



UK NEWS



Welcome to UK News 12th January 2023
your weekly update from around CEMEX UK
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HEALTH & SAFETY

EMEA LTI Celebration



Congratulations to EMEA Supply Chain & Procurement who have reached 1 year Employee LTI free.

LTI and TRI milestones demonstrate that ZERO is possible, especially in challenging environments and working processes.

With the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.

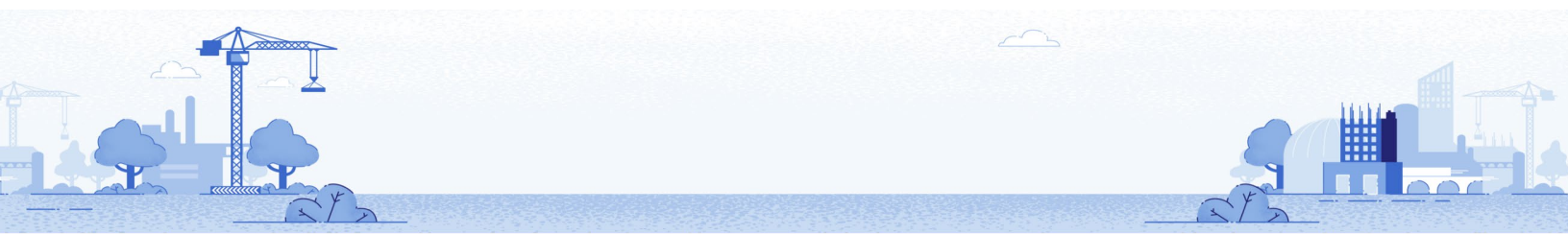
Latest Safety Alert



The latest Safety Alert and Video Safety Alert relates to an incident in our UK Operations last year. A contract tipper driver suffered injury to his hands when they came in contact with hot asphalt at a temperature in excess of 150°C.

While there are learning points specific to the local operations, there are also discussion topics that would benefit teams more generally, including:

- Do we have suitable designated areas for sheeting, tip off, material sampling, etc... flat, well-lit, and segregated from traffic routes?
- Are there any work areas where we need to improve drainage to avoid ponding water and the increased risk of slips, trips and falls?
- How do we ensure perceived pressures don't cause people to rush, with an increased risk of injury?
- Are necessary Safe Systems of Work in place and communicated to relevant personnel?
- How do we ensure people are trained and competent to operate equipment, for example the vehicle self-load equipment in this case?
- Where we have a recurrent process issue, such as vehicle overloading, is it highlighted (Near Miss / Hazard Alert) and remedial action taken before an incident occurs?



- Does everyone follow the Safety Essentials, and do we Step In / Take 5 Together where we see something unsafe? In this case, the driver used the wrong tool for the job, was not wearing gloves and risked infection by washing his burnt hands in a puddle.

Please discuss the Safety Alert and Video Safety Alert with relevant members of your team and consider whether there are any improvement opportunities that could be implemented locally to prevent future injuries.

You can watch the video [here](#) and you can find the Safety Alert at the end of this document and on the UK News Download page <https://www.cemexuknews.co.uk/downloads/>. Please display on all workplace noticeboards.

Remember! Before starting a new task, **TAKE 5** to ensure you STOP & THINK and ensure it is safe, and always **STEP IN / Take 5 Together** if you see anything unsafe.

“Be Bright at Night”



Towards the end of last year the CEMEX Midlands & South West team embarked on a journey with local Langley Primary School.

The team asked the school pupils to design a Christmas safety poster that could be projected onto the plant at Oldbury. The winner won vouchers for the school and also got their image projected onto the Oldbury silo.

The team were amazed at the fantastic response!! A massive thank you goes to Jim Wainwright for organising this.

The winner was Olivia – not only was the picture fantastic, the slogan that she came up with as well for winter working was great, “**Be Bright at Night**”. The Oldbury team have since decided to put that on some PPE designs and on some plant signs to trial.

A fantastic initiative and fantastic result – well done Olivia and the Midlands & South West team!

