



Welcome to UK News 6th April 2023
your weekly update from around Cemex UK

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social media channels



HEALTH & SAFETY

Readymix Yorkshire Wins Safety Sword



Congratulations to the Readymix Yorkshire team, which has been named as the 2022 winner of the coveted Safety Sword, the Cemex UK National Health and Safety Award. This long-standing, prestigious health and safety trophy is awarded annually to the best performing team.


The Readymix Yorkshire team faced some tough competition from across the business, with the Supply Chain Cement, UK Cement, UK Aggregates Operations and Building Products also nominated.

This year, the award was judged by Robert House, H&S Director for EMEA, Andy Taylor, H&S Director UK and Colin Mew from the MPA, who met with the finalists and reviewed their health and safety culture, standards and performance before making their decision. The judges praised the depth of our health and safety culture, the ownership, and consistent standards. In particular, they noted the desire to look after each other, and a genuine family ethos. Everyone did their teams proud.

Lex Russell, Chairman of the UK Health & Safety Committee said: "Thank you so much for your contribution to making the H&S Awards for 2022 the most competitive ever, the judges were very complementary of our culture and standards.

To get such high compliments from the judges is true recognition of the levels that the businesses are performing. I have spent my whole career trying to get a complement from Colin Mex, an ex HSE Inspector! It was especially pleasing that they picked up on our genuine family ethos and desire to look after each other. The way that we stay safe and healthy by caring for each other is definitely what makes us stand out from others in our industry. Well done to the Readymix Yorkshire team and all the other finalists. Thank you for your ongoing commitment to keeping each other safe, our number one priority."

Michel Andre, VP Materials West Europe also commented: "Congratulations to all teams who participated to 2022 UK National Health and Safety Award. I had the chance to debrief with some of



you about the process that is quite competitive and genuinely profound, demonstrating shared Health & Safety leadership, culture and passion. A special “well done” goes to the entire Readymix Yorkshire team who was handed over the “Safety Sword”. You must be all proud and happy of your achievement.

Please make this “one year caring of the Safety Sword” a special moment for everyone within the Yorkshire Cemex family! It is indeed a very special moment in one’s career: I encourage you all to live it that way.”

Zero Employee LTIs in March



The EMEA region reported ZERO employee LTIs during March – a great achievement.

LTI and TRI milestones demonstrate that ZERO is possible, especially in 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 Health & Safety Contractor Recognition Award at Ryall



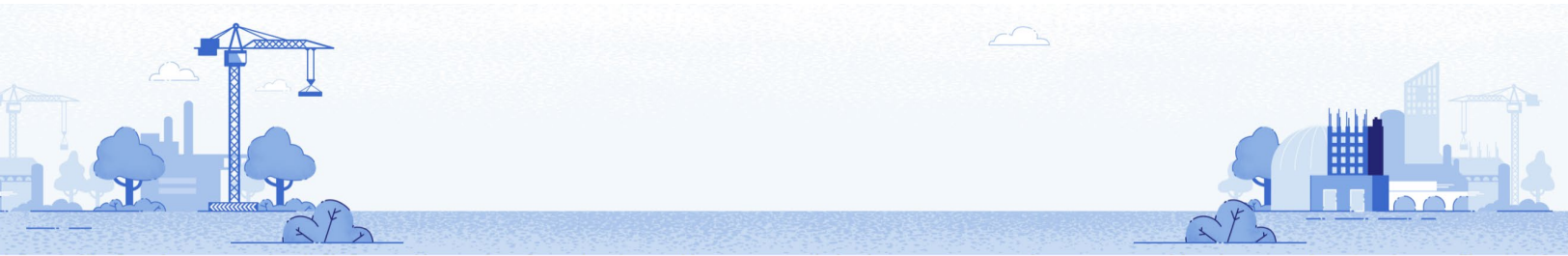
Congratulations to Thompson River Transport who are the winners of the Q4 2022 Supply Chain Health & Safety Contractor Recognition Award.

Thompsons are our barge operator on the River Severn, servicing our Ryall operation with four barges. They received the award for embracing the Cemex safety culture and making several improvements to their assets including guarding and isolation in the engine rooms, improved access ladders, installation of offside handrail, noise reduction of pumps and generators.

Mark Grimshaw-Smith, Rail and Sea Manager, commented: “This is the first time we have given this award to a water freight contractor and is a worthy recognition of Thompson’s commitment to safety and continuous improvement. We appreciate all their efforts to make our barge operation at Ryall safe and efficient and I want to thank the Aggregates operations team for their team work and support managing Thompsons.”

Mark Brown, Aggregates Operations Manager, added: “Thompsons are one of our key long-term partners and through close collaboration with our site at Ryall have made significant and sustained safety improvements to their barging operations.”

Photo: John Thompson from Thompsons with Mike Roberts, Quarry Manager.



