



UK NEWS



Welcome to UK News 9th February 2023
your weekly update from around CEMEX UK
View UK News on: www.cemexuknews.co.uk

You can also follow us on our
social media channels



HEALTH & SAFETY

LTI Free January 2023



The EMEA region completed January with Zero employee LTIs, a significant milestone towards our Zero for Life goal.

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.



CUSTOMER CENTRICITY

Out of Hours Performance – Cement



On Yammer this week Dave Hart, Supply Chain Director, celebrated a solid start to the year, with over 850 cement deliveries out of hours in January supporting our Health & Safety, customer service and fleet efficiency pillars.

Thanks to the Materials, Urban Solutions, Cement Commercial and Supply Chain teams for their teamwork on the journey to achieve >12,000 deliveries in 2023.

Let's continue to sustain and build on this performance which helps health & safety, customer service and fleet efficiency.



FUTURE IN ACTION

Track your Contributions Towards a Sustainable Environment



As we aim to become a Net-Zero CO₂ company through our Future in Action program, we acknowledge the personal enthusiasm to take actions that contribute to a sustainable future.

CEMEX has launched the **Always in Action** app. This is an action-focused app that enables you to adopt sustainable practices in our work and personal context.

We can track our contributions towards a sustainable environment by downloading our app and registering our actions.

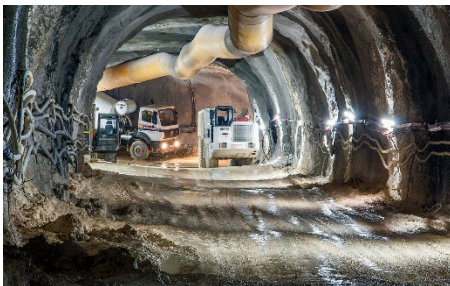
We can reduce CO₂ emissions, optimise energy consumption, minimise waste, and save water. All of these can happen at work, at home, and even during your commuting.

To boost the collective enthusiasm, we invite you to participate in our first company-wide challenge: Energy-Saving in the Workplace. This challenge is now available in the app and lasts until 28th February. So, make sure you download the app, sign up to this challenge, register actions, and score points to win eco-friendly prizes.

With simple changes we can make a difference. Our choices and actions matter in building a better and more sustainable future. To get the app, scan the QR code below. On the UK News download page, is a guide to downloading and using the new app.

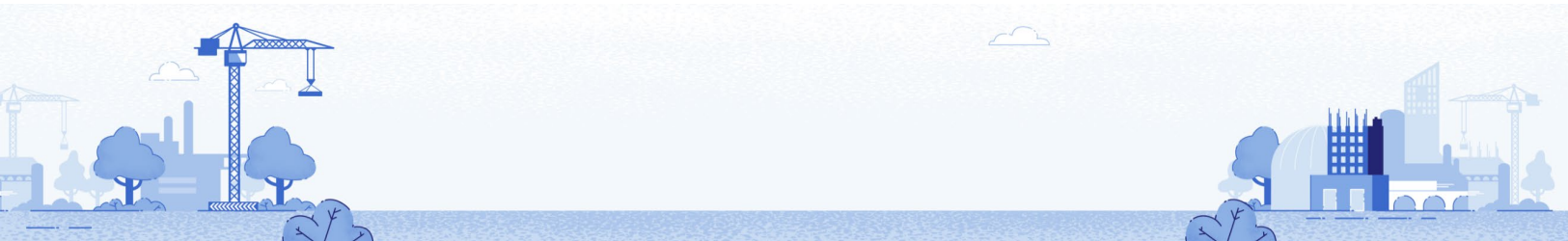


Vertua Supply for Major Renewable Energy Projects in Europe



CEMEX is providing Vertua lower carbon cement for three high-profile renewable energy projects in Croatia and Bosnia and Herzegovina. The projects include wind farms in Croatia and Bosnia and Herzegovina and a hydropower plant in eastern Herzegovina.

In addition to providing renewable energy sources for its communities, the projects should have a lower carbon footprint due to their use of Vertua cement. “We are proud to support the renewable energy transition with our Vertua family of products,” said Sergio Menéndez, President of CEMEX Europe, Middle East, Africa & Asia. “CEMEX is constantly innovating building solutions to enable its customers to be at the forefront of a lower carbon and circular construction industry.”