New Year – New Email Signature



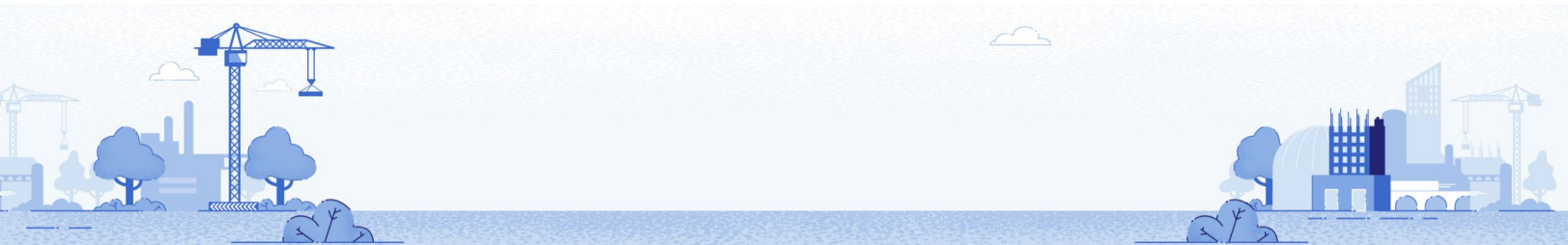
Thanks to Matt Baines in Operational Excellence for producing a new set of email signature graphics for us to start using in January, helping to remind us to stay safe!


We have a choice of files for you to use, either static images or small file size gifs.

You can download them from the UK News download page here:
<https://www.cemexuknews.co.uk/downloads/download-category/health-safety/>

How to edit your email signature:

- In outlook > File > Options > Mail > Signatures
- Click below your name/details to set where you want to position the image or gif



- Click the  icon (second icon from end on formatting bar)
- Navigate to where you have downloaded image/gif
- Select – this will insert file into signature
- Click OK

Healthy New Year!



It's never too late to commit to healthier habits! Why not make it a new year's resolution!

Please share our latest Cardio poster on all workplace noticeboards. It can be found at the end of this document and in the download section of the UK News website: www.cemexuknew.co.uk/downloads

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.

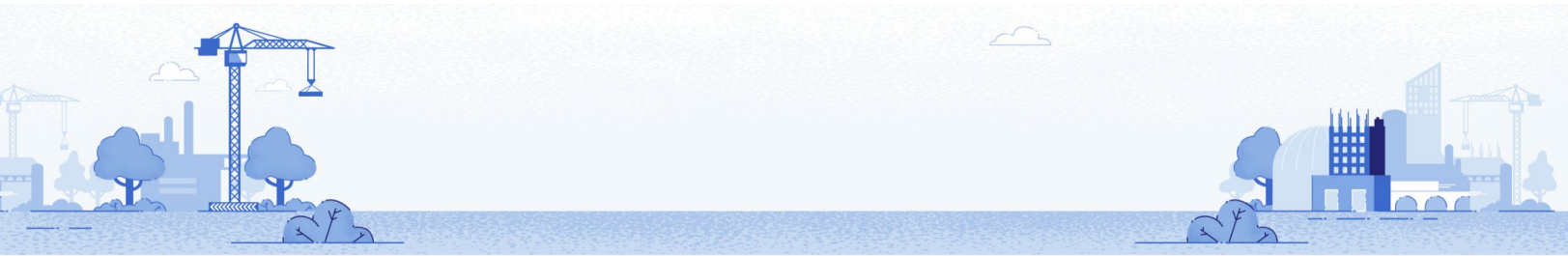
However, we want to make sure the right support is provided – in the most appropriate format and at the best time for employees.

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/information-support/heart-matters-magazine/wellbeing/stop-smoking>



CUSTOMER CENTRICITY

Major Readymix supply in Manchester



Late last year, CEMEX North West Readymix successfully completed the supply of 10,000m³ of Readymix concrete from our Manchester plant for a major project for BAM Construction.

The project, the new £68 million trauma unit at Salford Royal Hospital, once completed, will receive 90% of all major trauma patients in Greater Manchester and will include a resuscitation area, five emergency theatres, inpatients beds, and diagnostic imaging. It will be a hub site for high-risk emergency general surgery and also a new helipad to ensure patients receive timely treatment with an anticipated 360 landings every year.

