



Welcome to UK News 5th January 2023
 your weekly update from around CEMEX UK
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HEALTH & SAFETY

Lowest number of LTIs ever in 2022



The new year has brought some positive Health & Safety news from Sergio Menendez, EMEA Regional President:

“I’m really pleased to report **ZERO LTI’s and TRIs to employees and contractors** in the final week of the year.

I’m encouraged by our overall performance in EMEA during 2022 – as well as having the **lowest number of LTIs ever**, we reduced **total LTIs by 31% and total TRIs by 24%** when compared to the previous year. We have many opportunities to improve further and this performance, supported by our 2023 H&S Improvement Plans,

gives me confidence that we can continue building on our H&S culture to take us to the next level and towards our Zero4Life goal. I also take the opportunity to share below a summary of those businesses that have reached zero or improved their performance.



ZERO LTI's	Improved LTI's	Improved TRI's
Egypt Philippines Urbanization Solutions	Cement Operations (50%) Central Europe Materials (25%) Israel (67%)	Cement Operations (33%) Central Europe Materials (30%) Egypt (67%) Israel (22%) Urbanization Solutions (90%) West Europe Materials (24%)

To support colleagues with starting 2023 with the right ‘safety first’ mindset, a ‘New Year Briefing/Training’ is being carried out in all countries across the Region. This will help make sure everyone is fully refocussed

and motivated after the holiday period towards keeping themselves and their colleagues safe and healthy.”

Commenting on Sergio’s message, Fernando Gonzalez, CEMEX Chief Executive Officer / Director General said: “Thanks for the information and congratulations to all for this last week of 2022, with a perfect score and for the material improvement realised during 2022.

It’s encouraging to see how CEMEX EMEA is performing and still improving its performance, contributing materially to CEMEX H&S performance as a whole and getting us closer to our zero4life objective.

Let’s go for a safer 2023!”

Wellness Action Plan 2023



A new year brings new resolutions for many of us. As we return to our sites, plants, offices and cabs, many of us will be assessing our physical and mental wellbeing, taking stock of how we are feeling and reflecting on what we might do differently, or indeed continue with, to improve our wellbeing in 2023.

In December, the H&S Committee signed off the CEMEX UK 2023 Wellbeing Action Plan. We are sharing it here for you to review and think about what help and resources you might benefit from in 2023, to improve your wellbeing in 2023.

Further details will be shared throughout the year as each campaign is rolled out, kicking off with our Smoking Cessation. If you are a smoker and want to quit, we will be sharing resources to help you, throughout January. Please read on to the next H&S article where we have launched an anonymous survey to find out how CEMEX can best help you.

You can find the 2023 Wellbeing Action Plan at the end of this document and on the UK News download page. Additionally, we are also sharing the EMEA 2023 Improvement Plan which we shared in the CEMEXPRESS Winter 2022 newspaper.

Please print and share on all workplace notice boards for our offline colleagues.

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!

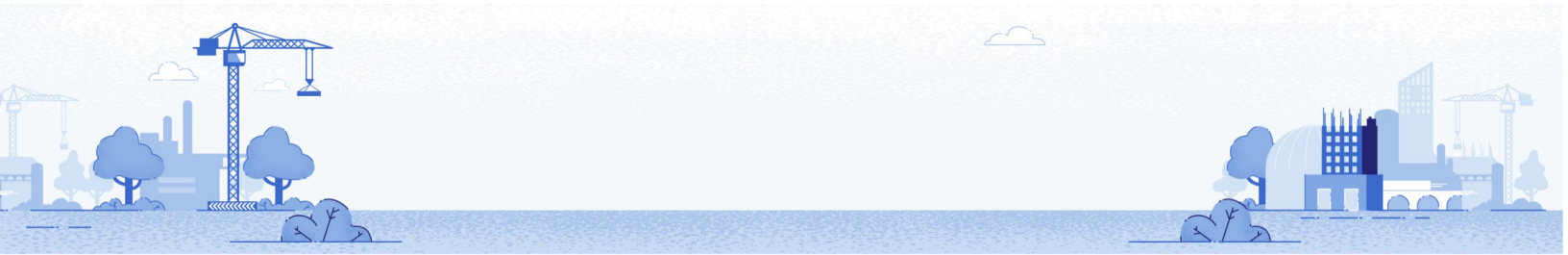
Please complete our anonymous survey, accessible [here](#) and via UK News. It's only 10 questions in length and shouldn't take more than 10 minutes. It asks about your smoking habits, any 'stop smoking' resources you have used previously, and what you think could work well for employees.

