



Welcome to UK News 23rd March 2023
your weekly update from around Cemex UK

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HEALTH & SAFETY

Lest We Forget

**NEVER FORGET
...STAY SAFE**



GARY MCEACHRAN

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

30th March marks the 6th anniversary of the death of Gary McEachran; Gary was the last contractor to die while working on our behalf. He was travelling to a customer's site to make his first delivery of the day when the nearside wheels of his tipper truck went into the grass verge at the side of a road. He was unable to regain control of the vehicle before it rolled over. The vehicle cab was severely damaged when it collided with a hedge row and sadly Gary died at the scene from chest and abdominal injuries, he was 42 years old.

The investigation by the authorities took just over a year, with the Scottish Courts publishing the findings in May 2018.

The Police confirmed Gary had been texting while driving, sending and receiving nine text messages in the first half an hour of his journey. The last incoming text coincided with Gary losing control of his vehicle. He was also speeding, travelling at 57 mph at the time of the incident, on a road limited to 40 mph for large goods vehicles.

It is extremely sad that someone should lose their life while working for us, however, in this case, it was also deeply concerning that someone would put their own life at risk, as well as the safety of other road users. **Studies have shown that you are 24 times more likely to crash while driving if texting, and twice as likely to crash text driving as you are drink driving. Yet most of us wouldn't dream of driving if we were over the limit... what could be so important that it is worth taking such a risk?**

We all have a role to play in keeping our roads safe for everyone. Never use a handheld phone while driving, whether it's for texting, social media or calls, and please do all you can to avoid using hands free phones for calls as well. If you must make / receive a call on a hands-free phone, ensure you comply with the company policy... Is it urgent / cannot be delayed? Are the road conditions appropriate? Keep the duration of the call to an absolute minimum.

We all have a role to play in discouraging the use of mobile phones while driving, reminding people only to use them when absolutely necessary... it's difficult to imagine how the person who was texting Gary McEachran must feel.

If we are to continue to look after ourselves and each other, it is essential we don't forget the tragic lessons we have learnt in the past.

UK Safety Alert

SAFETY ALERTS



The latest Safety Alert describes two injury incidents in the UK earlier this year, where colleagues required stitches following a slip / trip / fall.

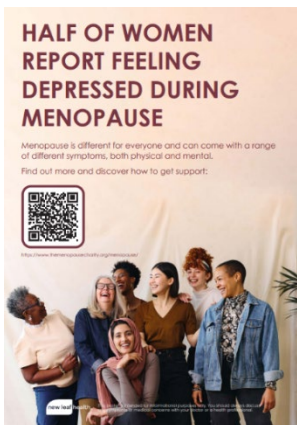
Both incidents were very similar, resulting in part from a combination of the workplace layout, changes in floor levels, the type of flooring and the wet conditions.

Please review the Alert with your teams, considering whether you have any areas / activities where further action should be taken to eliminate or reduce the risk of injury.

It is also important that we all **Take 5** before starting new tasks, to ensure we think about the best ways to keep ourselves and each other safe.

Please also display the Alert on relevant noticeboards. You can find the Safety Alert at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Women's Health – Workplace Resources



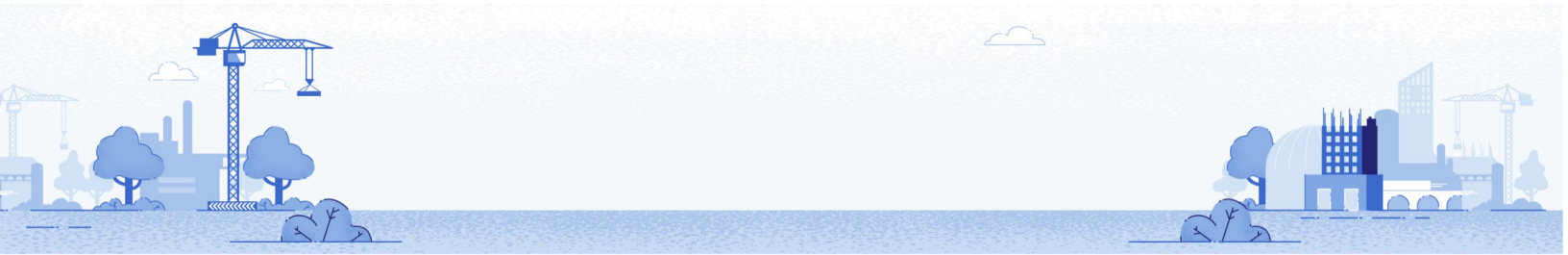
Every month the activity of the Wellbeing Committee will focus on a specific area of employee health and wellbeing.

This month our activity has centred around women's health, with a particular focus on the menopause. On International Women's Day we held another of our menopause webinars which are run by New Leaf, one of our healthcare providers. The session was very well attended, and we'll make sure that we run more throughout the year.

In the meantime, we wanted to share with you a series of resources to help us to understand more about women's health and which can act as a reference point for conversations you may have with your team.

In our new Wellbeing Download page on UK News [here](#), you will be able to find:

- Women's health fact sheet
- Poster detailing menopause support



- Information sheet about the menopause and the support we can offer as colleagues, friends and family

We have also created a flyer that displays a QR code, linking to all the above assets in one place.

Please print these off and display them at your sites and use them to guide wellbeing discussions with your teams.

VFLs Stepped Up in Materials



Safety is our Number One priority but in West Europe Materials there has been a bad run of accidents recently. To address this, the Materials UK Management team are significantly increasing their VFLs for March, April and May to increase our visibility within the business and to focus on safety safety in the workplace and with our drivers.

In future UK News editions, we will be sharing details of the VFLs so help share the learnings.

This week Marcus Rappensberger, General And Commercial Manager – Readymix, shared the following:

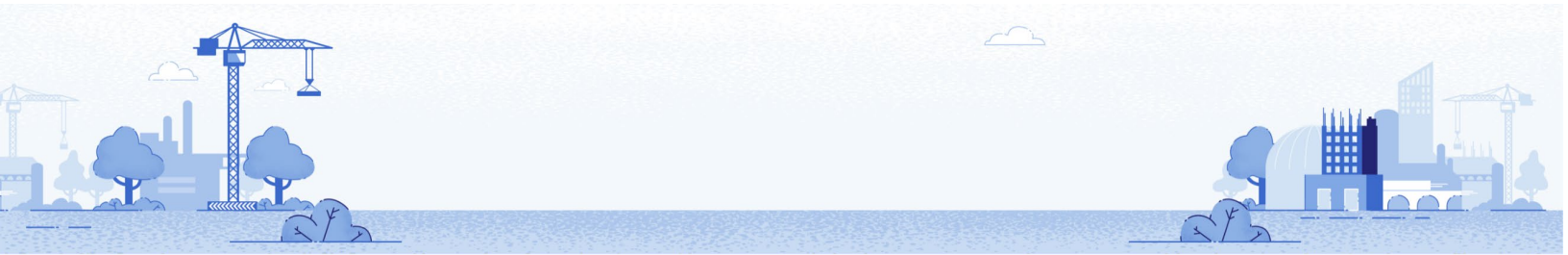
In London and the South Coast, we have decided to take this opportunity to encourage our Operations Managers to cross visit each other’s sites and bring a fresh set of eyes and experience to our sites. It is hoped that we might increase our hazard detection and use the opportunity to share best practices. It’s not intended to be an exhaustive exercise but one that over the next few months we review and learn from. We are interested in staff engagement with our safety initiatives such as Take 5 Together, site inductions, isolation procedures and housekeeping to name a few. We also want to increase our interaction with our drivers.

Do You Take 5?



A common finding in the root cause analysis of incidents in our Region was in relation to the lack of use and/or quality of Take 5 and an interdependent ‘looking after each other’ culture. As a result, we have developed a specific campaign focused in these two areas, which forms part of our 2023 EMEA H&S Improvement Plan. This campaign aims to promote, encourage and convince colleagues to use **Take 5** and **Take 5 Together** in their daily work and for managers to integrate these processes into their health and safety management activities.

We have now launched this new campaign, which will help to strengthen our interdependent Health & Safety culture by further embedding Take 5 and Take 5 Together – both aimed at preventing injuries and incidents.



The campaign will run for three months – March, April and May – and has been designed for local teams to engage and interact with each other on key subjects in each of those months.

March is specifically focussed on Take 5. You can find two posters on UK News download page; you can find the following resources to share on your work notice boards:

- Take 5 Poster
- What is Take 5 Poster

To all Managers, it would be greatly appreciated if:

- You can share the materials with your teams.
- Managers and Supervisors familiarise themselves with the “Manager Briefing” and “Take 5 Briefing” which you can find on the UK News download page.
- Managers and Supervisors hold Take 5 briefing sessions with their teams, using the “Take 5 Briefing” in conjunction with the following video [here](#).
- One or both of the posters are displayed appropriately to further promote Take 5.

