



UK NEWS



Welcome to UK News 2nd February 2023
your weekly update from around CEMEX UK
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HEALTH & SAFETY

Langley Team Step In



During the recent cold snap Langley and Datchet Quarry Manager, William Morris (Bill), along with his team, were busy working when they heard a very loud bang. They were aware of black ice on the local roads, so they instantly knew there had been an incident nearby. Bill and the team instinctively rushed to the scene to see if anyone needed help.

Not only did they call the emergency services and provide comfort to those involved, but the team also assisted with a road closure since the local police were busy dealing with numerous similar incidents in the area.

A big well done to Bill and his team for Stepping In bravely and selflessly. Not only did they offer instant support to the injured people, but to the fire brigade too.

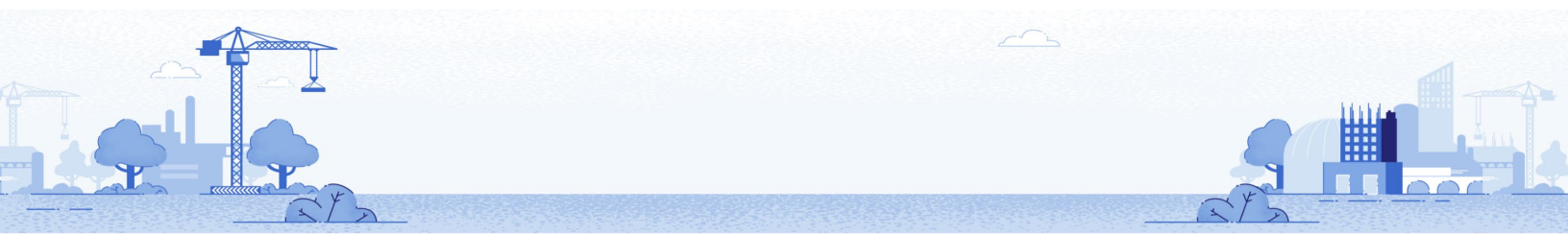
Action For Happiness – Friendly February



We all want to feel connected and supported – and for good reason. The Friendly February Calendar poster is full of actions to help you give your relationships a boost. Please share it on your workplace notice boards. You can find it at the end of this document and on UK News download page: www.cemexuknews.co.uk/downloads

Even if we're shy or experiencing difficult relationships right now, there are still things we can do to feel more connected. Just taking a moment to send a message to an old friend or smile at someone can make a difference.

Vanessa King from Action for Happiness shares her top tips for Friendly February, based on the key of Relating (one of the 10 Keys for Happier Living). Watch [here](#).



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. Prioritising happiness and kindness influences how we approach everything – including our personal lives, families, communities, schools, and workplaces. It also shapes our views on public policy and helps us to consider the wellbeing of future generations too.

You can also be part of a kind and friendly community putting Action for Happiness ideas into practice daily [using their app](#).

Reminder – 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 – **Next 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.



FUTURE IN ACTION

Regenera is Launched

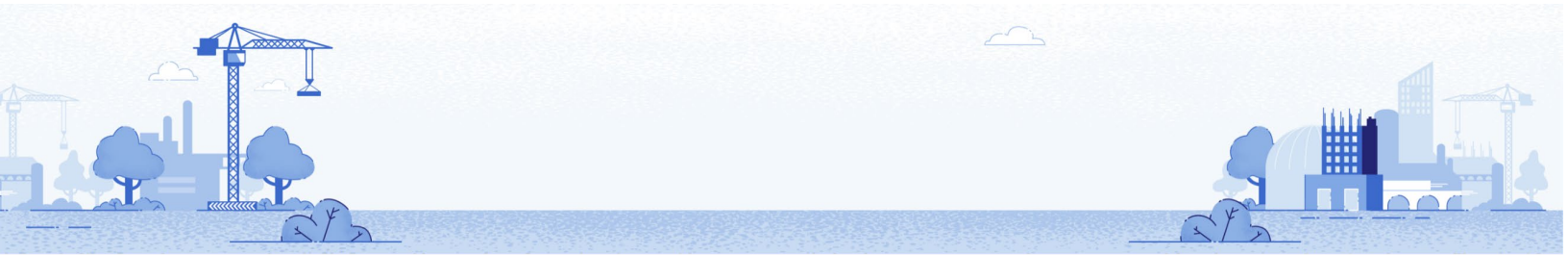


CEMEX has announced the launch of Regenera, a business that provides circularity solutions across EMEA, including recovery, management, recycling, and co-processing of waste.

