



Welcome to UK News 1st June 2023
your weekly update from around Cemex UK

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HEALTH & SAFETY

Men's Health Awareness



On the 13th-19th June the world celebrates Men's Health Week. This is an opportunity to bring awareness to health issues that affect men disproportionately and focuses on encouraging men to become aware of problems they may have or could develop and gain the courage to do something about it.

Throughout June we will be sharing some resources about Men's Health to increase awareness about topics affecting Men's Health.

We have organised two Mens Health Webinars, which both men and women are invited to attend:

- Wednesday 21st June at 3.00pm
- Tuesday 4th July at 10.30am

To book your place click [here](#). Places are expected to go quick so don't delay – click today!

This webinar helps to raise awareness around men's health, and offers helpful tips around various aspects of wellbeing, including:

- Prevalent cancers and screening services.
- Self-examination, signs, symptoms and early detection.
- Mental health, including andropause.
- Risks around diabetes, high blood pressure and heart disease.
- Maintaining a healthy weight and body shape.
- Plus, much more.

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

Great Interaction and Passion



Thanks to all those in the UK who attended our Wellbeing and Safety Day Pilots this week, taking the idea from conception to execution.

The previous Wellbeing and Safety Days were held annually, the last ones being six years ago. It was, therefore, felt that we needed to re-introduce them, but in a different format.

The shorter sessions were full of tears and much laughter from employees from all businesses, with colleagues happy to speak openly about Wellbeing and Safety.

The open discussions, the interaction and the passion for health and safety from the delegates was energising, and the increased focus on wellbeing very relevant and engaging.

Thanks also to Lex Russell and Andy Taylor for joining the sessions and taking note of all the comments throughout the day.

Commenting on the sessions Lex said: “Today’s session exceeded my expectations. The quality of the interaction was testament to how much our culture has evolved. Employees at all levels, from all businesses in Cemex UK were happy to speak openly about wellbeing, health and safety. Our vision to be safer and healthier through caring, made great progress today!”

There will be a further two pilots on the 18th July in the Midlands area before the programme is rolled out regionally. If you would like the opportunity to be part of the pilot and have your say into how the days are formatted, please check with your Line Manager before getting in touch with Julie Welch to put your name forward – julie.welch@cemex.com

Introducing Our 1-2-1 Wellbeing Barometer



As part of the ongoing work being done by our Cemex UK Wellbeing Strategy Group, our employee 1-2-1 Discussion templates have been updated. They now include a new wellbeing check and reflect our new Cemex values which have evolved to better reflect our identity, culture, and priorities.

Regular 1-2-1s play a vital role in our work, helping us all to feel valued and provide uninterrupted time to discuss development opportunities, aspirations, performance and our wellbeing with our Line Managers.

These revised 1-2-1 templates aim to encourage valuable discussions between Managers and their direct reports about concerns or issues they may be facing either at work or at home, so that we can look to provide any support where possible.



Reminder to all Managers:

When conducting 1-2-1 discussions with your direct reports, please use the latest 1-2-1 Discussion template. The latest versions are also available at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Finally, don't forget to update the Smartform system to record that the Employee 1-2-1 Discussion is completed [here](#).

Operations Managers Academy



The first Aggregates Operations Academy since 2018 took place recently at Ashorne Hill Management College. It was a great opportunity for our Managers to network with colleagues from across the UK.



During the two days, the group discussed: Health Safety and Wellbeing, Cemex Values, Future in Action, Financial Analysis, Human Resources, Operational Efficiency using Root Cause Analysis, The Role of the Quarry Manager, and Engagement. It was a “jam packed” agenda that included an exercise to complete as homework as well as some lively interaction.

Everyone left with a greater depth of knowledge and a few helpful tools to support them in fulfilling their roles more effectively. And just as importantly they had some fun and made a few new friends along the way.

Lex Russell, Managing Director Materials UK, commented: “It was fantastic to see our Aggregates Managers all together again at Ashorne Hill. We are very fortunate to have such a talented group managing our “precious rocks”. Thanks to Kevin Cage and his team for organising the sessions and to all the Managers for taking part in the open and varied discussions.”

EMEA Health Webinar - Nutrition & Physical Activity for a Healthy Life



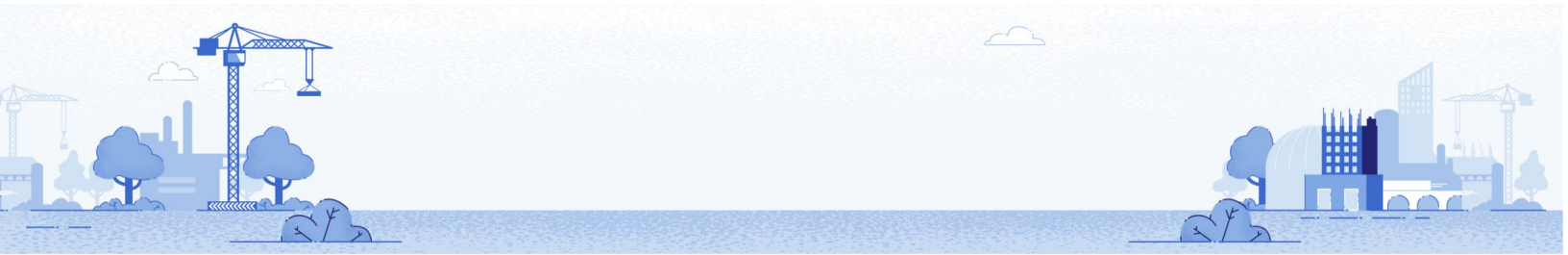
SAVE THE DATE!
**Nutrition & Physical
Activity for a Healthy Life**

DR. HOSAM ZANATY, MD
Medical & Occupational Health Manager - Egypt & UAE
Membership of Royal College of Physicians (MRCP)
NEBOSH Diploma
EgSC & ECDA Member
SESSION DATE IS ON
Wednesday 7th June at 9am UK time



The first of three EMEA Health webinars is taking place on **7th June at 9.00am UK time**. The focus will be on Nutrition & Physical Activity for a Healthy Life hosted by Dr Hosam Zanaty (Cemex Egypt & UAE).

You can join the webinar by clicking [here](#).



Safety Improvements at Salford



The team at Salford Asphalt plant have recently made improvements to reducing dust on their plant.

The pressure washer has been adapted with a spray bar and water cannon but can still be used as a standard washer. This can combat difficult days controlling all aspects of potential dust on site at any difficult to manage area.



CUSTOMER CENTRICITY

Our Values – Deep Dive: Focusing on Customers



At Cemex, we firmly believe that our success hinges on our ability to listen, understand, and meet the needs of our customers.

