



# **UK NEWS**



**Welcome to UK News 15th June 2023**  
**your weekly update from around Cemex UK**

**View UK News on: [www.cemexuknews.co.uk](http://www.cemexuknews.co.uk)**

You can also follow us on our social media channels



## **HEALTH & SAFETY**

### **Celebrating our UK Global H&S Award Success**



Following the recent Cemex Global Awards, we would like to congratulate our UK Teams who were recognised in the Health & Safety Awards category.

#### **Sector Awards**

- Supply Chain: Best Performance – UK Rail & Sea
- Road Transportation: Best Performance – UK Cement Supply Chain
- Urbanisation Solutions: Best Performance – UK Asphalt Western
- Urbanisation Solutions: Most Improved – Dry Mortar Europe & Building Products UK

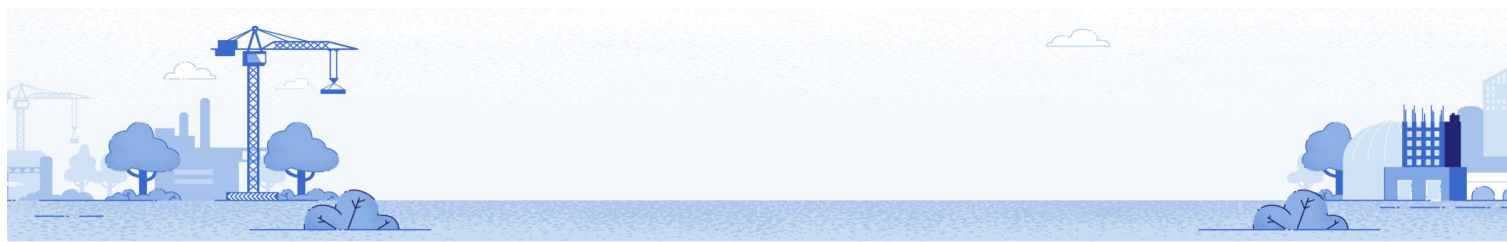
#### **Zero4Life Awards**

The winners in this category were identified based on performance (zero fatalities, zero employee LTIs or a rate of 0.3 or less, zero or reduced contractor LTIs and zero or reduced employee and contractor TRIs).

- Cemex UK
- Urbanisation Solutions EMEA

Lex Russell, Chairman of the UK Health & Safety Committee said: “On behalf of the UK Health & Safety Committee I would like to congratulate everyone who has been recognised in the Global Health & Safety Awards. Recognition such as this relies on teamwork, and I thank everyone for your continued commitment to following our Health & Safety protocols and behaviours. We should all be proud to see how many categories Cemex UK has featured in, as it is a clear reflection of our company-wide dedication to keeping those around us safe.

Thank you for keeping Health & Safety your number one priority at all times and keep sharing your ideas and recommendations for Health & Safety improvements. Thank you for your ongoing support.”



## Keeping our Ships Safe and Compliant



UK Marine's Sand Falcon ship has gone through its 25 year survey, keeping us safe and compliant. This was a significant capital investment by our business.

Our magnificent vessel has supplied over 20 million tonnes during its lifetime, a significant achievement in such an aggressive environment.

The survey was difficult, challenging but also rewarding, identifying new issues and opportunities that will lead to time management opportunities. It included a full hull renovation, steel repairs, grit blasting and recoating of 4,500m<sup>2</sup> of the shell plating and renewal of the cathodic protection.

In addition, a full inspection of all tanks on board (including fuel, fresh water, and water ballast), overhaul of the main engines, auxiliary machinery, deck machinery and the fitting of new propulsion shaft seals and propeller blades.

The whole operation was a fantastic team effort from the Cemex Marine Business, led by Engineering Superintendent Ben Manfield. The combined efforts of the Cemex and A&P Tees Shipyard teams successfully completed the works to a high standard safely, with the vessel returning to commercial service. Well done to Ben and all involved.