Regenera leverages CEMEX's substantial international footprint and the ability of its production processes to use non-recyclable waste and industrial by-products as more sustainable substitutes for fossil fuels and natural raw materials.

Regenera is actively working on several major projects across the EMEA region:

- In France, Regenera operates a multiservice dock located in an industrial harbour in Paris offering a wide range of circular economy services to the construction industry. The company receives a variety of materials, including construction debris, excavated material and inert soil, which it sorts, processes, and transforms into recycled aggregates or inert material used to restore quarries.



- In Egypt, Regenera has signed a three-year agreement with the NGO Very Nile to support waste removal efforts from the Nile River. The recovered non-recyclable materials will be used to substitute fossil fuels at CEMEX's Assiut cement plant, with other materials being recycled or upcycled.

Sergio Menendez, EMEAA Regional President, commented: "Growing a circular economy is a key pillar of our dedicated climate action strategy, Future in Action, as it not only reduces waste being sent to landfill, but also helps to preserve natural resources and reduce emissions. The launch of Regenera is therefore the latest step in our efforts to be a net-zero CO2 company globally by 2050.

We believe that CEMEX and other companies in the building materials industry can be a major contributor to a more circular society, and our role in utilising waste and by-products is key to a greener economy."

Read the full press release: <https://www.cemex.co.uk/-/cemex-launches-regenera-waste-management-business-to-support-circular-economy-in-emea-region>

Latest Earthly Matters Blog



The January 2023 edition of Earthly Matters, the blog dedicated to the partnership between CEMEX and the RSPB, is now available to read online.

In this month's edition:

- Big Garden Bird Watch
- British Wildlife Article - Southam Quarry
- Biodiversity Net Gain at York

This is accessible to all, even those without a CEMEX email address, so please do share with your teams. You can read the blog [here](#)

Top 50 Start Ups

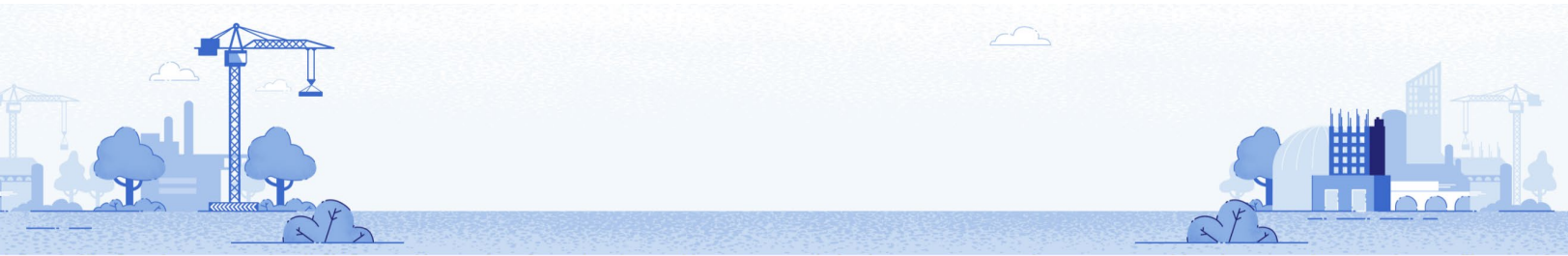


CEMEX Ventures have published their Top 50 Startups 2023: Green Construction.

As governments enforce stricter environmental regulations and corporations set ambitious environment targets, there is a high demand for solutions classified under Green Construction, specifically related to refurbishment and circularity.

These 13 startups are playing a key role in the transition to a low-carbon economy by decarbonising the built environment, mitigating its carbon footprint and promoting a circular economy.

Check out the 13 startups [here](#).