Ivovik wind farm, the most significant investment in renewable energy sources in Bosnia and Herzegovina, will have 20 wind turbines and is expected to produce enough energy to meet the demand of more than 100,000 households. For this project, CEMEX is supplying Vertua Ultra lower carbon cement for the turbine concrete foundations. The wind farm is expected to reduce annual CO₂ emissions from energy production by about 240,000 tons. As of now, ten foundations out of 20 have been completed.

Two wind farm projects near Obrovac in the Dalmatia region of Croatia consist of a total of 25 wind turbines. Vertua Plus cement is being used to produce concrete for the foundations on which the wind turbines will be mounted.

CEMEX is providing Vertua lower carbon cement for the hydro tunnel of the Dabar hydropower project in eastern Herzegovina. In 2022, CEMEX provided 21,000 tons of cement to produce concrete installed in the tunnel lining using special steel formwork.

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

Image: Tunnel of the Dabar hydropower project in eastern Herzegovina



PROFITABILITY

500,000 Tonnes for Barrington



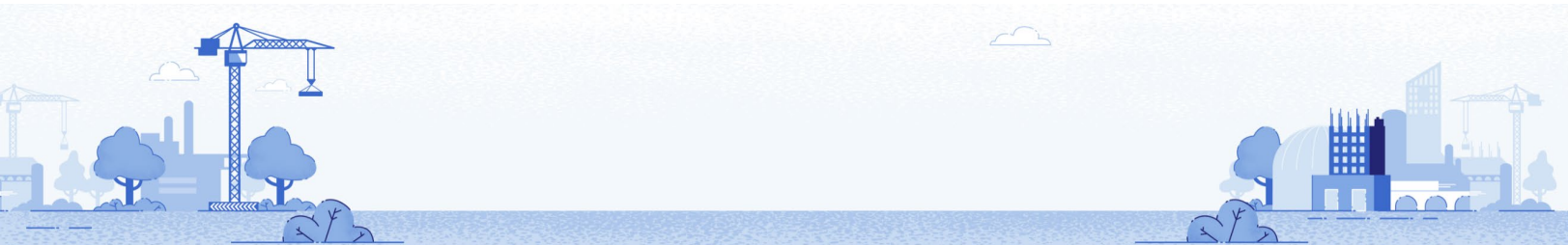
Congratulations to the team at Barrington for reaching a significant milestone!

The landfill operation at our former quarry at Barrington has been receiving regular trains of inert spoil from tunnelling works being carried out at Willesden Euro Terminal for the HS2 project, and now the 500,000th tonne has been received! This milestone is a testament to the hard work put in by our team, in partnership with the SCS Railways Logistics team.

This achievement also highlights the hugely important role that rail logistics plays in the success of major construction projects, such as HS2. Moving half a million tonnes by rail has provided huge environmental benefits through the reduction in carbon emissions and air pollution by taking c. 30,000 lorry loads off the UK road network.

Each train comprises of 20 wagons, each carrying an average 74 tonnes of spoil. Currently, two trains a day arrive at Barrington and this will increase to between four and five trains a day during the peak of the project.

Mark Grimshaw-Smith, Rail and Sea Manager, commented: "We are proud to be supporting the important HS2 project with sustainable disposal of inert spoil and look forward to reaching many more milestones in the future. Well done and thank you to the operational team, in particular Mark T Brown, Edgar Dapsauskas and Russell Farmer for all their hard work – here's to 1 million tonnes next!"



Dagenham Wharf Wins EXCEED's Idea of the Month



On behalf of the Management team, another big 'Thank You' goes out to everyone for continuing to develop and implement their ideas that will help make CEMEX a safer place to work, with better quality and greater efficiency/effectiveness.

The following summary gives a brief overview of the ideas from the December 2022 competition:

- Dagenham Wharf – Have bolted 'Deflector Panels' onto under guards so any spillage that creeps under the side skirt, falls and gets deflected back on to CV1 underneath.
- Dagenham Wharf – To improve environmental compliance, the site has purchased a lockable covered oil storage unit and new Bobcat lifting chains.
- Willington quarry – Purchased a remote solar powered CCTV system, with two cameras, to check the water levels and discharge water point using an app on a company mobile phone, and to monitor pumping operations that eliminates the need for staff to attend site out of hours to check the pumps.

