

CEMEX UK NEWS



Welcome to UK News 30th March 2023
your weekly update from around Cemex UK

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social media channels



HEALTH & SAFETY

VFLs Stepped Up in Materials



Safety remains 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 in the workplace and with our drivers.

Over the next few weeks we will be sharing details of the VFLs. This week John Parker, General & Commercial Manager, North East & Yorkshire, shares his VFL at Stourton and Leeds:

“This week we held a Supply Chain meeting where we discussed improving the communication between Dove Holes, Stourton/Sheffield depots, Yorkshire concrete plants and Preston Brook shipping. This in turn will improve our customer service and NPS both internally and externally. As we had a good cross section of our business at Stourton we also decided to complete some cross functional VFLs at Stourton and Leeds concrete plant.

Dave Hart, Rob Wilkinson and Les Grabarz from Logistics along with John Parker, Garry Webster, Gordon Renshaw and Richard Kelly from Readymix, split into various teams to engage with as many drivers as possible.

We discussed the latest Safety Alerts and incidents with over 20 LGV drivers both company and contractors, mixers, tankers, collects and tippers.

We never get to know how many accidents we help stop by having these interactions with these drivers, but it was three hours well spent..... everyone pulling together to help achieve Zero For Life.”

Change to Reporting COVID Cases



The Government have announced that the NHS COVID-19 App will be closed down from the end of April: [NHS COVID-19 app - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

With this in mind and considering the relatively low frequency of positive cases reported across the business since the start of the year, the UK Health and Safety Committee have agreed that, going forwards, positive cases no longer need to be logged on the central database. Any absence should, however, still be recorded in SAP.

Thank you all for your support and diligence with recording COVID-related absences over the past few years.

Women's Health – Workplace Resources



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

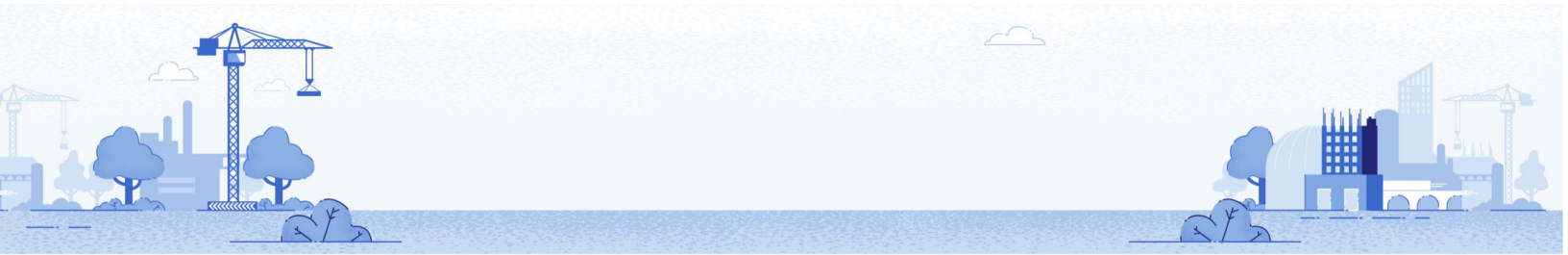
This month our activity has centred around women's health. We have shared a series of resources to help us to understand more about women's health and which can act as a reference point for conversations you may have with your team.

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.





CUSTOMER CENTRICITY

A Great End to the Week



At the end of last week teams from Readymix North East & Yorkshire supplied 200m³ for an internal floor pour at New College, Durham for our customer, Esh Construction at Esh Group.

On LinkedIn Tony Coleman, Commercial Readymix, shared a big thanks to Kris at Esh for looking after him and our Cemex drivers on site. Their traffic system to get drivers in and out, poured, washed out and safely, was excellent.

Tony also managed to conduct a VFL with a few of our drivers to and from site, where they talked the importance of health & safety, our well-being and the daily antics of work and home life.

