



Welcome to UK News 26th January 2023
your weekly update from around CEMEX UK
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social media channels



HEALTH & SAFETY

Success at the MPA Safety Awards



A message from Lex Russell, Chair of the UK Health & Safety Committee

As you may know, the Mineral Products Association Health & Safety Awards were held last week, with CEMEX in the running for nearly all categories.

We were, therefore, very pleased to be announced as winners for two categories, while also receiving a number of 'highly commended', finalist and individual recognitions. At the end of this message you can read a full list of the categories we were recognised in.

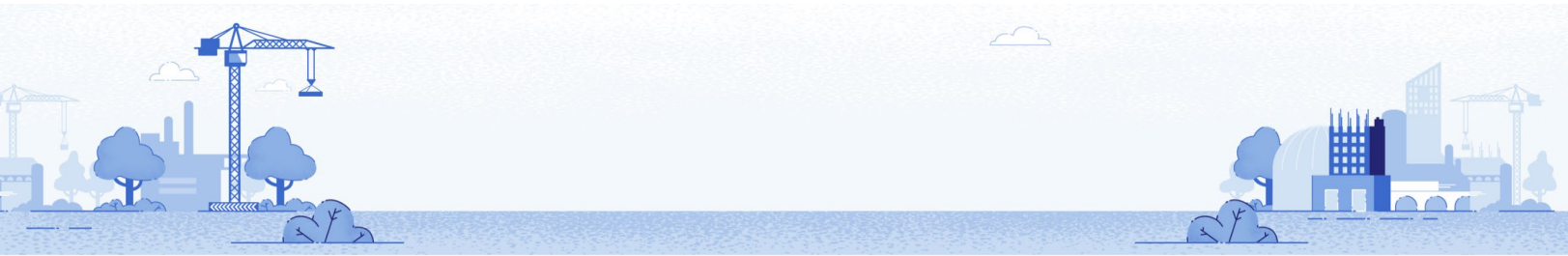
On behalf of the UK Health & Safety Committee I would like to congratulate all the CEMEX winners and finalists of MPA Awards for their well-deserved achievements. Recognition such as this relies on teamwork, and I thank everyone for your continued commitment to following our Health & Safety protocols and behaviours. We should all be proud to see how many categories CEMEX has featured in, as it is a clear reflection of our company-wide dedication to keeping those around us safe.

Please continue to keep Health & Safety your number one priority at all times and keep sharing your ideas and recommendations for Health & Safety improvements. Thank you for your ongoing support.

MPA Award Recognition

- Eurobitume Award Finalist & Winner: Asphalt – Bitumen system management (watch video [here](#)) – photo top right.
- Safer transport and logistics Finalist & F6 Award Winner: Cement supply chain – bulk tanker auto lids (watch video [here](#)) – photo bottom right.
- Finalist:
 - Safer handling of inbound and outbound material – Hot Box Customer Safety (watch video [here](#))

- Safer production: Asphalt – Bitumen system management
- Safer management of pedestrians and transport on site – Drone Safety System (watch video [here](#))
- Safer together: CEMEX Worker Involvement and Engagement – Health & Safety Stand Down (watch video [here](#))
- Highly Commended:
 - Safer production – Edge Protection System for Field Hoppers
 - Safer handling of inbound and outbound materials – Admixture Control System
 - Safer handling of inbound and outbound materials – New Electric Lifting Hoists – Ground to Plant Landing Level
 - Safer management of pedestrians and transport on site – Safety improvements to distribution area at Rugby Cement plant
 - Safer transport and logistics – New Vessel – Development of bespoke ship simulator and training of crews
 - Safer transport and logistics – Improved Driver Communication Tools
 - Safer transport and logistics – MP Connect Roll Out
- Certificate of Merit:
 - Safer production – Lagoon Weir System
 - Safer maintenance and housekeeping – Vehicle Clean Down Facility
 - Safer maintenance and housekeeping – Mixer Mould Oil Application
 - Safer handling of inbound and outbound materials – New Admixture and Steel Fibre Storage and Loading Point
 - Safer transport and logistics – CEMEX UK Supply Chain – Rail Health & Safety Strategy
 - Safer transport and logistics – CEMEX UK Supply Chain Performance and Improvement Initiatives
 - Safer operations at a contracting, construction or customer site – Partners In Safety Customer Award
- Individual Recognition: (watch video [here](#)) – photo bottom left.
 - Alan Flippance
 - Andrew Barber
 - Christian Vale
 - Darrell Collins
 - Hugh Reynolds
 - Kevin Cage
 - Matthew Bland
 - Nicola Drabble
 - Nigel Bateman
 - Vasile Marica



LTI Milestone Achievement



Congratulations to everyone in Northeast Materials UK, which has reached 6 years LTI free. This is a significant milestone – well done.

LTI and TRI milestones demonstrate that ZERO is possible, even with challenging environments and working processes. With the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.