April will be focused on Take 5 Together and the materials will be communicated later this month.

Your support to get behind this initiative will be appreciated.

LTI Milestone Achievements



Congratulations to everyone in Rugby Cement Plant for achieving 2 years LTI free! Well done.

LTI and TRI milestones demonstrate that ZERO is possible, even with challenging environments and working processes.

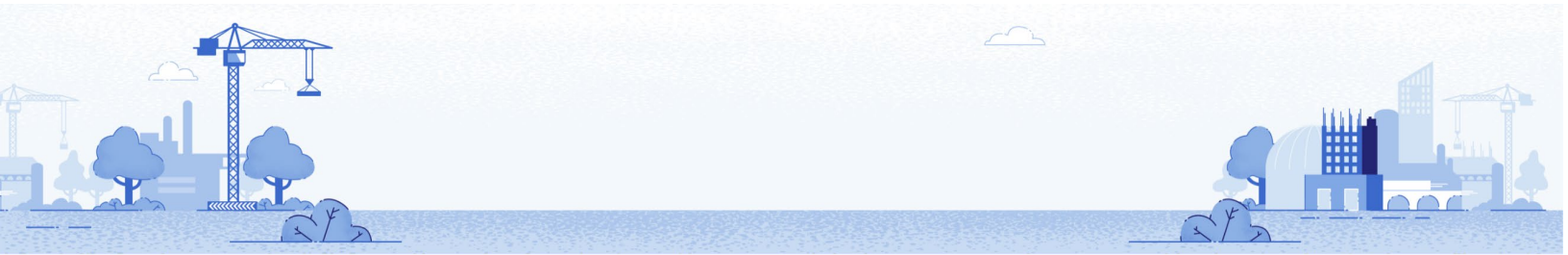
With the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.

Supply Chain Name Q4, Health & Safety Contractor Award Winner



Congratulations to Dowse Haulage Ltd who are the winners of the Supply Chain Health & Safety Contractor Award for Q4.

Dowse runs a fleet of 63 bulk tankers of which circa. 30 are in regular use delivering for Cemex daily. The fleet are fully compliant with all the required Cemex safety features FORS GOLD standard. The drivers are all trained to high safety standards for both driving and discharging pressurised powder tankers.



This hard work has culminated in a sustainable and consistent incident free safety performance record.

Carl Milton, Cement Logistics Manager, presented Marc Dowse with the awards and commented: “ We have worked together for a number of years developing the safety culture in our operations and it’s great that your contribution and performance has been recognised.”

Cemex Road Safety Day



Gary Burgess, Cement Logistics Manager, and Rugby Drivers, Darrell Collins, Leon Rea, Tracy Booker, along with Chiedza Mupfumira, Social Impact, attended Wolvey Primary School in Hinkley as part of our industry leading Road Safety Education program.



The event involved around 60 children and teachers and the children from Wolvey school all had a fantastic time and learnt some valuable lessons about road safety. All of the children were given a high-vis slap band and a high-vis vest, a road safety quiz colouring book and, as part of their experience, they had fun

sitting in the cab experiencing for themselves the blind spots that trucks have.

It’s a very rewarding and engaging event for both the Cemex and the School teams. Gary Burgess commented: “It was a very enjoyable day with the children being so enthusiastic, asking loads of questions and being a fun day with a very important road safety theme that I am sure does make a difference.”

Do You Smoke? We Need Your Help!

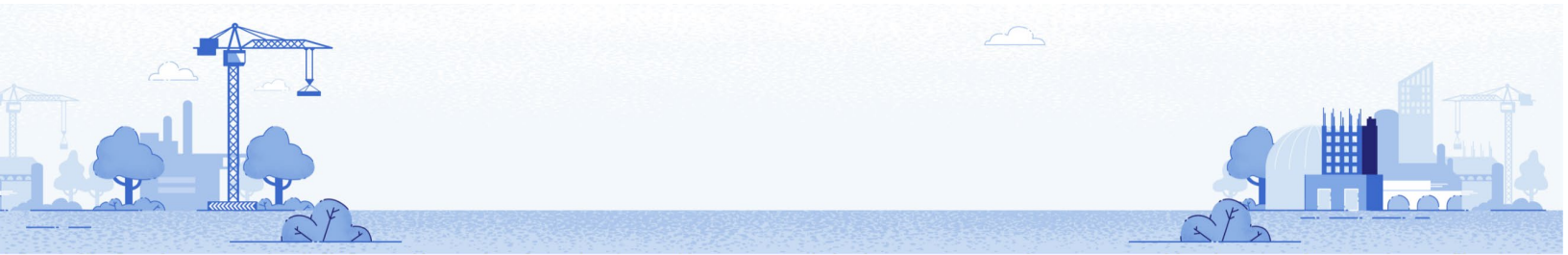


One of the Wellbeing Strategy Group’s focus areas is to help any employees who may wish to stop smoking or reduce the amount they smoke. The group is currently identifying potential activities and resources that could be made available for Cemex UK employees.

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 the QR code in our poster (see on the UK News download page: www.cemexuknews.co.uk/downloads). 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

Come Along to Construction Week

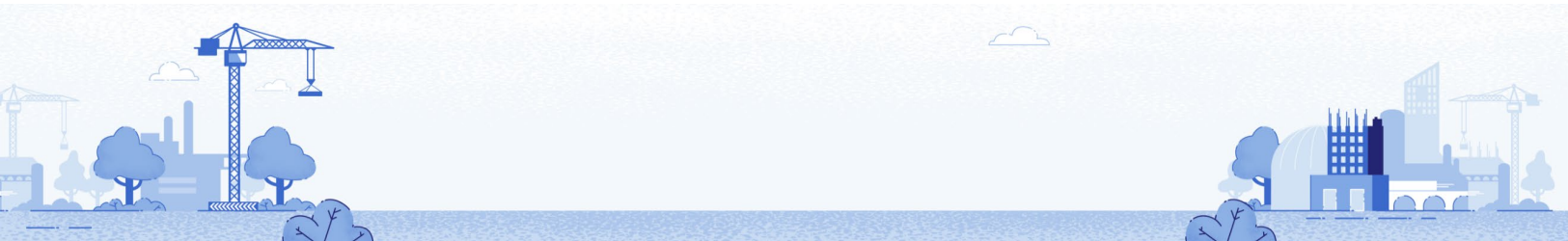


Cemex is sponsoring the Infrastructure Hub at UK Construction Week in May at the London ExCel 2nd to 4th May. This is a leading event in the construction industry and the infrastructure hub offers our Cemex experts, and guests, the opportunity to

present on relevant topics. We are also hosting a small stand launching our new BIM Tools developed for architects, engineers, contractors or construction professionals working on the development of residential, commercial, industrial or infrastructure projects.

Our theme for the hub and subsequent sessions is 'Building a Better Future' for everyone and through our series of presentations we will be highlighting how sustainability, quality and innovation work together to achieve our vision. In addition to two daily sessions from Cemex, we will be hosting sessions from our suppliers and partners.

The sessions hosted on the Infrastructure Hub at will provide attendees with valuable insights into solutions to overcome industry challenges and work towards a better future. This includes developing knowledge in areas such as product and technological innovation, sustainability initiatives from other companies, and quality improvements.



We hope our customers and suppliers will gain valuable knowledge from our sessions and see Cemex as a thought leader in Building a Better Future.

We encourage Account Managers and Commercial teams to come along and bring your customers and suppliers! We look forward to seeing you there.

To find out the latest schedule of speakers and to register for your ticket click [here](#).

Trials for Lower Carbon Concrete for Pavements



Richard Kershaw, Technical Manager Materials UK, recently joined the team at Dagenham Concrete Plant where they completed trials for lower carbon Pavement Quality Concrete for a major infrastructure project.

Together, they completed a range of tests on the plastic concrete and cast specimens for compressive strength, freeze thaw resistance and flexural strength.

Next steps are trials on machine lay concrete and then laying trials where they will cast slabs for long term durability testing.