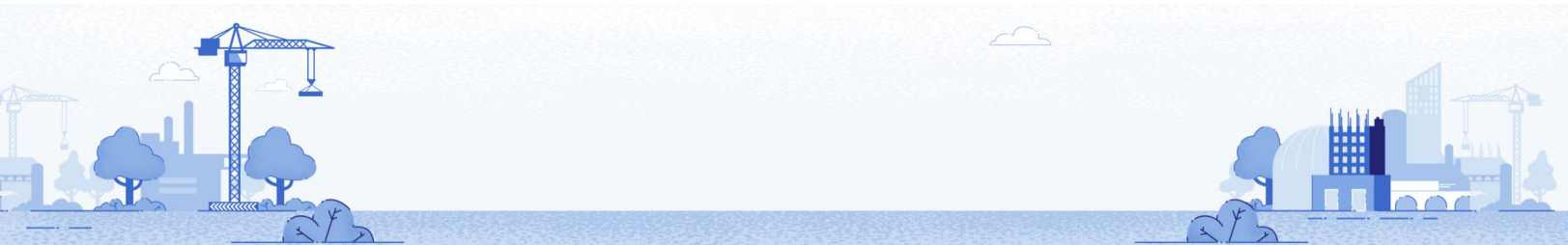
Very Prompt Delivery of Promptis



This week, CEMEX UK North East delivered just over 60m³ of CEMEX Promptis rapid setting concrete into Esh Winning in Durham for a returning customer. In total we will deliver around 150m³ on completion. A huge thank you to our fantastic operations and fleet team as the whole lot was in before 12pm.

The reason for Promptis? The haulage company needed a quick turnaround in getting the concrete poured and ready for practical use. Our rapid hardening concrete is the perfect solution to save valuable hours as it can achieve strengths up to 40N/mm² in 24 – 48 hours.

This pour was tracked on CEMEX Go giving full transparency to the customer throughout the morning, further helping save and utilise time.





FUTURE IN ACTION

Dove Holes Recycling Takes Off!



As part of our efforts to contribute to the Circular Economy, various materials such as scrap blocks, returned loads of concrete etc. that had built up over a number of years at Dove Holes were reviewed and identified as potentially recyclable.

In order to move fast and produce results we partnered with one of our key customers, Ashley plant, to campaign crush and screen the material. Through utilising Ashley plant's experience and equipment we were able, at no cost to the business, to quickly produce a saleable fill material from what was a problem stockpile of waste material.

Ian Robinson, Sales Executive for Aggregates North West, commented: "Much of this material has now been sold to the local market direct by CEMEX thereby proving that a problem waste stockpile is in fact an opportunity, and just of one many ways to help meet our aim of being a sustainable Circular Economy business."

Halkyn Donation Rocks!



In early December 2022 the Headmaster of Rhos Helyg Primary School contacted Halkyn quarry and asked if CEMEX could donate a few rocks to finish a fire pit that had been installed in the school grounds.

Assistant Quarry Manager, Phil Brewer, along with Barrie Hill and Robert Jones from the quarry, were delighted to help. After sourcing the correct size, they delivered the stone to the school and installed the rocks in place.

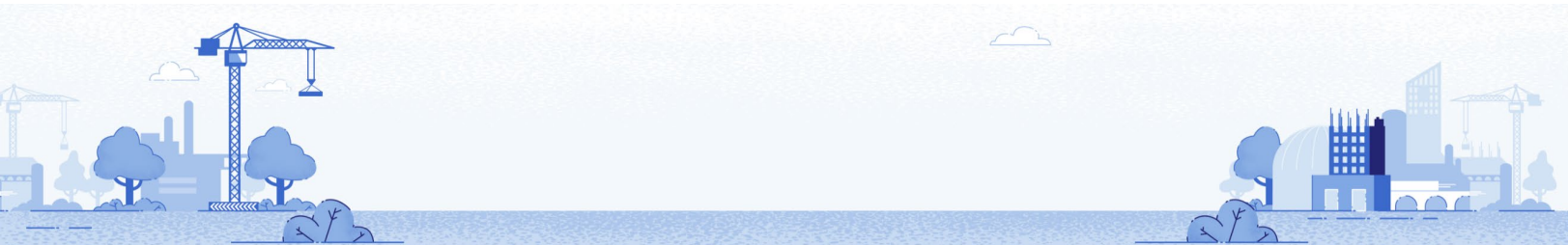
On the day the rocks were delivered it was very cold and the fire pit was already alight. The rocks were put into place to form a boundary so that the children would not get too close to the fire. We also donated bags of marshmallows and hot chocolate for the children and some enthusiastic teachers to eat around the fire.