MP Connect Webinar – 6th February



Upcoming MPA Webinar on MP Connect

Monday 6th February 2023
Book Now Free of Charge

MP Connect has been developed by MPQC with support from the MPA Safer by Partnership Working Group. The Drivers Card element now has over 15,000 cards issued and is strongly recommended by the MPA to its members.

CEMEX introduced the use of MP Connect Cards in 2021. They are currently being rolled out across our operations to help promote contractor competence, improved communications and greater efficiency.

Laura Mountjoy, MP Connect Team Manager at MPQC, will be presenting a one hour, free of charge, webinar on MP Connect – **Monday 6th February at 2.00 pm**. Book your place [here](#).

The webinar will provide members with an opportunity to learn more about the features and functionality of MP Connect and will include a Question and Answer session.

Do You Smoke? We Need Your Help!

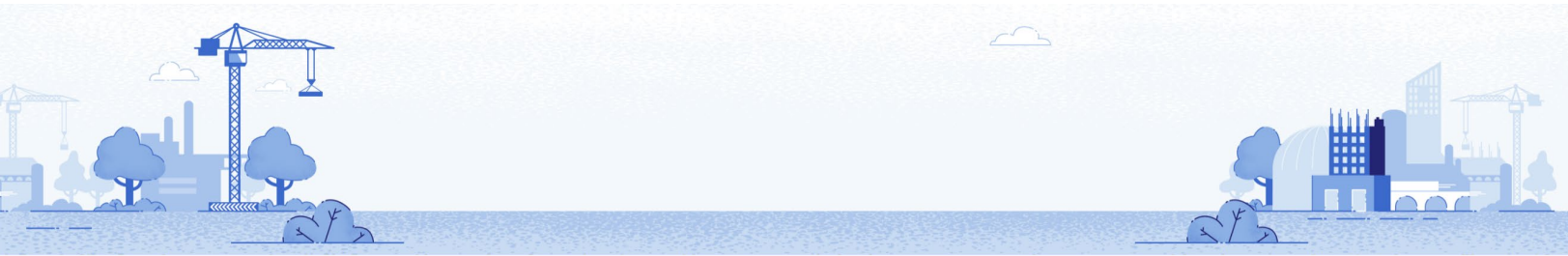


One of the Wellbeing Strategy Group's focus areas is to help any employees who may wish to stop smoking or reduce the amount they smoke. The group is currently identifying potential activities and resources that could be made available for CEMEX UK employees.

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>



CUSTOMER CENTRICITY

RUBBERMIX ASPHALT Launch



Last week, CEMEX launched its latest new product from Urbanised Solutions, RUBBERMIX ASPHALT, a crumb rubber solution, offering an alternative recovery option for used tyres by incorporating them into asphalt mixes.

RUBBERMIX ASPHALT utilises crumb rubber, a material made from shredded waste tyres that is also used for football pitches and softplay floors. It therefore enables end-of-life tyres to be recycled, while creating new roads

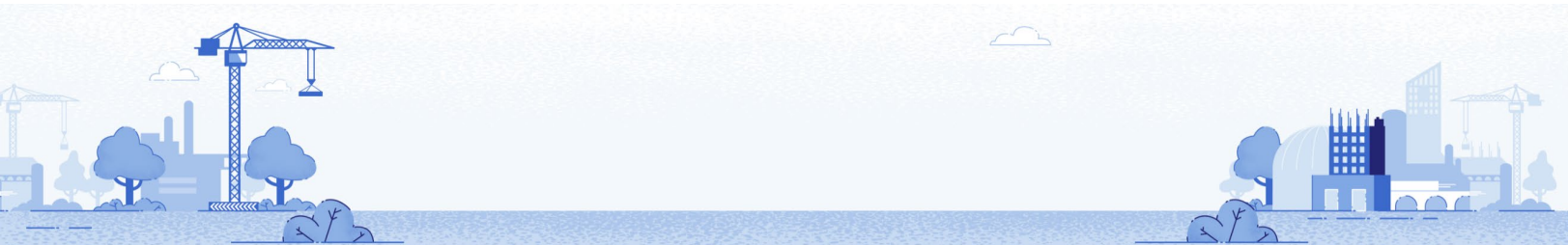
and new life within the tyres.

RUBBERMIX ASPHALT is perfect for both local authorities and housebuilders, as it can be incorporated into mixes for highway maintenance and newly constructed roads and pavements, while providing the same quality control and consistent product performance as a standard asphalt.

Scott Jones, Director of Asphalt and Paving Solutions for CEMEX UK, commented: “The UK generates over 486,000 tonnes of used tyres each year and CEMEX has identified an opportunity to incorporate some of these into its existing asphalt mixes thanks to RUBBERMIX ASPHALT, with the potential to recycle up to 500 tyres per kilometre of road.