Come Along to Construction Week



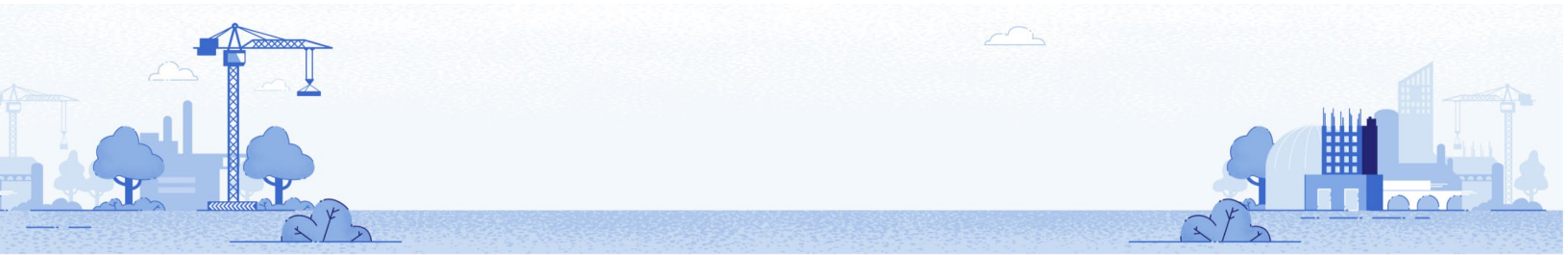
Cemex is sponsoring the Infrastructure Hub at UK Construction Week in May at the London ExCel 2nd to 4th May. This is a leading event in the construction industry and the infrastructure hub offers our Cemex experts, and guests, the opportunity to present on relevant topics.

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](#).



FUTURE IN ACTION

Electric-Powered Discharge Equipment to Cut Emissions



Cemex continues to demonstrate the innovative spirit present throughout its organisation with the trial of an industry-first discharge system for cement, which can be fully powered by electricity to substantially reduce fuel use and subsequent emissions.

The system, the brainchild of a Cemex employee, has been trialled in Cemex's UK cement operation, where it has performed effortlessly. Not only has the use of electricity to power the discharge equipment cut emissions, but it has enabled a faster turnaround and significantly quieter delivery. Longer-term, vehicle wear and tear are also reduced.

The benefit to the environment of incorporating this equipment into a commercial fleet is considerable; the trial has demonstrated a potential saving of over 4,000kg of CO₂ in a year, per vehicle using the system, as well as 330 gallons of fuel.

Matthew Wild, Vice President of Supply Chain and Procurement for Cemex EMEA, commented: "We have been very impressed with the results of the initial trial of the electric discharge equipment in our cement business. Every single delivery that uses this system to discharge cement, rather than the tanker's own fuel, saves 13.5kg of CO₂; if this equipment was used across our fleet over a full year the difference to our supply chain emissions would be considerable."

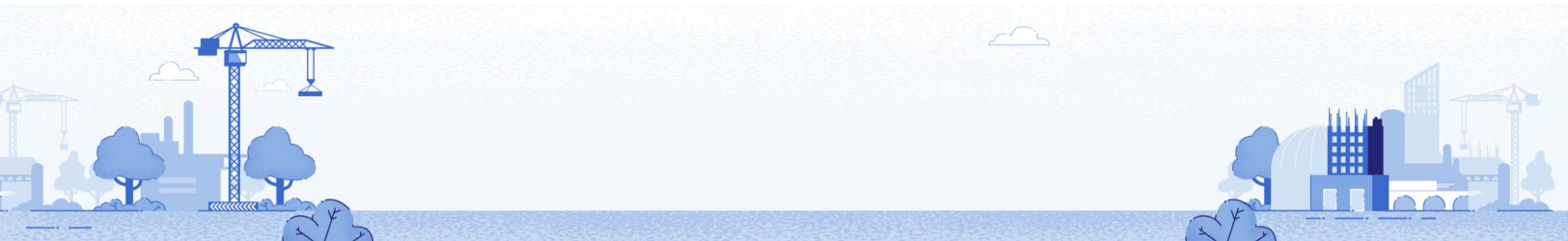
You can read the full press release [here](#):

Reducing the Carbon Footprint of the Future Sports Centre in Caen



The urban community of Caen (Normandy, France) is building a new sports centre to host major sporting events.

