

CEMEX UK NEWS



Welcome to UK News 8th June 2023
your weekly update from around Cemex UK

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social media channels



HEALTH & SAFETY

Celebrating 2 years ZERO LTIs



Congratulations to the team at Tilbury Grinding Plant UK who have achieved Zero LTIs for 2 years. As a result, UK Cement Operations also reached 2 years LTI free.

Well done to everyone for reaching these impressive milestones and thanks for everyone for continuing to look after each other.

LTI and TRI milestones demonstrate that ZERO is possible, even with challenging environments and working processes. With the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.

Latest Safety Alert Video

SAFETY ALERTS

- Post-incident testing, and
- With cause testing

The [latest Video Safety Alert](#) is intended as a reminder of our **Drugs and Alcohol Abuse Policy**, including the limits and when testing may be carried out:

For employees:

- Random testing of new employees within their first 6 months

Contractors, including Hauliers and Independent Haulage Contractors, are expected to have an alcohol and drugs abuse policy equal to, or more stringent than the Cemex policy, and to cooperate with reasonable Cemex testing requests, including random testing.

The Alert includes details of an incident where an employee LGV driver failed to take any action and struck the rear of a tipper vehicle he was following, as it slowed to enter a layby; the driver later tested positive for cannabis.

Please share the Alert with your teams, reminding them of the Policy, and keep in mind when testing may need to be instigated.

You can watch the Safety Alert Video [here](#).

Before starting any new task always STOP, THINK...& CHECK it is safe, and always STEP IN if you see anything unsafe.

Men's Health Awareness – Prostate Cancer



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 to increase awareness about topics affecting Men's Health. This week we are focussing on **Prostate cancer**.

It is the most common cancer in men, but most men with early prostate cancer don't have symptoms. Prostate cancer is not always life-threatening, but when it is, the earlier you catch it the more likely it is to be cured.

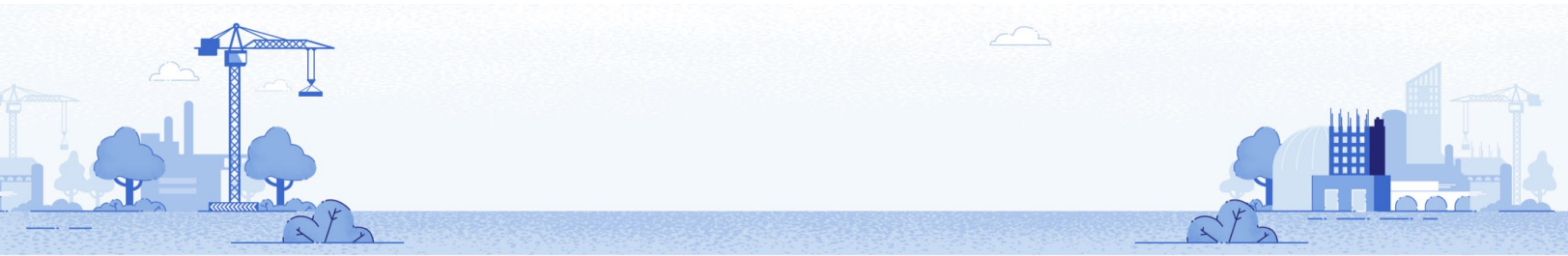
The causes of prostate cancer are largely unknown but certain things can increase your risk of developing the condition. The chances of developing prostate cancer increase as you get older, most cases develop in men aged 50 or older. For reasons not yet understood, prostate cancer is more common in black men and less common in Asian men. Men whose father or brother were affected by prostate cancer are at slightly increased risk themselves. Recent research also suggests that obesity increases the risk of prostate cancer.

The Prostate Cancer UK charity has a tool, to check your risk in 30 seconds – why not give it a try! Click [here](#) to check your risk.

Men with early prostate cancer will often have no symptoms because of the way the cancer grows. You'll usually only get early symptoms if the cancer grows near the tube you urinate through (the urethra) and presses against it, changing the way you wee. But because prostate cancer usually starts to grow in a different part (usually the outer part) of the prostate, early prostate cancer doesn't often press on the urethra and cause symptoms.