Energy Awareness Week



This week is our Energy Awareness Week, an opportunity for us all to look at our working environment and assess what changes each individual employee could make to reduce their energy use.

We are, therefore, asking all teams to participate in Toolbox Talks this week. To support with this, we've created a short briefing document which can be found in the download section of the UK News website: www.cemexuknews.co.uk/downloads

This week, teams at CEMEX House in Coventry (see photo) had a series of Toolbox Talks where Matt Baines from Operational Excellence took them through a presentation highlighting energy usage and costs generated by the building and it's equipment, along with advice for reducing these.

On the UK News download page: www.cemexuknews.co.uk/downloads, you can find two posters, one for offices and one for sites for sharing on your work place notice boards. If you need any hard copy posters, please reply to this email and we can send out to you.

Additionally, a short animated video has been produced for all EMEA employees with some tips for saving energy in our offices – you can watch it [here](#).

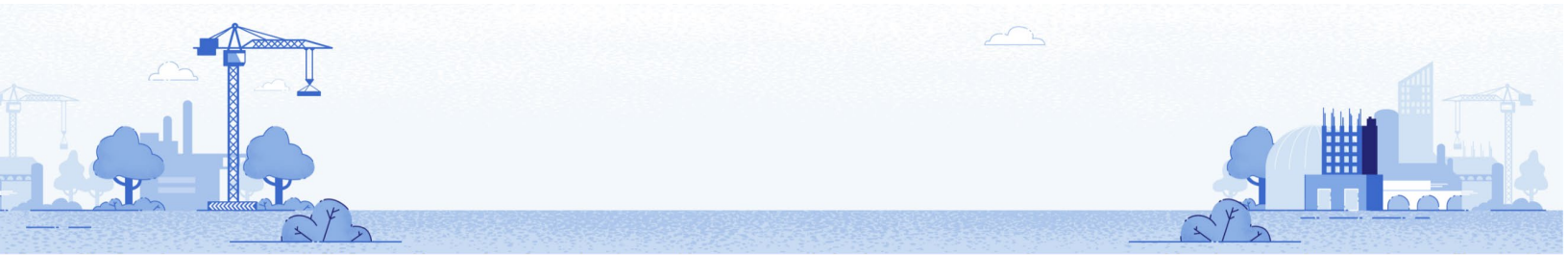
The Operational Excellence team has created a folder on SharePoint with useful info. for operational sites, including:

- 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 Talk, please take a photo and share on Yammer, or send to gb-communicationsandpublicaffairs@cemex.com.





Successes of our EMEA Region in 2022



A message from Sergio Menendez, EMEA Regional President

During our Quarterly Business Updates, we review our performance in our key priority areas and celebrate our achievements. To reflect on our full year of successes during 2022 we have created two videos which provide a creative visual reminder of our excellent performance, and a perfect chance to share our successes with everyone. There is a short version and a more detailed, extended version to suit various

needs –

Full version: [CEMEX EMEA 2022 EOY Highlights - full version \(F\).mp4](#)

Shorter version: [CEMEX EMEA 2022 EOY Highlights - Shortened \(F\).mp4](#)

Watching the videos, I feel very proud of the hard work and commitment within our EMEA team, and I encourage you to share them with your teams, and to thank everyone for making 2022 such a success.

Looking ahead in 2023 please **always maintain health and safety as our #1 priority**; let's keep providing innovative solutions for our customers; delivering our Future in Action commitments and keep growing our business for the benefit of all our colleagues and other stakeholders.