Listen to our customers, understand their challenges, and provide valuable and sustainable solutions

To truly serve our customers, we recognise the importance of listening attentively and understanding their unique challenges. We strive to be attentive listeners, seeking

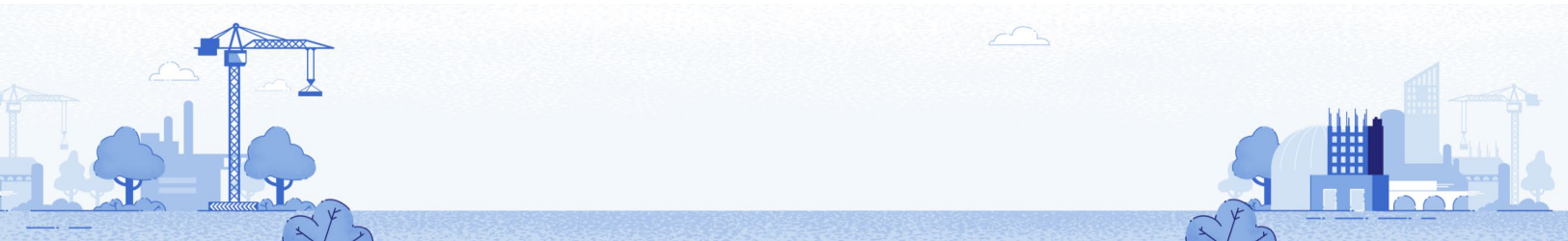
insights and feedback to gain a deep understanding of their requirements. By doing so, we can provide valuable and sustainable solutions that address their needs effectively. Our goal is not only to meet their expectations but to exceed them by delivering innovative solutions that drive their success.

Build close customer relationships that set us apart from our competitors

What sets us apart from our competitors is the emphasis we place on building strong and lasting relationships with our customers. We believe in going beyond transactional interactions and fostering partnerships built on trust, collaboration, and mutual respect. By investing in these relationships, we gain a deeper understanding of our customers' businesses, enabling us to anticipate their needs and provide tailored solutions. Our goal is to be seen as a trusted advisor and partner, someone they can rely on for expertise, support, and guidance.

Ensure doing business with Cemex is easy, seamless, and enjoyable for the customer

We understand that our customers have many options when it comes to choosing suppliers or service providers. That's why we strive to make doing business with us easy, seamless, and enjoyable. From the first point of contact to post-sales support, we are committed to providing a positive and hassle-free experience. We streamline processes, offer user-friendly tools and platforms, and provide knowledgeable and responsive customer support. Our aim is to remove any obstacles or complexities that may hinder our customers' experience, making every interaction with us a pleasure.



Fulfil our commitments and quickly solve any problems

We take pride in honouring our commitments to our customers. When we make a promise, we follow through. We understand that reliability and trustworthiness are key factors in building long-term relationships. Moreover, we recognize that challenges may arise along the way, and when they do, we approach them with a sense of urgency and responsiveness. We take ownership of any issues that may arise, working diligently to find swift and effective solutions. Our customers can count on us to be their dependable partner, no matter the circumstances.

Focusing on Customers is at the heart of everything we do. It drives our commitment to exceptional service, building strong relationships, ensuring a seamless experience, and fulfilling our promises. By embracing this core value, we can achieve our mission of delivering value and success to our customers. Let us continue to prioritize our customers, going above and beyond to exceed their expectations and solidify our position as their trusted partner.

Our values are essential to our culture. They help establish our priorities, govern our behaviour, and shape how we are perceived by our key stakeholders and the world in general. They are the principles that guide our decisions at Cemex. As part of the company's ongoing evolution, we're updating our core values to better reflect our identity, culture, and priorities. This update will guide us as we continue working to become an even more sustainable, innovative, and customer-oriented company. As we keep shaping a stronger Cemex, we must consistently behave with the utmost integrity, honouring the path Cemex has forged throughout its history.



FUTURE IN ACTION

Mayor Visits Cemex



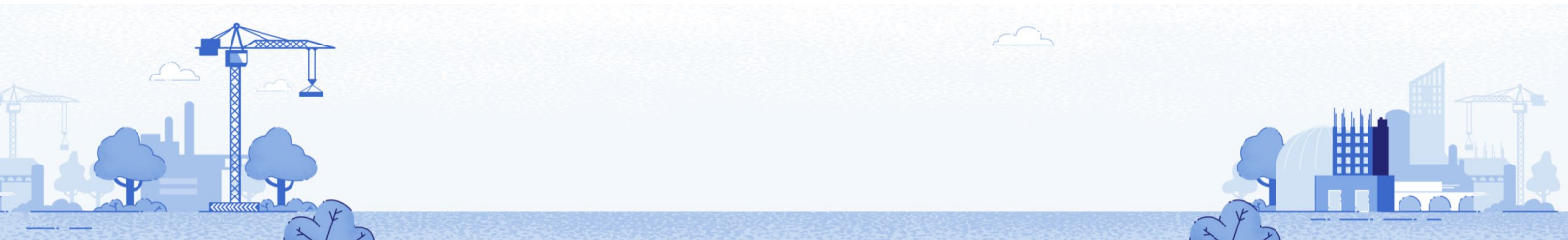
Last Friday we were delighted to welcome Andy Street, Mayor of the West Midlands, his team, and Councillor Ian Courts, Portfolio Lead for Environment & Energy at the West Midlands Combined Authority, to our Binley head office.

Andy Spencer and Martin Casey led a briefing to provide an overview of our business both globally and in the region, Cemex's Future in Action decarbonisation programme, and then the proposed changes that we hope to make at our Rugby Cement plant to help lead us on

the path to securing our 2030 and 2050 decarbonisation targets.

We were grateful to be able to brief Andy Street and Cllr Courts on our plans and were glad to have an open dialogue with them both.

For Cemex to achieve our goals and for the region to be able to successfully decarbonise, we need to engage with, and work in step with the authorities. We are glad to support them in any way we can, and we hope this initial meeting will be the start of a great working relationship between us.



How You Can Support the Foodbank



There are over 1,300 food bank centres in the UK, reacting to the needs of their community to provide help and support to local people in crisis.

The Foodbank relies on food donations, and this is where we can all help. You can donate non-perishable, in-date food at a range of places, such as schools, churches, and businesses, as well as supermarket collection points. It is then sorted into emergency food parcels by more than 28,000 volunteers, to be given to people in crisis.

The Coventry Foodbank is located only three minutes from Cemex House and is the biggest warehouse in the Feed the Hungry Network and is currently feeding 2,500 people per month (three days provision of food).

How can you help?

You can find your local Foodbank branch [here](#)

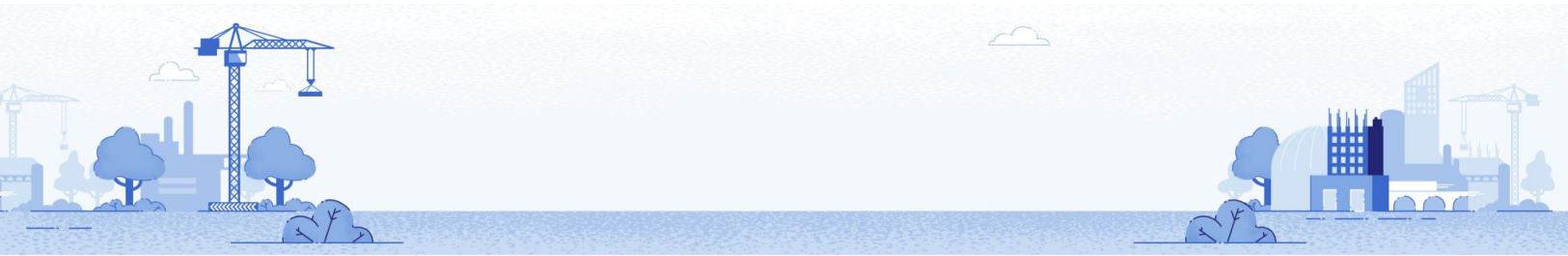
Over 90% of the food distributed by food banks in the Trussell Trust network is donated by the public – that's why your food donations are absolutely vital to our ability to give everyone referred to us a balanced and nutritious three day supply of food.