If you do notice changes in the way you urinate, this is more likely to be a sign of a very common non-cancerous problem called an enlarged prostate, or another health problem. But it's still a good idea to get it checked out. Possible symptoms include:

- difficulty starting to urinate or emptying your bladder
- a weak flow when you urinate
- a feeling that your bladder hasn't emptied properly



- dribbling urine after you finish urinating
- needing to urinate more often than usual, especially at night
- a sudden need to urinate – you may sometimes leak urine before you get to the toilet.

We have shared some resources about Prostate Cancer in our Men's Health - UK News Download Page [here](#).

- [Men's Health Noticeboard Poster](#)
- [Prostate Cancer Booklet](#)
- [Know Your Prostate Booklet](#)
- [Men's Health Poster](#)

You can find the Men's Health Resources Poster (with a QR to access the resources) at the end of this document. **Please print and display on all workplace notice boards.**

You can also find out more about Prostate Cancer [here](#) on the NHS website.

MPA Launches 'Safer by Sharing'



The MPA has launched a digital version of 'Sharing Good Practice 2022/23' which summarises the entries from MPA's 2022 Health and Safety Awards:

You can read it here: <https://lnkd.in/eT-HA3h5>

The guide provides a brief summary of the best entries, outlining the issue, what was done, the benefits and how it might be applied in other companies or industry sectors.

The purpose of the guide is to help us learn from each other and to provide a resource that will help individuals to be pro-active in promoting or implementing change in their own organisation.

It also highlights those companies that have made outstanding achievements in health safety and wellbeing within their own

organisation and the mineral products industry.

- 'The Fatal 6' Award – Cemex UK
- The Eurobitume Award – Cemex UK
- Sir Frank Davies Trophy – EPC-UK
- John Crabbe Trophy – FM Conway Ltd
- Special Award – Forterra PLC



Latest Driver Safety Matters Newsletter



The latest Supply Chain UK Haulier newsletter is now available to read.

This edition covers a recent incident, the importance of wearing safety boots correctly and raising awareness of the up and coming Zero 4 Life training.

You can download and read it [here](#)

Action for Happiness



It's the little things that make life big. Even on difficult days we can help create small moments of everyday joy. The Action For Happiness Joyful June calendar is full of great ways to build positive emotions. Share it with others to give them a boost too.

Why not download this month's Action for Happiness calendar to remind you to appreciate the little things in life and find out how they help with your positivity and wellbeing! Each day they give you a little task to try

and complete. It could be anything from 'Do something meaningful for someone' to 'Share an inspirational quote'.

It's a fun way to keep us busy daily and to give our brains a break.

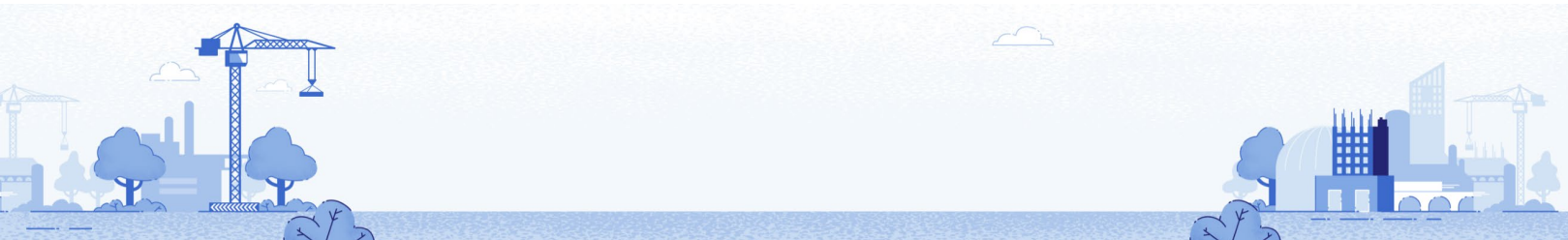
You can watch the Joyful June video [here](#) where Action For Happiness's Vanessa King gives advice on how to make life happier and more fulfilling.

You can also find this Joyful June calendar at the end of this document and in the download section of [the UK News website here](#).



CUSTOMER CENTRICITY

New Readymix plant ready to go!





Last week, Cemex UK's latest Readymix plant was handed over to the Operations team for future supply into specific Midland's locations. The plant, known as Alrewas Readymix Plant, is part of our ongoing investment in the UK Readymix business.