VIALOW Case Study



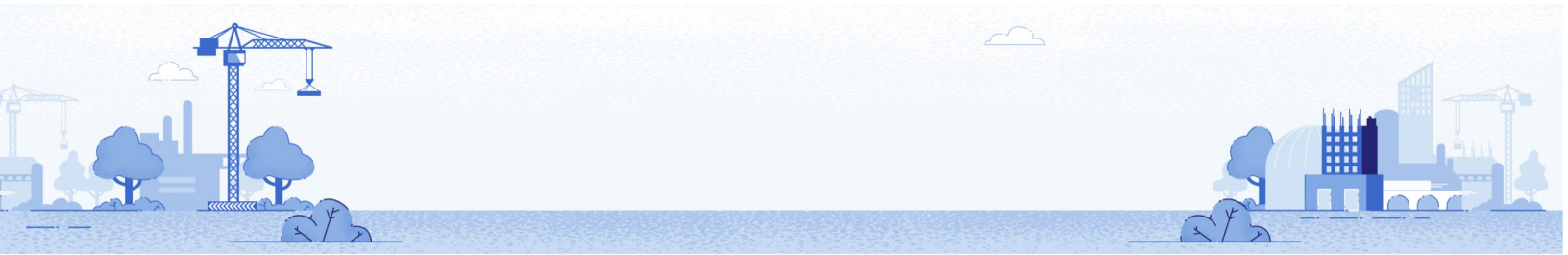
Our lower temperature manufacturing process for our VIALOW Asphalt range helps improve the long-term performance and durability of the asphalt, as higher temperatures used in conventional mixes lead to more oxidative hardening of the bitumen.

Recently, our client needed a warm mix, lower temperature asphalt, for a project at the Whaley Bridge Dam in the Peak District. To meet their needs, we discussed options with the contractor, Joule Brady Ltd

and recommended the use of VIALOW, due to its lower carbon emissions and enhanced workability at lower temperatures.

We were able to supply the material from our nearby Dove Holes plant, which not only increased the speed of delivery and service, but also had a positive environmental impact due to reduced emissions from transportation. By leveraging the proximity of our plant to the jobsite, we were able to help our client achieve their project goals while minimising their carbon footprint.

Watch our case study video [here](#).





New UK Energy Policy



ENERGY BRIEFING **ISO 50001 and UK Energy Policy**

A new type of briefing has been issued by the Sustainability department which will focus on energy related topics.

This first Energy Briefing summarises the implementation of the energy management system - ISO 50001 - across our UK Materials business, as well as the launch of our new Energy Policy.

You can find both the Energy Briefing and the Energy Policy at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Please ensure the Energy Policy is displayed on site notice boards.

Many sites capture evidence of communication of briefings for the purposes of showing continued training and awareness as part of the new Cemex EnMS (Energy Management System) and you can find the form at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads, to be used for this purpose.

If you have any questions then please contact a member of the Sustainability department.

Owl Be Back!



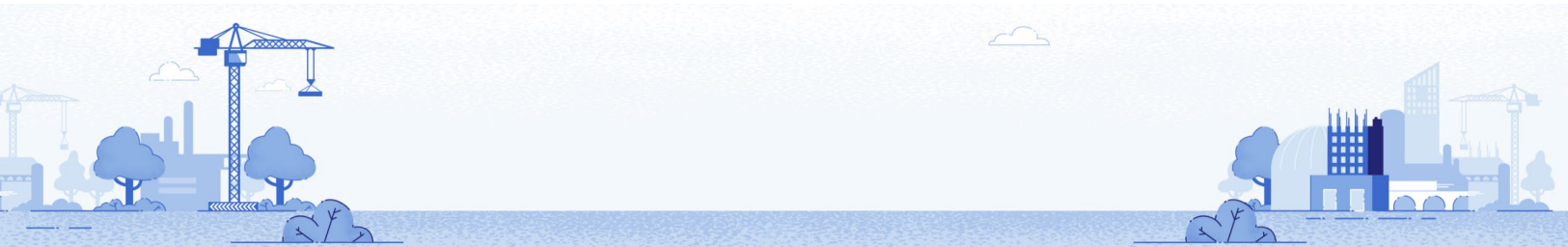
Cemex's Eversley quarry has been supporting Wokingham Town Council, Hurst Parish Council and Berkshire Ornithological Club on the Wokingham Borough Barn Owl Project, aimed to grow the Barn Owl population locally by setting up nest boxes and keeping an eye on numbers over time.

In an article published by Wokingham Borough Council on 8th March it states that since the project began 20 years ago the number of local breeding pairs is estimated to have increased about four times to between 20 and 25 - with 280 chicks fledged over the same period, an average of 14 a year.

The project is being run in partnership with the Barn Owl Conservation Network, Blackwater Valley Countryside Partnership. Several dozen boxes have been set up in various locations, including the tops of poles and in trees, in places where there are opportunities for barn owls to hunt small mammals.

The article mentioned Cemex as landowners and thanked the company for supporting the project.

Image: Stuart Croft



Well Done Richard Boulton



In a recent edition of UK News we shared that Richard Boulton, Commercial Technical Manager Cement, was doing a charity bike ride - you can read it [here](#).

Last weekend Richard completed the bike ride from Leicester Tigers Welford Road to Gloucester Rugby achieving 75 miles on the first day and a challenging 20-mile finish into a head wind on the second day. In doing so Richard and his friends raised around £7,000 between the three Motor Neurone Disease organisations (two charities; MND Association & My Name's Doddie, and the 4Ed campaign being run by Gloucester to support one of their players Ed Slater and family who was

diagnosed with MND last June).

Congratulations and well done to Richard and his friends - it's a great achievement and a fantastic total raised.

Extending the Life Cycle of Buildings



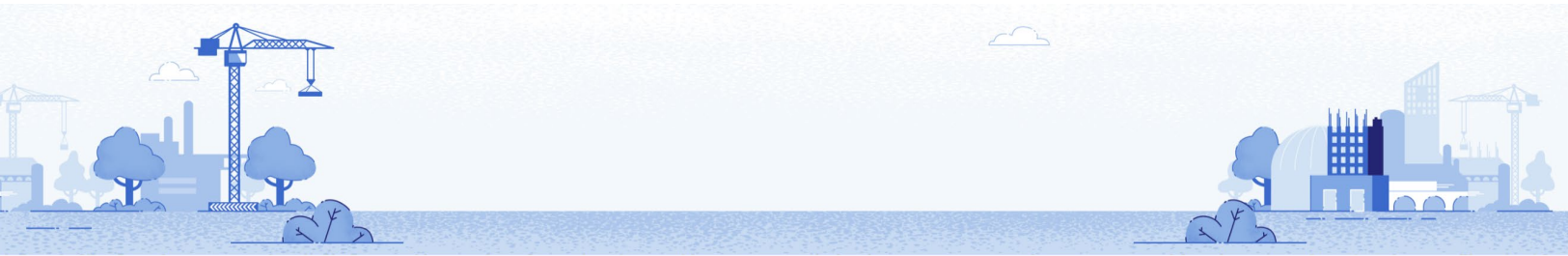
Cemex Poland is participating in the "Reincarnate" project, which aims to extend the life cycle of buildings and building materials and promote closed-loop economy solutions in the construction industry. The project involves 16 organisations from European Union countries, as well as Serbia and Hong Kong. The project, which started in 2022, is funded by the

European Commission under the Horizon Europe research and innovation program. Cemex Poland, which joined the project last September, is the only representative of the building materials industry in this group.

"Reincarnate" is a research and development project focused on issues related to the circular economy and seeking to develop technical and social measures that give new possibilities to buildings, building products and materials - thus maximising their life cycle and determining whether they are suitable for reuse.

Together with partner Mostostal Warszawa, Cemex is developing solutions to extend the life cycle of a building and thus reduce construction and demolition waste. The goal is also to develop digital tools i.e., BIM to track materials, manage CDW (Construction and Demolition Waste) and reduce CO2. PLGBC, the Polish Green Building Association, is also a partner in Poland.

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



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: [Always in Action App \(940 downloads\)](#)



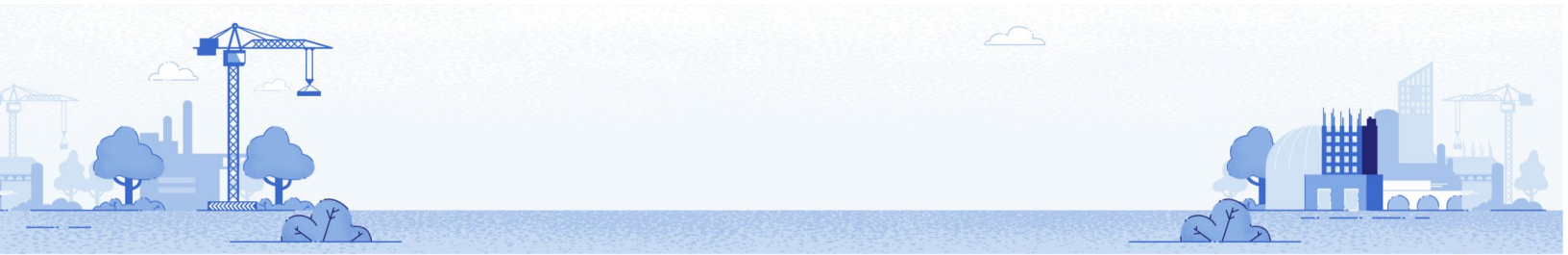
EMPLOYEES

ASK LEX – Response No.7



ASK LEX is your opportunity to send in business related questions to Lex Russell, Managing Director of UK Materials. We want all 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: What is the first thing you look for when you visit Cemex sites?