Cemex France supplied 4,000 m³ of ready-mixed concrete for the construction of this public building, including 1,000 m³ of Vertua® low-carbon concrete.



At the heart of the future sports centre, a 2,800 m² room can accommodate many sports such as basketball, handball, or volleyball. There will also be stands with 4,200 seats. The Vertua plus and classic concrete were used for the pouring of the foundation piles and the floors of the technical rooms located on the 1st floor. Carbon offsetting was also offered to our customer for Vertua classic concrete, which made it possible to provide carbon-neutral concrete. Thus, the objective set by the contracting authority to reduce the carbon impact of concrete by 20% on the entire jobsite was achieved.

In addition, Cemex delivered 2,100 m³ of self-compacting architectural concrete which was used for the construction of the exposed walls and 850 m³ of standard concrete for the pouring of hidden walls and posts. Decorative concrete will also be delivered for the building's passageways and exterior fittings.

Works started in 2021 and the delivery will take place in 2023. Congratulations to the teams of Basse Normandie sector for this great achievement.

Delivering for Nature at Forest Hill Quarry



A restoration project at Forest Hill quarry has seen arable farmland turned into a mixture of preserved woodland, ponds, wetland and meadow.

The early flowering plants are helping support large numbers of pollinators such as Bumblebees. The hard work is definitely delivering and is a great example of how to deliver a Nature Positive future.

Photos by Alex Finn, UK Restoration Manager and Andy Edwards/Jeff Jones (QM & AQM)



PROFITABILITY

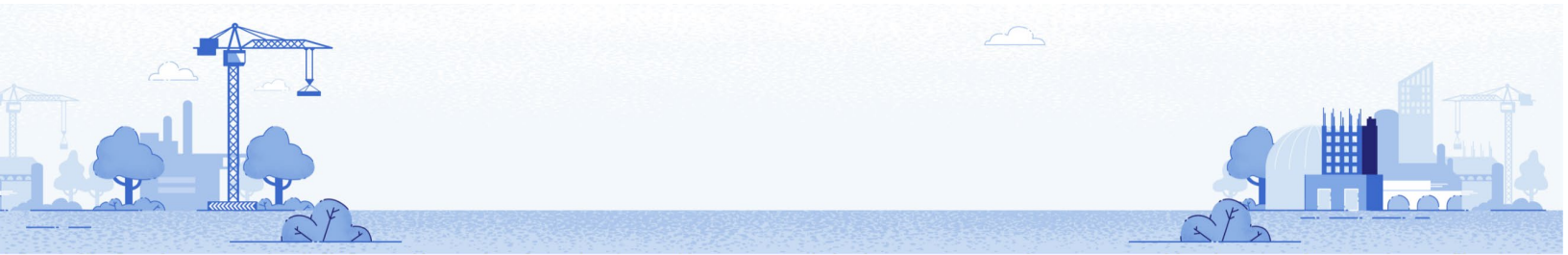
Coming Soon – New “Flagship site” Interactive Portal



A new interactive portal presenting a vision for the future of our Aggregates and Readymix sites across Cemex EMEA

The EXCEED Operational Excellence team will soon launch version 1.0 of the “Flagship site” interactive portal, presenting best practice initiatives and innovations from our sites across Cemex EMEA, and setting the standards for all future Materials sites.

The portal, initially designed for internal use only, contains videos, photos, safety materials, case studies, supplier information, and Cemex contacts relating to the initiatives mentioned. The initiatives are classified into 10



categories: safety & security, water management, smart loading, efficiency, agile raw materials, CO₂, digital technologies, renewable energies, environment, and site branding.