The plant build included various best practices in traffic management and pedestrian controls, full cold weather protection, admixture storage and filling systems, silo powder safety systems, condition monitoring and installing welfare units that exceed our current best practice levels. The plant also includes a fully functioning laboratory unit for our technical department.

A big thanks to Alan Caird, Al Reaney, Nigel Marston, Marcus Hollingsworth and Andrew Higson for their hard work involved in the build and installation of this new plant.

Alan Caird, Regional Engineering and Maintenance Manager said: "Thanks to all the team for their input and advice throughout the project ensuring as smooth a transition to local operations as possible."

Lex Russell, Managing Director of UK Materials commented: "Excellent job from engineering team, a fantastic asset for our business."

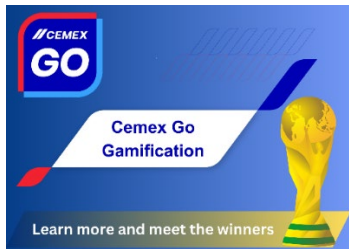
No job is too small!



Well done to the team at Berkswell Quarry who recently went above and beyond for a customer who required 2 tonnes of sand. The customer was so happy with the excellent service he received he wasted no time in emailing Matt Doran, Midlands Aggregate Sales Executive, to let him know:

"I would like to say a big thank you to Cemex for supplying such a small order alongside HS2! The admin guys, yourself and especially Andy and Chloe at the quarry, bent over backwards to help. I have been in the construction business for over 50 years and recognise professionalism when I see it. Perhaps there is some hope for our industry, it's a pity you don't do plumbing!"

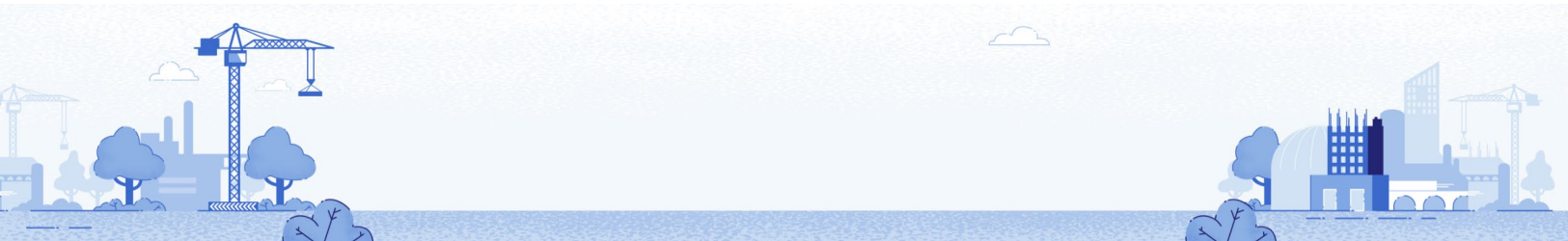
Cemex Go Gamification?



Do you have a commercial role? The Cemex GO Gamification programme is in full swing!

At Cemex, we recognise that the employee experience directly impacts customer satisfaction and plays a crucial role in a company's overall success. Employees who are content and engaged are more likely to deliver excellent customer service, fostering increased customer loyalty and satisfaction.

With this in mind, the "Cemex Go Gamification" initiative was launched in January 2023. The UK had a fantastic start in the European league and we now deep dive into quarter 2 performances. It's time for you to choose your markets club name and 'strike' for that promotion title!



Find out more and meet the winners of the first quarter! Click [here](#).



FUTURE IN ACTION

R&D trials for recycled aggregates



**CIRCULAR
ECONOMY**

Cemex has been trialling the use of existing pre-cast material in its concrete products, including solutions made of up to 100 per cent recycled aggregates.

These trials are the latest example of building materials supplier Cemex's creative and dynamic efforts to reach its 2050 goal of operating as a net zero company globally, in line with its Future in Action strategy.

The trials, conducted in partnership with UK based Manufacturing Technology Centre (MTC) and First Graphene at Cemex's National Technical Centre in the West Midlands have utilised various unique production processes which optimise the incorporation of recycled materials.

Following the success of initial testing, MTC and Cemex will now look to expand further into larger scale trials.

Cemex understands that contributing to a circular economy is vital if net zero is to be achieved, which is why it has made circularity one of the key pillars of its climate action strategy.