There are certain items that are needed more than others and are listed below – thanks in advance to anyone that can make a donation! If you scan the QR code in the poster at the end of this document and on the UK news download page: www.cemexuknews.co.uk/downloads you can save this list to your phone.

- Cereal
- Soup
- Pasta
- Rice
- Tinned tomatoes/ pasta sauce
- Lentils, beans and pulses
- Tinned meat
- Tinned vegetables
- Tea/coffee
- Tinned fruit
- Biscuits
- UHT milk
- Fruit juice
- Toiletries – deodorant, toilet paper, shower gel, shaving gel, shampoo, soap, toothbrushes, tooth paste, hand wipes
- Household items – laundry liquid detergent, laundry powder, washing up liquid
- Feminine products – sanitary towels and tampons
- Baby supplies – nappies, baby wipes and baby food

Other ways of supporting the Foodbank

- Organise a Lend a Hand at your local Foodbank – within two hours you can pack food parcels to feed more than 50 families.



- If you are based at Cemex House in Coventry you could hold your meetings at the Coventry Foodbank where they have training facilities available. The cost of each training session can contribute to feeding three families.

For more information on volunteering at the foodbank or their training facilities, get in touch with Chiedza Mupfumira, Social Impact Specialist chiedza.mupfumira@cemex.com.

Peregrine Falcon Chicks at Hints



It is fantastic to see the return of the Peregrine Falcon to our Hints quarry in Tamworth.

This year she has had four chicks and these photos were snapped by an electrical contractor on site!

The chicks are clearly not bother by their surroundings!



PROFITABILITY

Rail Network Improvement Programme



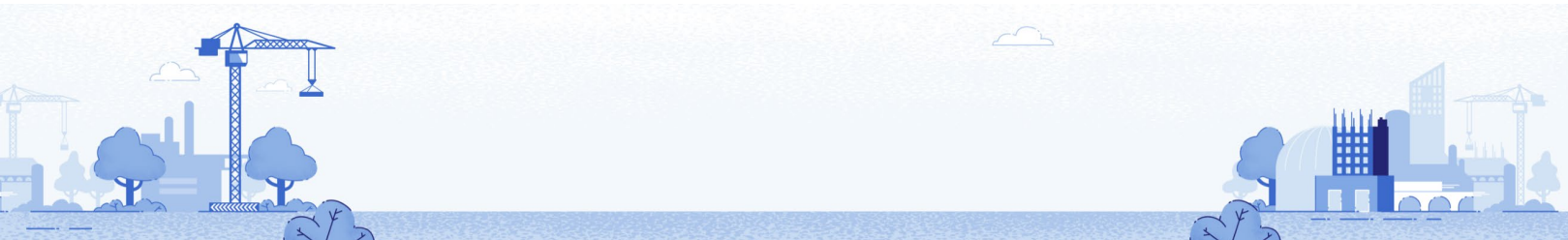
Cemex has made a considerable investment into its UK rail network, making improvements at several of its depots across the country. These developments support Cemex's efforts to increase the use of rail to move its materials, as part of its Future in Action sustainability strategy.

Work was carried out at Dove Holes, Selby and Bletchley depots, with a particular focus on improving health & safety and efficiency through track and walkway upgrades. This work was all completed

in partnership with MLP Railway Maintenance Ltd, Cemex's chosen provider for these developments.

At Selby in North Yorkshire, upgraded track means the site can take an increased number of wagons per train, and complete turnarounds more efficiently and safely. Meanwhile, at Dove Holes in Buxton, two reception lines were relayed. This was a significant project which required considerable planning and coordination with Network Rail, as the site runs adjacent to the main line.

Finally, the team collaborated with Network Rail again at Bletchley in Milton Keynes, to implement improved walkways, CCTV and a waterproof display screen for offloading. This allows ground staff to watch the process from outside of the discharge area, reducing noise and dust exposure.



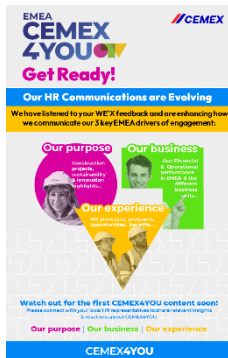
These three development activities were supported by smaller walkway improvements made at other Cemex rail depots, including Crawley and Stourton. The walkway improvements were completed in collaboration with Network Rail's Freight Safety Improvement Portfolio and helped to improve the walkways adjacent to Cemex's that Network Rail is responsible for. Cemex works to an established industry track and walking route standard to ensure a safe and reliable operation for its employees and contractors, while reducing the risk of derailments.

Mark Grimshaw-Smith, Rail and Sea Manager, commented: "It's important that we continue to invest in our rail heads across the UK. This not only ensures that the safety and wellbeing of those who work on our sites is enhanced on an ongoing basis, but it also provides further resilience in the operation, transporting more materials by train and thus taking more trucks off the road.

Close collaboration with Network Rail was vital during this project as we worked alongside the mainline, and we are grateful to them and our own local teams for their support. We also ensured minimal impact to customers thanks to a robust supply chain management process."

EMPLOYEES

Cemex4You



Our Regional EMEA HR Communications are evolving.

This week we are launching Cemex4You – our new style of HR communications for our three key EMEA drivers of engagement:

- Our Purpose – Construction projects, sustainability & innovation highlights
- Our Business – Our Financial and Operational performance in EMEA and the different business
- Our Experience – HR processes, programs, opportunities, benefits.....

Watch out for the first CEMEX4YOU content soon! A 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

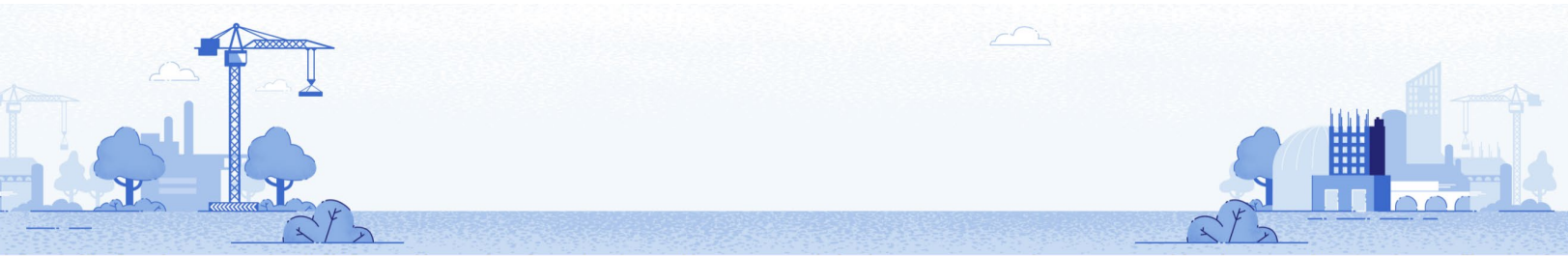
Global Awards Winners



Congratulations to all our UK and EMEA winners at the recent Cemex Global Awards.

With your ideas, we are creating a new generation of services and solutions available to our stakeholders and to all of us.

You can find a full list of all winners at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads



If you missed the Global Awards you can watch it back [here](#).