The creation of the portal was a collaborative effort by both the West & Central Europe Materials teams, and the catalogue of initiatives come from a range of sites across the region.

On 3rd April, an access link and login instructions will be sent to all employees in the EMEA region. The portal will be continuously improved and developed over time, with regular new releases planned for later in 2023 and into 2024.

A 'flagship site certification' process of bronze, silver, and gold awards is currently being developed, to run in conjunction with future updates of the portal, so there will be an opportunity for all sites to be involved in the coming weeks and months.

You can find a poster at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads – please share on your workplace notice boards.

Please contact Steven Coles (West Europe Materials) or Adam Leverett (Head of Operational Excellence West Europe Materials) for further information.

EMPLOYEES

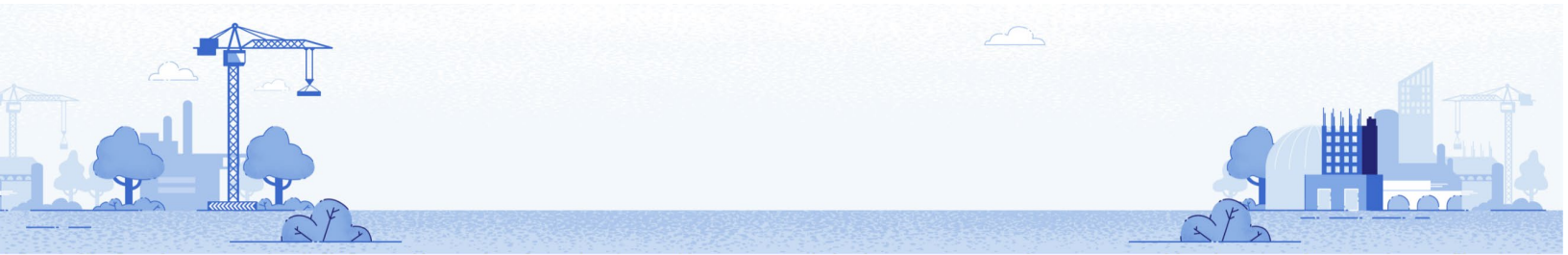
Michel Andre Joins Materials Roadshow



Lex Russell, Managing Director of UK Materials, has been delivering some of the final UK Materials Roadshows at Wick last week and this week at Cemex house in Binley. For one of the Binley sessions, Lex was joined by Michel Andre, VP Materials West Europe. This was a fantastic opportunity for colleagues to hear about the business from a regional perspective and Michel also gave a very passionate view of our Future In Action strategy sharing some insightful ideas for optimising water management and growing our presence in the circular economy.

Lex has been joined by around 500 colleagues, across 11 different national locations and as they now draw to a close Lex has reflected on the Roadshows:

“It has been wonderful for me to meet so many colleagues face to face across the UK and also an opportunity to share and celebrate the successes that we have achieved together in 2022. I hope the sessions have given people a deeper insight into the UK Materials business along with its challenges, opportunities and achievements. I also hope that I have given people the chance to ask me any burning



questions that they have had. Being able to share my plans for 2023 has been hugely valuable and I would like to thank everyone who attended one of the Roadshows – I hope you found them interesting and of value.”

The last of Lex’s Roadshow will take place in Stockton – date to be confirmed.

ASK LEX – Response No.8



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: Have we lost any customers because of price increases?

A: None that I am aware of. We tend to win and lose contracts, for more reasons than just price as part of our day-to-day commercial activities.

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.