Mike Higgins, National Technical Manager for UK Research & Development, commented: "Reusing recycled products in our materials where possible not only reduces waste, it helps to replenish our aggregates reserves and protects our business into the long-term.

"At our UK R&D facility we are focused on pursuing innovation to increase the sustainability of our operations and are always keen to work with partners such as MTC and First Graphene. We believe there is a significant opportunity to incorporate recycled materials into our products and provide our customers with a solution for reducing the carbon footprint of their projects."

Full press release [here](#)



Quarry Garden Competition

ATTENTION all Quarry Managers!



Are you working on an active quarry? Would you like to create a wellbeing space outside your site office for you and the rest of the quarry staff to enjoy? A space that can also help fight the decline of biodiversity. We are offering nectar rich plants along with a water butt for you to do just this on your quarry!

The Cemex/RSPB partnership have identified £200 worth of peat-free, nectar rich planting which every quarry site can apply for by 31st July 2023. Along with the planting we will supply a 250-litre water butt to help you reduce water use and keep your new wellbeing garden looking healthy. We will organise delivery of plants and water butt to your site to get you started.

In return we ask that you **build planters using recycled materials** from your site using a little Cemex knowhow! For example, old tyres or crates can be made into planters.

Soils can be taken from the surrounding area. Please use peat-free compost (such as Silva, New Horizon General Purpose) if you are using additional compost.

The Competition

Make sure you take photos of your planters as we will be running a competition, judged in Spring 2024, for the Best Use of Recycled Materials and Best Overall Garden. Prizes include a picnic bench, garden tools and bird feeders.

We would love to see photos of you receiving the plants and water butts, building the planters, planting them up and then sitting back and reaping the benefits of all of your hard work! Send your photos to the Communications team at gb-communicationsandpublicaffairs@cemex.com

Prizes:

Best use of recycled materials

Prize: Gardening tools or bird feeders

Best Overall Garden

Prize: Picnic Bench

How to Enter:

Send an email to gb-communicationsandpublicaffairs@cemex.com with all of the following information:

Your Name:

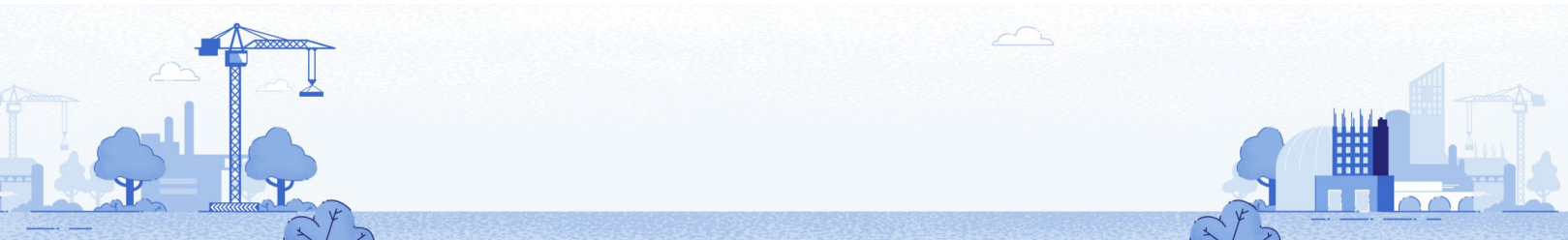
Quarry Name:

Quarry material (Sand and Gravel/Chalk/Limestone):

Delivery location address:

Days of the week you can receive deliveries:

Contact name for deliveries:



DEADLINE: 31st July 2023

If you have any questions about this competition do please get in contact via gb-communicationsandpublicaffairs@cemex.com

Earthly Matters Blog



The May 2023 edition of Earthly Matters, the blog dedicated to the partnership between Cemex and the RSPB, is now available to read online. You can read it [here](#).

In this month's edition:

- RSPB Update
- Quarry Garden Competition launch
- Nature Positive filming day
- Watch, Read, Listen

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

Cleaning up Wembley!