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 we are featuring three VFLs by Kevin Cage, Head of Aggregate Operations UK. These took place at the Dry Silo Mortar (DSM) used on customer sites are repaired, the DMS plant itself and the DSM Via Nova Shotcrete plant.

Roger Taylor, Operations Manager, has built a new team over 12 months, from people with varied backgrounds outside the construction industry, and during the VFL, all were found to have excellent engagement and positive attitudes to Health & Safety. A great achievement – well done Roger and team!

At Via Nova, Kevin had discussions with the team about isolation processes and colour coding of locks and isolation cards, also gas safety, pedestrian routes and the new Duo installation. Guarding, isolation and housekeeping checks were made, and all found to be maintained to high standard.

At the Dry Silo Mortar plant, discussions were had around how Checkproof could help align their priority repairs, correct PPE and process were used at all times, and when a new driver arrived on site, was given a PPE briefing before starting work.

At the DSM refurb shed, discussions took place around the use of scissor lifts and training. The team positively fed back on the excellent Health & Safety Academy three course. Housekeeping standards and team Health & Safety ethics were found to be high. Kevin noted: *"It was good to see a new team established from such varied backgrounds which has come together so fast with everyone's Health and Safety at the core of their actions."*

Make Time to Relax this Easter

Are you Easter ready?

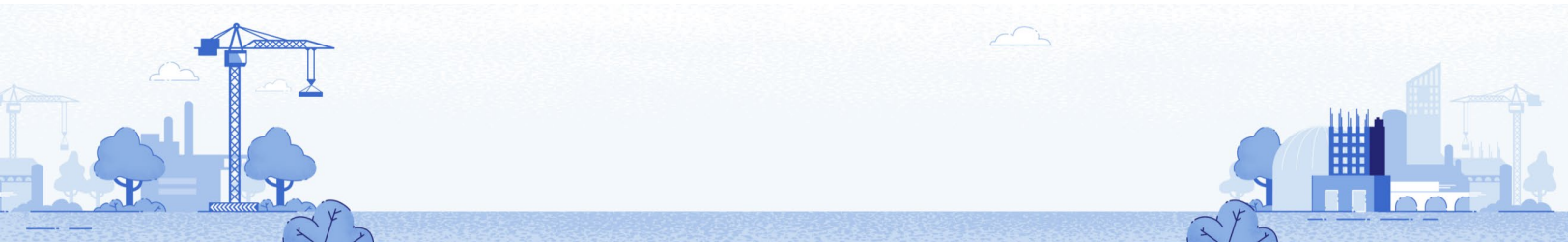
Many employees will take time off over the Easter period. Are you ready to be away from work? Have you ensured an adequate handover to colleagues?

Many employees will be taking time off over the Easter period to spend time with their friends and family. Regular annual leave supports our mental and physical health, helping us to feel energised, rested and motivated.

If you have holiday booked over Easter, dedicate some time beforehand to handing over and switching off properly. This will help you to disconnect from work, which is important for maintaining a good work-life balance.

Our top tips:

- Set up a clear out of office message on your emails directing people elsewhere



- Your out of office should confirm when you are scheduled to return and if there is an alternative person who can be contacted in the meantime.
- Example: I am out of the office on annual leave from DATE to DATE. In my absence, if you have an urgent query please contact NAME, EMAIL ADDRESS. Alternatively, I will respond as soon as I can when I return.
- Change your voicemail to let callers know you are away
- Redirect SAP workflow to a nominated person
- Clear any meetings out of your diary
- Identify any tasks that can't wait until your return and ask for support
- Prioritise work that needs to be completed before you go off and speak to your manager if you need help with this.

It can feel challenging to spend time away from work without checking in but remember that lots of other people will be off too.

Annual leave is important – switch off and enjoy!

You can find our Top Tips poster at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Public Safety at Active, Non-Active and Disused Quarry Sites



The increasing popularity of open water swimming and other water-based activities will increase the number of people visiting scenic areas with water for leisure activities. Quarry lakes and reservoirs can be viewed by some as a tempting place for a quick dip, swimming, tombstoning or other types of water play.