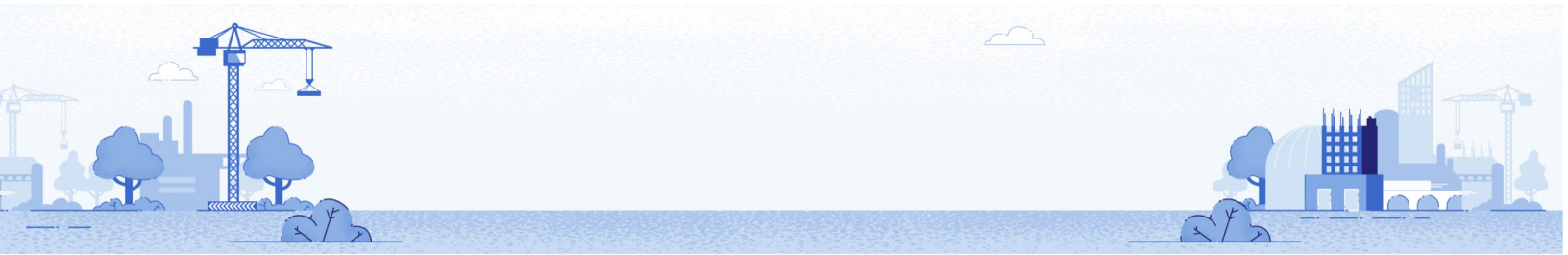
Please note that questions cannot be handled anonymously. We look forward to hearing from you!

All the Best Andrew



At the end of March Andrew Wilson, Commercial and Logistics Manager UK Marine, will retire from Cemex after 34 years working for RMC then Cemex.

During Andrew’s 34 years he has worked in most businesses as the company has evolved and changed. In August 1988 he joined RMC’s Wickwar Block Works, and Production Supervisor moving into Concrete Products in 1990. Packed Products in 1994 then Building Products in 2022. From 2006 Andrew became a Business Performance Analyst for Cemex’s UK Materials Readymix & Aggregates (South West region), becoming Supply Chain Manager



for Aggregates South in 2010, then finally joining UK Marine as Commercial & Logistics Manager in 2013.

Of all his roles Andrew most enjoyed his last 10 years in a commercial role for UK Marine. He particularly enjoyed the customer facing aspect of the role and got a real buzz from developing the business commercially, meeting many new people and creating new relationships, gaining new customers and contributing to Marine's commercial success.

Andrew and his wife have some exciting plans for their retirement, including a trip to Australia to visit their daughter and her family, spending more time with their parents, a full house renovation and making use of their camper van to go travelling around the UK and further afield.

Andrew would like to take this opportunity to thank the many people who has helped him throughout his career.

Kurt Cowdery, UK Marine shared: "Andrew has been a great asset to our business working in many roles. His support to me has been invaluable. Above all, he is a great guy. I wish him a happy and healthy retirement. Thank you."

From everyone at Cemex, we would like to wish Andrew all the best in his retirement.

Photo L to R: Kurt Cowdery, Andrew Wilson, Lex Russell

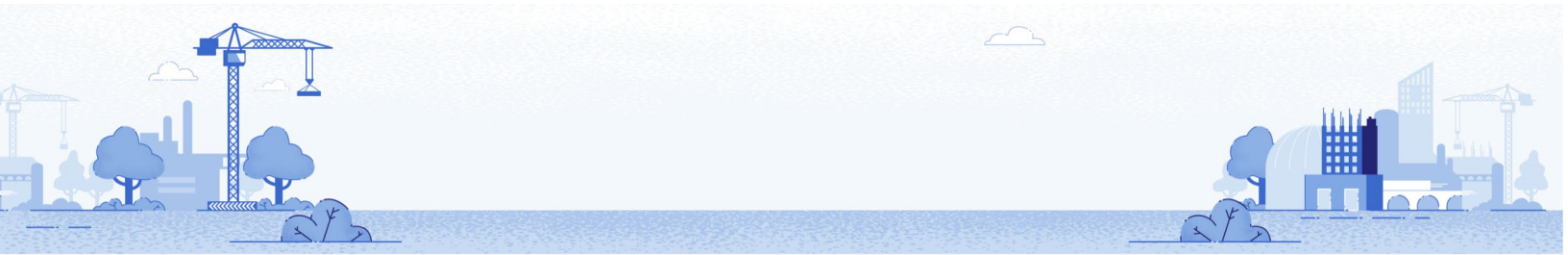
New Cemex Branding - Further Information



The new Cemex corporate identity and brand was launched internally and externally on 15th March, and some have asked about how this will be implemented across the business, and in what timescale.