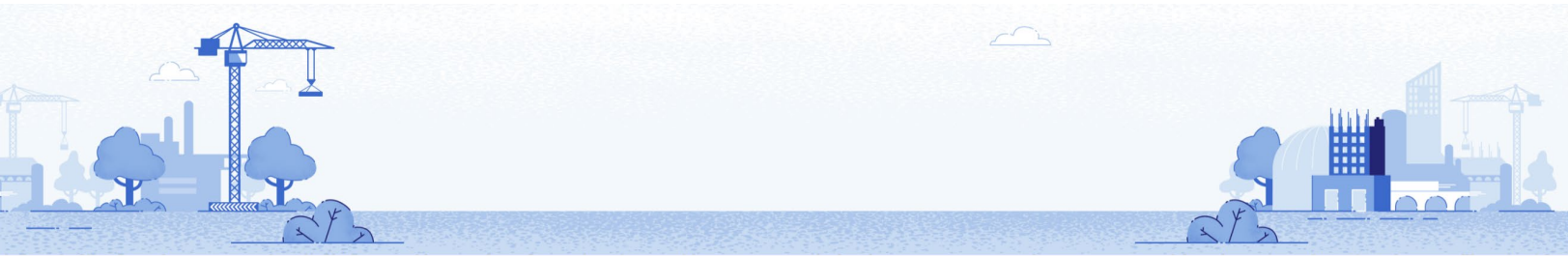


Cemex was contacted by the Brent Council Neighbourhood Watch Management team and asked if we would like to assist in a planned approach to clean up rubbish and shrubbery from around Wembley stadium. The idea was to improve the area ahead of the upcoming FA CUP and play off finals.

It was a big team effort on the day from the Wembley Plant, including Jamie Izzo, Nigel Bateman, Fred Barry, Alex Sasran, Daniel Hurly, Dave Hughes, Gerard Crowther, Bobby Georgescu. Accompanying them was Thor Atkinson Contactors, including Thor Atkinson himself and 2 of his employees who supplied and operated the machinery for the tree cutting and shredding. Andy Pliszka from Fabweld Engineering put up the new fence in front of the plant.

After the work was completed, it was a marked difference and a benchmark for what can be achieved in and around the national stadium.

Well done to the whole team who worked hard on the day.



Be Alert to Risk of Cyber Attack



Colleagues will be well aware that the risk from cyber enabled crime remains the number one security related risk to Cemex business across the globe. In fact, cyber related crime is probably the most significant risk to the vast majority of businesses, regardless of size or global span.

In recent weeks multiple competitor companies have reported cyber attacks which have severely disrupted their operations.

It is more vital now than ever before, for each of us to practice safe and secure use of our IT and email accounts.

Staff are reminded:

- Never click on a link contained within an email if you are not 100% sure of the origin.
- If in doubt, check the email veracity with the sender first, preferably by telephone (never by direct reply to the email in question).
- Never enter your log-on credentials from an email link.
- Do not browse or download files from websites or links you do not trust.
- Always assume Cemex will not forward emails requiring your log on credentials.
- Practice safe password management.

In case you detect a suspicious behaviour or Malware in your computer, IMMEDIATELY turn off the network connection (WiFi and cable) and call the Help Desk to inform the Information Security team or, using another device, send an email to: incident.management@cemex.com and ism@cemex.com

Colleagues are encouraged to view an informative, bespoke video, recorded in partnership with the West Midlands Region Organised Crime Unit, accessible [here](#).

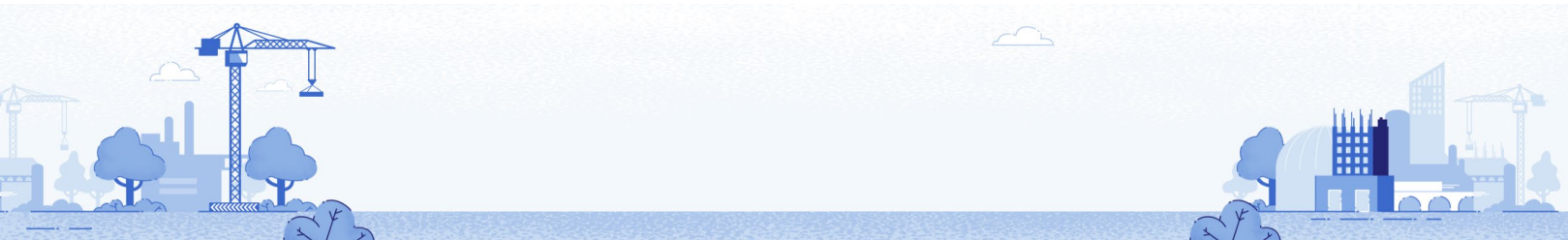
Vaughan Gething visits Cardiff Wharf



We were delighted this week to welcome Vaughan Gething, Member of the Senedd for Cardiff South and Penarth and Welsh Government Minister for the Economy to visit our Cardiff Aggregates wharf.