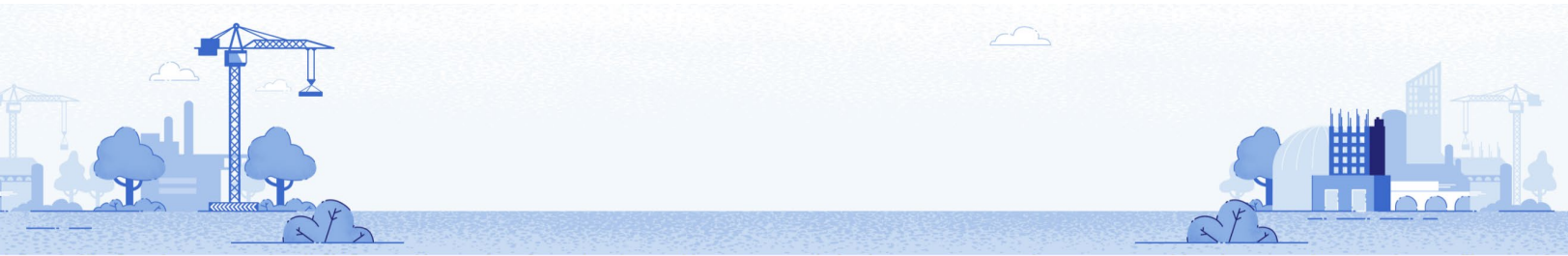
As more members of the public are aware of local sites with water, many families are finding their budgets under pressure and, therefore, seeking to minimise their travel costs, and with the Easter school holidays, the MPA anticipates that more members of the public may attempt to enter sites, particularly non-active or disused sites, for recreational purposes. This will be particularly true during any period of unusually warm weather.

The MPA is requesting its members to be extra vigilant and for quarry operators to review their public safety risk assessments and any site-specific, mitigation measures such as fencing and warning signs.

The two MPA publications below may be useful to review for any manager with responsibility for public safety at quarries or other company sites.

Guidelines for the Management of Public Safety on MPA Members' Operational and Non Operational Sites: <https://lnkd.in/eKT322vr>

– MPA's Keeping Communities Safe Around Water: <https://lnkd.in/enmW3e-r>



The Royal Society for the Prevention of Accidents (RoSPA)'s Managing safety at inland waters is also available as a free digital download: <https://lnkd.in/d3cXvsQE>. This publication contains advice and resources for site managers and duty holders at UK inland water sites.

Action for Happiness



Movement can bring amazing benefits for our minds and bodies. So this April's Action for Happiness theme is '**Active April**' and encourages you to get active in whatever way best works for you.

With the longer daylight hours bringing a motivation to be outside, the new Active April calendar is full of tips to motivate us all to get moving a bit more, step away from our desks and ease us all through April.

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

Vanessa King from Action for Happiness shares her top tips for Active April - Watch it [here](#).

The [Action for Happiness](#) online program is a great way to get the new year off to a happier start, with inspiring daily videos and fun actions to try out. Prioritising happiness and kindness influences how we approach everything – including our personal lives, families, communities, schools, and workplaces. It also shapes our views on public policy and helps us to consider the wellbeing of future generations too.

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



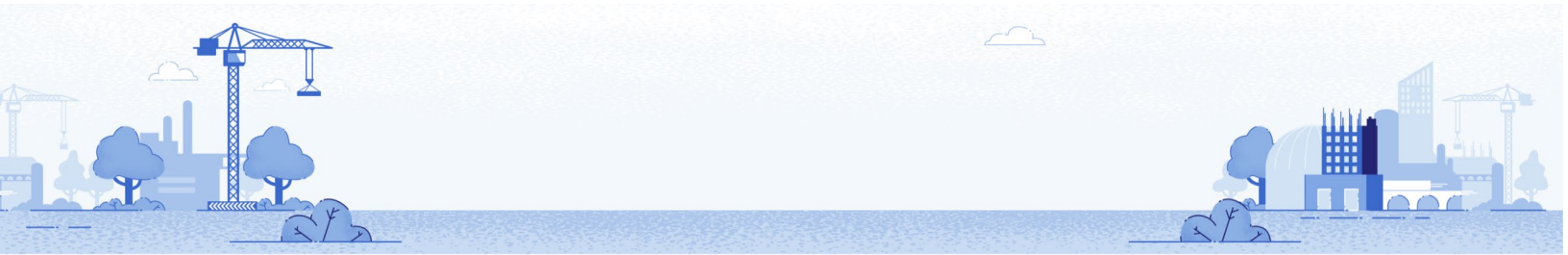
CUSTOMER CENTRICITY

Superior Customer Experience Winners



At Cemex, our daily work is guided by the goal to become Customer Experience Leaders in the Construction Industry. For this reason, the company rewards employees and teams for standing out in caring for the Customer Experience.

In March the Superior Customer Experience Awards for 2022 took place and the EMEA region celebrated the successes of our colleagues who won awards at a regional level.



The Award Ceremony involved the presentation of the awards followed by a discussion panel on the topic “Customer Experience Challenges and Priorities for 2023”. On the panel representing the UK was Damon Montgomery, General & Commercial Manager Materials.

We wish to congratulate all our UK winners:

- In the Cemex Go category, well done to Keren Castle from Materials for winning ‘Best Improvement vs 2021’.
- In the Sustainable Construction Projects category, well done to Peter Hoare and his team from Urban Solutions for their Lark Lane Vialow Zero project. You can watch their video [here](#).
- In the Best Initiatives Implemented category, well done to Harinder Singh and team for winning the Customer Approach award for the UK Merchant Hub Pricing Tool. You can watch their video [here](#).