A: I love to see a clean and tidy site that is well set out and organised. If our employees care about themselves, each other, and the business then you know it is going to be a well-run site and a pleasure to visit. It makes me really proud to visit many of our sites as you can just feel the passion when you talk to people and they share the improvements that they are making.

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!

Thanks For Your Effort Winners – February



Congratulations to the February 2023 Thanks For Your Effort winners - **Ian Hunter, Rail Supervisor and his team, Materials Aggregates Rail Sidings Project – Dove Holes**

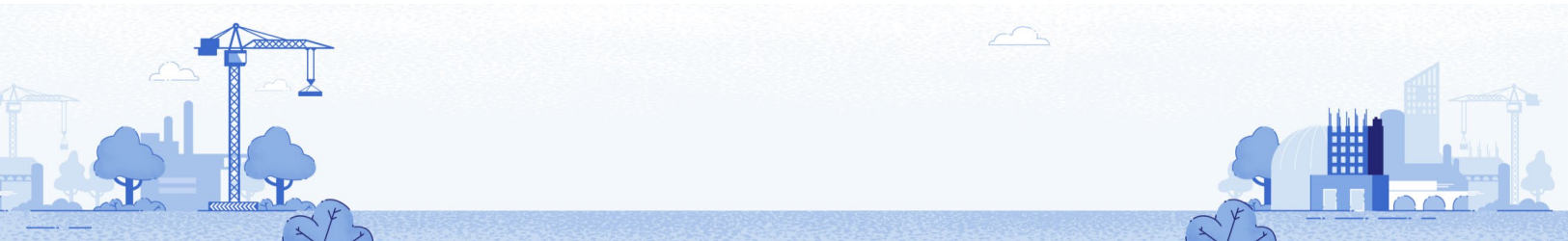
The team won their award for the planning, coordination and collaboration of this complex project. They ensured it was completed safely, on time and on budget without impacting internal and external customer deliveries.

Recently a major siding track relay was required at Dove Holes. These works were adjacent to the mainline and required special permission from Network Rail, and extra safety supervision. Whilst these two lines were out of action the yard was very congested and detailed planning and coordination was needed throughout the works, involving managing the movement of plant and material across the loading lines with specialised equipment.

Ian and his team liaised brilliantly with the contractor, MLP and with Victa (the rail shunting contractor), to ensure the works were completed safely, on time and on budget without impacting on our internal and external customer's train deliveries.

Our customers benefitted from uninterrupted supply whilst these critical works took place. Dove Holes quarry could continue with the normal high volumes of rail deliveries and Cemex maintained its reputation with customers and the regulatory authorities. Most importantly, everyone stayed safe.

Well done to Ian and his team.



Thanks For Your Effort Nominees – February



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

Greg Thompson and Ryan Crowther, Sheffield Readymix Plant Managers

Conducting Plant Tours and Inductions for Vinci Directors for a massive potential new project at Sheffield Forgemasters.

The two Plant Managers gave an in-depth tour and induction to the directors with a view to the plant supplying the new project.

Clint Yarwood, VIP & IT Support Leader

Clint kindly assisted Matt Baines, Operational Excellence & Systems Analyst, in setting up a mobile device that was to be deployed on site for the following day which meant staying well past 5pm and continually diagnosing errors/configuration issues that were being displayed. Clint was also able to advise the team of new security parameters that were in place for mobile devices – with the team now knowing this, we now know the additional steps involved in setting up mobile devices without them being automatically wiped due to inactivity. This will save the team time and will likely save the need for repeat visits to some sites – knowing the issues beforehand rather than retrospectively.

The Operations team at Oldbury Readymix will now be able to complete their checks within CheckProof (some of which are legal requirements) and will be able to use Bluetooth padlock for their on-site fuel tank.

Surviving Prostate Cancer



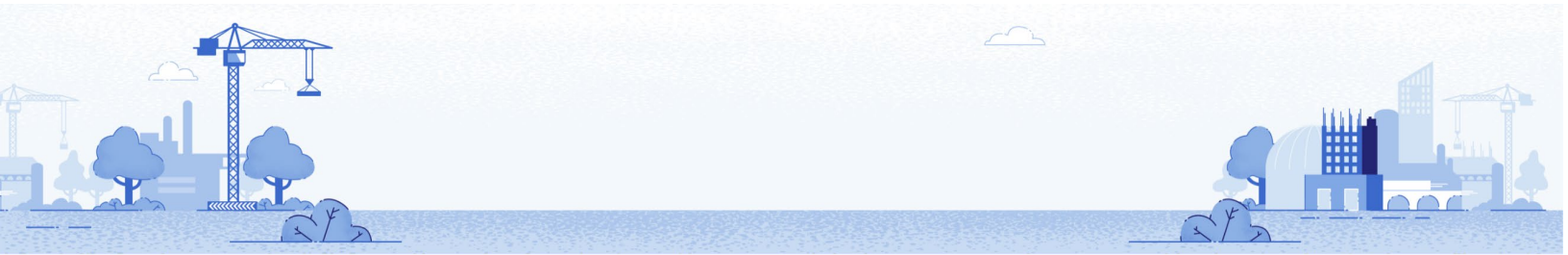
Lindsay Hawthorn is a Bulk Cement Tanker Driver at our Tilbury depot.

He has recently come through Prostate Cancer and wanted to share his story, in the hope that it might prompt our male colleagues to get themselves checked.

Words by Lindsay Hawthorn.....

I have a bit of a story to tell, but please take the time to read it, it just might save your life!

Back in the summer of 2021 I started to find myself waking up in the early hours needing to go to the toilet, sometimes feeling the need but finding myself unable to, a minor annoyance, but nothing to seriously worry about, and anyway the COVID pandemic was in full swing and it was very difficult to get an appointment with a GP.



One day at the end of August 2021 I took a train up to London for a day out and as I sat down I felt a dull ache right at the base of my spine. I thought for the first time that it might be something that needs looking at so I called my doctor. To my surprise, after explaining my symptoms, he gave me a face-to-face consultation the next day and sent me for an urgent PSA (Prostate Specific Antigen) blood test. He called me the next day with the result. A normal PSA count would be somewhere between 3.5 and 4.5, mine was 181, and I was given an immediate urgent referral to the Oncology department at the local hospital.

It was the first week of September 2021 when I went for an MRA scan which showed that I had an aggressive and metastatic (i.e. spread to other parts of my body) Prostate Cancer which, if left untreated, would end my life within two to three years.

As you can imagine, something of a shock, as apart from peeing I had virtually no symptoms at all. Then came the biopsy - one of the most unpleasant experiences of my life - which confirmed the scan results. I was immediately given a hormone injection that suppresses the male hormone, testosterone, which the cancer needs to grow. It was explained to me that in reality I had one chance of survival, radical chemotherapy, but even that may or may not work.

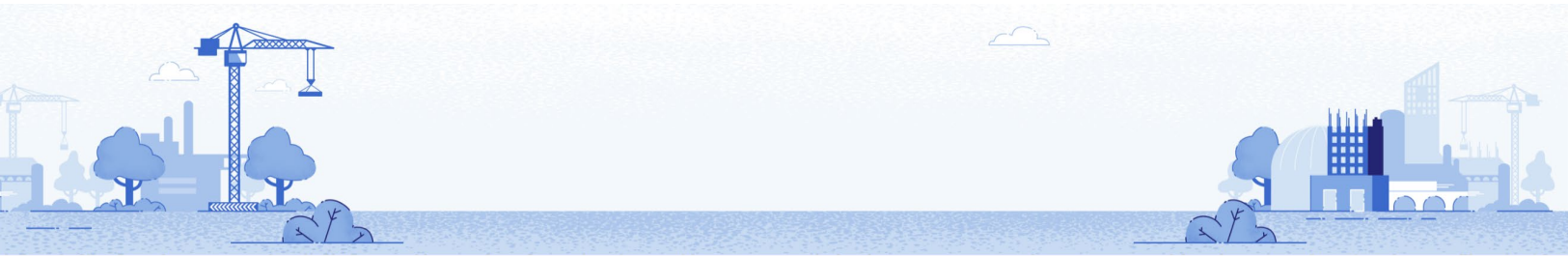
All this time I felt absolutely fine and was still working normally. It was a surreal experience, like living in a weird dream. I remember telling my line manager at the time that there was no good news, so we'd just have to live with the bad. I'm not sure he believed me at first but then I could hardly believe it myself. Then, of course, I had to tell my family, this was by far the worst experience in my entire life.