This is the guidance from our Cemex Global Corporate Communications team -

- The primary implementation will be for new logos on digital channels e.g. websites, social media channels, Cemex internal systems. This also includes a brand new www.cemex.com website.
- For all other places where the current Cemex brand appears, the instruction is for no unnecessary costs to be incurred to re-brand anything within the company.
- The new brand will only be applied when something new is being created (e.g. new signs, new vehicles), or existing stocks of materials need replacement.
- If you are creating new digital documents e.g. slides, briefing notes as part of everyday work, please use the new logo.



- It is accepted that the progressive re-branding of the company will take some time – months or even years.
- From now on, when writing the name of our company in text, it will be like this – Cemex – replacing the previous instruction to write it in capitals.
- Please refer to the 15th March Outlook Message from “Corporate Communications” sent to all global employees including how to change your e-signature, ppt. templates, Teams backgrounds.

Long Service Congratulations for Ann Ponting



Congratulations to Ann Ponting who is celebrating 25 Years Long Service with the company this week.

Ann, who is based at Wick in Bristol, is currently working in UK Materials Operations as Operations Planner for Aggregates and Readymix, ordering new equipment for sites across the South West, South East (excluding London), Wales and parts of the Midlands.

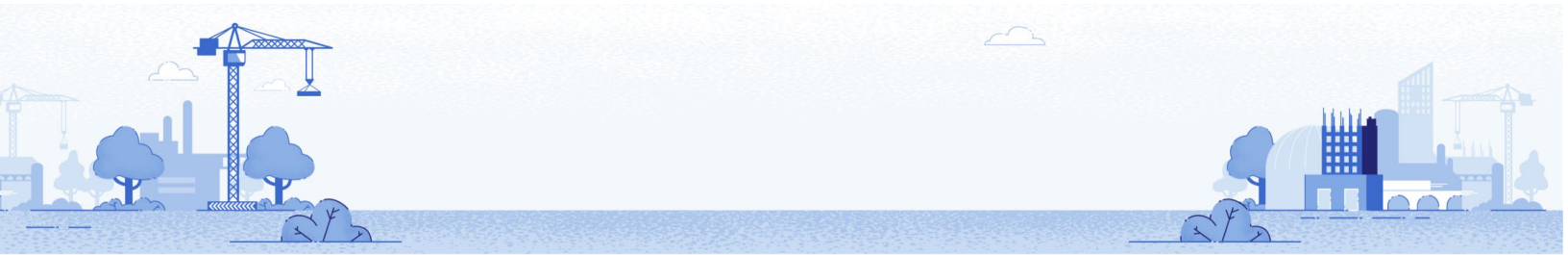
Ann started working for RMC Aggregates Transport Department in March 1998 as an Administrator at Wick. Over the years Ann went on to do several different roles, including secretary to the Director. She moved to the Equinox office around 2008, then back to Wick a few years later.

Reflecting on her 25 years Ann explained that her colleagues in the Wick office, some of whom she has worked with for many years, are the best thing about her job at Cemex.

Ann will be putting her Long Service towards her summer holiday! Congratulations Ann!

Ann’s Manager Melanie Routledge, Operations Planner Team Leader explained: “Ann is an amazing asset to the team and always a pleasure to work with and has always gone above and beyond.”

Rob Sims, General Manager UK Materials, Midlands, Southwest & Wales told us: “I have known Ann for 20 years and she has a been a great asset to Cemex and a joy to work with.”



Long Service for Able Seaman Andrzej Probierz



Congratulations to Able Seaman, Andrzej Probierz, who is celebrating his 15 years with Cemex Marine Guernsey PCC Ltd Cell B this week. His Award was presented by Captain Laurence Ellis.