Magical Moments at Macready Theatre



The Macready Theatre is one of CEMEX UK's Social Impact partners. This partnership focuses on STEAM activities (Science, Technology, Engineering, Arts and Maths) to inspire and facilitate education that might not be available to all. STEM (Science, Technology, Engineering and Maths) is a well-established area and focus for education, but more can be done.

This partnership, which was established in 2020, has set out to inspire the innovators of tomorrow by creating a platform to inject creativity through arts.



In December, thanks to a donation from CEMEX UK, over 1,000 local primary school children in Rugby, visited the Macready Theatre to see the magical, visually stunning Gingerbread Man performance. We hope they all had a wonderful time.

Could you Support a Rugby School?



Are you interested in being more involved in a local community this year.

Eastlands Primary School in Rugby is looking for someone to join their board of governors. There are usually nine governors at the school and it is an important role which helps to support the headteacher.

This is a voluntary position, and simply requires attendance at seven meetings per year. You don't have to have children at the school (or at all), just an interest in schooling and children.

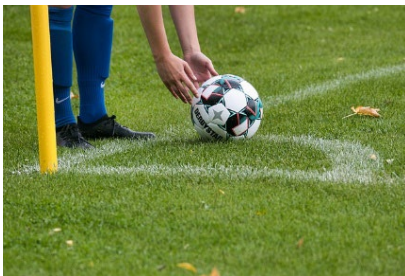
Ideally, they would like someone with skills in marketing, HR, finance or PR but this is not a necessity – anyone is welcome! No previous experience is necessary. They would also like the new governor to commit to serving a four-year term – however they understand that life happens, and this isn't always possible.

Eastlands is a good school with ambitions to become Outstanding at the next, imminent Inspection. The children are happy at school. They work hard and achieve success, taught by devoted staff who are led by an excellent headteacher. The Governing Body work well together, with a fairly wide skill set, and they are totally committed to help in driving the school forward.

If you would like to find out more, please contact the Chair of Governors, Andrew Roughton: 01788 817600 or email acroughton@hotmail.com

If you do become a Governor, please update our Social Impact Specialist, Chiedza Mupfumira, as she may be able to support you in this position.

Interested in a Charity Football Tournament?



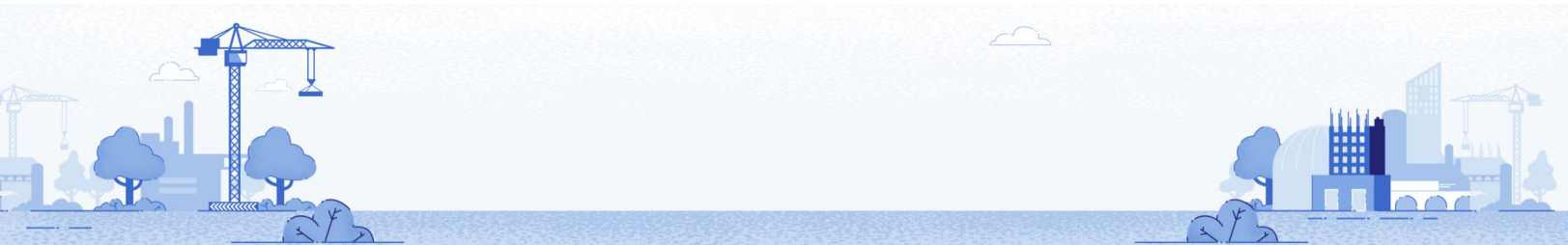
Do you live in Derbyshire and enjoy playing football? If so, read on...

CEMEX has been invited by one of our suppliers, Microlise, to form a 7-a-side football team to play in a charity football tournament – the Transaid Cup (the first of its kind).

As a long-term supporter of the charity Transaid, Microlise and Libra Europe have partnered up to organise the Transaid Cup.

Transaid is a charity set up to transform lives through safe, available, and sustainable transport.

Founded by Save the Children, The Chartered Institute of Logistics and Transport (CILT), the international development organisation empowers people to build the skills to transform their own lives.