On 4th February 2022, two days after my 65th birthday, I had my first dose of chemotherapy. I was scheduled to have six doses with two weeks in between each dose, and after the first I thought it would be a doddle, a walk in the park, but I was wrong. The toxicity increases dose by dose and after the third I was feeling seriously ill and was admitted to hospital where a blood test showed that my white cell count was 0.1, meaning I had no functioning immune system and without urgent treatment would be dead within a day or two. I was kept in an isolation chamber designed for Aids patients, and pumped full of powerful antibiotics.

Luckily I recovered and was well enough to have the third dose at the end of March and the fourth in April, but went rapidly downhill again, prompting my Oncologist to cancel the last two doses, saying that it was too dangerous and would not achieve much more than it had already. During this time, although I was gravely ill, my PSA count dropped steadily, first to 84 then 50, then down to 21, and the Oncologist was very happy with my progress.

As the effects of the chemo started to wear off I rapidly started feeling human again, the extreme exhaustion, hair loss, sores and mouth ulcers, nasty tastes and loss of smell, although my blood counts remain on the low side to this day, I was coming alive again!

In the last week of July 2022, after postponing it for a week because of the heat wave we were having at the time, I returned to work, going out with other drivers at first and then after two weeks out on my own again, it was great to be back!



I had another PSA test on 18th August and on the 19th, a day I will never forget, as I was setting up to make a delivery at the Cemex plant in Kettering, my Oncologist called with the results of my blood test. My PSA had dropped to six...SIX!!!, only 1.5 above normal!!!, in his words, 'amazing, bordering on the miraculous'!! I was amazed and overwhelmed and as I posted on my Facebook page at the time, "I'd smashed it!!" I may not have won the war, but I've sure as hell won this battle!

The cancer cells have spread again but so far only to my bones, not great, but I'm told they'll take so long to do any real damage it's not something I need to worry about. I take every new day as a joy, knowing this coming new year will not be my last, being able to look my relatives and friends in the eyes again, postponing my own funeral, every chore has become a breeze, and at work I'm now almost obscenely cheerful every day!

So, if you see me about, please don't be offended by my relentless good humour, just remember this, the person you are seeing is Mr Braveface, Mr Never Say Die, what you won't see is the once fit man literally crawling on hands and knees to get from one room to another, the endless sleepless nights staring numbly into the dark abyss, showing a good friend where you want them to scatter your ashes, the anguished looks from my relatives and friends, and my daughters nervous breakdown from which she still struggles to recover. You won't see any of that, and hopefully never will experience it yourself.

One in ten men will have prostate problems of one kind or another in their lifetime, for black men it's one in eight, so I urge you, all of you of a certain age (55 or over), to get a PSA test, it's just a simple blood test. I didn't find it early enough, I never took the test and if my story is not enough to persuade you just think of this. I'll need to take the hormone injections for the rest of my life, without them I will die.

It needn't be like that for you, all you have to do is get it checked.

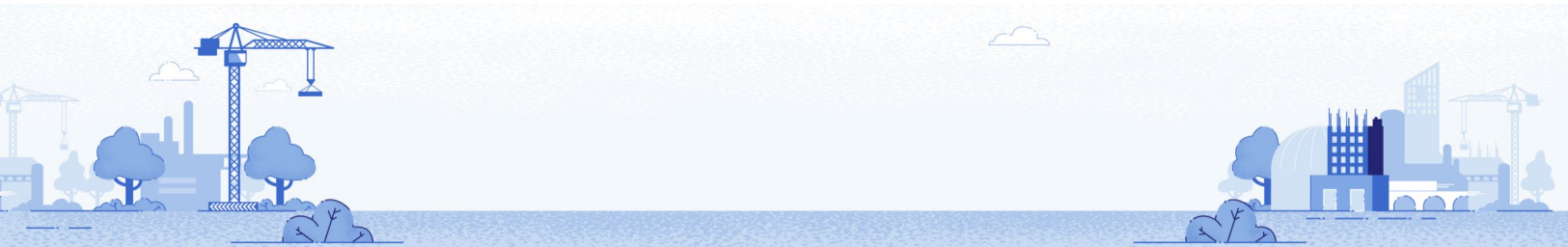
Cemex Host Oxford University Field Trip



On a very cold March morning at Eversley quarry in Hampshire, Cemex's Planning team and the RSPB hosted 23 students from Oxford University's MSc Biodiversity, Conservation and Management course along with their lecturer, Chloë Strevens.

Planning team members: Mark Kelly (Planning Manager), Alison Wise (Landscape Architect), and Heather Lealan (Planner), along with the RSPB's Catherine Cullen and Mick Slater - Chair of the Eversley Sports Association, spent the morning with the students talking about Cemex UK's quarrying restoration legacy for Eversley quarry on the Berkshire-Hampshire border.

The fieldtrip provides the students with a great opportunity to see for real how the partnership between environmental agencies – such as the RSPB and Birdlife – and industry work to preserve and protect the natural environment. The site visit creates a brilliant example for many of the topics taught on the MSc course – from licence to operate, to community liaison, to flagship species.



Redirect Your SAP Workflow When on Annual Leave



As part of its efforts to help employees maintain a good work-life balance, the Wellbeing Strategy Group wants to provide employees with helpful tools and tips that can make switching off easier, especially when taking time away for annual leave.

One of the challenges to switching off raised to the Group was the build-up of an employee's SAP Workflow when they are away.

But did you know you can redirect your workflow to a nominated person, so they can manage it while you are off?

With thanks to IT for their support, we can share a step-by-step guide to doing this. The guide has been tested by members of the Group – with two key points to note:

- The person you nominate must have authorisation to approve invoices/workflow items
- They will also need to know the applicable cost centre and GL codes

Use this guide before you go away, and hopefully you will return to fewer emails in your inbox, and items in your workflow!

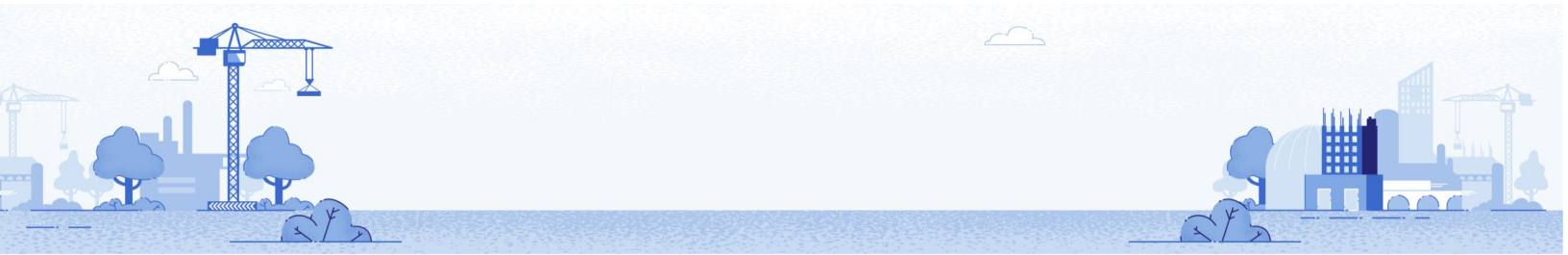
The guide can be found at the end of this document and on the UK News download page:
www.cemexuknews.co.uk/downloads

Successful Meeting with Wartsila



Members of the UK Marine team recently held a successful meeting with Wartsila, the world's most advanced engine manufacturer. The meeting was held at their Centre of Excellence in Vaasa, Finland.

The discussion was led by our Mark Williams Fleet Engineering Manager, Cemex UK Marine, and centred around the next generation of aggregate dredgers.



New Cemex Branding - Updating our New Email Signatures with T&Cs Link and use of Cemex Headed Paper



With the launch of our new brand logo last week, we are all encouraged to now update our email signatures to include the new logo. You can do this by following this link [Update your Electronic Signature in Outlook \(sharepoint.com\)](#)

For colleagues who previously had the T&Cs message/link as part of your email signature, you can manually add this to your new email signature once you have updated it.

Please follow the instructions below to manually add the T&Cs sentence and link to your new email signature.