Whilst on the visit, we were able to show Vaughan the site, and discuss how it operates, along with discussing the opportunities for industry in Wales, the projects that we are supplying from Cardiff, the important role that the minerals industry has to play in Wales and the UK, our commitment to biodiversity, and Cemex's path towards Net Zero and

decarbonisation.



We look forward to supporting the Welsh government on their plans for industry, manufacturing, and net zero, and to working with Vaughan and his team going forward.

Thanks very much to Russ, Andy, and Gareth for their support.

Digital Payslips for All



As part of the **HR Evolution | Working Smarter** initiative we continue to work on delivering a better workforce experience, and we are very pleased to announce that payslips are now accessible on-line for all employees. This means that we will start to phase out postal payslips.

In January, we launched the EY Interactive Portal for employees who have a Cemex email address to access their payslips. To use the EY portal, these employees needed to register for the portal via the welcome email which was sent from EY, our payroll provider. Once registered, payslips can also be accessed via spark!

Now, payslips are also accessible online for employees **who do not have a Cemex email address or still receive a postal payslip**. To register, scan the

QR code in the poster in the download section of the UK News website [here](#) which will take you to a form to complete. If you do not have access to a Cemex email address, you can register for online payslips using your personal email address.

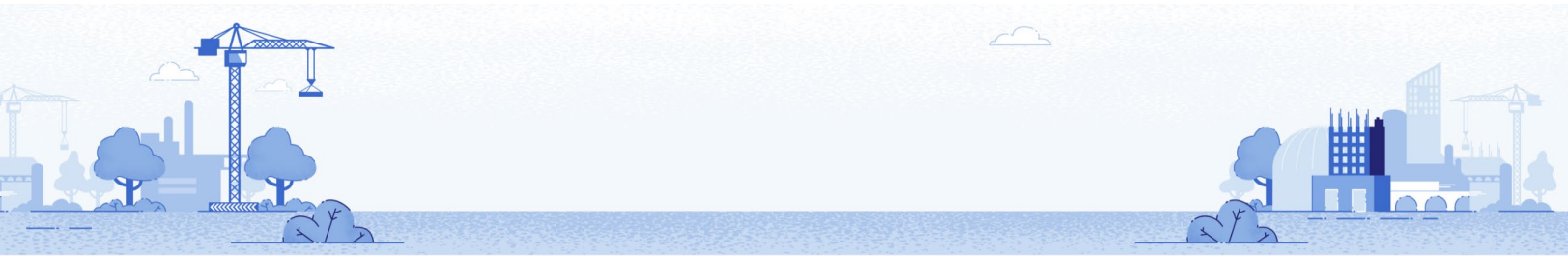
We would like to encourage anyone who is still receiving a paper payslip to register with the EY portal as soon as they can. If you have any questions or concerns about this, please speak to your HR Business Partner.

Help and Guidance

If you have any technical difficulties accessing your payslip or registering with the EY interactive portal, please contact the helpdesk HRServicesUK@Cemex.com.

If you have any queries relating to your pay, please contact payroll.UK@Cemex.com.

Note to Managers: please ensure that you bring these guidelines to all our employees' attention and that the communication/poster at the end of this document and on the UK News download page are shared on site/plant notice boards where appropriate so that those who aren't online also have access to this message.



Innovation Day recording



More than 400 people joined our EMEA Innovation Day webinar last week.

If you missed it you can find attached the slides presented during the session on the UK News Downloads page [here](#), and you can watch the recording [here](#).