“CEMEX believes a circular economy is essential for environmental sustainability. By transforming waste materials into invaluable solutions, carbon emissions are reduced along with other environmental benefits. RUBBERMIX ASPHALT can also be combined with our VIALOW range of lower carbon asphalts to further increase the sustainability of a project.”

The circular economy is a model of production and consumption, which involves sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products as long as possible.



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



FUTURE IN ACTION

Closing Soon: Climate Action Readiness Assessment



As part of our continued efforts with our Future in Action program, you are invited to participate once again in our Climate Action Readiness Assessment (CARA).

Your answers will help improve a variety of communication, learning and engagement initiatives about climate action at CEMEX. Consistent with all our internal assessments, all responses are confidential and anonymous.

The survey can be accessed through the following link
<https://survey.alchemer.com/s3/7124506/CEMEXCARA2023>

The assessment should take you no more than 20 minutes to answer. **Please respond by 27th January.**

If you have any questions or comments, please feel free to reach out to Ingrid Ocejo at ingridgiovanna.ocejo@cemex.com

Thanks again for your support.

World's Largest CEO Study on Sustainability

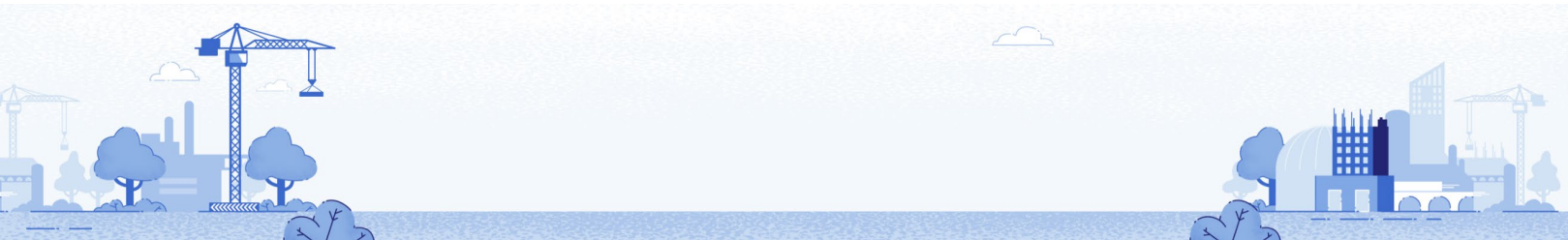


Our CEO, Fernando A. González, was interviewed for the world's largest CEO study on sustainability by the UN Global Compact and Accenture.

This study draws on insights from over 2,600 CEOs across 18 industries and 128 countries, on how they are tackling an increasingly complex slate of global challenges, including geopolitical instability, public health crises, and climate change impacts.

"We need to demonstrate that our industry has a future in a carbon neutral or low carbon economy, which is a tremendous challenge", Fernando Gonzalez.

Read more about this study – [Reimagining the Agenda: Unlocking the Global Pathways to Resilience, Growth, and Sustainability for 2030](#)



Supporting Disadvantaged Groups Back into Employment



CEMEX UK's key partnerships in 2022 included the Cambridge Science Centre, PAN Intercultural Arts, Macready Theatre and through these partnerships the organisation was able to reach over 50,000 community partners around the United Kingdom.

We wanted to share the key achievements for these partnerships over the last 12 months and this week will look at PAN Intercultural Arts.

PAN's creative programmes help asylum seekers and refugees to move beyond trauma, grow in self-esteem, improve their communication skills, form positive mindsets, make friends,

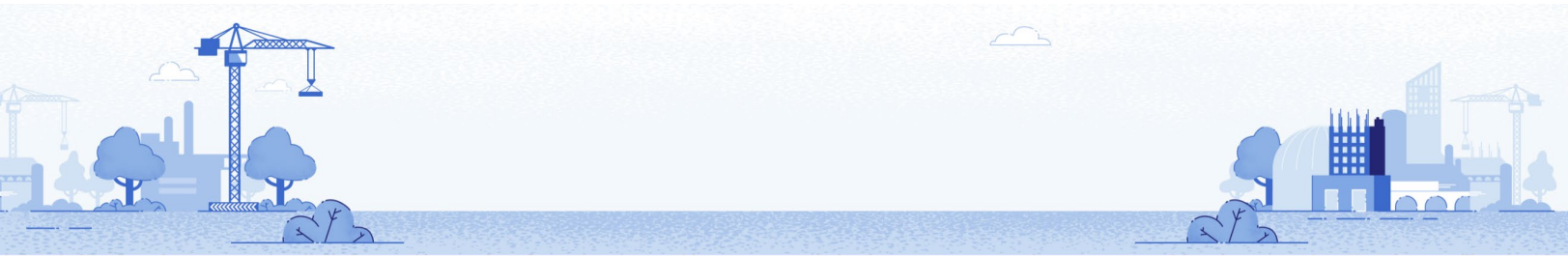
integrate into their communities and make plans for future successes.