Congratulations to everyone involved!

You can find a presentation of the award ceremony [here](#) and watch the award ceremony [here](#).

Glowing Customer Feedback



Recently a Cemex UK customer, CF Construction, sent Asphalt Sales Manager, Peter Hoare, some fantastic feedback about our drivers in the Lincoln area.

Our customer wrote: “But Steve Hill who drives the 6-wheeler deserves an extra mention, my guys always comment when he has been: “Steve today – so all went well.”

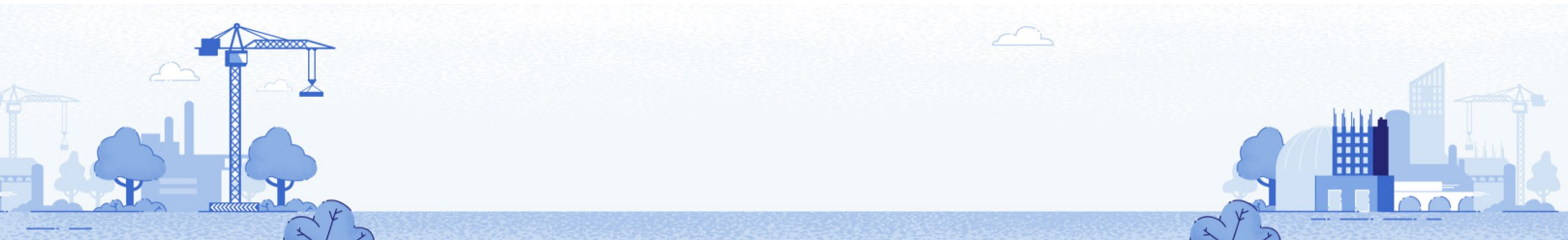
It is great to get such positive feedback direct from a customer. Our drivers are the public face of Cemex to many customers, so it is good to hear that they are having a positive impact.

Teamwork Wins Significant Order



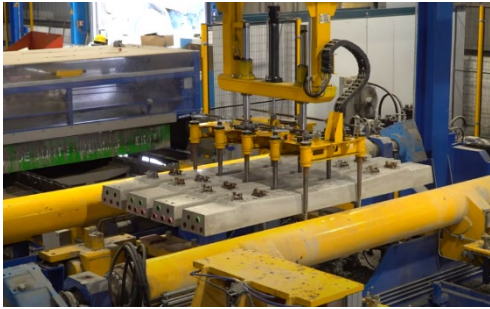
Cemex have won a significant order of blocks and coursing bricks for five large housing sites in Kent & East Sussex, for developer Ward Homes, who are owned by Barrett Homes.

Area Sales Manager, Paul Townsend, together with Sean Hanna, Technical Supervisor Concrete Products, secured the order over a competitor due to their prompt turnaround of complex CO₂ data required by the customer.



The blocks and bricks are being supplied in partnership with Otford Builders Merchants from our Northfleet site in Kent. Deliveries have already commenced at Sturry where homes on the new The Woodlands site have begun.

Successful RCA Tests



Recently, Paul Crowther, Product Standards Manager, and the team at Cemex's Rochester sleeper factory worked together with the LabExperts team at The UK National Technical Centre to complete a circular economy project.

This involved looking at different proportions of Recycled Concrete Aggregate (RCA) into sleepers. This was a commercial project for one of our customers and Paul and the team kindly helped finish the project by casting sleepers

containing RCA. The customer was really pleased with the test results.

You can watch a video of the testing [here](#).



FUTURE IN ACTION

Innovative Lower Carbon Sprayed Concrete Launched

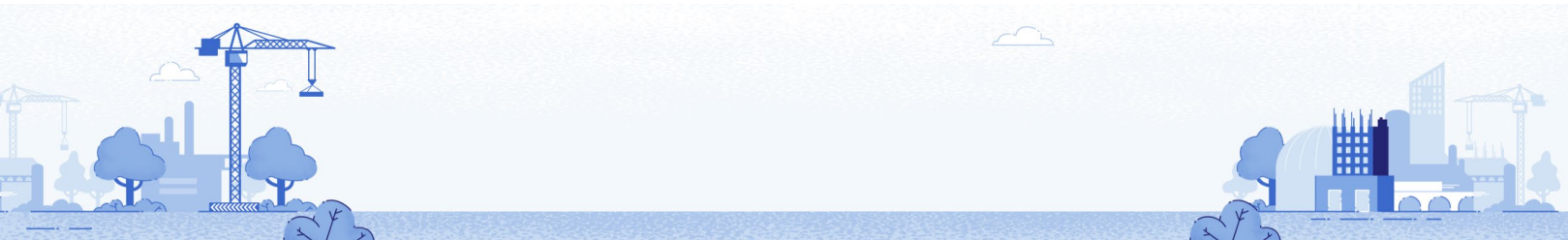


Cemex has enhanced its Vertua® range of Urbanisation Solutions with an innovative new lower carbon sprayed concrete, available for supply now, suited for constructors of large-scale tunnelling projects who are looking to utilise more sustainable solutions.