## Message from MPA Chief Executive



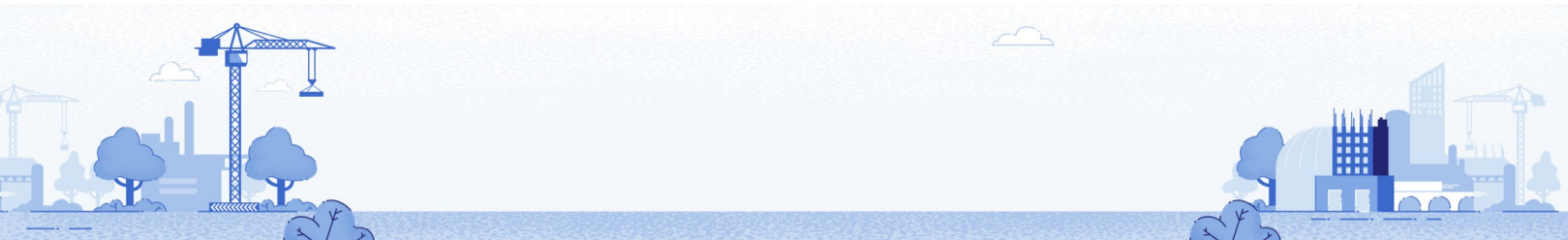
A message from the Chief Executive, Mineral Products Association, Jon Prichard

### **Marked Increase in Employee fatalities 2023 – Time for Action**

As many of you will be aware, for a period of over four years (between 2018 and 2021) MPA Members managed to operate successfully without a direct employee or contractor fatality. Unfortunately, 2022 saw a reversal of this positive trend with two fatalities reported, both involving large goods vehicle drivers.

It is with much regret that I must now inform you all that in the year to date, we are aware of three further fatalities amongst our membership family and another in a closely related company.

From my own perspective, and I am sure for all of you, these tragedies just serve to remind me of the importance of putting health safety and wellbeing first, in everything that we do; because these types of incidents can happen to any of us, and we have to strive to eliminate the factors that cause them from our industry.



Members will be aware of the MPA's 'Vision Zero – everyone home safe and well every day'. At the core of Vision Zero is our shared commitment to relentlessly address the dominant high-risk hazards and strive to eradicate the key causes of the most serious incidents from our industry ... 'The Fatal 6'.

MPA, through the good work of its members and with the support of our partners, has produced many excellent Health Safety and Wellbeing resources that can be sourced via [Safequarry](#). In particular I would like to point you all to the [Vision Zero](#) resources, and especially the [6 values](#) which underpin Vision Zero, as I believe that if truly embedded in member organisations, lived and breathed by leadership, communicated effectively to workers, then such an approach can help to make a significant impact in terms of eliminating the most serious incidents.

Given the trends that we currently see emerging and our ongoing shared commitment to 'Vision Zero', then I feel it is relevant to highlight two values in particular:

- Engaged Visible and Consistent Leadership – because as we all know it is leadership, right from the top through every layer of management, that makes the ultimate difference to the way people behave.
- Empowerment – every worker has the right to stop any job if they feel that it is unsafe or unhealthy to continue. You will recall that we saw some great examples of this empowered approach being brought to life in the 2022 Health and Safety Awards [\(link\)](#).

I would like to ask you all, whether a larger or a smaller business, and whatever point you are at in your individual health and safety journey, to do something 'visibly different' during the month of June, to emphasise your commitment to health safety and wellbeing and its status as the number one priority for your organisation, your supply chains, and across all your products. Perhaps this could be a safety stand-down, or something around stopping the job if people feel unsafe; but in any case, I would ask you to really reinforce Vision Zero and its underpinning values.

