 3rd January at 12pm and will incur rental charges for the additional days. Please note we will only collect vehicles up to 1pm on Friday 23rd December. The earliest time for delivery of new hires is Tuesday 3rd January at 12pm.

For any Alphabet Rent Own Fleet vehicles please notify us by Friday 16th December at 4pm. Any off-hires ending after this point will remain on rent until Tuesday 3rd January at 12pm and will incur rental charges for the additional days. Please note we will only collect vehicles up to 1pm on Friday 23rd December. The earliest time for delivery of new hires is Tuesday 3rd January at 12pm.

Availability:

If you do require any vehicles over the festive period, we ask that you kindly provide as much notice as possible so that we can endeavour to facilitate your request with our supply chain.

Out of hours:

Our out-of-hours service can be contacted on the days we are closed over the festive period. If you call 0370 50 50 101 you will automatically be transferred to an out-of-hours agent.

Our online portal is available to place any bookings 365 days a year, 24 hours a day. Should you have an urgent request though, we would recommend you place the booking online and then call our out of hours team who will be able to talk you through your available options.

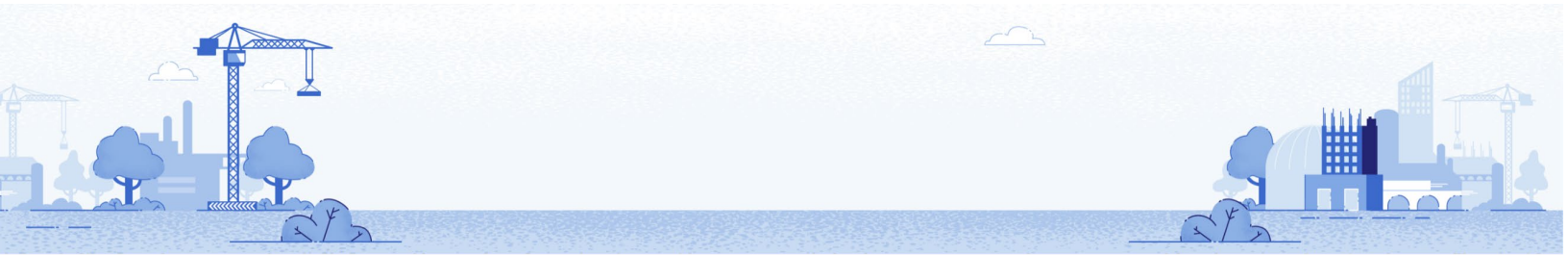
If you have any questions or require further assistance please contact us, our team are here to help.

Avoiding Driver's Fines



Alphabet have compiled a recent trend analysis, showing up to a 50% increase in fines in the last four months, particularly around penalty charge notices (PCNs) that were issued for parking infringements across Britain.

Local authorities have seen the biggest rise. Alphabet have produced this guide to help you stay vigilant where local authorities may have made changes and tips on how to avoid receiving a fine.



Please check the Alphabet website for the latest information at www.alphabet.com/en-gb/driver-guides



Restrictions

Some local councils expanded the number of roads that have parking restrictions in place. Check whether new restrictions are in place before parking



Waiting times

Be vigilant and check for any signage about parking restrictions and make sure you pay the appropriate fee and check the wait times



Display

Make sure any parking permits, payment tickets or Blue Badges are clearly displayed



Parking Apps

Make use of the parking App reminders allowing you to return on time and give you the option to extend if you're running late



Update details

Keep your registration number and payment details up-to-date and double check that they're correct on any Auto Pay apps or accounts, e.g. make sure you're using '0' instead of 'O'



Safeguard

If you breakdown, keep all your paperwork safe just in case you need it for a future appeal