With support from CEMEX in 2022, PAN has helped many into employment – here are some examples of their success:

- Trained two previous participants to become employed Project Directors for Fortune and other projects. They use these skills to gain employment in other charities.
- Two other former participants have apprenticed with us and are now employed in Fortune as facilitators.
- Three participants became confident enough to obtain jobs in hospitality.
- Two former participants, one with direct advice from CEMEX, have set up their own construction companies and are bidding for council contracts.
- Two current participants are working with us on applying for Army and Police cadet employment.
- Two participants left to take up full employment in hairdressing-barbering.
- One participant entered employment as a part time youth football trainer but still attends sessions. When he joined us he spoke extremely poor English; this has improved exponentially.
- A past participant has graduated as a baker.

PAN is very grateful for the support from CEMEX: "Only in-depth engagement produces results, not one-off events and this is only made possible through the support of CEMEX for which we are deeply grateful. We look forward to continuing this work and supporting many more fragile and vulnerable young adults."

To find out more about the PAN Intercultural Arts, visit: <https://www.pan-arts.net/>





PROFITABILITY

Sergio Opens New Rail Facility



This week, EMEAA Regional President, Sergio Menendez, has been visiting some sites in the UK.

On Monday, Sergio visited our rail solutions facility at Somercotes in Derbyshire (photo top). Accompanied by EMEA VP Urbanisation Solutions, Marcelo Catala, Sergio officially opened a new facility to meet increasing customer demand for our bearers and sleeper products. The new development will produce the heavily engineered, low volume complex sleepers that are required for infrastructure projects such as those on the London Underground. Watch this space for the full story coming soon.



Sergio continued his week by visiting our new head office in Coventry on Tuesday where he hosted the EMEA Health & Safety webcast, the Admixtures operations at Rugby Cement plant (photo bottom) on Wednesday and then on to our rail facility in Rochester on Thursday.

Have you Organised your Toolbox Talk?



In last week's UK News, we asked all teams to participate in Toolbox Talks during w/c 30th January.

This is an opportunity to look at your working environment and assess what changes each individual employee could make to reduce their energy use.

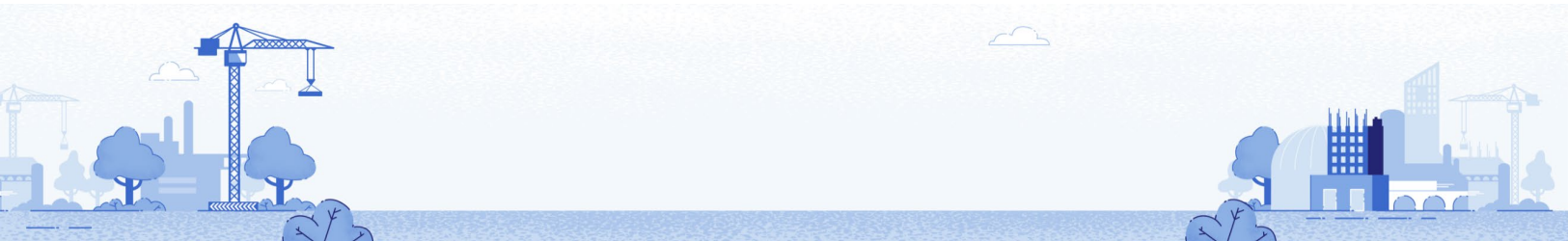
To support with this, we've created a short briefing document which you can find at the end of this document and in the download page of the UK News website: www.cemexuknews.co.uk/downloads. You can also find the two posters, one for offices and one for sites on the UK News download page [here](#). If you need any hard copy posters, contact gb-communicationsandpublicaffairs@cemex.com and they can be sent out to you.

We've also created a folder on SharePoint packed with useful info. for operational sites, including:

- Triad reports
- Christmas shutdown report
- Centrica web portal
- Aggregates & Readymix Power BI dashboards (specifically energy and background energy pages)

Visit this [here](#).

The Energy RRT asks as many employees as possible to support this activity; there are changes we can all easily make to cut down on the energy being consumed by our operations.



If you hold a Toolbox Talks, please take a photo and share on Yammer, or sent to gb-communicationsandpublicaffairs@cemex.com. We'd love to see them!

Product Developments Bear Fruit



This week it has been great to see Product Development efforts coming to fruition and meeting the needs of our customers.

National Technical Manager, Mike Higgins and the UK R&D team has met with external partners and local authorities to progress several years of R&D work of creating a bespoke Poroforam product for their specific needs on a technically challenging and innovative project.

Poroforam VLR has been developed as what the customers project team and consortium describe as “an integral innovation to deliver the project”.

There is potential for the system to be copy and pasted to projects and having Poroforam VLR specified as part of the system is a great example of CEMEX providing industry-leading products and solutions to satisfy the construction needs of our customers.