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).

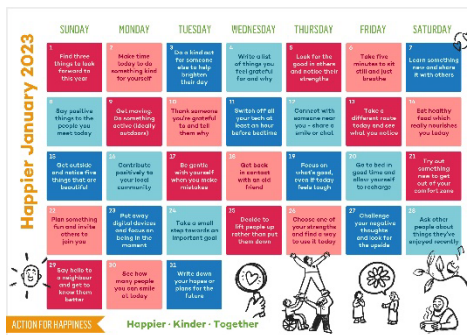


- Across Great Britain, since 1990, there has been a steady increase in the number of smokers using mainly hand-rolled tobacco.
- In general, men are more likely to smoke than women.
- Since 2010, smoking has become less common across all age groups.
- Smoking continues to be lowest among people aged 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/informationsupport/heart-matters-magazine/wellbeing/stop-smoking>

Action for Happiness – Happier January



Do you want to be part of a happier and kinder world in 2023? Even in uncertain times, there are lots of things we can do to stay hopeful, make progress and help others.

The Action for Happiness [online program](#) is a great way to get the new year off to a happier start, with inspiring daily videos and fun actions to try out.

At the end of this document and on the UK News download page, you can find the [Happier January](#) calendar which is full of actions

to get the new year off to a positive start. You can also [download the app](#) to get daily inspiration and be part of a friendly community putting these ideas into action.

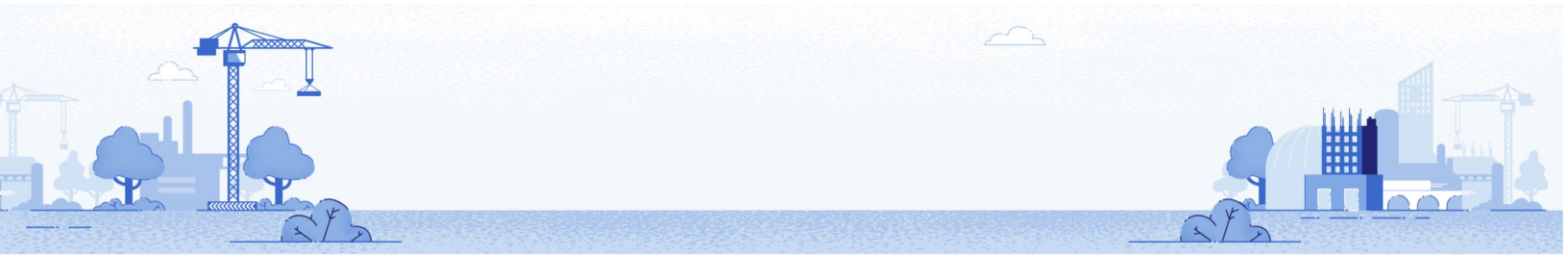
Check out [this video](#) for some more tips for a Happier January.

New Year Health & Safety Training



With the New Year finally here, 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





CUSTOMER CENTRICITY

A great year for out of hours deliveries



Posting on Yammer, Dave Hart, Supply Chain Director, shared: "I am delighted to share with you that in 2022 over 11,000 cement deliveries were made out of hours.

As we know, this supports H&S, customer service and fleet efficiency and has been achieved through team work between the Supply Chain, RMX and Cement Commercial teams

Special thanks to Paul Cooke, Gemma Crawford and Carl Milton for their drive and leadership in this area.

The aim for 2023 is to exceed 12000 deliveries!"