Booking Hotels Reminder



When booking hotels for business, please be reminded that as per the Cemex Travel & Expenses UK policy, you are required to submit a valid VAT receipt when completing your expenses. This is so Cemex can claim the VAT back.

The preferred option for booking hotels is through our CWT platform. If, however, a hotel is not available through CWT, you may use hotels.com or booking.com but we strongly advise that you pay on departure and ask for a valid VAT receipt at time of payment. Please avoid paying for your hotel online through sites as they do not provide a valid VAT receipt.

You can read the current T&E UK policy here: <https://spark.cemex.com/policies-and-controls/55999/travel-expenses-uk>

Long Service Awards



We would like to send huge congratulations and thank you to the following colleagues for reaching long service milestones between March and May 2023.

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

March

Malcolm Carr, Plant Manager - West Midlands, celebrated 25 years
Ann Ponting, Maintenance & Operations Planning Analyst - Bristol, celebrated 25 years

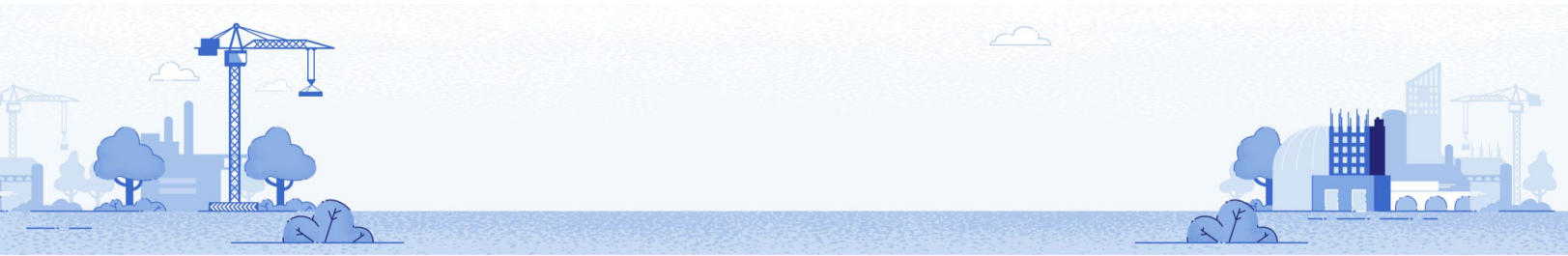
Marcus McMullen, Relief Plant Manager - Greater Manchester, celebrated 25 years
Jason Bournier, Sales Executive - Hampshire, celebrated 15 years

April

Robert Zsigo, Operations Manager - Hampshire, celebrated 25 years
Dean Marshall, Fitter - Derbyshire, celebrated 25 years
Matthew Fearn, Quarry Manager - Kent, celebrated 15 years
Gary Freeman, Cement Miller - Essex, celebrated 15 years
Leigh Tucker, Quality Coordinator - Essex, celebrated 15 years
Garry Floodgate, Multi Skilled Operative - Buckinghamshire, celebrated 15 years

May

Gordon Renshaw, Operations Manager - South Yorkshire, celebrated 25 years
Mark Gould, Assistant Quarry Manager - Derbyshire, celebrated 25 years
Paul Baldwin, Class 1 Driver (Tipper) - Lincolnshire, celebrated 25 years



Sean Hanna, Technical Supervisor – Kent, celebrated 15 years
Emma Howell, Commercial RMS Support – Berkshire, celebrated 15 years

June is Pride Month



Every year, during the month of June, the LGBTQ+ community celebrates Pride month. Pride is a movement that celebrates sexual diversity. For lesbian, gay, bisexual, transgender and queer (LGBTQ) people it is also a way of peacefully protesting discrimination and violence. It promotes their dignity, equal rights, self-affirmation and is a way of increasing society's awareness of the issues they face.

Across the globe, various events are held during this special month as a way of recognising the influence LGBTQ+ people have had around the world. Parades are a prominent feature of Pride month, and there are many street parties, community events, poetry readings, public speaking, street festivals and educational sessions all of which are covered by mainstream media and attracting millions of participants.

Cemex is an employer who promotes and protects the human rights of its people without discrimination. Our commitment is to build an inclusive work environment where everyone can be their best and authentic selves. We seek to build a safe workplace for all and do not discriminate on the basis of sexual orientation, gender identity or expression. Our commitment is to provide all our employees with equal opportunities to pursue and advance in their careers.

Further reading:

Find out more about Pride: <https://www.bbc.co.uk/newsround/52872693>

What is allyship and why is it important? <https://www.inclusiveemployers.co.uk/blog/quick-guide-to-allyship/>

LGBTQ+ glossary: <https://www.inclusiveemployers.co.uk/blog/lgbtq-glossary/>

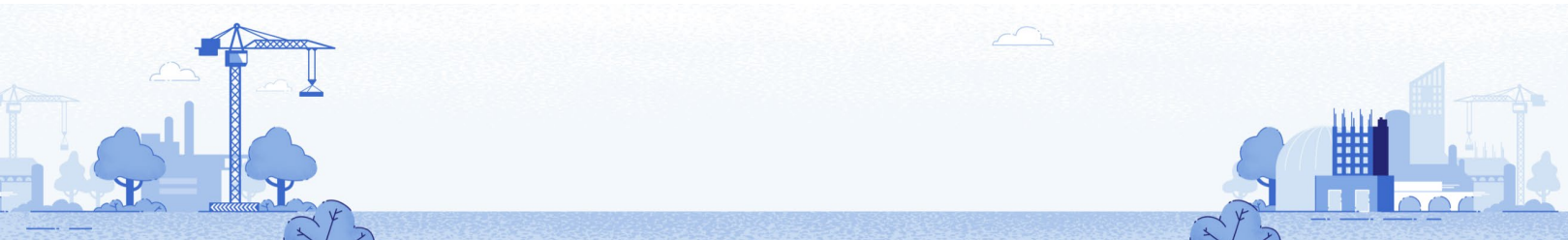
Pride in London: <https://prideinlondon.org/>

Mileage Rates Change



Travel Mileage rates have changes in June 2023. As such we have updated our Concur Training document for submitting your mileage expenses correctly. You can find this training guide plus FAQs document on the UK News download page [here](#).

In summary:



Mileage

- All mileage claims must have a VAT receipt that covers the journey they are claiming for. You cannot complete a no receipt declaration for these. If you have a cash allowance instead of a company car you need to claim reimbursement for mileage by using the company car mileage section to ensure you are correctly reimbursed. **Personal car mileage claims** are only for those individuals who have neither a company car nor cash allowance.