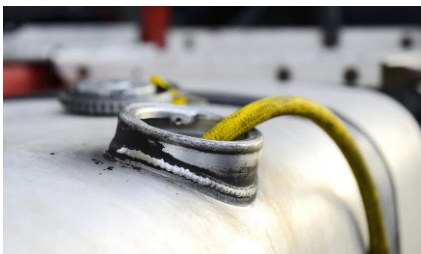
After very close voting results, our congratulations go out to Steve Batty and the Dagenham Wharf team who took the top award this month with the Deflector Panels initiative! It's a good example of minimising spillages from conveyor belts which not only causes additional maintenance and production costs plus additional "Non Value Added" time clearing spillages, but also reduces the chances of Slips, Trips & Falls and manual handling injuries, and improves morale on site!

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

www.cemexuknews.co.uk/downloads you can find a high-level PDF presentation of the winning entry to share with your teams – if you want further information on any of the Ideas, please visit the Ideation platform via the links [here](#).

Here is a direct link where you can search for any topic <https://cemex.idhall.com/>

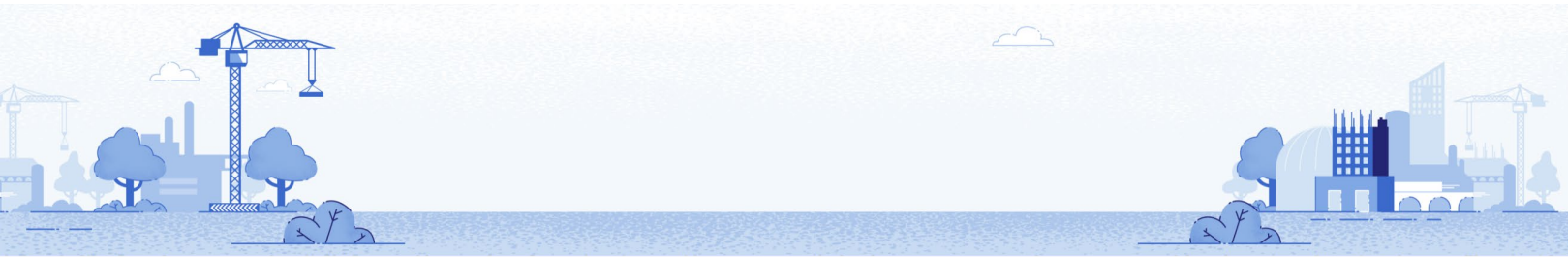
Reducing Fuel Theft



We are receiving an increased number of reports relating to the theft of or attempted theft of diesel at our sites. Although the number of reports is relatively low at the moment, there appears to have been an obvious increase since Christmas.

It appears that no one particular area is being targeted but please make sure you take some simple steps to reduce the risk:

- Keep stock levels on site to a minimum.
- Keep the amount of diesel in plant vehicles low.
- Encourage our IHCs to do likewise with their vehicles.
- Do not leave empty containers lying around site that offenders can use to remove our fuel from our site, dispose of them (responsibly) or drill them or crush them, so they can't be used.
- Make sure you have some security arrangements in place, check your site boundaries for possible points of entry etc.



Please continue to report all incidents to myself and where appropriate the police.

Make contact with John Sweeting in UK Security if you need to discuss further.

Energy Awareness Week



Toolbox Talks



Last week was 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.

Teams across CEMEX UK have taken time out for Toolbox Talks. Several sessions have been held at CEMEX House in Coventry and South West Technical also had a good discussion about the Energy Awareness Week. The group

discussed how at home, they are taking measures to reduce their energy usage, so at work, they should be doing the same. They also discussed how they can challenge the obvious, especially doors left open when the heating is on. The team felt that the discussion was very productive.

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

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.