Cemex's new product offers a reduction in embodied carbon of 23% compared to our previous sprayed concrete; The Bank Mix.

This new sprayed concrete, the latest launch from Cemex's Urbanisations Solutions business, offers a more sustainable enhancement to its industry renowned "Bank Mix" Silo Sprayed concrete, which has previously been utilised on prestigious UK infrastructure builds such as the Northern Line, Bank Station upgrade, London Power Tunnels 2, Thames Tideway and many others.

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



Latest Earthly Matters Blog



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

In this month's edition:

- Cemex & RSPB host Oxford University Field Trip
- The Bringer of Spring
- Wild isles
- Peoples Plan for Nature
- Watch, Read, Listen

Accessible below to all, even those without a Cemex email address so please do share with your teams.

You can read the blog [here](#).

Keeping our Communities Safe



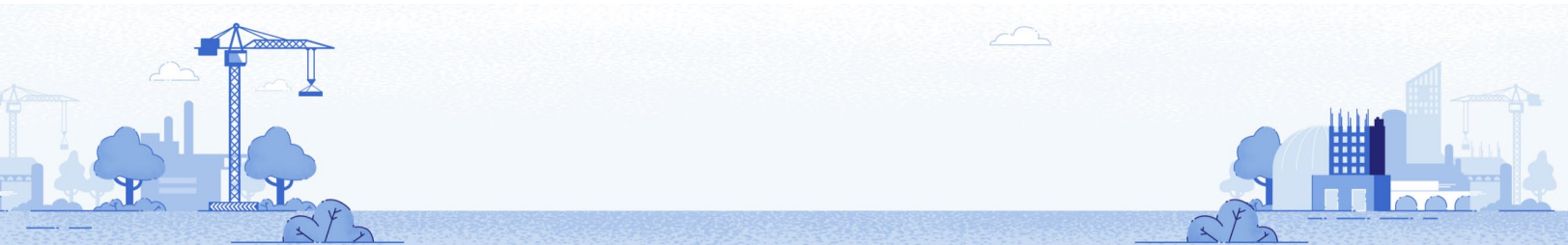
Creating positive stakeholder experiences is one of the major goals of our social impact strategy and one of the ways in which we do this is by responding to requests from the local communities.

St Lawrence church in Sandhurst, which is around 15 miles from the Ryall quarry, recently received a 60-tonne donation of 20mm stones from Cemex to resurface the church car park. The church is used for various activities ranging from weddings to funerals and many other community driven activities. The previous car park was a patchy uneven surface.

The church's treasurer contacted Cemex seeking support for the project, so the team at Ryall were delighted to support their local community. Having a new surface will allow the whole community to continue to use the car park safely, in all seasons.

The church was extremely grateful to the Cemex team for delivering the gravel.

Photo: Matt Doran, Sales Executive (left), Reverend Joe Knight (right) of St. Lawrence Church, Sandhurst and Alex Maybury driving the truck.





Launched This Week – New “Flagship site” Interactive Portal



The EXCEED Operational Excellence team is excited to announce the official launch of the new “Flagship Site” interactive portal today, presenting best practice initiatives and innovations from our sites across Cemex EMEA, and setting the standards for all future Materials sites.

Take a look at the launch video here – [Our vision Flagship guide.mp4](#)

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. 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.

To enter the portal please visit the URL below and enter the username and password. Please note the username and password are all in lower case. Please also note that access is restricted for employees only, but you do not need to use a VPN connection. The portal is optimised for the Google Chrome browser, and Apple or Android tablets, so please try to use those for the best experience. Chrome’s translation button will also translate most of the portal’s content into your native language.