EMPLOYEES

Some Thoughts on 2023



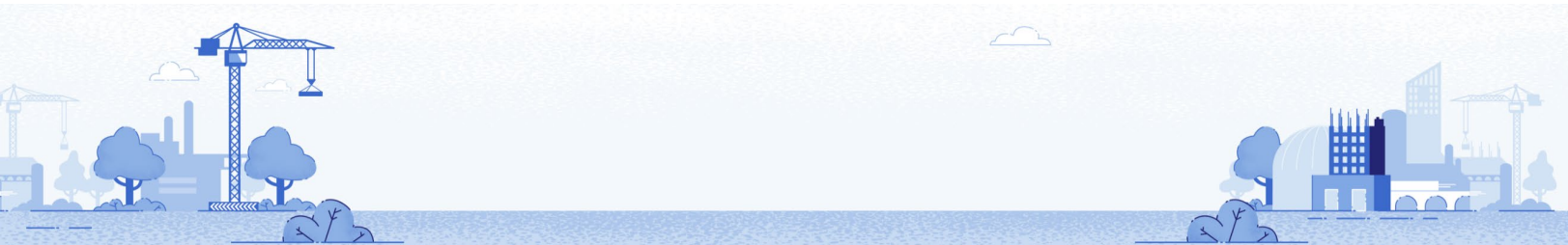
A message from CEO, Fernando González

As we begin a new year, I want to share some thoughts with all of you.

First of all, I want to express my appreciation for your hard work, and especially for your commitment to a safe return to our offices and facilities worldwide. Last year, we were able to go back to our respective workplaces and resume our daily tasks everywhere, and I can personally tell you what a positive difference it made.

Based on our protocols, we renewed our pledge to making the Health and Safety of everyone at CEMEX our top priority, and once again we achieved a level of performance with our LTI's that keeps us as a benchmark for a global company in our industry. I urge you all to always follow our guidelines, and observe our Behaviours that Save Lives, because there's nothing more important than the safety and health of our employees.

2023 will certainly be another challenging year. The effects of the pandemic, persistent inflation, the war in Ukraine and increasing energy prices, will continue to be part of a volatile, challenging business landscape. And, of course, all of this is happening at the same time we need to make bold progress in effectively addressing climate change. Despite these challenges, I remain excited about the opportunities that lay ahead for our company.



In this dynamic environment, I am confident that we are well-positioned to keep delivering, proving again that CEMEX is a relentlessly innovative global company, able to make the very best of each business opportunity that comes our way.

We have aligned all our business goals to our Future in Action program, because the need to transition into a Net-Zero CO2 company is an imperative for us. That is why we have committed to the most ambitious decarbonization goals in our industry. Both our climate action targets for 2030, and to net-zero by 2050, have been validated by the independent Science Based Targets initiative, encouraging us to stay focused on producing tangible outcomes.

I am particularly enthusiastic about this, because our industry is essential, our goals are achievable, and the path to get there is profitable. They are essential, because our building products and solutions are vital for the progress of the communities we serve all over the world. They are feasible, because current technologies allow us to significantly reduce our CO2 emissions, while breakthroughs in technology and the ability to scale this technology should carry us to Net Zero. And our carbon roadmap is profitable. Using more alternative fuels, or reducing our clinker factor, are good examples of that. Also, customers are increasingly demanding more sustainable products to complete their construction projects—like our family of products: Vertua.

Our customers remain at the core of everything we do, and that is why we continue to invest in constantly improving CEMEX Go and our overall digital evolution. Lastly, as we aim to grow our Ebitda and our margins through a dynamic pricing strategy and disciplined cost-reduction actions, we've also strengthened our balance sheet. Our systematic debt-reduction has brought us within reach of an investment grade rating.

In summary, I know that everyone here at CEMEX will be up to the task. We have a clearly defined strategy, we have the talent, and, most importantly, we are driven to excel at what we do best: building a better future.

Thank you again for your dedication to our company, and I wish you, your families, and your loved ones a great 2023!

Best Regards.

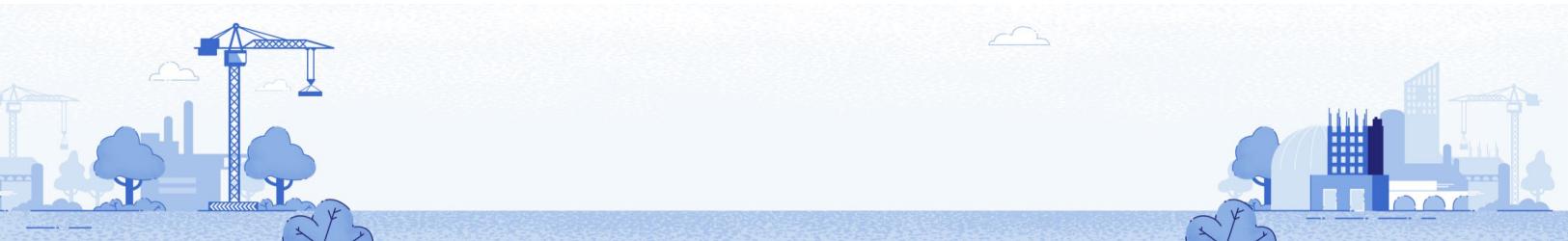
Robert Shares his 45 Years Service



Congratulation to Robert Bull, Operations Planner Materials, who has recently celebrated his 45 years long service. This is an amazing achievement, so we asked Robert what was the secret to such a long service:

Words by Robert Bull.....