If you are interested in being part of a CEMEX 7-a-side football to take part in the football tournament held at the Ilkeston Town FC on the 13th July 2023, please contact Chiedza Mupfumira, Social Impact Specialist chiedza.mupfumira@cemex.com



PROFITABILITY

Marine Increases its Reserve Portfolio



As part of developing our CEMEX Marine Strategy, our marine reserve base has recently been extended with the renewal of the Marine Licence for our marine extraction area West Bassurelle (Area 458/464), located in the eastern English Channel. The area has been dredged since 2007 with cargoes delivered to aggregate wharves on the Thames and near Continent.

Marine Licences are determined by the Marine Management Organisation, the regulator for marine works in England, which includes mineral extraction. The renewal has been several years in development and planning, with various environmental studies, consultation and an EIA undertaken.

The new Marine Licence for this important area allows the extraction of up to 30 million tonnes of sand and gravel from the seabed, for a further 15 years.

Quality Matters Update



We have recently experienced a number of instances where changes in delivery vehicles at the last moment have potentially led to material being delivered to the incorrect customer.

To speed up the production process, deliveries are often assigned to a vehicle in advance of the vehicle being in place to load, however, we must always ensure the correct vehicle is in place before loading commences. Where CEMEX Go is in use and ticketless deliveries are taking place, the potential for errors in this area also exists and is perhaps more prevalent.

QuM-1013 has been produced to highlight the steps that need to be taken in CEMEX Go to prevent incorrect ticketing and potential high liability to the business. You can find the document at the end of this pdf and on the UK News download page <https://www.cemexuknews.co.uk/downloads/>. Please display on all workplace noticeboards.

Please review, discuss, display and present as necessary to teams as appropriate.





EMPLOYEES

Long Service Awards



We would like to send congratulations and thank you to the following colleagues for reaching long service milestones in November.

We appreciate all your contributions and hard work over the years:

- Dennis Gunner, Service Engineer – 25 years
- John Gillson, Plant Manager, Cambridgeshire – 15 Years

Great Start to the Year



On Yammer this week Mike Higgins, National Technical Manager, shared: “We’ve had a great start to the year at The UK National Technical Centre. Today, the R&D team welcomed representatives from The Manufacturing Technology Centre and First Graphene to embark upon a larger project on Circular Economy and Materials Innovation.

Good to be back in the lab and excited to progress this important area for the Q&PT department and the business.

Thanks to our UK R&D team, Herman Claassen and Simon Cummings.”

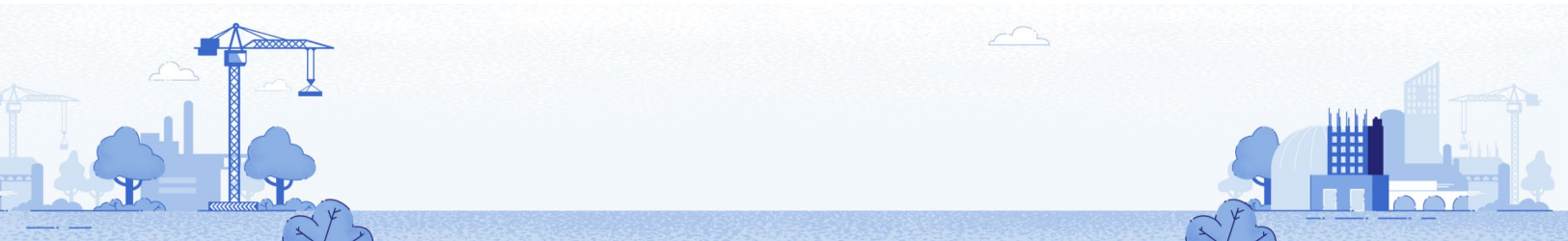
CEMEX at Labour Business Conference



In December, the UK Public Affairs team were pleased to represent CEMEX at the Labour Party’s Business Conference at Canary Wharf. This conference brought together 350 business representatives, at a full day of speeches and policy discussion.

This conference allowed us the opportunity to discuss our business with senior Shadow Cabinet members including the Leader of the Opposition, the Shadow Business Secretary, and the Shadow Minister to Science, Research & Innovation amongst many others.

Within these discussions we were able to cover issues including the delivery of and shift to a circular economy, policy and regulatory challenges concerning energy intensive industry, economic growth, the importance of the built environment, industrial decarbonisation and our Future In Action strategy.