Car/Van drivers – personal mileage (*09. Travel: Mileage)

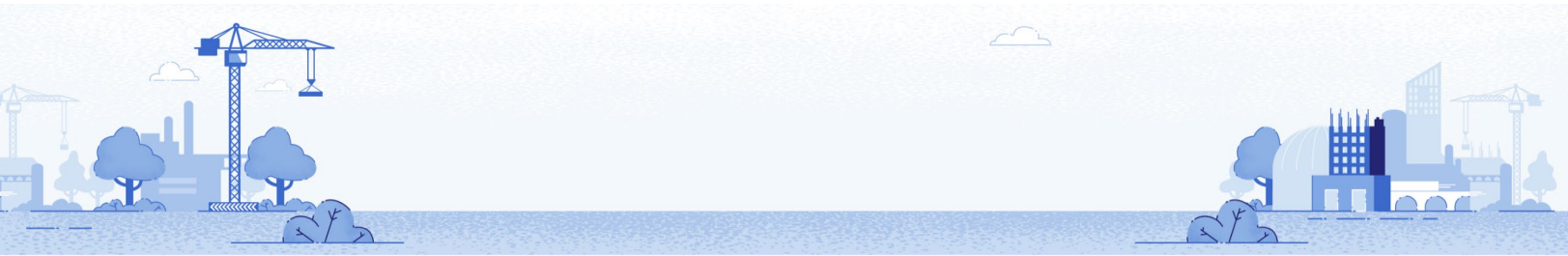
- Company car/ Car Allowance – If someone has a company car they should be claiming as company car mileage, not personal. Anyone identified as a car driver and claiming personal mileage is basically being overpaid, as people will get 45p per mile instead of the fuel advisory rate for the car.
- Van drivers – The full amount can be claimed if the employee has a fuel card but has lost it or does not have it on them for some reason. Also, where they may have a hire van or additional vans required by the business. If the employee does not have a fuel card and has a company van then the company mileage section should be used.

Travel Fuel Expense (*14. Travel: Fuel)

- **Company car or car allowance – No Fuel card** – Drivers should all be claiming fuel as a company car driver (*09. Travel: Mileage) and being reimbursed the fuel advisory ppm rates.
- **Lost Fuel card/no fuel card at time of purchase** – full value can be claimed on this category.
- **Fuel card is for different vehicle** – When you usually have a fuel card for your company vehicle but currently using a replacement vehicle.
- **Not a company driver** – Not identified as a company car or van driver but if it's a business journey then the employee should simply be claiming (*09. Travel: Mileage) as personal car mileage, 45p per mile.

Receipts

- Please ensure you obtain a VAT receipt for all fuel expenditure so that if you claim any mileage allowances the company can reclaim the VAT, which helps reduce unnecessary cost to the business. We cannot process the claim without these or need manager approval as this is extra cost for the Company.
- **Exceptions:** fully electric car – will not have usual fuel VAT receipts



Rates for personal car

<div>Save New Remove</div>					
Car Type	Effective Date	End Date	Rate 1 to 10000	Rate over 10000	Rate Per Passe...
Car	06/04/2011		0.45	0.25	0

Rates for company car

Fuel Type	Engine size	Rate From 1 Mar 2023	Rate From 1 Jun 2023
Petrol	1400cc or less	13p	13p
	1401cc to 2000cc	15p	15p
	Over 2000cc	23p	23p
Diesel	1600cc or less	13p	12p
	1601cc to 2000cc	15p	14p
	Over 2000cc	20p	18p
Fully Electric	Not Applicable	9p	9p

Hybrid cars are treated as either petrol or diesel for advisory fuel rates.

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.

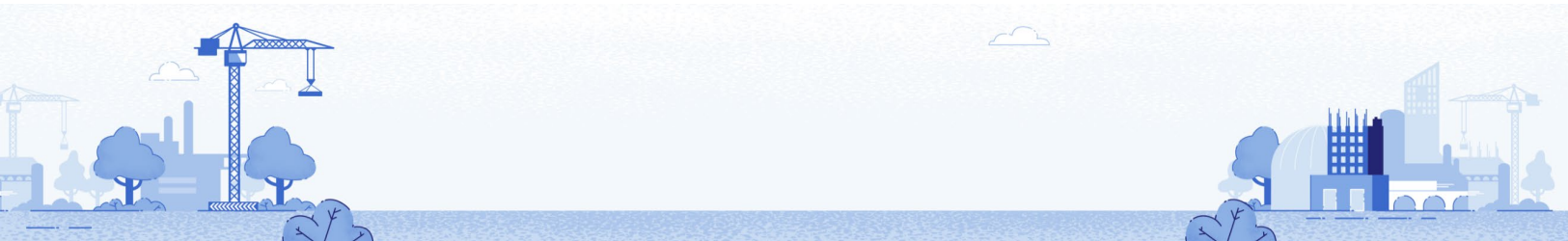
One of the challenges to switching off raised to the Group was the build-up of an employee's SAP Workflow when they are away. But did you know you can redirect your workflow to a nominated person, so they can manage it while you are off?

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 on the UK News download page: www.cemexuknews.co.uk/downloads



Final Materials Roadshow Announced



The date for the final Materials Roadshow has now been set for Tuesday 6th June at Stockton. All Cemex employees are welcome to attend.

There will be two sessions:

- Morning Roadshow: 10.30am – 12.00pm
- Afternoon Roadshow: 1.30pm – 3.00pm

People who want to book a place should contact Christine Crooks: christine.crooks@ext.cemex.com

Farewell Dave



The Technical Systems/Raw Materials team would like to wish Dave Collins, Technical Systems Manager, a very happy retirement.

Dave started work for the Company in November 1984 and worked as a Laboratory Technician before working his way up to Laboratory Manager and then finally the Technical Systems Manager.

Respected for his technical concrete knowledge, Dave is also well known for his extreme sense of humour. Those in earshot are never quite sure whether to laugh or blush, but we will definitely miss his one-liners around the office and we will pity his wife and Luton friends as they inevitably fall victim to his “jolly japes”.

We wish you all the best in your retirement Dave!

Dave is shown in the photo blaming his team for not being able to escape earlier!

Fighting for a Good Cause

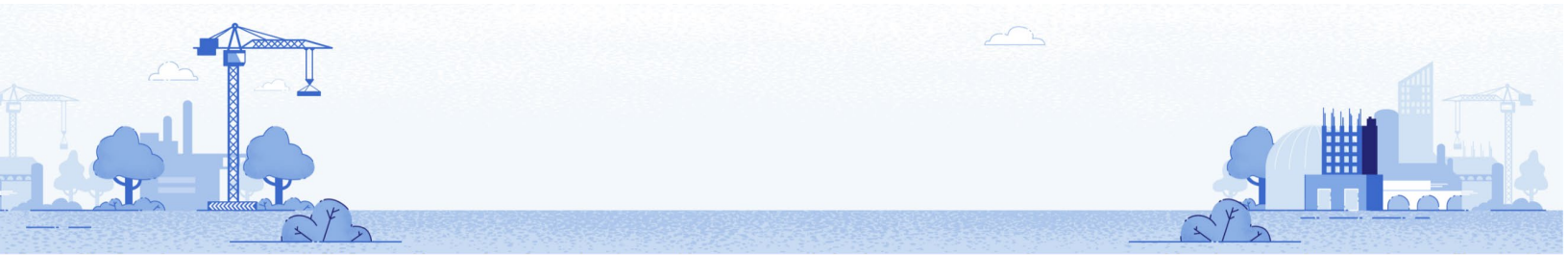


On 1st July Tyler Spencer, Laboratory Technician at Dove Holes, will be competing in White collar MMA/cage fight to raise money for Pulmonary Hypertension, a disease his mother passed away from nearly 15 years ago.

Pulmonary hypertension (PH) is a rare condition that causes high blood pressure in the blood vessels connecting the heart and lungs (the pulmonary arteries).

The [Pulmonary Hypertension Association](#) is a charity supporting patients, their family and carers and NHS professionals too, as well as raising awareness in the hope of one day, finding a cure.

Tyler’s event takes place at the Bowlers Exhibition Arena/Centre hosted by ULTRA events. You can support Tyler and the charity by donating via his GoFundMe link [here](#).