FUTURE IN ACTION

Rugby donations recycled and reused



The keys to the old Rugby Head Office were officially handed over to the new owners on Friday 16th December. The HR and facilities teams worked hard to ensure that as much as possible, of the furniture from the building was donated or recycled and that the rest was disposed of correctly.



To the following charities we donated:

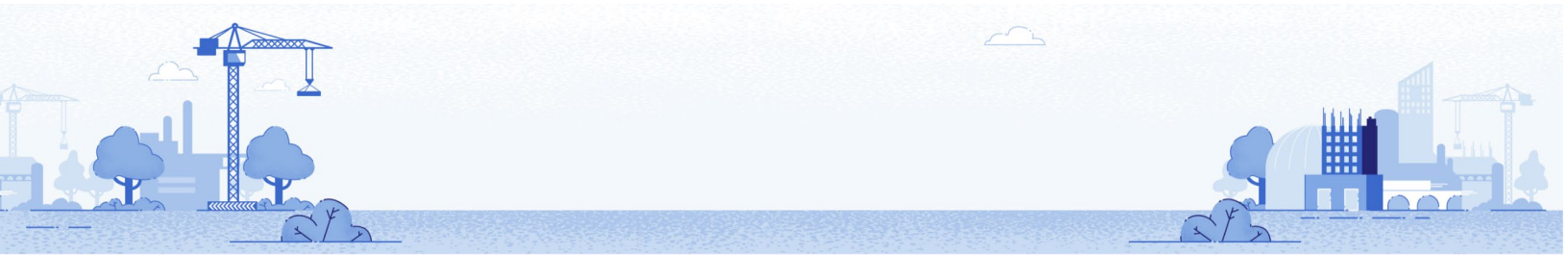
- 5 items of office furniture to Age UK
- Over 70 items of office furniture to the Benn Partnership
- Over 170 items of office furniture to Myton Hospice
- Almost 40 electric and furniture items to Wolston Leisure & Community Centre



To other CEMEX sites we donated over 124 pieces of furniture, electrical items, along with kitchen cupboards and a pallet truck. A local company took 74 furniture items and CEMEX staff took home 38 items for their home offices.

One of the biggest challenges involved the Rugby office's back-up diesel powered electric generator. It was connected directly to the mains electric supply for the offices and would automatically kick in should a power cut occur, this made its recovery challenging in terms of timing and safe disconnection.

A big thanks to Peter Finney from our Rugby Cement plant for its safe disconnection following the relocation of our IT servers to Coventry, which gave us a tight window of opportunity before the building was handed over. The generator has been relocated within the Aggregates division just down the road



from Rugby at Berkswell Quarry, replacing a currently hired unit. This provided an annual saving of over £12,000 and is a great example of working together as One CEMEX.

A big thanks to Natasha Page for coordinating the operations along with everyone else involved in organising these donations. In total, over 550 items were donated to new owners who will continue to get many more years of use from the items.

Biodiversity Net Gain at York



Well done to the team at York Readymix plant who spent a chilly day in December, planting around 250 tree saplings on the site.

The team, led by Richard Kelly, West Yorkshire Ops Manager Readymix, included Kevin Aaron, Carl Robinson and Scot Cook. Before they could plant the saplings, the team worked hard to clear some overgrowth.



Introducing nature to our CEMEX sites is part of the Net Gain for Nature initiative. This is an approach to development, land and marine management that leaves biodiversity in a measurably better state than before the development took place.

There are further plans to plant more saplings at our Huddersfield plant in the new year.