The CEMEX team were able to provide a unique insight into the policy challenges with examples of what regulatory decisions mean in practice for industry, and how changes in policy could be of benefit to industry as a whole, along with CEMEX specifically.

Back to Work Focus on Health & Safety

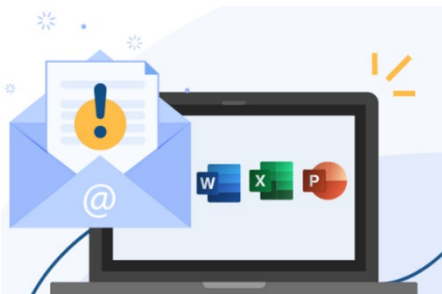


Colleagues from the South West and Midlands Readymix teams returned from their Christmas breaks with a Back To Work session run by Rob Sims, General Manager, Readymix Midlands, Southwest & Wales and his management team, with the kind help from Lee Wearing, their local CEMEX Health & Safety Adviser.

Many Health & Safety topics were covered with a focus on 'Take 5 - stop and think before we act'. The large group also enjoyed some fun breakout sessions, where smaller teams had to work together to build a mobile phone stands out of plasticine and lolly pop sticks!

Andrew Hoskins, Operations Manager Readymix, shared the success of the day on LinkedIn: "CEMEX South West and Midlands took part in the most successful Back to Work training to date. Important enough to close the business for the day and discuss Safety and all things Readymix. Fantastic participation from everyone involved and a really enjoyable day."

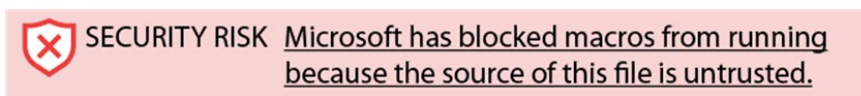
Do You Use Macros?



Starting January, Microsoft will gradually modify the default settings on its Office apps globally. For security enhancements, macros will be blocked in all files. This change prevents malicious actors from gaining access to deploy malware.

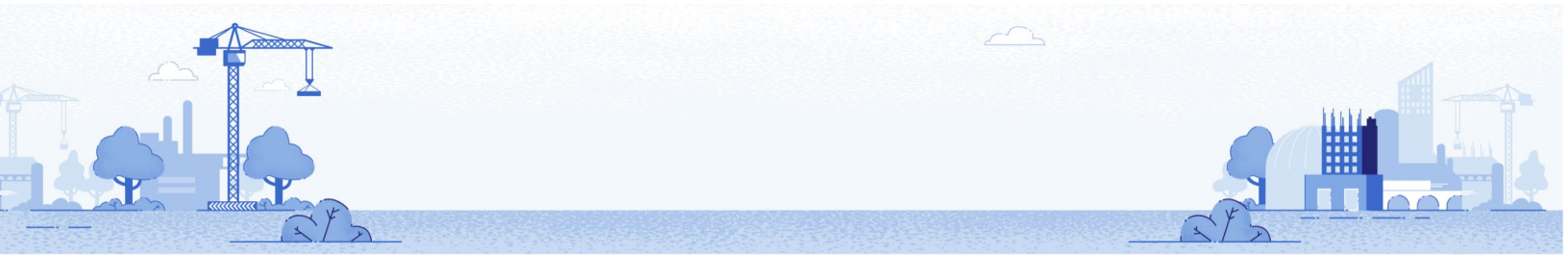
A macro is a small program or set of actions that you can run repeatedly within an Excel file.

The next time you open a file (applies on previously created and new files) the following message may be displayed:



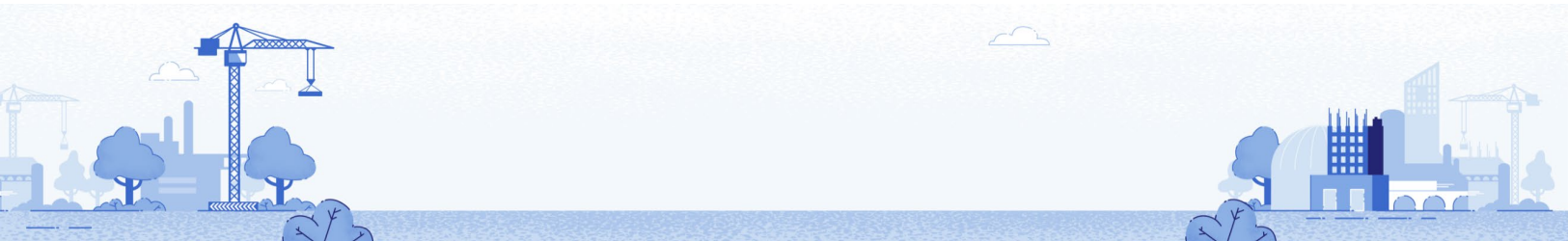
It is important that macros remain blocked as default as far as possible. Do not unblock if you have any concerns or are uncertain about the file's origin.

Learn how to unblock files with macros – click [here](#)



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
371-01-2023	Operative Planner	Materials – Readymix	UK Hub Office / Plant	28/01/2023
372-01-2023	Weybridge Operative	Materials – Aggregates	Bramshill Quarry	19/01/2023
373-01-2023	Quarry Operative x 2	Materials – Aggregates	Bramshill Quarry	19/01/2023
374-01-2023	Electrical Shift Technician	Materials – Aggregates	Dove Holes Quarry	20/01/2023
375-01-2023	Multiskilled Operative	Materials – Aggregates	Angerstein Wharf	10/02/2023
376-01-2023	Distribution Coordinator	Customer Experience – DSM	Binley	23/01/2023
377-01-2023	Customer Service Agent	Customer Experience – Concrete Products	Binley	23/01/2023
378-01-2023	Senior Sales Administrator	Customer Experience – Readymix	Binley	23/01/2023
379-01-2023	Transport Planners x 2	Customer Experience – Aggregates	Preston Brook	23/01/2023
380-01-2023	Internal Sales Representative	Customer Experience – Aggregates	Binley	23/01/2023
381-01-2023	Sales Representative	Urbanisation Solution – Asphalt	Western Region	23/01/2023
382-01-2023	Plant and Field Technician	Materials – Quality & Product Technology	Witney	12/01/2023
383-01-2023	Internal Sales Executive PSB	Customer Service – Materials	Binley	23/01/2023
384-01-2023	Cash Sales Agent - PSB	Customer Service – Materials	Binley	23/01/2023
385-01-2023	Paralegal	Legal	Binley	23/01/2023
386-01-2023	Sales Administrator	Customer Service – Materials	Binley	23/01/2023
387-01-2023	Sales Agent x 3	Customer Service – Materials	Binley	23/01/2023

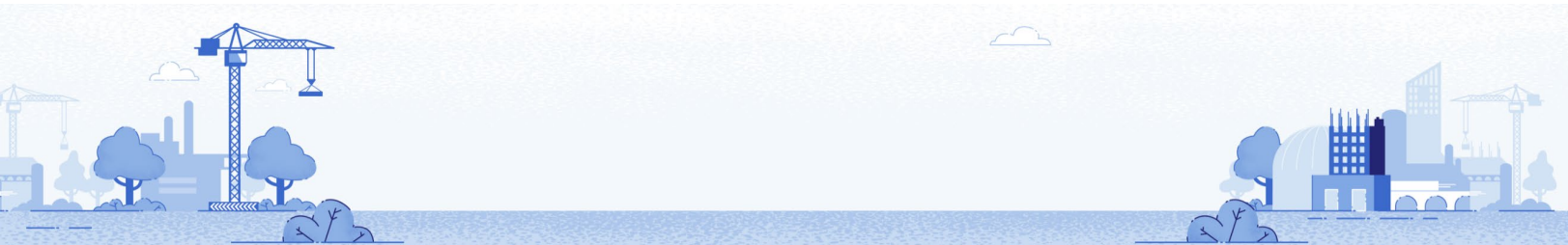


388-01-2023	Process & Continuous Improvement Engineer	Cement Operations	Rugby Cement Plant	25/01/2023
389-01-2023	Transport Planner	Materials Readymix	Preston Brook	23/01/2023
390-01-2023	Negotiator	Procurement	Binley	20/01/2023
391-01-2023	Works Manager	Urbanisation Solution – Building Products	Somercote	19/01/2023

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.