EMPLOYEES

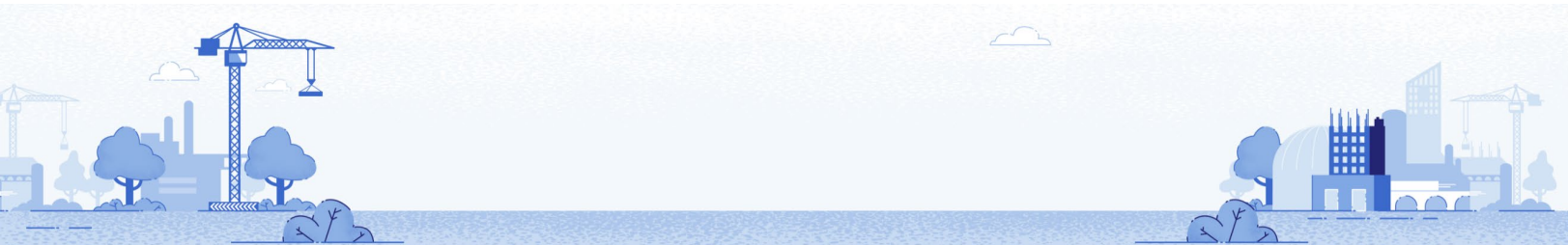
Materials Roadshows 2023



All CEMEX UK Materials employees are welcome to join a Materials Roadshow over the coming weeks, which will reflect on 2022 and discuss our priorities for 2023.

For the first time since the COVID pandemic, these will be held in person. The sessions started in the North East on 31st January (thank you to Garry Webster for hosting) and Lex Russell will now be hosting further roadshows on the following dates:

- 13th Feb – Yorkshire – CEMEX House, Saville Street, Sheffield, S4 7UL – Organiser John Parker (two sessions, 10am and 1pm)
- 15th Feb – Midlands – Oldbury Readymix Plant, Wolverhampton Road, Birmingham, Oldbury, B69 4RJ – Organiser Rob Sims (9am start)
- 17th Feb – North West – CEMEX House, Abbots Park, Monks Way, Preston Brook, Runcorn, Cheshire, WA7 3GH – Organiser Damon Montgomery (two sessions, 10am and 1pm)
- 20th Feb – Marine and South Coast – Southampton Football Stadium – Organisers – Kurt Cowdery and Marcus Rappensberger



- 23rd Feb – London – Holiday Inn Express Limehouse London, 469-475 The Highway, London E1W 3HN (next to Stepney Readymix Plant) – Organiser Marcus Rappensberger
- 21st March – Home Counties – TBA – Organiser Nick Vivian
- 24th March – South West – CEMEX, London Road, Wick, Bristol, BS30 5SJ – Organiser Rob Sims

Please pick a date/location to suit you and book your space via the Organiser. Please share with your teams but be aware that some locations have limited availability as they are constrained on space. There will be time for questions from yourself or your teams.

Further dates can be added depending on demand.

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 another question sent in for Lex, along with Lex's response:

Q: *Many years ago CEMEX introduced the Fuel Surcharge mechanism in order to track any spikes in the price of fuel at the pumps, and accordingly pass these on to our customers. For the last 10 years, as the price of fuel has remained largely stable, this figure has not moved beyond zero. However, we continued to include it as a separate line on the invoice to 'prepare' our customers.*

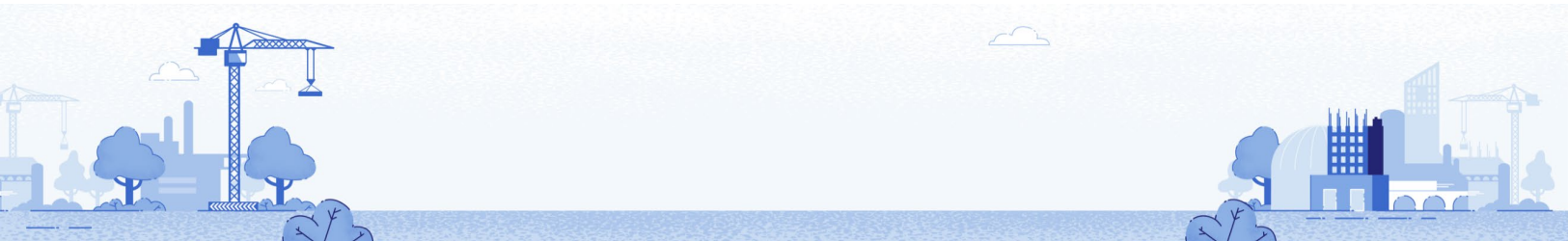
Over the last 12 months, the price of fuel has increased significantly, and yet we have never 'activated' this mechanism. In fact, it seems to have been forgotten about completely as the increases in our fuel costs have instead been recovered through standard price increases.

If we are to continue to recover increased fuel costs through price increases, can we remove the Fuel Surcharge mechanism entirely from customer invoices and quotations?

A: *We are currently working on this along with generally simplifying and standardising our T&Cs, quoting and invoicing. Terri Charles is again leading this initiative.*

If you have a question, simply send it through to qb-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!