“After a brief stint as a Trainee Aircraft Designer for BAC, then building Concorde, I walked through the door of Readymix Concrete (Transite) Ltds Head Office at London Colney on 9th January 1978, sporting flared trousers, platform shoes and shoulder length brown hair. I started as a Trainee Accountant but had no more luck with Accountancy than Aeronautical Engineering and was about to be shown the door when the Sales Ledger Supervisor gave in his notice. My boss, seeing an easy win, gave me the job to see how I got on.



It worked rather well and for the next 20 years I moved around all the different bits of the Accounts department, ending up as Office Manager. Back then, the accounts functions were centralised and I thought I was facing redundancy, but I must have made myself useful to a lot of people over the years and one of the Managers offered me a new role. When CEMEX took over I applied for a proper job as a Maintenance Planner, which, with a minor change of job title, to Operations Planner, I still am.

Is it really 45 years? When you've been doing a job for a while it becomes second nature and not much fazes you. And of course, there are the people. I'm still in touch with half of my old RMC Accounts team. And there's my current team, the Ops Planners – we order all the stuff that we need to keep the plants and quarries operating. I'm going to miss the daily interaction with them, the Ops team and all the others I deal with when retirement catches up with me.

My retirement looms large now, just another few months. It shouldn't be a problem filling the days. I've a sadly neglected garden to sort out and the house needs work too. I need to get back to concert-going again, badly affected by pandemic and family matters over the last few years. Photography is another old interest coming back, but I need to really understand DSLRs, which will take some practice. Lots of places to go and people to see. I want to get my baking up to scratch as well.

Looking back, as writing this has forced me to do, I have seen a lot of positive change. The RMC I joined was a very different company to what CEMEX is today. In the 1970s and 80s it was wildly non-PC, not all desks had phones, but they all had ashtrays. Safety was nowhere near the top of the list but there was always a lot of laughter. There still is, it's just down the phone these days!"

We wish Robert all the best in his retirement when it comes later this year, and hope he enjoys all the projects he is planning to do.

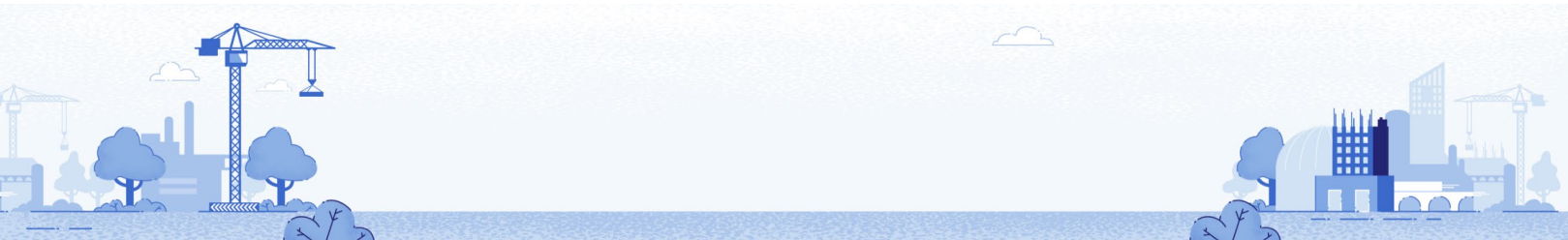
Keeping Abreast of Political Issues



CEMEX Public Affairs this week attended the Rail All Party Parliamentary Group meeting (APPG) who had been convened to discuss rail services in the North. The evidence session was arranged to allow members of the APPG to debate and discuss the issues that have plagued rail services in the North, to discuss the reasons for the poor performance, and the plans to improve these services. Amongst many topics, pertinent issues for CEMEX such as rail pathing, and the future of rail were discussed.

APPG meetings are open to MPs, Peers and representatives of organisations interested in and affected by the issues being discussed and can play a pivotal role in British democracy, by creating a forum where business leaders & politicians from all parties can meet, discuss and act on those issues.

CEMEX attend these events to give us a unique insight into the priorities of policymakers and other businesses, and to allow us to represent our interests and ensure that the priorities of our organisation, and of our industry are heard.