Head Office support local FoodBank

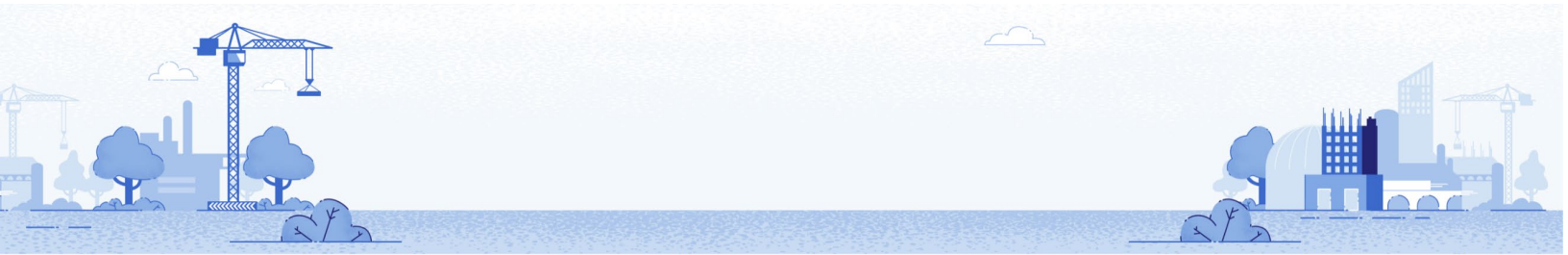


Just before the Christmas break, colleagues at the CEMEX Head Office in Coventry collected food to donate to their local Coventry FoodBank.

We were able to deliver 176.4Kg of food to the FoodBank, this is the equivalent of 17 family food parcels!

On behalf of Coventry FoodBank – thank you to everyone who donated food. Your donation will have gone towards feeding a family in crisis over the Christmas period.

Thanks also to the team from Binley Head Office, who delivered the food donations and spent some time at the FoodBank sorting and packing food parcels.





PROFITABILITY

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.

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

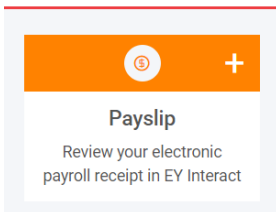


EMPLOYEES

Payslips via Spark!

spark!

Launching this week, you can now access your payslip via Spark!

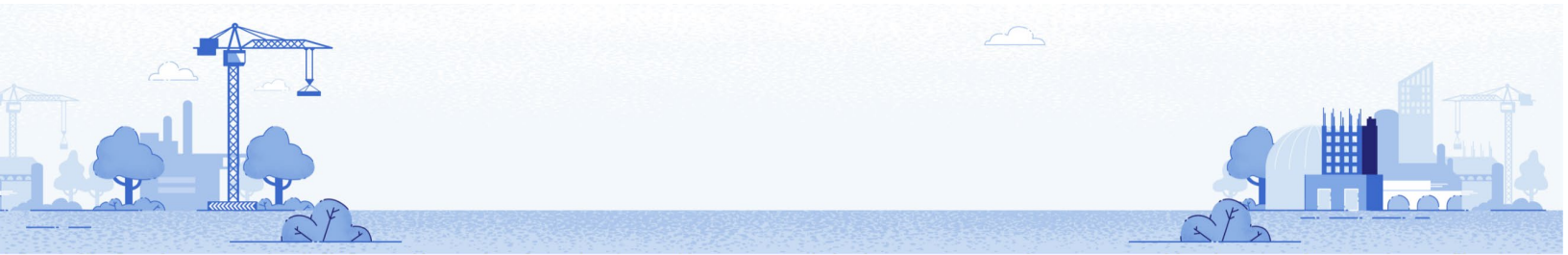


Your payslip for December pay (paid on 3rd January) is now available by accessing the EY Interactive Portal (IP) via Spark!

By now, you should have received a welcome e-mail from EY that will contain information about how to enrol on their portal and how to use it. Once you have enrolled, you will be able to access your payslip via Spark:

1. Open Spark! - <https://spark.cemex.com/>
2. Click Tools & Services
3. You will see the Payslip link here.
4. Click to open
5. Select 'Client Employee'
6. Once you have enrolled, this will then take you to your payslips

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



Winter issue of CEMEXPRESS Out Now!



Hopefully by now you will have received your Winter CEMEXPRESS newspaper through your letter boxes. However, due to postal strikes this festive season, some of you may not yet have received it. For those of you who haven't, you can download the CEMEXPRESS newspaper as a PDF here on the UK News download page <https://www.cemexuknews.co.uk/downloads>

We hope you enjoy this edition!

We would like to take this opportunity to thank you for all your support and stories over the past year – keep them coming in 2023!