1. Update signature with new logo and formatting using link above
2. After successfully completing step 1, open Outlook, click > File > Options > Mail > Signatures
3. Where you can see your new signature, copy and paste the T&Cs statement, underneath your new signature
4. Click OK

Furthermore, when using Cemex headed paper showing the new branding please ensure that all company information shown is correct and complete as this is a legal requirement, and the details vary for each Cemex entity. Please contact Alice Powell alice.powell@cemex.com or Vish Puri vishal.puri@cemex.com in the Legal department who can check the headed paper you are using and answer any questions.

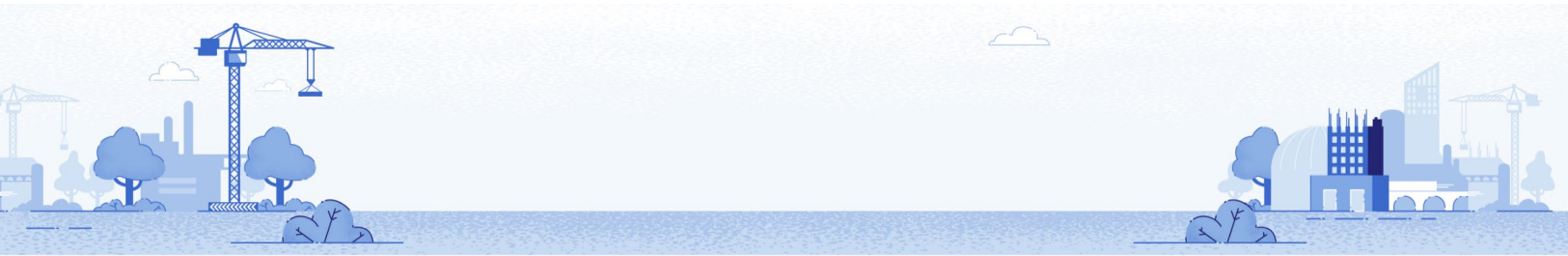
More Roadshow Dates to Come



The Materials Roadshows, which have taken place at a variety of our locations across the UK over the last few weeks, have been going well with nearly 300 employees attending over the month.

There are still more sessions to come:

- 24th March – Southwest – Cemex, London Road, Wick, Bristol, BS30 5SJ – Contact Rob Sims to book your space
- 28th March – Binley HQ – 10am–12noon and 1pm–3pm – spaces very limited – Contact Sarah Murphy to book your space
- 29th March – Binley HQ – 2pm–4pm – Contact Sarah Murphy to book your space



EMEA Career Opportunities – Manager

Career Opportunities

EMEA



Are you looking for a new and exciting role within Cemex?

Our Customer Experience EMEA team is currently offering a new interim/temporary opportunity for a “Manager CEx Improvement Europe” in our Customer Experience area. This position reports directly to Elise Jouffrey (Customer Experience Director EMEA).

Key role mandates include:

- Voice of the customer: Drive our “Voice of the Customer” program, orchestrate continuous improvement actions based on the feedback management cycle, influence stakeholders and make internal synergies to communicate and showcase customer experience metrics and developments.
- Continuous improvement: Be a Customer Experience Expert: understand VOC programs, Cemex service delivery model & customers journey, service manifesto, case management, value proposition processes. Provide analysis of results and customer Insights / Journey pain points based on funneled customer feedback, operational data, and external research.
- Culture: Foster awareness and reinforce the Customer Centric Culture at Cemex. Supervise global and regional CEx programs and projects, such as: Superior Customer Experience Awards, Customer Experience Day etc.
- Regional & Global coordination: Ensure execution of the regional strategy across all countries in EMEA & continuous knowledge and initiatives sharing across the region.

Find out more from the poster at the end of this document and the UK News download page: www.cemexuknews.co.uk/downloads Please also share on your workplace notice boards.

If you are interested, please send CVs ASAP to sylwia.chromiec@cemex.com

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
63-03-2023	Supervisor (Nights)	Materials – Aggregates	Angerstein Wharf	31/03/2023
64-03-2023	Internal Sales Representative	Customer Experience - Materials	Binley	04/04/2023

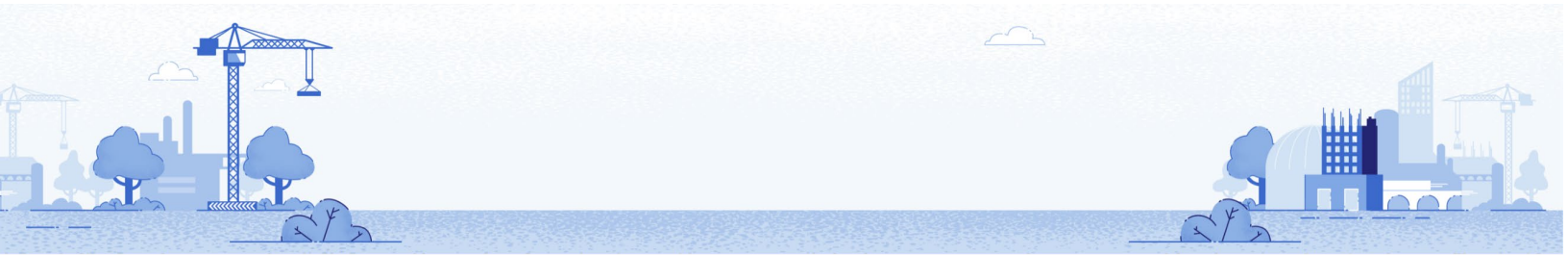


65-03-2023	Customer Service Representative	Customer Experience - Cement	Binley	04/04/2023
66-03-2023	Cemex Go Customer Care Agent	Customer Experience - Materials	Binley	04/04/2023
67-03-2023	Health & Safety Advisor	Health & Safety	Hub Office	04/04/2023

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 SA02/2023 – 20.03.23

Display Until
28.04.23



CRUSHER PLATFORM SLIP / TRIP / FALL INJURY INCIDENTS

DETAILS OF THE INCIDENTS

Two colleagues have suffered slip / trip / fall injuries in separate incidents that both required stitches

1st incident - An employee was checking to see if there was a fault on a quarry crusher. As he left the area, his boot lost grip due to the wet conditions and he fell backwards, landing on the crusher walkway with his head striking the kickplate. This resulted in a laceration to the back of his head which required 7 stitches and glue to seal the wound.

2nd incident - A contractor fell whilst manually guiding parts of the crusher that were being lifted in to place. He lost his footing as he stepped backwards, falling against the handrail, causing scrapes and bruising to his arm, including a puncture wound that required stitches.

KEY FINDINGS

- All personal protective equipment (PPE) including boots were in good order.
- Change of levels in the areas presented tripping hazards.
- The areas were restricted for space.
- The areas were wet.
- Relevant inductions, Take 5 assessments and permits were completed.
- Housekeeping was good and areas clear of debris.

KEY REVIEW POINTS

- Are flooring surfaces and hand holds appropriate for the working environment?
- Is the area for the task level and free of tripping hazards with sufficient space to carry out the task?
- Are there opportunities to make improvements to working areas to minimise the risk of slips, trips and falls?
- Are tasks that are likely to be carried out considered in the design of working areas?
- Are Get a Grip principles practiced and enforced?
- Is Take 5 used prior to doing non routine tasks?



Platform 1



Platform 2

Look after yourself and each other



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

Get a grip



Hold handrails on stairways and use three points of contact when getting into/out of vehicles.

Housekeeping



Keep designated access routes and work areas tidy and free from trip/slip hazards.



STOP THINK ACT

Employee Wellbeing focus Women's Health



**In March, we're focusing on
Women's Health, as part of our
Wellbeing calendar.**

**Scan the QR code above to
access posters, a fact sheet plus
conversation guide.**



Women's Health Fact Sheet



- There are over 34 million women in the UK
- According to a government consultation, key priority health areas are:
 - gynaecological conditions
 - fertility, pregnancy, pregnancy loss and postnatal support
 - the menopause
 - menstrual health
 - mental health
- 85% of women feel comfortable talking to healthcare professionals about general physical health concerns
- 59% of women feel comfortable talking to a health professional about mental health concerns
- More than 4 in 5 women say there have been times when they were not listened to by healthcare professionals
- 74% of women rely on friends and family for health information
- Less than 1 in 10 women feel they have enough information on the menopause
- Around 1 in 3 respondents said women feel comfortable talking about health issues in their workplace



Menopause.

It's a natural part of life.

Let's make it natural in conversation.



Not everyone will be familiar with the effects of the menopause or what kind of support is available. Here are some bitesize facts to help open conversations, along with details on how to seek and offer support.

What is the menopause?