Finder's Fee to Find HGV Drivers



Do you know a HGV driver who is looking to start their own business in the South, specifically the Brighton, Poole and Bramshill areas? If so, our colleagues in the south would like to hear from you. CEMEX are offering a £500 Finder's Fee, if they successfully take someone on as a result of your recommendation. Please ask your friends and families and spread the word.

CEMEX will supply a vehicle for the HGV driver, along with some further support to aid the right person. We can offer all the support required to start up a business. This is the perfect opportunity for someone to build their future with us.

Please contact Richard Endacott by email for further information or if you have a recommendation richardjohn.endacott@cemex.com

Do you have a Question for Lex?



We want all of our employees to feel they can ask questions of our business leaders and receive transparent answers.

While Team Talks and the annual Communications Forum offer this, many of you have requested the ability to have more frequent opportunities so are launching **ASK LEX**.

If you have a question related to the business then Lex Russell, Managing Director of UK Materials, is happy to answer this for you or find someone who can. All questions are welcome – whether it is around strategy, performance, pricing, our products, site portfolio, or matters related to employee health and wellbeing.

Simply send any questions through to gb-communicationsandpublicaffairs@cemex.com and the Communications team will manage this directly with Lex. Written answers will then be provided back to you and, if appropriate, shared in UK News for others to read.

Please note that questions cannot be handled anonymously.

We look forward to hearing from you!

Be the Best Version of Yourself with Yorktest

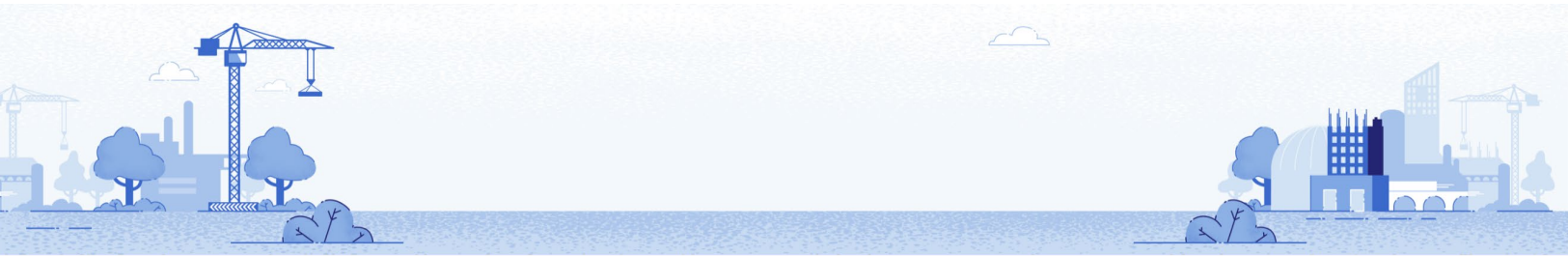


Did you know, you can get discount on Yorktest, the Leaders in Home Health Testing, via our CEMEX Lifestyle Platform. Yorktest are the experts in food intolerance, allergy, and health testing.

Start your Health and Wellbeing journey today.

Yorktest empower you to take control of your nutrition, health, and wellbeing.

Are you suffering with digestive issues, skin conditions, headache, fatigue, or nausea?



Have you been not feeling to well and are not sure of the reason why?

Yorktest Premium Food Intolerance Test will test you against over 200 food and drink ingredients giving you the information you need to make positive dietary changes to improve your health and wellbeing.

Included in your programme is a 30-minute telephone consultation with an Expert Nutritional Therapist who will assist in optimising your diet to enable you to be the best version of you!

For more information and your discounts click [here](#)

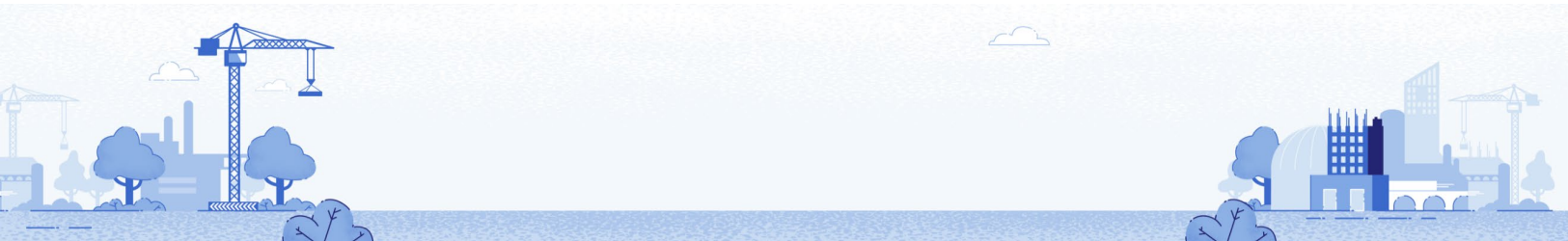
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
396-01-2023	Quarry Manager (Landfill)	Materials – Aggregates	Parkfield	02/02/2023
397-01-2023	Class 2 Driver (Tipper) x 1	Supply Chain – Materials	Hatfield	10/02/2023
398-01-2023	Class 2 Driver (Tipper) x 1	Supply Chain – Materials	Luton	10/02/2023

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.