Reminder: Future Disruption Due to Rail Strikes



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

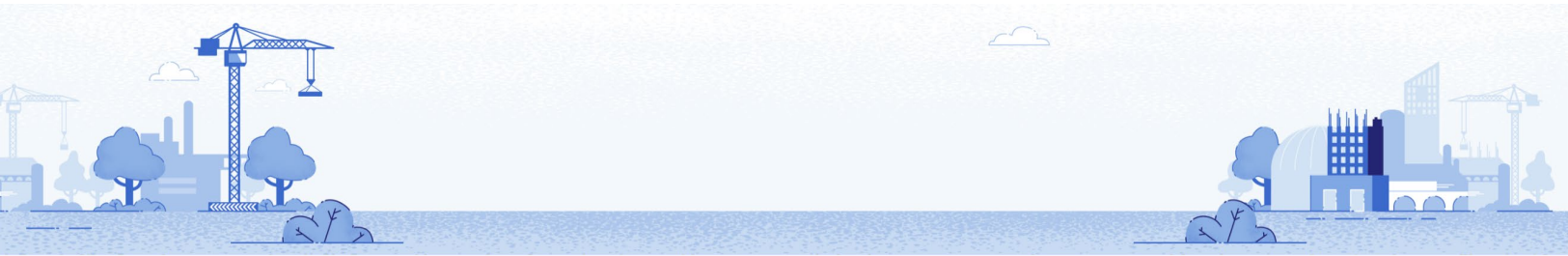
- Friday 16th and Saturday 17th December
- Saturday 24th (from 18:00 GMT) until Tuesday 27th December
- Tuesday 3rd and Wednesday 4th January
- Friday 6th and Saturday 7th January

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>



MPA Nature Photo Competition



To celebrate MPA members' achievements in creating amazing spaces for nature, the MPA are holding their 5th 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.

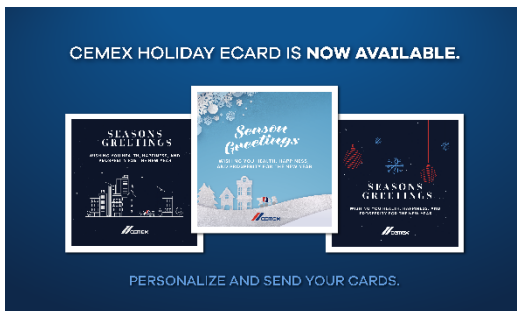
The competition is open until **14th September 2023** and any photographs entered must have been taken between 1st January 2022 and 13th September 2023 to allow all the seasons and different wildlife to be captured.

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](#).

2022 CEMEX Electronic Holiday Card

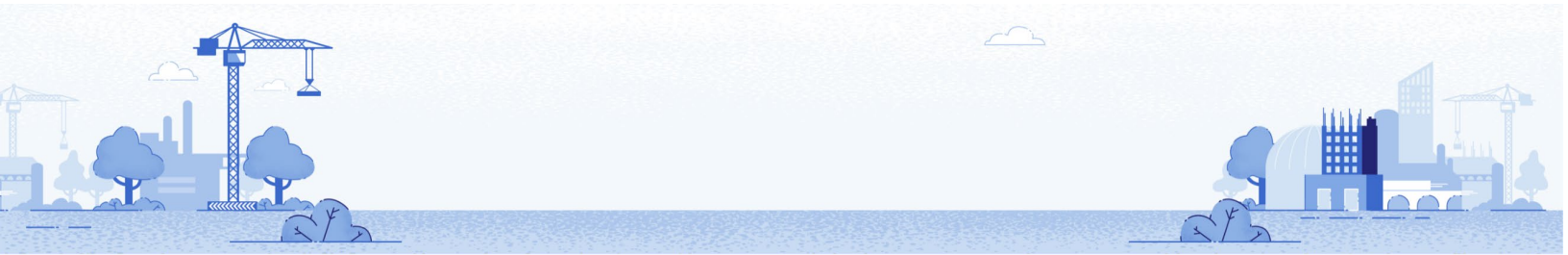


Follow these simple steps:

1. Click on the CEMEX Ecards link: <https://cmx.to/ecards>
2. Pick a holiday or occasion.
3. To personalise and send a new ecard, click on the “+”.
4. Add up to 50 multiple emails separated by coma, with NO spaces.
5. Personalise the subject and message.
6. Select the language of your ecard and pick a design.
7. Preview and send your card!
8. You can view the status of your sent cards in the “MY ECARDS” section.