During the menopause, a woman's oestrogen levels fall and she stops having periods. This can often impact many areas of life, both at home and work.

Around
1 in 3
women are currently perimenopausal or menopausal.



Around
8 in 10
women will experience noticeable symptoms, and of these 45% will find their symptoms hard to deal with.

51 yrs
In the UK, most women go through the menopause between the ages of 45 and 55 – the average age is 51.

40 yrs
Younger women can be affected too: by early menopause (aged 40 to 45) or premature menopause (before the age of 40).

Symptoms

Symptoms such as mood swings are well known, but there are **34 symptoms** associated with the menopause in total, including:

- hot flushes (a sudden feeling of heat in the face, neck and chest)
- aches and pains
- an urgent or regular need to urinate
- irregular or very heavy periods
- poor sleep and night sweats
- poor concentration, memory issues and an inability to think clearly – it's often called 'brain fog'

*Menopause. Background information. Prevalence of symptoms. NICE Clinical Knowledge Summaries, 2017

Menopausal symptoms can last anywhere between **3 months and over 10 years.**

BHF, Menopause and your heart, 2022

1/4 of women will experience debilitating symptoms.

CIPD, A Guide to Managing Menopause at Work, 2021

Impact

Over **1/3**

said that they felt less outgoing in social situations and felt more isolated since experiencing menopausal symptoms.*



Over **50%**

of women said their menopause symptoms had a negative impact on their lives.*



45%

of women felt their menopause symptoms have had a negative impact on their work.*



*British Menopause Society. Employee Guide, September 2020

Women aged 50-64 are the fastest growing demographic in the workforce and those experiencing Menopausal symptoms can be forced to take long term absence for an average of 32 weeks throughout their career.

CIPD, A Guide to Managing Menopause at Work, 2021

How can you help as an employer?

The best way for an employer to provide support is to understand how the menopause affects women's lives. If you're a manager, you should treat the menopause with the same support and understanding as you would treat any other ongoing health problems affecting team members. Don't offer medical advice but do offer support.

- Choose someone employees can go to in the first instance if they are struggling with symptoms.
- Have regular, informal one-to-one chats with your employees and encourage them to share any issues that could be affecting their workplace wellbeing.
- Give employees the option to speak to someone other than their manager, for example, a mentor or colleague. Some workplaces have support groups where people can share their experiences and helpful tips.
- The menopause can be a sensitive topic for some people - make sure any conversations are had in a private area.

How can you help as a colleague?

- Educate yourself about what changes are common during this time of life, and offer lots of patience, understanding and support.
- Not all women want to talk about the menopause but if your colleague does mention it in conversation, don't be embarrassed.
- If your workplace offers menopause awareness sessions, go along to help educate yourself.



How can you help as a family member or friend?

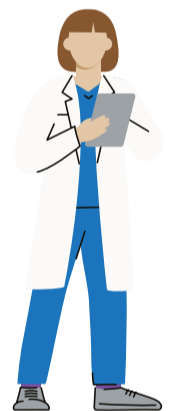
- Some people may not want to talk about their experience with the menopause, but if they do, listen, sympathise and be patient.
- Share your own experience, if you're comfortable doing so.
- Try to be understanding - it's common for the menopause to affect someone's mental health.



How can I find help for myself?

Ask your doctor about:

- self-help measures, such as diet, maintaining a healthy weight, stopping smoking and reducing alcohol to manage more severe symptoms
- hormone replacement therapy (HRT) or other prescribed medicines
- talking therapies eg cognitive behaviour therapy (CBT) or medication to help your mental health



Be mindful of the menopause. Don't make assumptions

In the UK the average age that people go through the menopause is 51 but people may also be going through premature or early menopause. The menopause doesn't only affect women but may also affect people who are transgender, non-binary or intersex.



Encouraging employees to seek support

The NHS has a dedicated area online with advice and support for those experiencing the menopause. Find out more: <https://www.nhs.uk/conditions/menopause/help-and-support/>

The Menopause Charity is also a useful resource: <https://www.themenopausecharity.org/>

HALF OF WOMEN REPORT FEELING DEPRESSED DURING MENOPAUSE

Menopause is different for everyone and can come with a range of different symptoms, both physical and mental.

Find out more and discover how to get support:



<https://www.themenopausecharity.org/menopause/>



new leaf health

This poster is intended for informational purposes only. You should always discuss any symptoms or medical concerns with your doctor or a health professional.

UK Energy Policy

As a global leader within the field of building solutions and in line with our global Future in Action programme CEMEX recognises the importance of having in place a formalised and structured energy management system. The energy management system will deliver energy performance improvement. Specifically we will:-

- Implement a continual improvement programme for energy performance which will include regular energy reviews and the setting of objectives and targets to improve energy efficiency and reduce energy consumption.
- Meet or exceed legal and other requirements to which CEMEX subscribes related to energy use, consumption and efficiency.
- Ensure that information and resources are made available to achieve the energy objectives and targets.
- Regularly review energy performance, energy policy and energy management.
- Support the procurement of energy efficient projects and services that impact on energy performance.
- Support design activities that consider energy efficiency and performance improvement.
- Give due regard to energy efficiency in the selection and configuration of plant and equipment when planning capital investment.
- Communicate energy performance, energy opportunities and resource efficiency opportunities within the organisation and to other interested parties, as appropriate.
- Where appropriate, increase the use of alternative fuels and renewable energy to replace fossil fuels.
- Update and continually improve the Energy Management System to drive improvements energy performance.




Lex Russell
Materials Director UK



Phil Baynes-Clarke
Director Cement Operations UK



Scott Jones
Director Asphalt Europe



Damien Allen
Director Building Products,
Precast and Modular Europe



ENERGY BRIEFING

ISO 50001 and UK Energy Policy

Introduction

CEMEX UK Materials are implementing an energy management system (EnMS) which will be certified to the ISO standard ISO 50001 (Energy Management Systems). We are implementing ISO 50001 to demonstrate that we are integrating energy management and efficiency into all that we do. It will also ensure our compliance with the Energy Savings Opportunity Scheme (ESOS) which is a mandatory energy assessment scheme for organisations such as ours.

To ensure ESOS compliance CEMEX can either follow the ESOS assessment route as in previous years or ensure at least 90% of our total energy use is covered by ISO 50001 certification. Due to significant and potentially costly changes to ESOS Phase 3 we have chosen to take the ISO 50001 route. This will also help us to meet our Future in Action commitment to reduce our carbon emissions.

Today we are launching our new Energy Policy which shows our leadership and commitment to improving our energy performance – fundamental to ISO 50001 success. Please display on noticeboards and communicate to all employees.






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Director Cement Operations UK


Scott Jones
Director Asphalt Europe


Damien Allen
Director Building Products,
Precast and Modular Europe

CEMEX House,
Bintley Business Park,
Harry Weston Road,
Coventry CV3 2TY
March 2023

Key Points

- Please familiarise yourself with the Energy Policy and communicate to all employees.
- Please display a copy on site notice boards.
- Implementation of ISO 50001 is being facilitated by the Sustainability Department and will be driven by the newly formed Energy Team made up of representatives from all business areas and Operational Excellence.
- More information about the ISO 50001 energy management system will be shared in the coming months.
- The handful of sites not covered by ISO 50001, as well as Logistics and Marine, will comply with ESOS Phase 3 through the ESOS assessment route.

For further details or information, please contact a member of the Sustainability Department.



Energy Briefing Communication Record

Energy Briefing **<Insert Reference>** has been communicated to the following personnel and the learning points discussed. By signing this record personnel are indicating that they understand the key learning points.

Date	Name	Signature	Communicated by

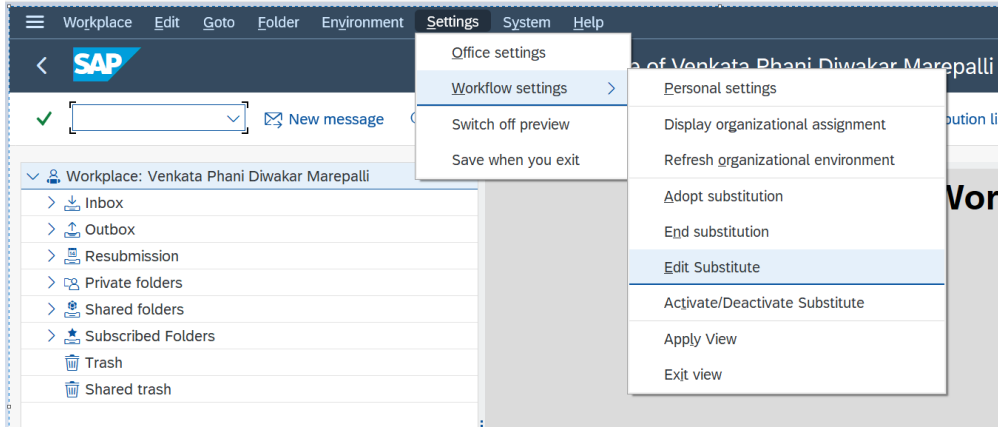
Copies of all training records shall be maintained by local management with a copy being sent to the local Human Resources (HR) Manager/Administrator. Records of all training should also be maintained by each employee in a CPD file or equivalent.