Andrzej spent the majority of those years on board the Welsh Piper before recently transferring to the Sand Fulmar.

Making Connections with MPs



Last week Cemex were happy to host Robert Largan, MP for High Peak to our Dove Holes quarry, to discuss our plans to further improve and invest in the site, including a tour of the railhead.

Robert Largan is a keen supporter of our industry, having served as the Chair of the All Party Parliamentary Group for Mining & Quarrying.

We are grateful for Robert's support and really pleased that he took the time to visit us and to engage with Cemex in his constituency.

New Integrated Report

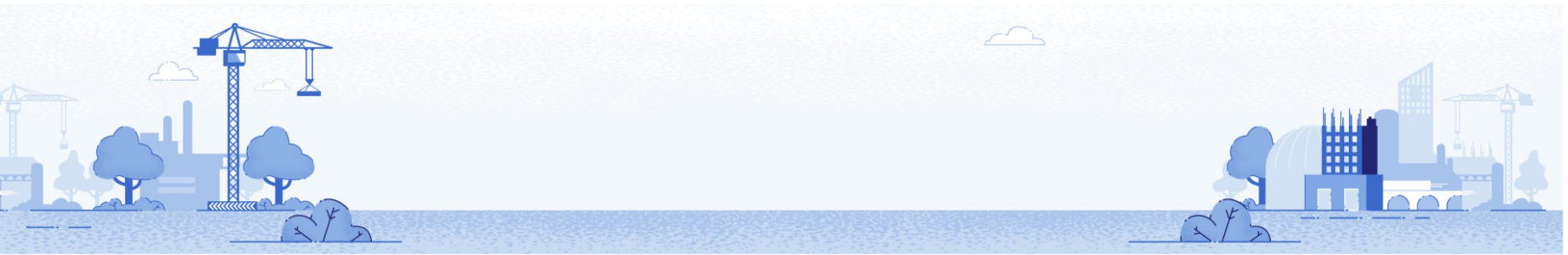


This week Cemex presented its 2022 Integrated Report, detailing the company's operational, climate action, and other achievements throughout the year.

The report, titled "Shaping the Future Together", provides an in-depth analysis of Cemex's strategic vision, corporate governance, value creation, and operational performance.

"2022 was a year of unexpected challenges for many businesses as inflation spiked to 40-year highs. We are pleased with how we responded to these challenges and expect to continue to see the benefits of our actions in 2023", said Fernando A. González, CEO of Cemex. "We never lost sight of our strategic priorities: grow EBITDA through margin enhancement, achieve investment grade rating, optimize our portfolio for growth, and advance our sustainability agenda while leading the industry's transition to a lower carbon and circular economy."

To read Cemex's 2022 Integrated Report, please visit: <http://www.cemex.com/IntegratedReport2022>



Egg-cellent Easter Offers



If you head over to the Cemex Lifestyle Platform you can find some egg-ceptional savings in the Easter Extravaganza Week.

You can also be in with a chance to win 1 of 3 family days out.

[Head over to the Lifestyle platform now!](#)

A detailed poster can be found at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