 **FUTURE**
IN 
 **ACTION**

I'm helping save energy!

Energy Saving Project – Toolbox Talk briefing



Context

- Between the climate crisis and the conflict in Ukraine causing hugely-escalating costs, reducing our energy use has become more of a priority than ever.
- CEMEX has therefore launched a working group dedicated to this project: the Energy RRT
- Following the creation of this group, CEMEX decided to engage on a European scale with the creation of RRTs in each country.
- You will have seen different communications on energy use over the previous months.
- As we begin 2023, we are now asking for your help, by holding a Toolbox Talk with your teams w/c 30th January to support the 'I'm helping save energy' campaign



244 968 MWh

*Annual electricity
consumption Cemex UK*



-10%

*CEMEX target for energy
reduction in 2023*



40.9 million litres

*Annual fuel consumption
CEMEX UK*



7 ENERGY RRTs

*RRT created in EMEA to
achieve the objectives.*

'I'm helping save energy' campaign

The awareness campaign begins with four simple eco-gestures to follow in offices and on production sites

OFFICES

- For offices, the simple actions are:
 - I maintain heating at no more than 21°C when the office is occupied
 - I turn off the lights when the office is unoccupied (evenings and weekends)
 - I turn off my computer screen when I leave
 - I close doors behind me so heat doesn't escape out of the building



PRODUCTION SITES

- For production sites, the simple actions are:
 - I maintain heating at no more than 21°C when buildings are occupied
 - I turn off the interior and exterior lights when the site is unoccupied (evenings and weekends)
 - I turn off my computer screen, and production equipment, when I leave
 - I close doors behind me so heat doesn't escape out of the building



► Posters will be distributed to sites

Please take 10 – 15 minutes during w/c 30th January to discuss the relevant poster with your team

- Take a look around the room you are in together and discuss what energy is being used where – are there any simple changes that could be made to save energy?
- If your site is using an energy monitoring system, look at how much energy is being used now
- Encourage colleagues to take personal responsibility – the campaign is focused on how we as an individuals can make a difference
- In particular; please remind people of the importance of paying attention to Triad warnings

This campaign is not just for those on our operational sites, but across all areas of the business. If you can, get out to see your team on site, or arrange a discussion on Teams

We would like to collect feedback from across the business about how Toolbox Talks went – please share comments and photos with the UK Communications Team and they will include in UK News!

Toolbox Talk - Useful Tips



- Discuss your 2022 **Christmas Shutdown** performance with the team – how did you do compared to 2021?
- Discuss your **Triad performance** so far (if you have 'half-hourly' meters) how do you compare to other sites?
- Use your **energy monitoring system** if you have sensors fitted – which items consume the most energy on your site?
- Do you know when your **peak time periods** for energy costs are? Can you avoid them/reduce your consumption during these times?
- How is your **background energy** consumption trending?

CEMEX ENERGY **TRIAD Performance Report**

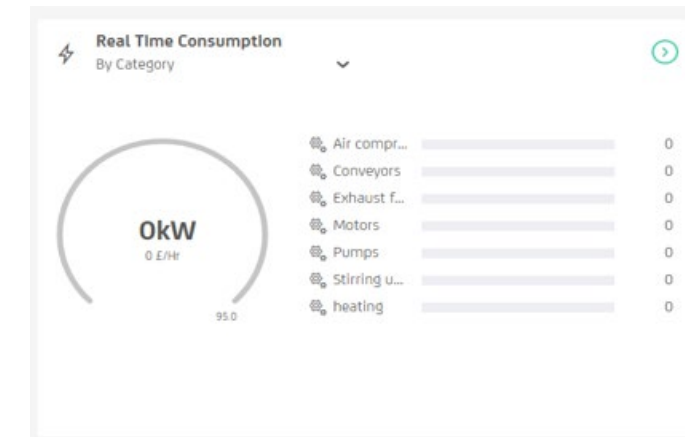
Business Area: All Business Areas | Report Type: Average

Region: All Regions | View By: Consumption

Click to View By Business | Click to View By Region | Click to View By Plant

Current indicative TRIAD dates from National Grid

TRIAD DATE >	Target (KW)	17/01/2022	18/01/2022	20/01/2022
All UK	13,869	4,821	4,994	6,232
Aggregates	1,075	1,058	1,099	1,104
Asphalt	273	195	184	190
Building Products	555	356	431	485
Cement	11,153	2,516	2,417	3,715
Corporate	138	160	155	153
Readymix	675	536	709	585



THANK YOU FOR YOUR SUPPORT!