SAFETY ALERT

UK SA01/2023 – 05.01.23

Display Until
31.01.2023



DRIVER SUFFERS ASPHALT BURNS

DETAILS OF THE INCIDENT

A contract tipper vehicle was overloaded with asphalt and the driver had to tip off a small amount in the designated area. After doing so, the rear door was prevented from closing by product loaded towards the back of the vehicle body. The driver used a tool / bar, which should only be used to open the tailgate if it fails to open automatically, to try and force the tailgate shut; the bar slipped and his hands momentarily came into contact with the hot asphalt below. First aid was administered on site and the driver went to hospital later in the day. He was able to carry out restricted duties the next day and returned to full driving a few days later.

KEY FINDINGS

- The overloading of the vehicle wasn't an isolated incident.
- The driver self loaded the material too close to the tailgate.
- The tip-off area is located in a busy part of the site, with limited space for the driver to move the vehicle forward after discharging the materials on to the floor.
- This particular vehicle had an unusual / bespoke tailgate and the driver used a tool / bar that wasn't suitable.
- The driver was not wearing gloves during this activity.
- The quick actions of the site staff to administer first aid reduced the severity of the driver's injuries.

HOW COULD THIS HAVE BEEN AVOIDED?

- Vehicles are not overloaded and product isn't sitting against the tailgate.
- Ensure people are trained and competent to operate equipment.
- Wear gloves for all manual activities.
- Ensure safe systems of work are in place to include activities such as this.



The bar was inserted here, to try and close rear Mechanism



KEY REVIEW POINTS

- How often are vehicles overloaded – can this be eliminated or at least minimised?
- Do drivers understand loading processes, avoiding loading too much product towards the rear of vehicles?
- Do drivers and operators wear the correct gloves for manual activities?
- Are onsite tip-off areas in a suitable position, away from busy traffic / pedestrian routes and other workplace hazards, and well lit?
- Is there a safe system of work for drivers carrying out this type of task ?

Look after yourself and each other

Don't let anyone act unsafely, always stop unsafe practices.

Tools and Equipment

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

Safe Systems

Follow safe systems of work, site rules, signage and traffic signals.

Personal Protective Equipment

Always wear the correct PPE.



STOP THINK ACT

WHY NOT MAKE IT A NEW YEAR'S RESOLUTION?



**QUIT
SMOKING**



**INCREASE
EXERCISE**



**IMPROVE
NUTRITION**

2022

Keep your heart healthy
and help your resilience
against COVID-19

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ASSIGNING THE CORRECT VEHICLE TO A DELIVERY

Delivery of the wrong material/to the wrong site can be extremely costly to our business.

In order to speed up the production process, deliveries are often assigned to a vehicle in advance of the vehicle being in place to load, however, we must always ensure the correct vehicle is in place before loading commences. Where CEMEX Go is in use and ticketless deliveries are taking place, the potential for errors in this area also exist and are perhaps more prevalent.

Example

A load is assigned to Truck A and the driver has assigned the load to their device. Truck A realises that they have a puncture and is unable to take the load, so Truck B (next available vehicle) needs to be assigned. The Plant Manager needs to update the vehicle details in the Delivery Maintenance tool as soon as possible and advise the driver of Truck A to remove the delivery from their device.

Only after this has been done should the Plant Manager advise the driver of Truck B to add the ticket to their device. The ticket should pull through onto their device automatically when the driver has selected "add". If this doesn't happen then the driver may request some additional information i.e., ticket number and customer number to complete a verification step in the app

When an incorrect vehicle is assigned to a delivery

1. Update vehicle details in Delivery Maintenance as soon as possible
2. Contact the driver of the original vehicle, explain that the change has occurred and advise them to remove the delivery from their Driver App (if they had already assigned it).
3. Contact the driver of the correct vehicle and advise them to add the delivery to their Driver App. (This can only be done after the change in delivery maintenance has been made and after the original driver has removed the load from their device)

**Cemex Go Support Tel: 0345 155 1825
Email: cemexgo.support@cemex.com**

IT IS BEST PRACTICE TO CONFIRM THE CUSTOMER NAME AND DELIVERY ADDRESS WITH THE DRIVER TO ENSURE THAT THE CORRECT LOAD HAS BEEN ASSIGNED SUCCESSFULLY.