Your June Savings



Your Cemex Lifestyle platform has lots of great offers for you this June.

With the sunshine finally making an appearance, you may have the desire to create an outdoor space you look forward to using. B&Q offer a wide range of products to complete every DIY project, big or small. So, whether you're after a space to wine, dine and entertain in or want to splash out on some landscaping, you'll find

everything you need at B&Q. What's more? You'll save 5% via your platform.

If you're celebrating the father figure in your life on Sunday 18th June, don't forget to check your platform to help your money go further. For personalised gifts that are as unique as he is, choose Not on the High Street and save 10% with an eVoucher. How about an unforgettable day out from Virgin Experience Days or Buyagift with 20% off? Don't forget Argos, from gaming and gadgets to wellbeing and grooming – save 6% via your platform. Or perhaps a nice takeaway and some quality time is in order – save 8% on Just Eat, 4% on Deliveroo and 5% on Uber Eats.

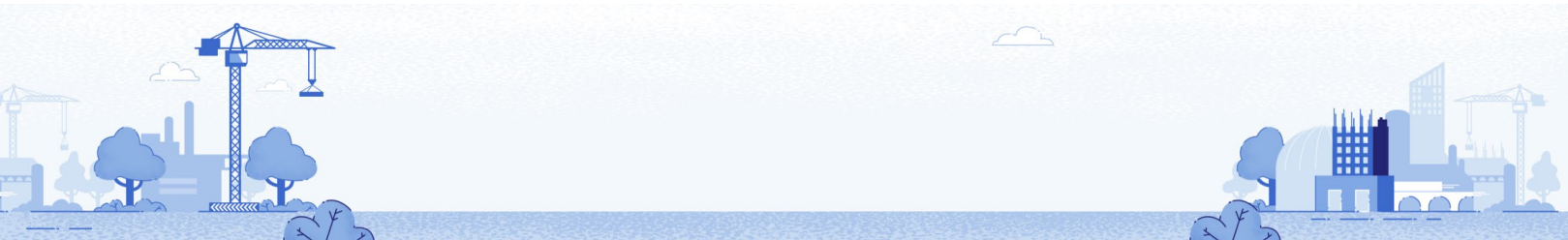
Visit your platform for hundreds more amazing deals [here](#).

Supermarket Sweep Competition – Chance to win £1,000!

Spend £50+ via your Employee Benefits Platform on any of the supermarket retailers for your chance to win BIG this summer! Each month throughout June, July and August, we'll be running a monthly prize draw to win 1 of 3 £100 eVouchers when you make an eligible purchase. Plus, if you make an eligible purchase consecutively in June, July and August, you will also be entered into our Grand Prize Draw to win 1 of 3 £1,000 eVouchers.

Internal Vacancies

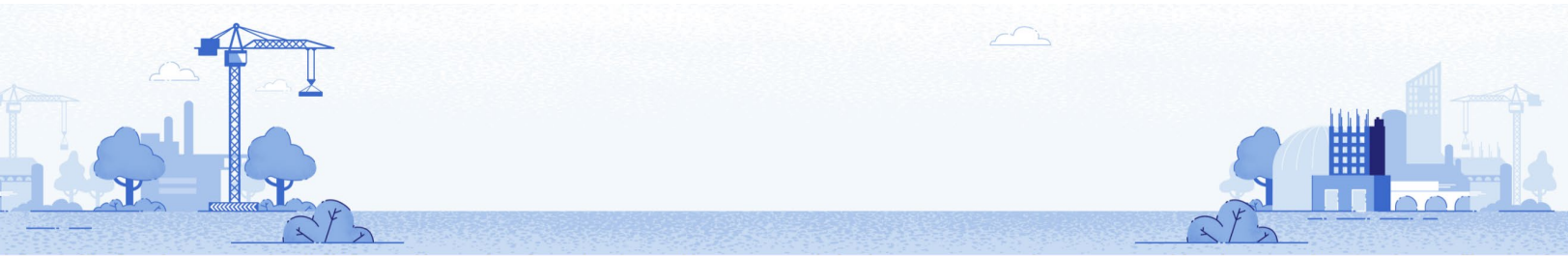
IVC Ref	Position	Company	Location	Closing date
118-05-2023	Sales Executive	Materials - Readymix	North East (Durham)	08/06/2023
119-05-2023	Minimix Wharf Transport Manager	Materials - Readymix	South West/Midlands	14/06/2023
120-05-2023	External Communications Support	Sustainability Communications	UK	14/06/2023



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.





Men's Health Webinar

Men's health, and particularly mental health, can often be easily overlooked. This webinar helps to raise awareness around men's health, and offers helpful tips around various aspects of wellbeing, including:

- Prevalent cancers and screening services.
- Self-examination, signs, symptoms and early detection.
- Mental health, including andropause.
- Risks around diabetes, high blood pressure and heart disease.
- Maintaining a healthy weight and body shape.
- Plus much more.

When

Wednesday 21st June 3pm and Tuesday 4th July 10.30am

Times

as above

Location

MSTeams

Booking

Book your place online:
<https://wellbeingbooking.co.uk/events/1TGJM>
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121 Discussion Template



Employee Name		Employee Job Title		Employee Number	
Line Manager Name		Line Manager Job Title		Department/Site	

It is important for employees to have regular discussions with their line manager. The questions set out below are designed to help to structure this discussion.

Section 1 – Performance Feedback

Open the discussion by reflecting on the performance of the employee since the last 121. The line manager should give specific feedback on this performance during this discussion and provide recognition for achievements.

Questions to help discussions	Comments and actions agreed
How do you feel you have performed over the last (3/6/12) months?	
Where do you feel you have performed well? What have been your successes at work?	
What didn't go so well and what would you have done differently?	
Did you have help and support when needed from your colleagues to achieve your tasks/objectives?	

To be successful in achieving our business objectives, the line manager and employee should discuss and agree the employee's key work activities for the next 6-12 months – referring to the job description, local site/plant KPIs and targets.

[illegible]

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Section 2 B – Adherence to CEMEX Values

CEMEX Value	Behaviours expected for value adherence	Comments
Ensure Safety	<ul style="list-style-type: none"> Ensures that nothing comes before the health and safety of our people, our contractors, and the community. Understands that health & safety is his/her responsibility. Follows health & safety policies and encourages others to follow them. Is accountable & promotes a supportive environment for safe acts and behaviours. 	
Focus on Customers	<ul style="list-style-type: none"> Builds close & valuable relationships with customers which set us apart from competitors. Acts with customers in mind, listens to understand their challenges to provide valuable and effective solutions. Ensures doing business with us is easy & enjoyable. 	
Acting with Integrity	<ul style="list-style-type: none"> Does the right thing in compliance with our values and Code of Ethics. Inspires and promotes integrity in the workplace, lives up to commitments, always caring for our people, communities, and natural resources. Reports misconduct in good faith. 	
Work as One CEMEX	<ul style="list-style-type: none"> Leverages knowledge & promotes collaboration. Share best practices across functions, roles, and geographies to improve the way we work at Cemex. Always act in the company's best interest. 	
Fostering Innovation	<ul style="list-style-type: none"> Stays curious, searching for new ways to disrupt and improve the future of our industry. Researches and adopts new trends, technologies, and business models. Pursues an entrepreneurial mindset by testing new solutions. Embraces risk, learns from failure, and iterates fast. 	
Embracing Diversity	<ul style="list-style-type: none"> Respects and values the differences among individuals. Creates and promotes an inclusive and safe environment where everyone feels supported, respected, and valued. Embraces diverse perspectives and experiences. Keeps an equity mindset to create equal treatment and opportunities. 	