Internal Vacancies

| IVC Ref | Position | Company | Location | Closing date |
|-------------|--------------------|------------------------|----------|--------------|
| 360-12-2022 | Operative (Nights) | Materials – Aggregates | Dagenham | 22/12/2022 |



| | | | | |
|-------------|------------------------------|------------------------------|--------------------|------------|
| 361-12-2022 | Multiskilled Operative | Materials – Asphalt | Bletchley Asphalt | 27/12/2022 |
| 362-12-2022 | Customer Service Team Leader | Customer Experience Readymix | Binley | 27/12/2022 |
| 363-12-2022 | Transport Planner | Materials – Readymix | Preston Brook | 23/12/2022 |
| 364-12-2022 | Plant Manager | Materials – Readymix | Winsford | 27/12/2022 |
| 365-12-2022 | Multiskilled Operative | Materials – Aggregates | Dove Holes Quarry | 06/01/2023 |
| 366-12-2022 | Operator Maintainer | Cement - Operations | Rugby Cement Plant | 03/01/23 |

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.

Merry Christmas from the CEMEX UK Comms Team, And wishing you a very Happy New Year!



KEEP SAFE THIS CHRISTMAS



- Where appropriate, ensure company cash is banked prior to the holiday and not taken home for safe keeping or left in the safe. If an onsite safe is otherwise empty, leave the door obviously ajar.
- Ensure all windows and doors are closed and locked. Lights and electric heaters are turned off unless there is a pressing reason for leaving them or lights are part of the night time security measures.
- Any site, mobile plant and vehicle keys are preferably taken off site or suitably secured preferably in a safe.
- Safe keys are taken home and not hidden. Site radios and chargers should be hidden or locked in the safe.
- Gate and office keys should not be hidden outside. If an authorised member of staff needs access to the site they should take a key with them.
- For CCTV sites monitored at Coventry, ensure your key holders are notified to the control room (ukcctv.security@cemex.com).
- Per usual practice, staff on site during the holidays must notify the control room when they enter and leave the site. Failure may result in the police or key holder being called.
- **The Coventry CCTV Control Room** will be staffed throughout the holidays, from 1800hrs **Friday 23/12/22** to 0600hrs **Tuesday 3/1/23. (Tel: 01788 517377)**
- Where possible, valuable personal possessions and tools should be taken off site, (they are not covered by the Company insurance) including, personal possessions in trucks and company car.
- Laptop computers should not be left in car boots or behind the back seat. This applies at all times, especially if socialising after work or visiting the shops or gym on the way home.
- If you have gas oil or fuel tanks on site, leave as little as possible in the tank, and don't get a delivery just prior to the holiday. Move any bowsers into as secure a location as possible and secure any containers (water canisters, ad mixtures containers etc..) and wheelbarrows that could be utilised to carry away syphoned fuel. If containers are not otherwise recyclable, consider puncturing to prevent misuse.
- Vehicles, trucks, and mixers...leave as little fuel in as possible. If able to do so move vehicles off unmonitored sites. Vehicles left on site should be parked tank-to-tank or battery-to-battery to frustrate offender access.
- Take steps to bury and protect all cabling and other copper assets. Cabling not in use should not be stored on site.
- If an intruder alarm is fitted to a building make sure it is set and operates correctly. If the gate is secured by a combination padlock ensure that Coventry CCTV office has the correct code (ukcctv.security@cemex.com).

If in doubt contact your security team:

07387 252978 (Colin Jones)
07557 318391 (John Sweeting)

CCTV Control:
01788 517377



Winter WATER SAFETY

What to do if you fall through the ice:

1. Keep calm and shout for 'help'
2. Spread your arms across the surface of the ice in front of you
3. If the ice is strong enough, kick your legs to slide onto the ice
4. Lie flat and pull yourself towards the bank
5. If the ice breaks, work your way to the bank-breaking the ice in front of you anyway
6. If you cannot climb out, wait for help and keep as still as possible. Preserve heat by pressing your arms by your side and keep your legs together. Keep your head clear of the water
7. Once you are safe, go to hospital immediately for a check up

What to do if you see someone fall through the ice:

1. Shout for assistance and phone the emergency services – call 999 or 112
2. Do not walk or climb onto the ice to attempt a rescue
3. Shout to the casualty to 'keep still' and offer reassurance to keep them calm
4. Try and reach them from the bank using a rope, pole, tree branch, clothing tied together or anything else which can extend your reach
5. When reaching from the bank, lie down to avoid being pulled onto the ice
6. If you cannot reach them, slide something which floats, such as a plastic bottle or football, across the ice for them to hold onto to stay afloat whilst help is on the way
7. If the casualty is too far away, do not attempt to rescue them. Wait for the emergency services while calming and reassuring the casualty

What to do after the casualty has been rescued from the ice:

1. Make sure the ambulance is on its way
2. Lay the casualty flat, check for normal breathing and begin resuscitation if necessary
3. Prevent them from getting colder by covering them with warm clothing, blankets etc.
4. Get them out of the cold under cover or create some shelter around them
5. Until the casualty is in a warm place, do not undress them
6. Do not rub their skin, do not apply hot water bottles and do not give an alcoholic drink
7. Keep them wrapped up so they warm up gradually

Thank you for reading

Make sure you share these safety tips with your friends and family

ENVIRONMENTAL BRIEFING

Legal Compliance

Introduction

During this year's round of external ISO 14001 audits several **NON-CONFORMANCES** and **OBSERVATIONS** were raised for breaches to conditions of our environmental permits, e.g., PPC Permits, Trade Effluent Discharge Consents & Surface Water Discharge Consents, as well as broader legal compliance issues such as with Waste and Oil Storage Regulations. The Sustainability Department have also picked up on these issues during our own internal audits. We have all faced a great deal of disruption to our normal working lives over recent years because of COVID, the Bredon divestment and subsequent management reorganisations, which have all been unavoidable and mostly unexpected. However, we need to remind all areas of the business that regardless of these changes we must remain **LEGALLY COMPLIANT** with our licences to operate as well as all other legal requirements. This will allow us to avoid damage to the environment, fines and damage to our reputation and customer confidence.

Examples of Issues

1. A non-conformity raised by our external auditors - daily dust, maintenance or other environmental checks not being carried out either partially or not at all. It is essential that environmental permit checks are carried out on time and as required. If we had an environmental incident or received a complaint at a site where no permit checks were completed it is much more likely the regulator would take enforcement action against us as we would not be able to prove we were otherwise complying with our permit.
2. Completing PPC Permit checks incorrectly. It is important not to assume everything is working as it should without physically checking. There was evidence from audits which showed the daily dust checks were being marked as OK, when clearly there were issues.
3. Contamination in hazardous waste bins. It is a legal requirement to ensure waste is properly segregated. Audits identified cases where non-hazardous waste was found in hazardous waste bins. This issue also has a cost implication as it much more expensive to dispose of hazardous waste. Hazardous waste in a non-hazardous waste bin is also illegal.
4. Another non-conformity raised by our auditors - it is a legal requirement that hazardous waste bins are emptied at least every 12 months. There was evidence at sites where hazardous waste bins had not been emptied for several years.
5. Changes to plant layout or structure before authorities have been notified. It is essential that proposed changes to a plants operation e.g., new silos, new aggregate bays, new fuel type (Asphalt), meters, or any new equipment are notified to regulators and permission granted to ensure we remain legally compliant.
6. Housekeeping – ensure old oil or admixture drums (empty and full) are sent for disposal and not allowed to build up on sites where they can accumulate for years. It is also essential that oil and chemicals are stored in a way that is compliant with the oil storage regulations – i.e., on or in an adequate bund.



Blocked PRD – clearly in breach of permit condition but recorded as “OK”



Poor compliance with oil storage regulations and bad housekeeping

Key Points

- Ensure sites are compliant with environmental permit conditions including in relation to dust checks and potential emissions.
- Hazardous waste must not be contaminated with non-hazardous waste (or vice versa) and bins/boxes need to be emptied at least once per year.
- If there are changes to plants, ensure the regulator is notified so permits/consents accurately describe our operations.
- Housekeeping – don't let oil or admixture drums (full or empty) build up on site or remain for periods longer than 12 months. Ensure all drums and bulk tanks are properly bunded.