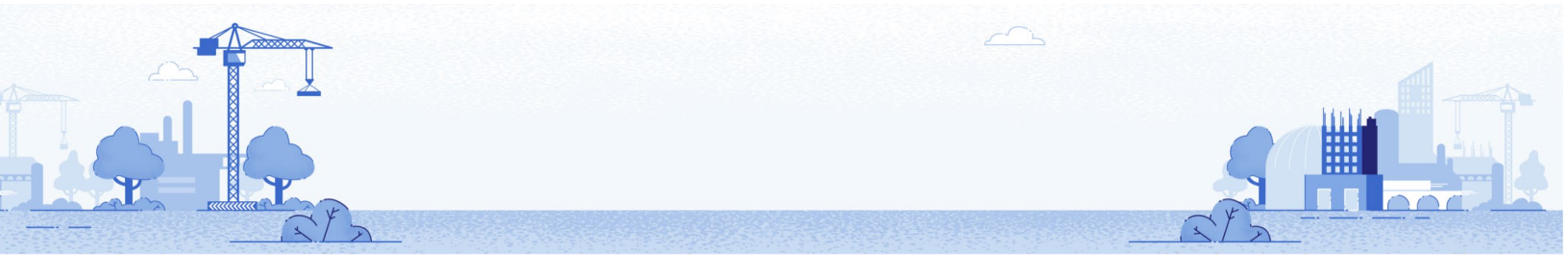
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
64-03-2023	Internal Sales Executive (Maternity Cover for 12 months)	Customer Experience DSM	Binley	04/04/2023
65-03-2023	Customer Service Representative (Maternity Cover for 12 months)	Customer Experience - Cement	Binley	04/04/2023
66-03-2023	CEMEX Go Customer Care Agent (Maternity Cover 12 months)	Customer Experience - Cemex Go	Binley	04/04/2023
68-03-2023	Senior Technical Systems Supervisor	Materials - Quality and Product Technology	Binley	07/04/2023
69-03-2023	Relief Plant Manager	Materials - Readymix	Home Counties	07/04/2023
70-03-2023	Operative (x 2 Vacancies)	Urbanisation Solutions - Building Products	Somercotes	07/04/2023

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

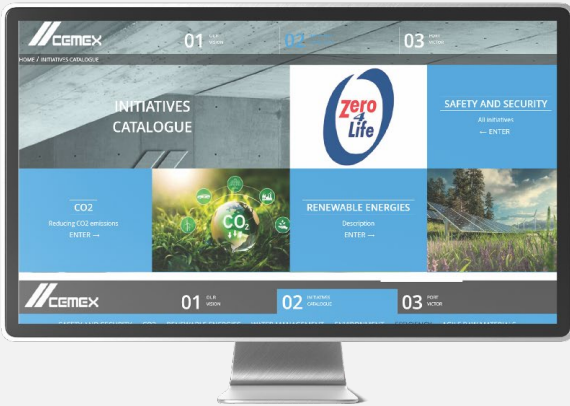
If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.





NEW “FLAGSHIP SITE” PORTAL FOR MATERIALS

Look out for the launch information and access details on 3rd April!



Launching internally on 3rd April - new “FLAGSHIP SITE” interactive portal

Launching internally on 3rd April - new “FLAGSHIP SITE” interactive

portal



Safety & security

Water management

Smart Loading

Efficiency

Agile Raw Materials

CO₂

Digital Technologies

Branding

Renewable energies

Environment

- 10 key initiative categories covering our main operational focus areas
- Gold, Silver & Bronze Flagship certification process for all our sites (*more information coming soon!*)

EASTER EXTRAVAGANZA NOW ON

20 cracking flash offers for one week only!
Plus, a chance to win a family day out*

 <p>was 4% now 5%</p>	 <p>was 6% now 7%</p>	 <p>was 8% now 10%</p>	 <p>was 20% now 25%</p>	 <p>was 12% now 15%</p>
 <p>was 10% now 14%</p>	 <p>was 10% now 14%</p>	 <p>was 6% now 9%</p>	 <p>was 8% now 10%</p>	 <p>was 7.5% now 9.5%</p>
 <p>was 7.5% now 9.5%</p>	 <p>was 10% now 12%</p>	 <p>was 6% now 8%</p>	 <p>was 7% now 9%</p>	 <p>was 9% now 12%</p>
 <p>was 7.5% now 9.5%</p>	 <p>was 25% now 30%</p>	 <p>was 22% now 25%</p>	 <p>was 30% now 35%</p>	 <p>was up to 10% now up to 14%</p>

Visit your platform now to hop on these limited time deals

*Chance to win a family ticket to SEA LIFE, The Dungeons or Chessington World of Adventures when you make an eligible purchase between 27th March - 2nd April 2023. Full T&Cs apply.

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