Digging for Britain episode about rare ship discovery



Back in May UK News reported on the findings of a number of substantial ship's timbers, including at least four large sections of hull, found at CEMEX's Denge Quarry – read about it [here](#).

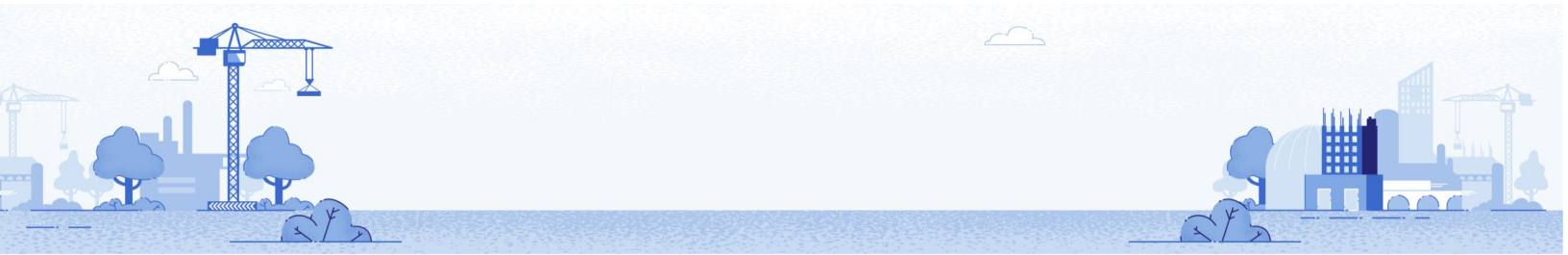
The team called in Wessex Archaeology and an archaeological exclusion zone was put in place around the location of the finds, as it was believed that further material was present. Recognising the significance of this extraordinary discovery, Kent County Council enlisted specialist support and emergency funding from Historic England.

Over 100 timbers from the ship's hull were recovered, with dendrochronological analysis funded by Historic England, dating the timbers that built the ship to between 1558 and 1580 and confirming it was made of English oak. This places the ship at a transitional period in Northern European ship construction.

The story of the rare ship featured on Digging for Britain this week, with presenter Alice Roberts in the studio with Wessex Archaeology marine archaeologist, Andrea Hamel, and Antony Firth, head of marine heritage strategy at Historic England. You can watch the episode on BBC iPlayer [here](#) (from 21:40mins)

Read more about it: <https://www.wessexarch.co.uk/news/rare-elizabethan-ship-discovered-quarry-300-metres-coast>

Photo: Archaeologist records the ship's remains on-site. Credit: Wessex Archaeology



Ethos Update | Reminder: Gifts and Hospitality

If in doubt, or to file a report, please reach out through:

ETHOSline

Available 24 hours a day, 7 days a week.

Anonymous | Confidential | Reliable

t. 0808 234 0792

<http://wb.cemex.com/>

H&S Issues

Any violation with applicable health and safety laws. Unresolved unsafe working conditions which create increased risk of incidents and injuries or exposure to health risks.

Giving and receiving gifts and hospitality is only allowed if done in compliance with our Code of Ethics and Global Anti-Corruption Policy. You must ensure the gift/hospitality is reasonable, that it does not influence our or a third-party's ability to make objective decisions and that it has a legitimate business reason. Where giving gifts or hospitality over the equivalent of \$200 in value then you must have the approval of the Regional President, Regional GES Director and Global Compliance Director. When receiving gifts or hospitality, make sure to inform your supervisor and the Legal Department and receive written authorization. You must never accept gifts or hospitality that are reasonably believed to be valued at more than the equivalent of \$1 00. Gifts given or received which are of a nominal value that feature the CEMEX or a third party's logo do not need to be reported.