<http://flagship.vapcemex.com>

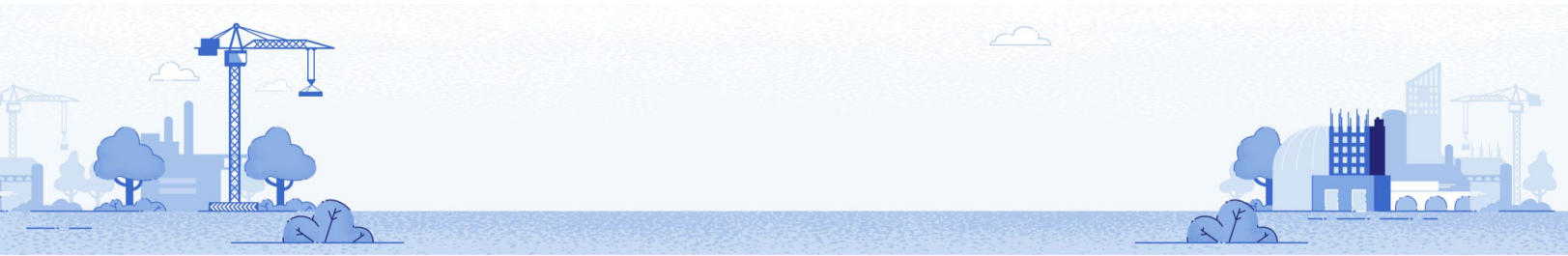
Username – cemex

Password – greenplanet

Whilst navigating the portal, look out for some ‘Easter Eggs’ hidden within the content... if you find one, please send a screenshot to adam.leverett@cemex.com, steven.coles@cemex.com and gina.becker@cemex.com and you will win a prize if you are the first person to find it!

Please send any feedback or questions to:

adam.leverett@cemex.com, steven.coles@cemex.com or gina.becker@cemex.com





EMPLOYEES

Regency 10K Challenge



Pre-pandemic there was a growing lunchtime runners group becoming established at Cemex Rugby Office and with the help of technology they were able to keep connected and run together “virtually” over lockdown.

With the move to Binley office a few of the original group were keen to find a way to start up again and so the Regency10K in Leamington Spa, just as we come out of winter, seemed like a great opportunity to get those legs moving.

The Regency 10K was Founded in 2004. The event is organised by volunteers from the Leamington Round Table and other local groups. It attracts around 2,500 runners each year and has raised over £350,000 for both local and national charities to date.

All the Team Cemex participants managed to complete the event successfully. Organiser Rob Greenfield, UK Planning & Development Manager, commented: “It rained heavily the days before the event so mud and puddles played a bigger part than some of us were expecting. We’ve certainly all evolved fitness wise over the whole COVID period and so it was lovely to be able to just enjoy a run together again. The event itself was very friendly and well organised, it’s certainly one I’d like to come back to.”

The group are now thinking about the next event and with the lighter evenings coming intend to use Binley office as a base for the occasional after work runs.

If anyone would like to join them one evening to walk; jog or run or would like to hear more details about the next event do get in touch with the Binley Miles & Smiles Club.

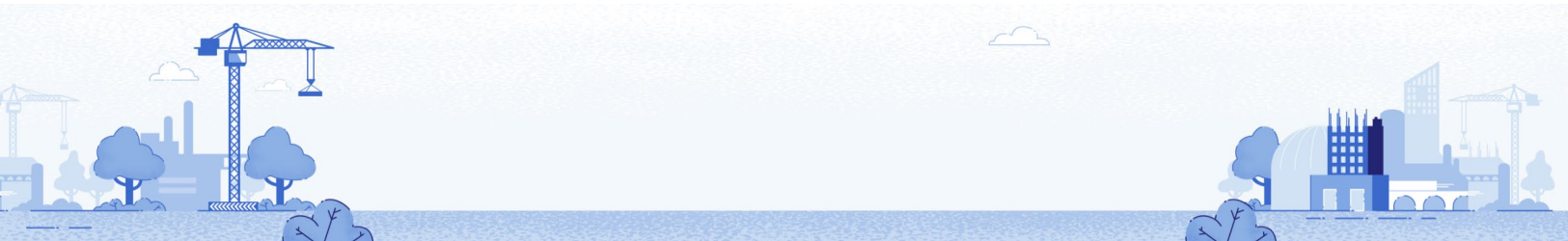
Team Cemex was represented on the day by (photo R-L): Jane Walsh, Clare Pickering, Laurence Dagley, Rob Greenfield, Paul Bradshaw and Clare’s partner Steve.

ASK LEX – Plans to Expand in Oxford?



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: Witney is quite isolated in the Oxford market currently – are there any plans to open any further RMX plants in this area?

A: No plans at the moment but we are looking at a rail depot to enhance our aggregate capability in the market.

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!

Update to Email Signature



A new version of our corporate email signature is now ready!

This update addresses some important bug fixes to improve your experience and use of the official Cemex corporate email signature.

What's new in this update?

- Improved mobile display
- Use of special characters
- Uppercase & lowercase options for your name
- Include your address and/or area

Click [here](#) to use the updated tool.