Section 2C – Is the employee a supervisor? If YES, please also complete Appendix 1 – HSMS Key responsibilities. If NO, continue to section 3.

Section 3 – Addressing issues; concerns; problems & development.

For the employee to achieve their work activities what issues, concerns or problems could arise? What help and support is needed?

Questions to help discussions	Comments and actions agreed
What issues, concerns or problems do you anticipate, which could impact on the achievement of your objectives?	
What things affect your engagement at work?	
How can we work better together? How can I help and support you in your job?	
How can training or on the job experiences help you?	
What career ambitions do you have and what development needs might this create?	
Any Additional Employee Comments?	
Any Additional Manager Comments?	

Pressure-Performance Curve



Our wellbeing and how well we perform at work is dependent upon how much pressure we perceive ourselves to be under or place on ourselves.

The green 'Feel Good' zone.

Our pressure thresholds vary from person to person. When we feel we are under an optimum amount of pressure we feel motivated, feel good and perform at our very best.

The orange 'Switched Off' zone.

When we are not under enough pressure, we tend to get bored and become demotivated and disengage. Over time, this can affect our confidence and self-esteem and make us feel worthless and not valued. This is when we 'rust out' which is surprisingly equally detrimental to our mental health and wellbeing as burnout.

The red 'Stressed Out' zone.

When we feel we are under excessive pressure we start to feel stressed and over time this can lead to exhaustion and 'burnout'.

Being in the green zone as often as possible is best but evidence tells us it is fine to dip in and out of the red and orange zones too.

Where are you on the curve?

Questions to help discussions	Comments & Actions agreed
Where do you feel that you are today on the Pressure Performance Curve and why?	
What can we both do to support you to get back into the green zone?	

121 Discussion Template



Employee should ensure agreed actions are completed, with their line manager's support.

Where employee has asked for opportunities to progress, a follow-up meeting should be arranged.

Date of next discussion to take place on (date): _____

Employee's Signature: _____ Date: _____ Line Manager's Signature: _____ Date: _____

Copy of this form to go to the employee & line manager.

Update Smartform system to record that the Employee 121 Employee Discussion is completed – simply confirm the Employee's name and ID number.

https://forms.office.com/Pages/ResponsePage.aspx?id=AZDhbsTQ-EWvi_8A8W0H4b_943BrACNJt7vjB_SQ_LIUOEhOM1Q5WkcyUkIXQzZLM1QxSE1BMjBGNC4u

Appendix 1 - Health Safety Management System (HSMS).

The following information is intended to clarify the key responsibilities **for employees who supervise others** in relation to fulfilling the requirements of the Health Safety Management System (HSMS). The full scope of their responsibilities is included in the main HSMS document for reference.

During this discussion, line managers should review each of the tasks to ensure that supervisors are carrying these out back in the workplace.

Responsibility	Tasks	Is this a development need/gap?	Follow-up gap has been addressed
1. Leadership and Accountability	<ul style="list-style-type: none"> Begin meetings with Health & Safety and allow enough time for discussion. Recognise positive Health & Safety behaviour & practices. Lead by example at all times! 		
2. Risk Management	<ul style="list-style-type: none"> Keep risk assessments up to date, involving site teams in agreeing hazards, risks, and control measures. Make sure employees and contractors follow the control measures. Encourage a Stop & Think mentality, ensuring a personal pre-task hazard/risk assessment process is routinely followed. 		
3. Regulations and Policies	<ul style="list-style-type: none"> Keep updated about legal and regulatory matters that affect your operation. Conduct and document a detailed inspection at your location at least annually. 		
4. Driving Safety	<ul style="list-style-type: none"> Ensure compliance with the CEMEX Driving Essentials and other driving policies. Ensure only qualified individuals drive a vehicle and that they have been properly inducted. Ensure documented pre-start inspections are carried out for all vehicles. Implement a traffic management plan at every site that segregates pedestrians from vehicles. 		
5. Contractor Safety Management	<ul style="list-style-type: none"> Only use approved contractors and ensure they receive a thorough site-specific induction. Ensure all contractors receive a Permit / Work Authorisation, confirming any hazards and required controls. Ensure contractors' work is monitored, confirming tasks are completed correctly. 		
6. Occupational Health	<ul style="list-style-type: none"> Ensure control measures for workplace exposures are functioning properly at all times. Ensure sufficient first aid provisions are available and all work-related illnesses and injuries are reported. Conduct one on one interviews to ensure employees are fit for duty before returning to work. 		

Appendix 1 - Health Safety Management System (HSMS).....continued

Responsibility	Tasks	Is this a development need/gap?	Follow-up gap has been addressed
7. People, Training and Behaviours	<ul style="list-style-type: none"> Ensure all employees, contractors and visitors coming to site are inducted. Ensure all people in your team are specifically trained to carry out their job safely. Monitor employee and contractor behaviours and provide both positive and corrective feedback. 		
8. Communication and Consultation	<ul style="list-style-type: none"> Communicate health and safety rules and expectations to employees, contractors, and visitors. Promote the near miss / hazard alert system, monitor and follow-up on all reports. Share Safety Alerts and other communications about incidents with the people in your operation. Hold dedicated health and safety meetings on a regular basis eg H&S Committee meetings. 		
9. Document Control	<ul style="list-style-type: none"> Keep health and safety and legal records secured as per specific local requirements. 		
10. Standard Operating Procedures	<ul style="list-style-type: none"> Make sure SOPs are created by people with the skills, knowledge, and proficiency for the task. Ensure the SOPs in your operations are kept up to date, organised, and easily accessible. 		
11. Operational Control	<ul style="list-style-type: none"> Reduce risks by following the hierarchy of control (ERIC-P) Eliminate, Reduce, Isolate, Control, Protect (PPE). Ensure specific procedures are in place for high-risk work such as work at height, confined space work, etc. 		
12. Emergency Management	<ul style="list-style-type: none"> Be sure that employees, contractors, and visitors know their role during an emergency. Carry out periodic tests / drills of the Emergency Management Plan. 		
13. Incident Reporting, Investigation and Prevention	<ul style="list-style-type: none"> Report all health and safety incidents immediately. Conduct a root cause analysis for all incidents and implement specific actions to help prevent recurrence. 		
14. Audits, Inspections and Continuous Improvement	<ul style="list-style-type: none"> Carry out periodic formal inspections of your operation to identify hazards and appropriate corrective actions. Hold your employees accountable for required routine inspections of fixed and mobile equipment. 		

Conducting an Effective Performance and Development Discussion and IDP Meeting

Steering the right course: Performance & IDP discussion points

- An effective performance and development conversation should take place during the IDP Meeting and this should include a discussion about past behaviour & performance and what will be done differently in the future.
- The questions overleaf provide suggestions on the types of questions that could be used to achieve an appropriate balance in the IDP review meeting.
- These questions should be used by managers to help facilitate a good discussion but are equally useful to employees when preparing for the IDP meeting.

Questions to help the Performance & Development discussions.