Thanks For Your Effort – December Winners

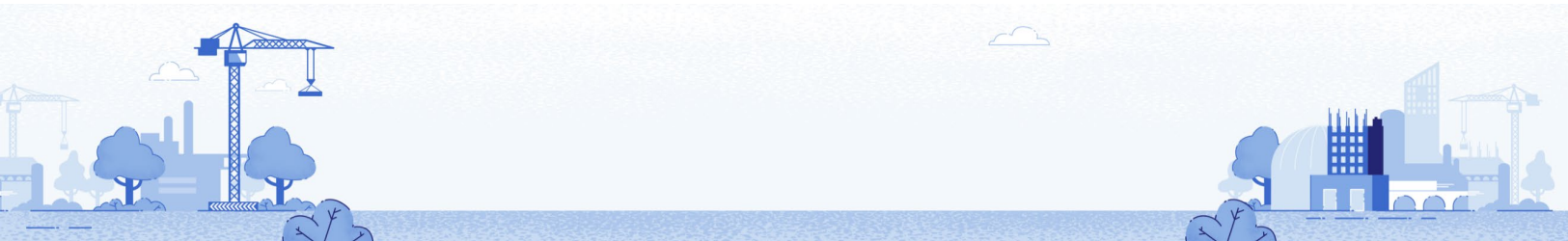


Congratulations to the December 2022 Thanks For Your Effort winners – **UK Materials – Yorkshire Readymix – Huddersfield Plant team**; David Roberts, Marcus Bedford, Dan Wilkinson and David West.

The team won their award for responding to an emergency situation – when discovering a member of the public in distress, they reacted to the potential life-threatening situation with calmness and control.

Whilst working on structural improvements to the Huddersfield plant, the Plant Manager, Dave Roberts, heard shouting from along the riverbank. As the shouts became continuous he went to investigate and found that a lady was in the river shouting for help.

The team of people at the plant responded quickly in setting up a means of rescue. Ladders were secured to the riverbank and Dave managed to get access to the lady and pull her to safety. She was extremely cold, dazed and confused. Dave and the Area Fitter, Marcus Bedford, worked together, calling the ambulance and police whilst administering first aid for potential hyperthermia. The lady was given a warm drink, comforted, and reassured until the emergency services arrival. The team's actions may well have saved the lady's life, thanks to them stepping in and acting fast.



Richard Kelly, Operations Manager, Yorkshire Readymix, who nominated the team for the Thanks For Your Effort award, commented: “As the Operations Manager I’m very proud of the guys involved for reacting, caring for this person and showing real human qualities. The team acted out of human kindness. It shows a level of integrity, and great people who care that we have working for us. They care about the immediate team and our public. This more than anything is the greatest reward for CEMEX and how our reputation is seen from the outside world.”

Well done to the whole team – a fantastic effort and achievement.

Thanks For Your Effort – December Nominees



More thanks go to our fantastic colleagues nominated for the December Thanks For Your Effort Award for showing exceptional dedication and going above and beyond their day jobs. They are...

Emma Barlow, Production Administrator, Urbanisation Solutions

CEMEX Floors in Wick, Bristol had been without a designated Production Administrator for eight months due to general recruitment difficulties. Emma, who predominantly works for the

Rail Solutions business based in Rochester, Kent, stepped in and managed the site hours, overtime and bonus payments along with raising purchase orders for site and managing vendor queries. When a Production Administrator was finally recruited Emma also trained her in the role. This was out of scope of Emma’s current role but she took it upon herself to support another business. The Floors business directly benefited as purchasing was not interrupted, therefore, production downtime was avoided whilst Floors was without an administrator, and now from having a well-trained administrator in place.

Well done and thank you Emma.

Steven Coles, Operational Excellence Manager, West Europe Materials

After some issues with our energy supply at the new Binley Office, Steve, along with subcontractor HNC Electrical Ltd, attended the office during the evening, out of hours and at short notice, to fit some new technology to monitor the system. Having live visibility of the office’s energy use, and automatic alerts whenever faults or losses of energy occur, benefits everyone in the office as we will now be able to react in ‘real time’ to any potential issues.

Well done and thank you Steve.