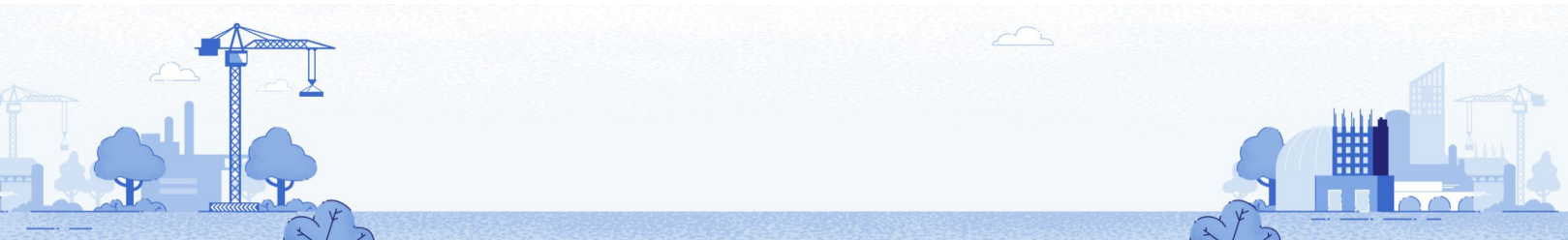
Further Learning at Dove Holes



Last week Ian Phillips, Technical Manager – Aggregates, hosted a visit from Cameron Davies, Michael Jaye and Christopher Hogg to Dove Holes quarry.

Both Michael, a Technician, and Cameron, an Apprentice Laboratory Technician, are based at our National Technical Centre. They are currently studying towards an 'Institute of Concrete Technology: Aggregates in Construction' qualification.

Chris is currently undergoing a Business Induction in his new role as Commercial Technical Manager with Cement. All three were looking to increase their knowledge of and exposure to aggregate extraction and processing techniques.



The day involved a tour around site followed by a classroom session and there were some really good discussions and plenty of engagement throughout the day.

Mike Higgins, National Technical Manager, commented: “This site visit is an integral part of the ICT cohorts development programme. It’s fantastic that we continue to develop the technical skills of the wider team in this way, and we count on the support of the business to do this.”

Long Service Congratulations



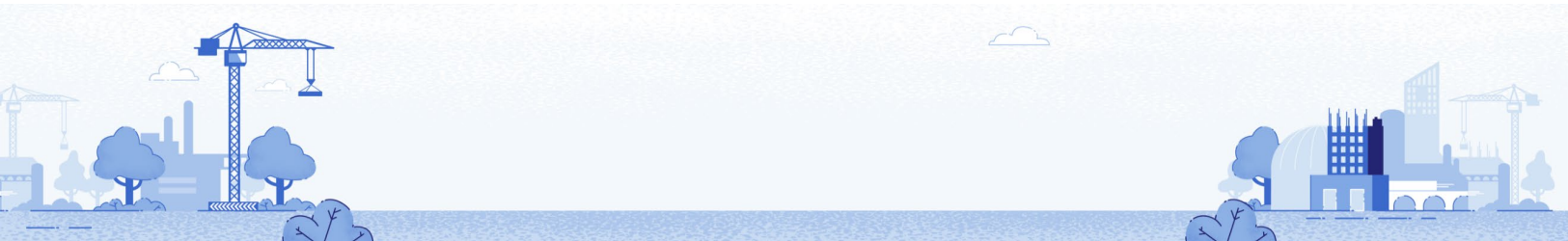
We would like to send huge congratulations and thank you to the following colleagues for reaching long service milestones in March.

We appreciate all your contributions and hard work over the years:

- Malcolm Carr, Plant Manager, West Midlands – celebrating 25 years
- Marcus McMullen, Relief Plant Manager, Greater Manchester – celebrating 25 years
- Jason Bournier, Sales Executive, Hampshire – celebrating 15 years

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
71-03-2023	Engineering Project Manager (Maternity cover for 12 months)	Materials – Operational Excellence	Binley – (West Midlands preferable)	14/04/2023
72-03-2023	Plant Manager	Materials – Readymix	Castleford	14/04/2023
73-04-2023	Cash Sales Agent (x 2 positions)	Customer Experience – PSB	Binley	10/04/2023
74-04-2023	Sales Agent (x 2 positions)	Customer Experience – Readymix	Binley	17/04/2023
75-04-2023	Transport Planner	Customer Experience – Cement	Binley	17/04/2023