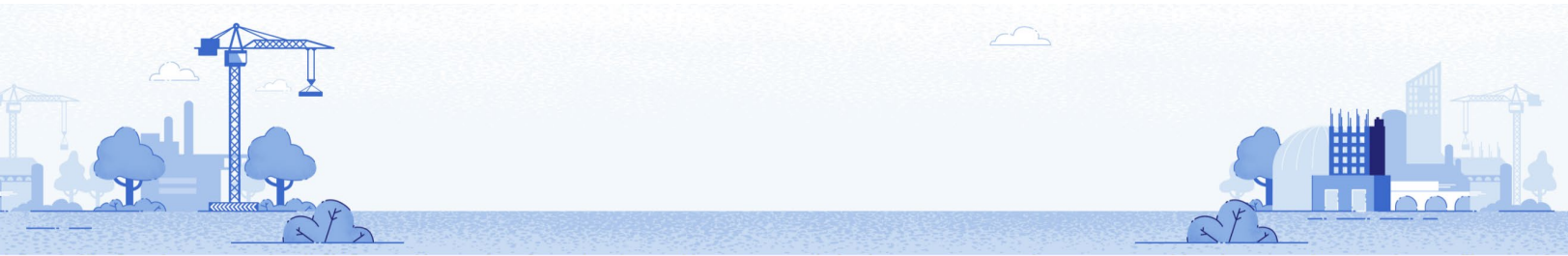
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
121-06-2023	Sales Executive X2	Materials- Readymix	London	13/06/2023

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.



Wellbeing | Men's Health



We have shared some resources about Men's Health in our Wellbeing: Men's Health UK News Download Page. Scan the QR code to access:

- Prostate Cancer Booklet
- Know Your Prostate Booklet
- Men's Health Poster



Joyful June 2023

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY



1 Decide to look for what's good every day this month

2 Say positive things in your conversations with others

3 Re-frame a worry and try to find a helpful way to think about it

4 Take a photo of something that brings you joy and share it

5 Think of 3 things you're grateful for and write them down

6 Get out into green space and feel the joy that nature brings

7 Do something healthy which makes you feel good

8 Find joy in music: sing, play, dance, listen or share

9 Ask a friend what made them happy recently

10 Bring joy to others by doing something kind for them

11 Eat good food that makes you happy and really savour it

12 Write a gratitude letter to thank someone

13 Take a light-hearted approach. Choose to see the funny side

14 Share a happy memory with someone who means a lot to you

15 Look for something to be thankful for where you least expect it

16 Speak to others in a warm and friendly way

17 Take time to notice things that you find beautiful

18 Look for something good in a difficult situation

19 Get outside and find the joy in being active

20 Rediscover and enjoy a fun childhood activity

21 Send a positive note to a friend who needs encouragement

22 Watch something funny and enjoy how it feels to laugh

23 Create a playlist of uplifting songs to listen to

24 Bring to mind a favourite memory you feel grateful for

25 Show your appreciation to people who are helping others

26 Make time to do something playful, just for the fun of it

27 Be kind to you. Do something that brings you joy

28 Notice how positive emotions are contagious between people

29 Share a friendly smile with people you see today

30 Make a list of the joys in your life (and keep adding to it)



ACTION FOR HAPPINESS

Happier · Kinder · Together



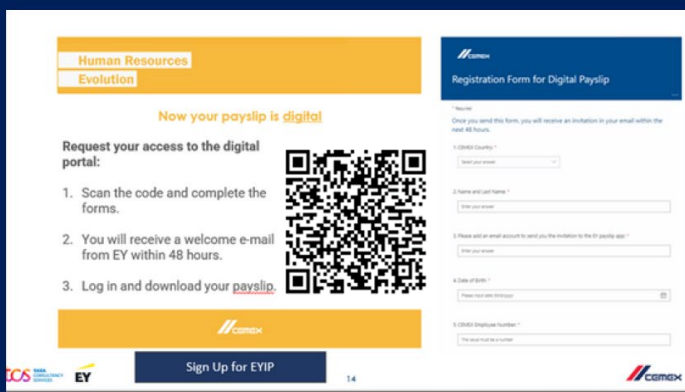
OUR experience

Digital Payslips Now Available to All

**All employees can now register to access
payslips online**

No CEMEX email address

Use the QR code and follow the instructions to register for your digital payslips using your personal email address



With CEMEX email address

Click the link in your welcome email from EY. Once you have enrolled, you will be able to access your payslip via Spark.

If you have any technical difficulties accessing your payslip or registering with the EY interactive portal, please contact the helpdesk HRServicesUK@cemex.com.

If you have any queries relating to your pay, please contact payroll.UK@cemex.com