Updated UK Travel Expenses Policy



An updated local travel expenses policy for the UK has been published. This is an important document which details employee requirements around expenses for accommodation, transport and food and drink, among others.

It is, therefore, vital that all employees read the updated policy, which is located on spark [here](#).

A helpful Q&As document should be used alongside the policy, which can be found at the end of this document and in the downloaded on the UK News download page:

www.cemexuknews.co.uk/downloads.

All policies, including the new UK Travel expenses policy, can be found on the dedicated Policy Centre, accessible [here](#).

If you have any questions about travel expenses, please contact gb-ssctandecclaims@cemex.com in the first instance.

Save £££ on your Supermarket Shop



Did you know you could be saving up to £312 a year when you use our CEMEX Lifestyle Platform eVouchers or reloadable cards on your supermarket shop.

Find out more about your supermarket offers available [here](#)

MPA Nature Photo Competition

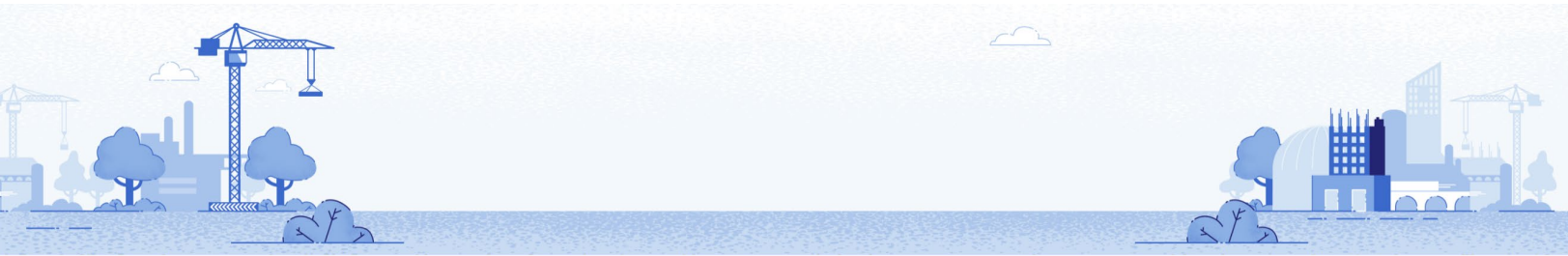


To celebrate MPA members' achievements in creating amazing spaces for nature, the MPA are holding their 5th photo competition.

There are two categories – firstly, for all employees and contractors from our member companies and secondly, for volunteers at restored mineral sites.

Entries can be images of species (both Fauna and Flora) and habitats (including their landscape setting) found on operational quarries, partly or fully restored sites or any site plant.

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



Winners will be announced, and images showcased at the MPA Quarries & Nature event in Autumn 2023. They will also be included in the Quarries & Nature calendar for 2024.

Prizes of vouchers for photographic equipment will be awarded to first, second and third placed winners.

Find out more and to see last winners click [here](#).

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

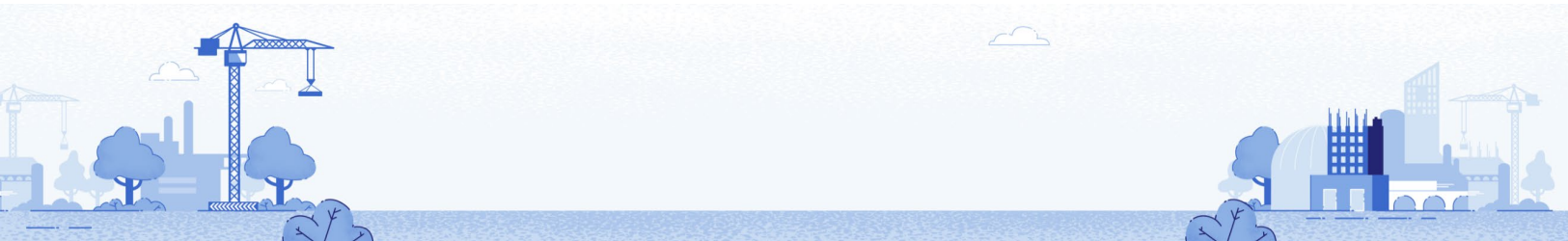
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
35-02-2023	Sales Executive	Materials – Aggregates	North West	17/02/2023
36-02-2023	Quarry Coordinator	Cement Operations	Kensworth Quarry	17/02/2023
37-02-2023	Plant Manager	Materials – Readymix	Coventry	17/02/2023
38-02-2023	Class 2 Driver (Tipper)	Supply Chain - Materials	Angerstein	22/02/2023

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.