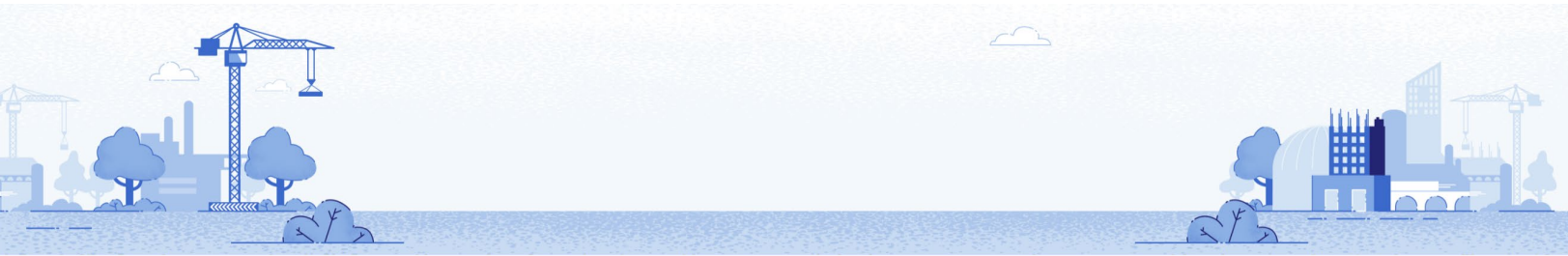


76-04-2023	Transport Planner	Customer Experience - Cement	Binley	10/04/2023
77-04-2023	Driver Supervisor	Supply Chain - Materials	Stourton	17/04/2023
78-04-2023	Class 1 Driver (Tipper)	Supply Chain - Materials	Gorton	17/04/2023
79-04-2023	Class 1 Driver (Tipper)	Supply Chain - Materials	Stourton	17/04/2023
80-04-2023	Customer Service Agent	Customer Experience - Concrete Products	Binley	11/04/2023
81-04-2023	Multi Skilled Operative	Materials - Aggregates	Northfleet Wharf	18/04/2023

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.



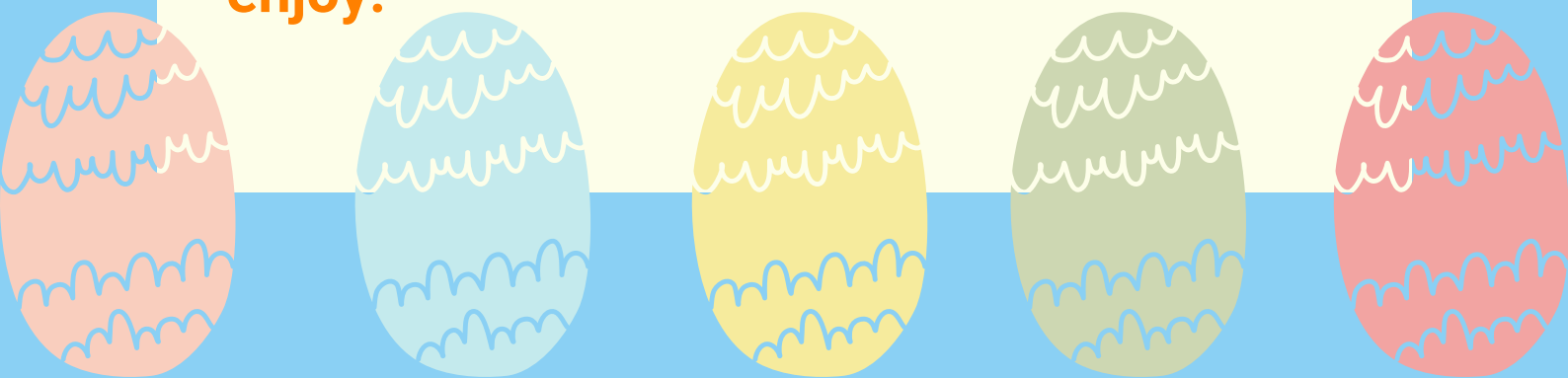


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- Change your voicemail to let callers know you are away
- Redirect SAP workflow to a nominated person
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- Prioritise work that needs to be completed before you go off and speak to your manager if you need help with this.

Annual leave is important - switch off and enjoy!



Active April 2023

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY



3

Listen to your body and be grateful for what it can do

4

Eat healthy and natural food today and drink lots of water

5

Turn a regular activity into a playful game today

6

Do a body-scan meditation and really notice how your body feels

7

Get natural light early in the day. Dim the lights in the evening

8

Give your body a boost by laughing or making someone laugh

9

Turn your housework or chores into a fun form of exercise

10

Have a day with less screen time and more movement

11

Set yourself an exercise goal or sign up to an activity challenge

12

Move as much as possible, even if you're stuck inside

13

Make sleep a priority and go to bed in good time

14

Relax your body & mind with yoga, tai chi or meditation

15

Get active by singing today (even if you think you can't sing!)

16

Go exploring around your local area and notice new things

17

Be active outside. Dig up weeds or plant some seeds

18

Try a new online exercise, activity or dance class

19

Spend less time sitting today. Get up and move more often

20

Focus on 'eating a rainbow' of multi-coloured vegetables today

21

Regularly pause to stretch and breathe during the day

22

Enjoy moving to your favourite music. Really go for it

23

Go out and do an errand for a loved one or neighbour

24

Get active in nature. Feed the birds or go wildlife-spotting

25

Have a 'no screens' night and take time to recharge yourself

26

Take an extra break in your day and walk outside for 15 minutes

27

Find a fun exercise to do while waiting for the kettle to boil

28

Meet a friend outside for a walk and a chat

29

Become an activist for a cause you really believe in

30

Make time to run, swim, dance, cycle or stretch today



ACTION FOR HAPPINESS

Happier · Kinder · Together