Policy Centre Update



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

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

Reminder: Future Disruption Due to Rail Strikes



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

- Thursday 5th, Friday 6th and Saturday 7th January

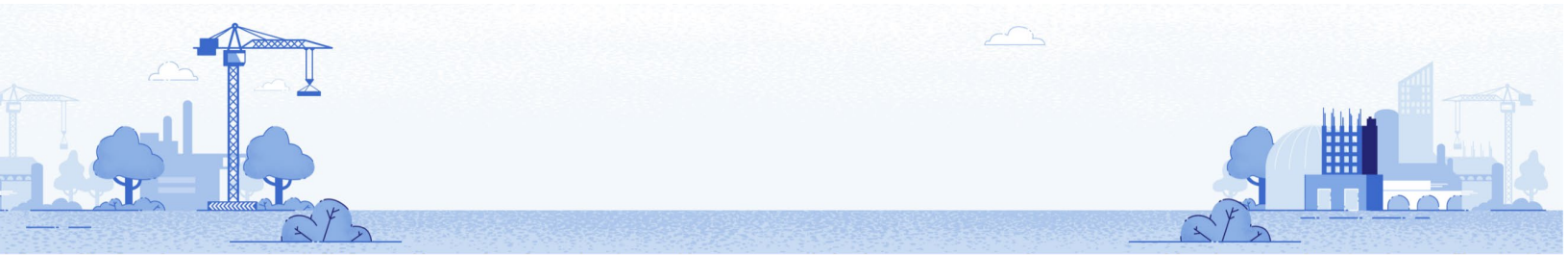
This will affect a number of rail operating companies, including Network Rail. The disruption this is going to cause to our business is significant. Please can you ensure you are advising customers of the potential impact to supply, especially as many of our depots are critically low on stock due to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



Family fun at the Panto



During the Christmas break, Concrete Products Buxton arranged a family day to the Panto.

Paul Kania, Operations Manager Concrete Products commented: "It was great to see the children enjoy themselves getting into the panto spirit. The cast of Sleeping Beauty at Buxton Opera house were amazing as usual."

It was great to get the families together over the Christmas period have a catch up and enjoy the afternoon out together. Thanks, Donna Woolliscroft, for arranging the event.

Positive news: What went right in 2022

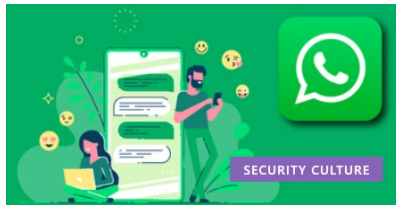


January can be a bit of a struggle for some, with the short daylight hours and new year challenges to face. Right now, it can be helpful to focus on the positive things going on around us. Positive News Magazine put together a great list of the top 25 good news stories of 2022 – **What went right in 2022**.

Grab a hot drink, take a read, and give yourself a positive lift!

Check out the article [here](#)

Protect your WhatsApp account

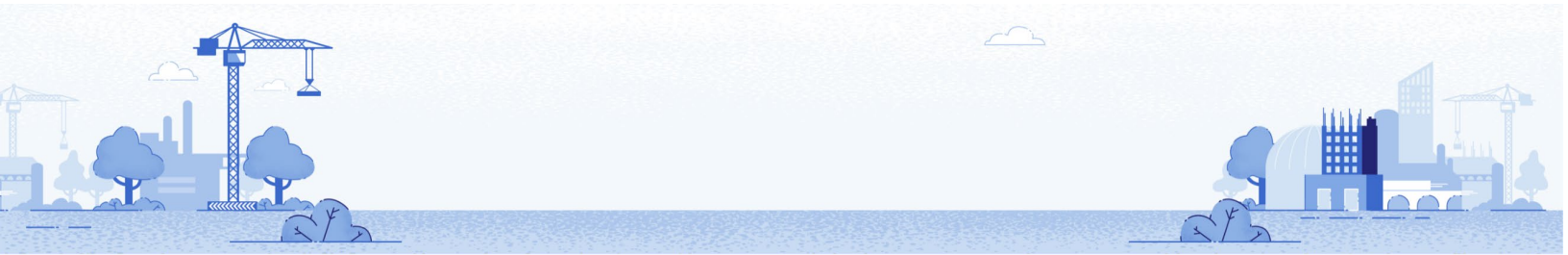


The new year brings new scammers who are using new tactics to take over your WhatsApp account:

1. Impersonation attack: the attacker poses as a trusted person to steal money or sensitive information
2. Sweepstakes, coupons, giveaways: the attacker sends malicious files and links to spread viruses or data theft
3. Steal WhatsApp: the offender downloads WhatsApp by entering the number of the account they want to steal

What can I do to protect myself? Head over to the CEMEX Let's talk IT sharepoint [here](#) and follow the simple guidelines to protect your WhatsApp account.