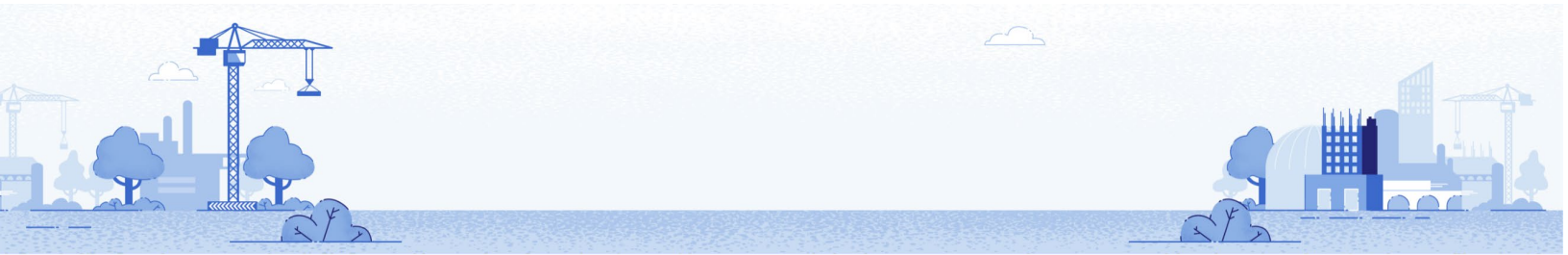
Continuing Studies in Minerals Management



Three Managers from UK Materials, who previously completed their Foundation Degrees in Mineral Extractives at Derby University, are now going on to complete the full honours degree course – BSC In Minerals Management.

The three Managers, Edgaras Dapsauskas, Landfill Manager at Barrington and Depot Manager for Luton, David Seagrave,

Assistant Quarry Manager at Cromwell quarry, and Daniel Lane, Assistant Quarry Manager at Willington quarry, have all started their course this week and will continue studying for two years on a



part time day release alongside their current roles. We wish Edgaras, David and Daniel well as they begin their studies.

The course aims to prepare its leaders and managers for the future of Minerals Management and has been developed in partnership with the Institute of Quarrying.

CEMEX is supporting their development as the degree4 course supplements and supports our own internal development programs and gives the candidates the opportunity to gain new skills and knowledge whilst also enhancing their current skill sets further, therefore helping us achieve our future succession plans.

Long Service Congratulations for Richard



Congratulations to Richard Brindley for reaching 25 years long service. Richard works as a Technician in the South West region, contributing to our mix optimisation by testing our Readymix products in Herefordshire and Worcestershire.

Richard was presented his 25th anniversary Thank You letter at his base laboratory in Pershore and was offered gift vouchers of his choice at this occasion.

Stephane Plisson, Technical Manager said: “Thank you Richard for all your hard work and commitment, we look forward to your continuing support.”

Photo: Richard (right) receiving his award from Stephane.

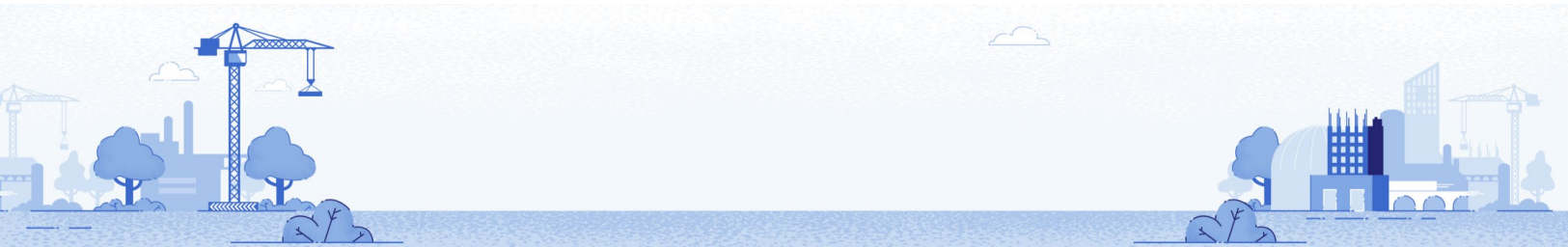
Improving Relationships in Readymix



As part of the ongoing Northern Materials Familiarisation Initiative, members of the Preston Brook Planning team are visiting the Readymix plants which they deal with on a daily basis. The aim of the visits is to give the teams a wider understanding of the Materials business, and generally meet the person on the other end of the telephone to enhance relationships.

Planners, Jessica Murrell and Jennifer Tyghe, recently visited the Altrincham, Oldham and Gorton plants, accompanied by Readymix Operations Manager, Chris Rudd. The visits were considered to be very worthwhile and informative. More visits scheduled in the upcoming months.

In the photo taken at Altrincham Readymix plant – Jenny, left and Jess, right.