Introduction - questions to commence the discussion
• Discuss how you feel you have performed in your role over the last 3/6/12 months?
• What have been your work success stories this year? And why?
• What didn't go so well and why? What would you do differently?
• What issues are hindering you from being able to perform effectively in your role?

Performance and Objectives
• What would you describe as your major strengths and why?
• In terms of your learning and development, what skills have you gained/developed this year?
• What impact has this had on your work and Cemex?
• What learning & development programmes and / or informal learning have you undertaken this year?
• What are you doing differently because of this learning and development; what have been the benefits to both you and the team from this development?

Development Areas
• Do you understand the feedback you have received?
• In which areas do you think you could improve and why; which is most important to focus on?
• What would you have done differently with hindsight; what needs to happen to avoid similar situations in the future (do differently, more or less of)?
• Which competency/skill areas are most challenging for you?
• What do you see your peers doing really well that you wish you could be doing; what is stopping you?
• What support do you need to enable you to perform better?
• How can I help you as your line manager?

Next Steps
• How are you going to help Cemex & your team achieve its business objectives for the next year?
• What will be the biggest challenges for you over the next year; how will you tackle these?
• What type of assignments would best help you develop/build on strengths over the next 12 months?
• How can we support you to balance your workload with time for your personal development?
• What will motivate you to achieve even greater performance?
• When we meet in 3/6 months or a year's time, what would you be proud to say you had achieved?

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Where are you on the curve?

• Where do you feel that you are today on the Pressure-Performance Curve and why?

• What can we both do to support you to get back into the green zone?



Individual Development Plan-Discussion Record

Employee Name: _____

Reviewing Manager Name: _____

Manager comments

Employee comments

Development Actions/Required (70% Live Experience (developmental tasks), 20% Coaching/Feedback (from line manager/role models) 10% Formal Training Programme(s) (skills or competency based)

Manager Signature: _____

Date: _____

Employee Signature: _____

Date: _____

Copy of this form to go to the employee & line manager.

Update Smartform system to record that the Employee 121 Employee Discussion is completed – simply confirm the Employee's name and ID number.

https://forms.office.com/Pages/ResponsePage.aspx?id=AZDhbsTQ-EWvi_8A8W0H4b_943BrACNjt7vjB_SQ_LIUOEhOM1Q5WkcyUklXQzZLM1QxSE1BMjBGNC4u

VIEW OUR SHOPPING LIST ON YOUR PHONE!



STEP 1:

Open the camera on
your mobile phone

STEP 2:

Point camera at the
above QR code

STEP 3:

Click the link that
appears

STEP 4:

View the shopping
list!



Get Ready!

Our HR Communications are Evolving

We have listened to your WE'X feedback and are enhancing how we communicate our 3 key EMEA drivers of engagement:

Our purpose



Construction projects, sustainability & innovation highlights...

Our business



Our Financial & Operational performance in EMEA & the different business units...

Our experience

HR processes, programs, opportunities, benefits...



Watch out for the first CEMEX4YOU content soon!

Please connect with your local HR representatives to share relevant insights & reactions about CEMEX4YOU.

Our purpose | **Our business** | **Our experience**

CEMEX4YOU

GLOBAL AWARDS 2022

WINNERS

Health & Safety		
Category	Award	
2022 Fit4Life Contribution Awards	The 8 glasses of water challenge	Switzerland
	Friday fun hour, entertainment day & Work stress awareness sessions	UAE
	Get stress under control and prevent depression campaign	Poland
	Regeneration Exercises for Drivers	Poland
	Know your numbers	UAE
	Sleep well campaign	Philippines
	Food 4 life	Philippines
	Multisport card	Czech Republic
	WalkBike 2022	Czech Republic
2022 Health & Safety Sector Awards	Cement Sector - Best Performance	Czech Republic
	Concrete Sector - Best Performance	UAE
	Concrete Sector - Most Improved	Israel
	Aggregates Sector - Best Performance	Czech Republic
	Urbanization Solutions - Best Performance	Egypt
	Urbanization Solutions - Most Improved	Europe
	Road Transportation - Best Performance	UK
2022 Contractor Management Award	Loto training by simulator	Israel
	Look After Me	Philippines
	Drivers Risk Assessment and Monitoring	Philippines
	NFC System for Recording T5T Interactions	Poland
	Working at Heights Simulation Facility	Central Projects Poland
2022 Zero4Life Awards	Urbanization Solutions EMEA	EMEA
	CEMEX Egypt	EMEA
	Czech Republic Aggregates	EMEA
	Czech Republic Cement Operations	EMEA
	Poland Aggregates	EMEA
	Poland Supply Chain	EMEA
	Croatia Supply Chain	EMEA
	Croatia Materials	EMEA
	Israel Supply Chain	EMEA
	Israel Concrete Products	EMEA
	Spain & France South Supply Chain	EMEA
	CEMEX UK	EMEA

Customer Centricity		
Category	Award	
Dathathletes	Ewelina Kosiorowska - EMEA	EMEA
Digital Marketing	Customer Based - Cemex Go Rewards	Philippines
Vertua	Lower Carbon Sales Growth - Cement	Germany
	Lower Carbon Sales	Croatia
Cemex Go	Cemex Go Revenue Growth - Distributors & Industrials - Small Markets Materials	Poland
	Cemex Go Revenue - Distributors & Industrials - Small Markets Industrials	Egypt
Best Initiatives Implemented	Transactional Experience - Digital Queuing System	Philippines
Sustainability		
Category	Award	
Future in Action	Vertua Sales Excellence Global Award - Cement Improvement	Germany
	Vertua Sales Excellence Global Award - Ready mix performance	Croatia
Sustainable Construction Projects Award	NEINOR-85 Residential Apartments, Spain	Spain
Decarbonizing our Operations	Kg CO2/cementitious product - Best Performer	Rudniki - Poland
	Kg CO2/cementitious product - Most Improved	Solid - Philippines
	Clinker Factor - Best Performer	Eisenhüttenstadt - Germany
	Clinker Factor - Most Improved vs 2021	APO - Philippines
	Alternative Fuels Rate - Best Performer	Chelm - Poland
	Alternative Fuels Rate - Most Improved	Rugby - United Kingdom
	Transport Emissions - Electric Mobility	Ready Mix Germany / Materials Central Europe (Electric Mixer and Electric Wheel loaders)
		Hybrid Passenger vehicles
		France Aggregates
Circular Economy	Team Materials France - for developing a CDEW opportunity map with +60 projects The France Materials team is led by Michel Andre	France
Water & Biodiversity	EMEA - UK - Ecological Impact Assessment Responsible: Sean Cassidy Miranda Clegg	UK
	EMEA - Spain - Environmental Education Campaigns in Schools (Mallorca) Responsible: Ignacio Miranda Larrucea Teresa Busque Marcos	Spain
Innovation & Partnerships	3D Concrete Printing	EMEA
	WtEnergy	EMEA
	Carbon Upcycling at Rugby	EMEA
Change Management	Philippines - Behaviors that Save Our Planet	Philippines
	3E	Europe
Innovation		
Category	Award	
Innovation Executive Review 2022	Bio-Sourced Admixtures	EMEA
	Next Generation Alternative Fuels	EMEA
Leaplab	AEInnova	Castillejo
	ception	Israel
	Richard Kershaw - CLOUD CYCLE	UK
	Juan Carlos Martinez - QSEE	Switzerland