Remember: Use only official instant messenger applications approved by CEMEX such as Microsoft Teams to handle business information.



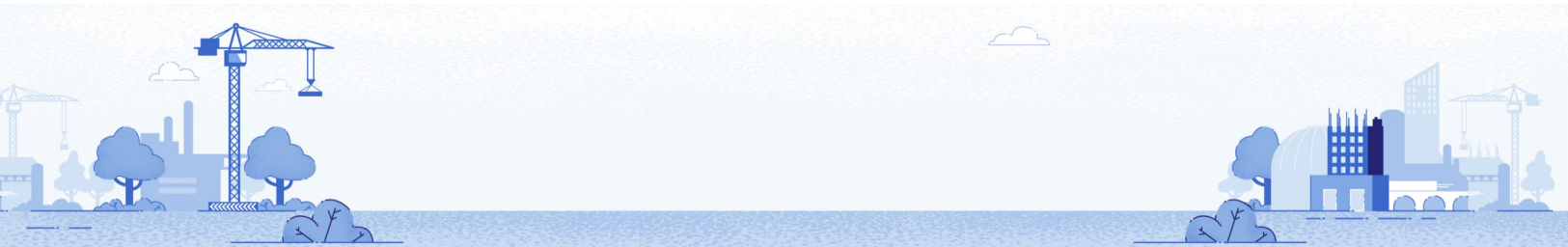
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
366-12-2022	Operator Maintainer	Cement - Operations	Rugby Cement Plant	03/01/2023
365-12-2022	Multiskilled Operative	Materials - Aggregates	Dove Holes Quarry	06/01/2023
368-12-2022	Senior Quarry Operative- Finished Products Backshift	Materials - Aggregates	Dove Holes Quarry	09/01/2023
370-01-2023	Reliability Engineer	Cement Operations	Rugby Cement Plant	10/01/2023
369-12-2022	Multiskilled Operative	Materials - Aggregates	Jarrow Wharf	13/01/2023
367-12-2022	Plant and Field Technician	Materials - Quality & Products Technology (Aggregates)	Dagenham	23/01/2023

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.



Happier January 2023

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1 Find three things to look forward to this year