Promoting Kindness in our Workplace



Kindness week is coming 13th to 19th February. Our CEMEX Lifestyle Platform is supporting the Random Acts of Kindness Foundation to help promote kindness in the workplace and beyond. The main objective of Random Acts of Kindness is to 'make kindness the norm'.

Throughout Kindness Week, we'll be sharing kindness inspiration, donating money to charity and giving you all a chance to win some prizes to either treat yourself, or to share with loved ones.

- **Donations:** Throughout Kindness Week for every purchase of eVouchers and reloadable cards via the Employee Benefits Platform or 'Discounts by Sodexo' App we'll be donating 50p to Stop Hunger.
- **Competition:** Visit the Benefits Platform between 13th – 19th February 2023 and click on the competition page to guess the value, to the nearest penny, that we helped our platform users to save on eVouchers and reloadable cards in 2022. The top prize will be a £500 eVoucher to spend on a retailer of your choice. 50x additional entrants will also be chosen at random to receive £20 to spend on a small treat for themselves or to share with a loved one – just for taking part!

At the end of this document, and on the UK News download page: www.cemexuknews.co.uk/downloads, is a poster to share on your office notice boards to promote Kindness Week initiatives.

In the meantime, we are sharing some inspirations kindness quotes – why not share them on your social media channels - <https://www.randomactsofkindness.org/kindness-quotes>

Kindness is like a virus, make sure you spread some today.

ASK LEX - Responses



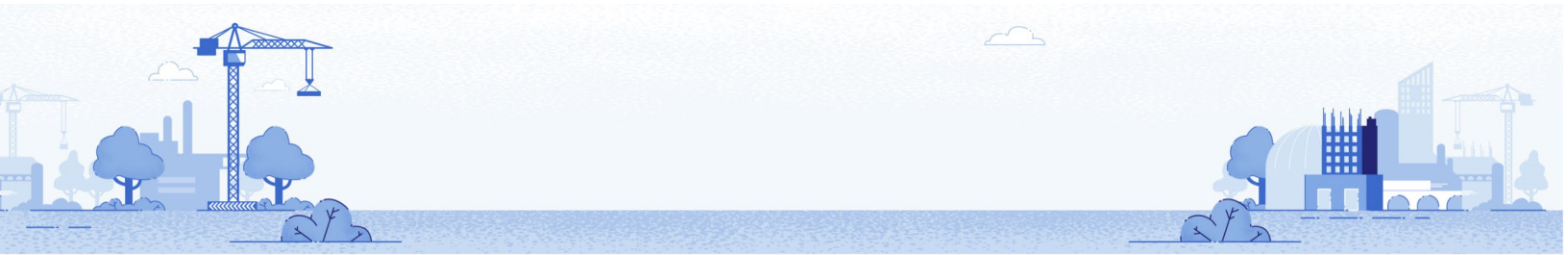
Last month we launched **ASK LEX**, where we invited you to send in business related questions to Lex Russell, Managing Director of UK Materials. We want all of our employees to feel they can ask questions of our business leaders and receive transparent answers.

Thank you to those who have sent in questions so far. Where relevant, we will share questions and responses from Lex in future UK News editions.

Here is a question sent in for Lex, along with Lex's response:

Q: *In our strive to become a more sustainable business – why do we still communicate price increases on paper in the post? As we are trying to become a more digitalised company, surely it would be much better to communicate this via e-mail? (This would also cut down on customers conveniently claiming that they 'Never received our letter').*

A: *It is a very relevant question and I agree we should strive to be paperless and more sustainable.*



I would say our email contact data still needs some work to be confident in the accuracy, as we know from the NPS process. I would also be concerned that the excuse of “we never received your letter” moves to “it must have gone to junk mail”. However, we must aim to make this change as soon as possible and resolve the issues we face. Terri Charles has agreed to support us with a plan to be ready as soon as we can.

If you have a question simply send it 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!

Nominate A Colleague



Do you have a colleague who you think deserves a Thanks For Your Effort Award?

You can nominate any colleague you think has gone above and beyond their day job and demonstrated any of the CEMEX values.