SAP Business Workplace – Personal Substitution

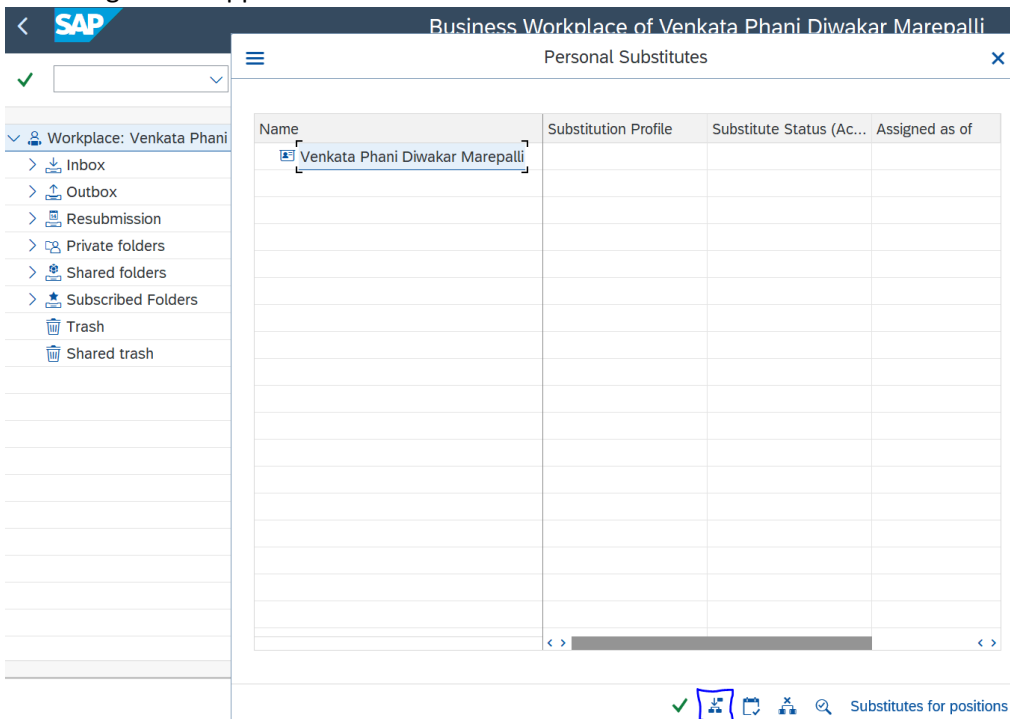
1. Go to transaction SBWP (SAP Business Workplace)

Go to following path to set the personal substitution as shown below

Settings-→Workflow settings-→Edit Substitute



2. Following screen appears



3. Place the cursor on the name and click on the above highlighted button



4. Following screen appears

☰ User (3) ✕

S: Search Term Users by Address Data > ✓

User:

Last name:

First name:

Department:

Building code:

Room Number:

Extension:

Cost center:

Internal mail:

Company:



Company name:

City:

Maximum No. of Hits:

✓ Start Search ↕ Multiple Selection ☒ Close

5. Provide the user ID if you know it. Otherwise, based on the first name and last name find out the user id to be substituted. *[Note: during testing, we found using the user ID more successful]*
- **The person you choose as a substitute MUST already have the authorisation to approve invoices etc. If they do not have this permission, they will not be able to approve on your behalf.**


User (3) 

S: Search Term Users by Address Data > ✓


User:
 Last name:
 First name:
 Department:
 Building code:
 Room Number:
 Extension:
 Cost center:
 Internal mail:
 Company:
 Company name:
 City:

Maximum No. of Hits:

✓ Start Search
↕ Multiple Selection
 Close

6. Click on Start search button and following screen appears

S: Search Term Users by Address Data > ✓



User Name	Last name	First name	Department	Buildings	Room No.	Extension	Cost ctr
E0ISHAIK	SHAIK	IMDADULLA	Commercial				
E0SHSHAIK	SHAIK	SHAMSUDDIN					

7. Select user id to be substituted as shown



Name	Substitution Profile	Substitute Status (Ac...	Assigned as of
Venkata Phani Diwakar Marepalli			

Detail Screen Substitution

Substitute for: Venkata Phani Diwakar Marepalli

Substitute: Shamsuddin Shaik

Personal substitution

Substitution data

Validity: 17.01.2023 to 31.12.9999

Profile: General substitution

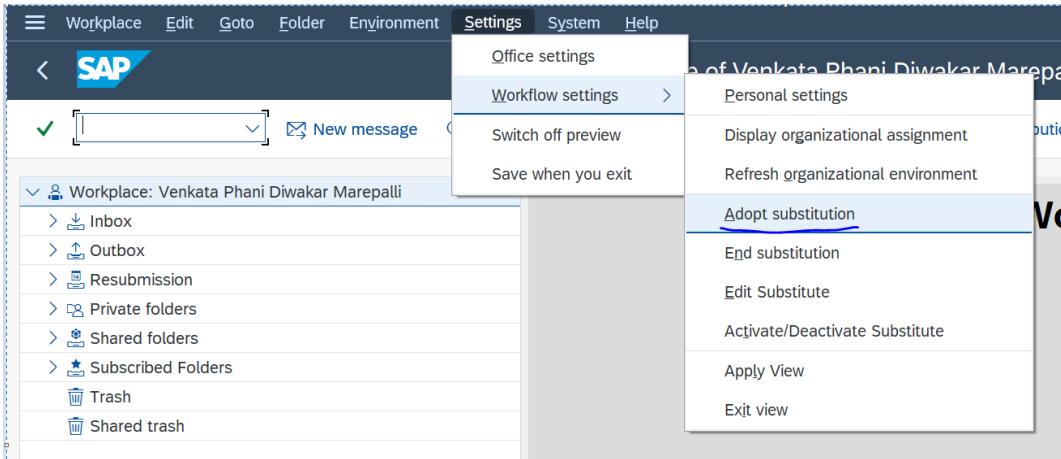
Substitution active

8. Provide the validity period for which substitution is required – ensure a start **and** end date is chosen.

If you check the check box “**Substitution active**” Substitution active , then during that period work items are forwarded to the substitute user id automatically.

Click on the Save button.

9. If substitution check box is not checked Substitution active , you must manually do the substitution using **Adopt substitution** as shown.
Settings→Workflow settings→Adopt substitution



Also, you can do it by clicking on End substitution.

To do substitution for others, then use the transaction code **RMPS_SET_SUBSTITUTE**.

10. **For your substitute to approve Workflow items in your absence, they will need to have the corresponding GL and Cost Centre codes. Please ensure you have provided them with this before you are away from work.**
 - These codes will need to be entered at approval stage. Ensure they know how and when to do this.

11. When you return from annual leave, ensure you have cancelled the substitution so your settings return to normal. Do this by clicking Settings ->Workflow settings->End substitution

Career Opportunities

EMEA



WE CREATE OPPORTUNITIES FOR YOU
TO CONTINUE GROWING AT CEMEX



Manager CEx Improvement Europe (Interim)
Customer Experience

What will be your challenge?

Temporary role: As part of the team, you will lead Regional and Local Customer Centric Culture and you will be part of the designing and execute Annual Communication & Action Strategy. You will coordinate gathering related surveys/researches/processes in all its process among other responsibilities.

Profile



Education

- Bachelor´s degree in Management, Marketing, Economics or similar.

Experience

- Experience in working with data, preparing action plans, analyzes and strategic recommendations.

Director Communications Europe

Manager Internal and External Communications Europe

External Communications Advisor



Elise Jouffrey

Our commitments in the selection processes:

- Objectivity and transparency: In the selection matrix you can consult the criteria on which the best talent is chosen.
- Diverse and inclusive environment: We all have the opportunity to develop and move along.
- Confidentiality in all our requests.

Would you take this challenge?

- Deadline: **26th March 2023.**
- Human Resources Contact: **Sylwia Chromiec**
<sylwia.chromiec@cemex.com>

To get more information about this hiring process, click below:

External Communications Advisor



If you wish to report any irregularity in this process, you can do so through ETHOS.