Join The **Action!**

Be the ***change*** for a better future



How do I start using Always in Action?

1. Always In Action
Go to App Store or Google Play and download the app. You can use these QR codes for easy access.

2.

Create your profile

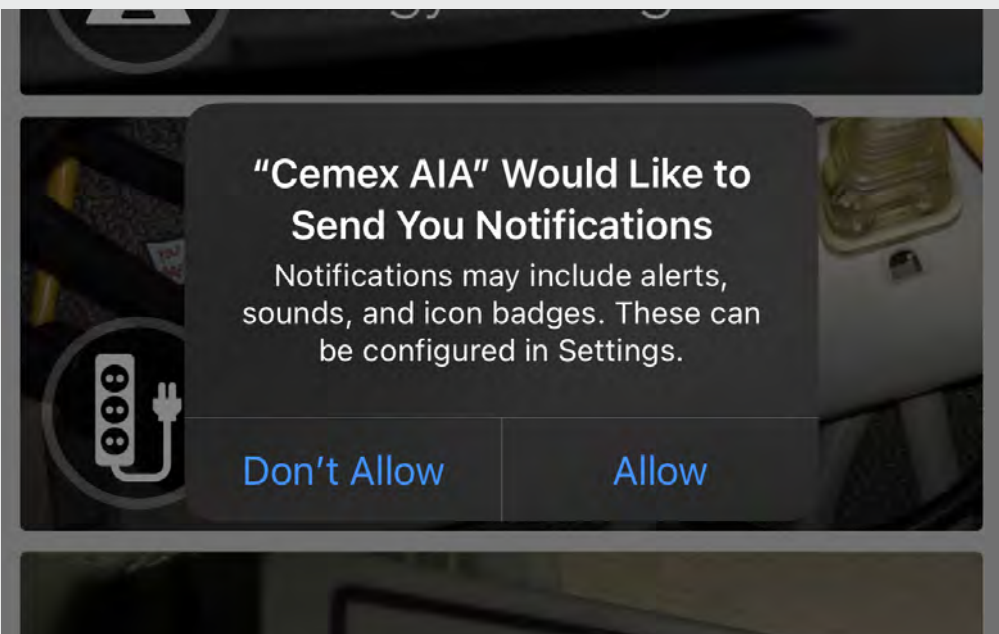
Sign in with your CEMEX credentials by Single Sign-On (SSO) and create your Profile.

You will have to add a profile picture. Click on the camera, take a new photo, or choose one from your library.

Choose a Display Name and a Headline that best describes you, be original!

Display Name

Headline



3.

Finishing touches
Remember to allow the app to use your location and send notifications.

And you are set up!

Navigating Always in Action

Each photo is an Action

Each one is a unique activity that helps the planet.

Tap these actions to explore.

These are examples of how you can become a true advocate of climate action; these simple changes in your daily life can make a big difference.

Categories

Actions are sorted into categories like Energy, Waste, CO2, and Water.

Be sure to explore them all!

Choose an Action

Once you choose an Action, you can Buzz it when you do it in real life.

Each Action gives you points!

PRO TIP!

If you upload a photo, more points will be awarded!

Bonus

Each Action can also give you an Eco bonus or Wallet bonus.

There are other features like:

Activity

You can share posts & photos inside the App and your social media.

Get inspired with best practices & habits of your colleagues.

Challenges

You can participate in Challenges and see the top performers on your leaderboard.

Check the leaderboard to see who has the highest score and will receive eco-prizes.

Notifications

You'll get notified when you get a new follower request, challenge, or message!

Profile

Where you can check your stats!

And most importantly, where you can check on the ***total impact of your actions.***

Let's all be Always in Action.
We all win when we take care of our planet.