Please email: gb-hrplanning@cemex.com for a nomination form or use the form on the UK News website: www.cemexuknews.co.uk

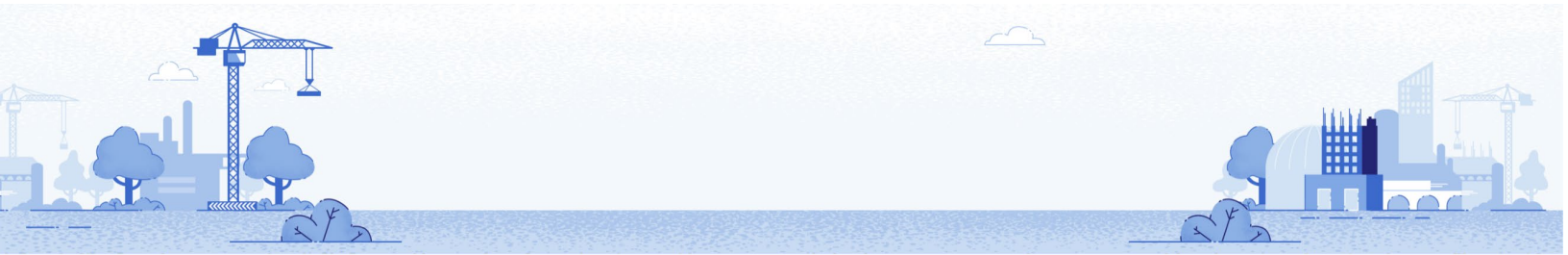
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
399-01-2023	Assistant Quarry Manager	Materials – Aggregates	Sandgate Quarry	10/02/2023
400-01-2023	Plant Manager	Materials – Readymix	Aston	10/02/2023
32-01-2023	Multiskilled Operative x 2	Urbanisation Solutions - Asphalt	Birmingham Asphalt Plant	13/02/2023
33-01-2023	Transport Planner	Materials – Readymix	Oldbury	13/02/2023
34-01-2023	Transport Planner	Materials – Readymix	Wick	13/02/2023

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.



Friendly February 2023

MONDAY



TUESDAY



WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY



1 Send a message to let someone know you're thinking of them

2 Ask a friend how they have been feeling recently

3 Do an act of kindness to make life easier for someone

4 Invite a friend over for a 'tea break' (in person or virtual)

5 Make time to have a friendly chat with a neighbour

6 Get back in touch with an old friend you've not seen for a while

7 Show an active interest by asking questions when talking to others

8 Share what you're feeling with someone you really trust

9 Thank someone and tell them how they made a difference for you

10 Look for good in others, particularly when you feel frustrated with them

11 Send an encouraging note to someone who needs a boost

12 Focus on being kind rather than being right

13 Smile at the people you see and brighten their day

14 Tell a loved one or friend why they are special to you

15 Support a local business with a positive online review or friendly message

16 Check in on someone who may be struggling and offer to help

17 Appreciate the good qualities of someone in your life

18 Respond kindly to everyone you talk to today, including yourself

19 Share something you find inspiring, helpful or amusing

20 Make a plan to connect with others and do something fun

21 Really listen to what people say, without judging them

22 Give sincere compliments to people you talk to today

23 Be gentle with someone who you feel inclined to criticise

24 Tell a loved one about the strengths that you see in them

25 Thank three people you feel grateful to and tell them why

26 Make uninterrupted time for your loved ones

27 Call a friend to catch up and really listen to them

28 Give positive comments to as many people as possible today



MAKE KINDNESS THE NORM IT'S THE LITTLE THINGS...

Join us for Kindness Week
13th – 19th February 2023

LEAVE SOMEONE A NOTE
OR A LITTLE TREAT
TO MAKE THEM
SMILE

CHECK IN
ON SOMEBODY YOU'VE
NOT SPOKEN TO
IN A WHILE

OFFER TO TAKE
A TASK OFF SOMEONE'S
TO-DO LIST

THANK SOMEONE
YOU APPRECIATE



Want to find out more?
Visit: www.cemexlifestyle.co.uk
Call: 01908 303531



T&Cs apply.
Visit your benefits website for details.