2 Make time today to do something kind for yourself

3 Do a kind act for someone else to help brighten their day

4 Write a list of things you feel grateful for and why

5 Look for the good in others and notice their strengths

6 Take five minutes to sit still and just breathe

7 Learn something new and share it with others

8 Say positive things to the people you meet today

9 Get moving. Do something active (ideally outdoors)

10 Thank someone you're grateful to and tell them why

11 Switch off all your tech at least an hour before bedtime

12 Connect with someone near you - share a smile or chat

13 Take a different route today and see what you notice

14 Eat healthy food which really nourishes you today

15 Get outside and notice five things that are beautiful

16 Contribute positively to your local community

17 Be gentle with yourself when you make mistakes

18 Get back in contact with an old friend

19 Focus on what's good, even if today feels tough

20 Go to bed in good time and allow yourself to recharge

21 Try out something new to get out of your comfort zone

22 Plan something fun and invite others to join you

23 Put away digital devices and focus on being in the moment

24 Take a small step towards an important goal

25 Decide to lift people up rather than put them down

26 Choose one of your strengths and find a way to use it today

27 Challenge your negative thoughts and look for the upside

28 Ask other people about things they've enjoyed recently

29 Say hello to a neighbour and get to know them better

30 See how many people you can smile at today

31 Write down your hopes or plans for the future



2023 UK WELLBEING ACTION PLAN

Level	Pillar	Component	Requirement	Action	Responsible	Resources	Date / Year
1	Emotional Health	Stress Management	Stress management support process	Review feedback from Manager / Supervisor Mental Health Awareness Training and ratify roll out plan. Develop strategy to raise general awareness across the business, including consideration of on-line training and sign posting information / support.	JW / SM	£30k	2023
1	Physical Health	Prevention	Smoking cessation (Global Standard)	Circulate survey to help define smoking cessation support strategy. Share promotional awareness raising materials about the risks of smoking and support programmes, also include the hazards of under age use of vapes.	MM / SM	TBC	01/23 – 03/23
TBC	TBC	TBC	Menopause	Continue to roll out the workshop sessions until demand declines, then consider making a pre recorded session available. Communicate ongoing awareness raising materials and SharePoint site, maintaining the focus on the potential impact on families.	MM / SM	TBC	01/23 – 06/23
TBC	Physical Health	Prevention	Musculoskeletal	Continue to evaluate bespoke training videos with Supply Chain	Wellbeing Strategy Group (JW)	TBC	2023
1	Emotional Health	Stress Management	Stress management support process	Actively engage with the MPA Mental Health Working Group, supporting the development of resources based on an effective mental health risk assessment.	JW / AT	TBC	2023
TBC	ALL	Monthly Health and Wellbeing Calendar	General health and wellbeing	Develop a calendar of monthly health and wellbeing topics, aligned with the roll out of associated workshops. Typical topics to include menopause, men's health, women's health, cancer prevention, diabetes, etc.	JW / MM	TBC	01/23
1	Workforce Experience	Work-Life Balance	Work-life balance promotion	Review WEX Survey Output. Develop a communications campaign to raise awareness of the right to disconnect and share good practices.	SH / SM / AT	TBC	01/23 – 03/23
1	Physical Health	Prevention	Know your numbers	Revitalise "Know Your Numbers" campaign.	JW / AT	TBC	04/23 – 09/23

EMEA 2023 Improvement Plan

HSMS Element	Initiative Name	Actions	Date
Element 1: Leadership & Accountability	1. H&S Academy	1. Define local rollout plan covering Modules 1, 2 & 3 2. Rollout H&S Academy as per local plan	Jan Jan – Dec
	2. VFL	1. Address identified training/coaching needs, inc VFL's with Drivers 2. Incorporate driver VFL activity into relevant meetings & reports	Jan – Jun Jan – Feb
Element 2: Risk Management	3. Machinery Guarding	1. Train relevant teams in the enhanced guidance 2. Close guarding gaps as per local action plan	Mar – May Jan – Dec
	4. Isolation	1. Repeat isolation audit in all sites 2. Close isolation gaps as per local plan	Feb – Jul Jan – Dec
	5. Traffic Management	1. Close gaps as per local action plan	Jan – Dec
	6. Slips, Trips & Falls	1. Site based improvement campaign	Jun – Dec
Element 4: Driving Safety	7. Zero4Life Today for Drivers	1. Define prioritised local rollout plan 2. Deploy program to drivers as per plan	Apr – May May – Dec
	8. Dual Facing Cameras (Road & Driver facing)	1. Identify barriers to implementing dual facing cameras in trucks 2. Develop & deploy localised plan to overcome barriers	Jan – Mar Apr – Dec
Element 5: Contractors Safety Management	9. Min competency requirements	1. Close gaps in contractor training/competency audit	Jan - Jun
Element 6: Occ Health & Wellbeing	10. Health & Wellbeing	1. Implement Global Wellbeing model as per local plan	Jan – Dec
Element 7: People, Training and Behaviors	11. Take 5 & Take 5 Together	1. Rollout engagement based campaign	Jan – Apr
	12. Positive Recognition	1. Carry out gap analysis against Regional Recognition Guidance 2. Implement agreed actions	Jan – Feb Feb – Apr
Element 13 : Incident Reporting	13. High Potential Incidents	1. Launch awareness raising campaign 2. Increase visibility of HiPo reporting activity / incidents	Apr – Jun Jan – Feb