Spillage from traverse feed hopper

Steve Batty | 16 Jan 2023 | ID328

🚩 Idea of the Month Competition Nominees

✅ Closed with success by Steve Batty

Approver: Steve Batty

Implementation coordinator: Steve Batty

Plan: Quick Wins

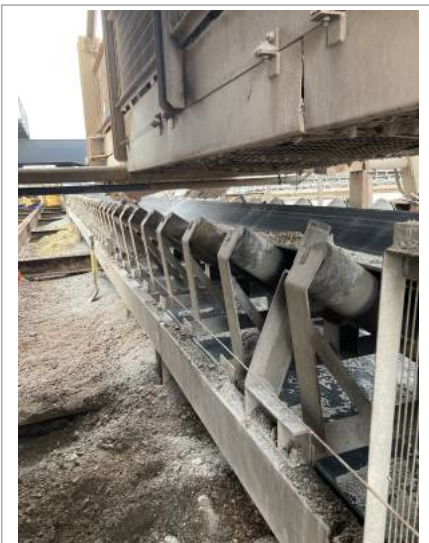
Classes: Efficiency + Employee Engagement + Health & Safety

Problem, context, environment, status

Spillage from jetty traverse feed hopper the full length of CV1 underneath. Also jamming up wing and return rollers as well as spilling on the return of CV1 jamming up tail drum.

The side skirt failed during ship discharge.

Resources: [Spillage](#)



Spillage

Description of the initiative

Deflector panels bolted onto under guards so what spillage does creep under the side skirt falls and gets deflected back on to CV1 underneath.

Resources: [Deflector panels](#)



Deflector panels

Expected benefits

No staff shoveling up. Manual handling. Time management.

Not paying contractors to assist. Cost etc.

No jamming of rollers. Cost of replacing.

Financial analysis

Title	Impact distributed over time	Forecast amount
1" Flat bar = £25 and surplus alupanel signage versus paying to have spillage cleared.	16-01-2023	£2,000.0
ROI		£2,000.0

Steve Batty – 16 Jan 2023

**T&E Policy Compliance Help-card
October 2022****DO's**

- ☒ Read and understand the CEMEX T&E policy
- ☒ Submit a credit card expense within 35 days of incurring the expense
- ☒ Ensure Cash expenses also comply with policy and are submitted as soon as possible so they can be reimbursed as soon as possible. If expenses are returned requested corrections then please action as soon as possible
- ☒ Always request a valid VAT receipt. Note that Pin receipts (vouchers/visa receipts) are not valid to recover VAT. Receipts are the only way to validate concepts purchased. It is accepted that for some expenses (EG Toll charges) that VAT receipts will not be possible, however if this is the case then please make sure a "no receipt declaration" within Concur is completed. ALWAYS supply a VAT receipt to cover claims on business mileage. This is so CEMEX can claim VAT back
- ☒ Each transaction must be itemised correctly in Concur. If you have a company credit card please wait for the credit card movement to show before completing expenses
- ☒ Accommodation expenses must be supported by an invoice addressed to CEMEX
- ☒ Line Managers to approve as soon as possible in Concur so the claim can be posted and any cash expenses paid.
- ☒ Please contact the T&E team in the first instance for ANYTHING relating to expenses. GB-ssctandedeclaims@cemex.com
- ☒ Expenses relating to categories that are outside of the T&E policy must get VP approval BEFORE the expense claim can be processed/paid
- ☒ Claim fuel mileage according to HMRC rates updated quarterly
- ☒ Go through CWT for all travel and get approval for travel per the European Travel Policy.
- ☒ Ensure Anti-Bribery paperwork is completed and sent to legal BEFORE the claim is submitted. Make sure this is within the limit per person
- ☒ Ensure you reply to any follow up by the team to avoid your card being blocked
- ☒ Contact the T&E team immediately (GB T and E claims) if you make a mistake and use your card in error. They will instruct you how to refund CEMEX

DON'Ts

- ☒ Use the T&E card for personal gain
- ☒ Vehicle rental should be exceptional, and with approval in advance.
Company Car holders should not rent cars
- ☒ Purchase any fuel with the T&E card. Unless for hire vehicle
- ☒ Pay penalty charges with your T&E card
- ☒ Purchase any goods or services for which another Procurement process has been defined. (eg. P-Card, Direct Orders, Purchase Order, Direct Payment)
- ☒ Be put in a position where the most senior manager in attendance passes the bill for you to pay without reason. WHEREVER POSSIBLE the most senior manager in attendance should pay on their card
- ☒ Delay in processing your monthly expenses. Delays of more than 60 days could result in your card being stopped
- ☒ Hesitate to contact the team if you have issues with your expense claims.
Email address is gb-ssctandecclaims@cemex.com
- ☒ Hesitate to contact the fraud telephone number if you suspect some kind of cloning or fraudulent use of your card: 0800 161 5164