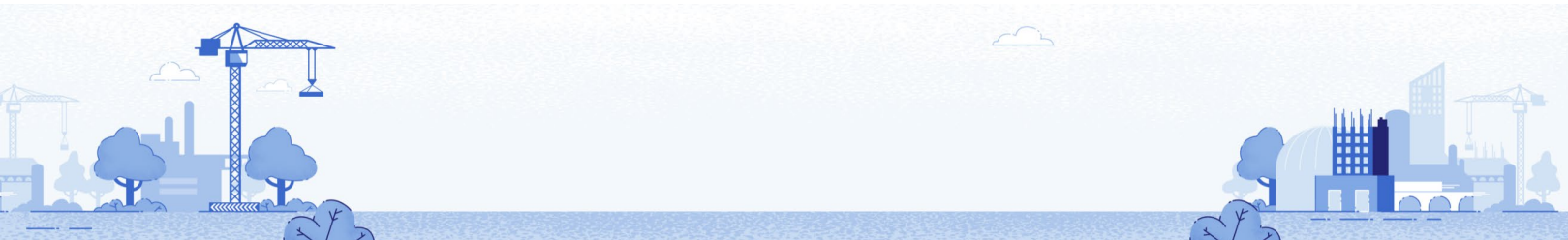
For my part, you have my commitment as MPA Chief Executive, that we will continue to put health and safety first and to work tirelessly to support all our members, large or small, as we seek to eliminate the causes of 'The Fatal 6'.

## Men's Health Awareness – DIY MAN MOT



This week is 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 sharing a link to the Men's Health Forum DIY MAN MOT - a quick and easy health check you can do at home.





Giving your body a once-over doesn't require any spanners and needn't cost a penny. If you're worried about the results of any of the following tests, see your GP.

Check out the DIY MAN MOT here: <https://www.menshealthforum.org.uk/diy-man-mot>



## CUSTOMER CENTRICITY

### 2023 Cemex Superior Customer Experience Awards



The 2023 Superior Customer Experience Awards are now open to register.

As we all know, taking care of our customers' needs is one of our most important goals which gives directions to our daily work. We make every effort to continue to care for the Customer Experience with the highest quality.

You are invited to take part in this year's Superior Customer Experience Awards, bringing us closer to our efforts in caring for our customers.

Here are the six categories of this year's awards, click the links to register:

- [Best Initiatives Implemented](#)
- Vertua - [Sustainable Construction Projects Award](#)
- Digital Marketing - [Demand Generation](#)
- Voice of Customer
- Cemex Go
- Data Movers

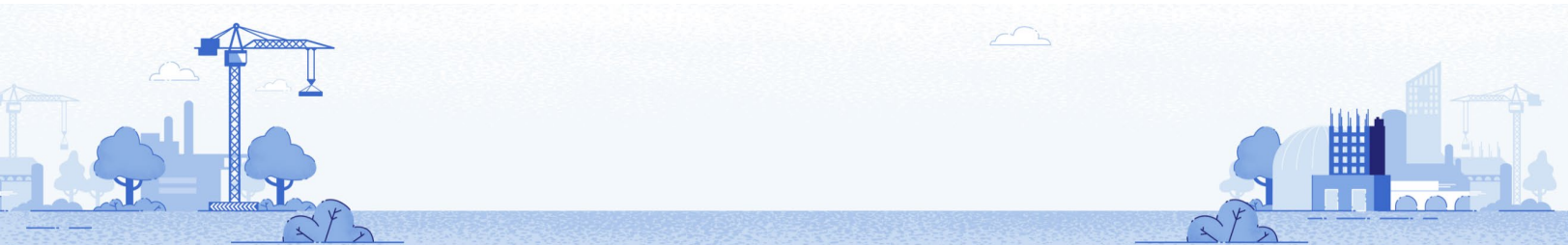
You can register [here](#) and find full details on the poster at the end of this document and on the UK News download page [here](#).

### Sand Fulmar in Good Company



The Rouen Armada is the only event of its kind in France where over 50 sailing ships from across the globe, including modern military vessels, converge on Rouen. Between 8<sup>th</sup> – 14<sup>th</sup> June the popular maritime festival attracted several million visitors to the quaysides of Rouen to see some of the most prestigious sailing ships and their crews.

In the photo here, you can see Cemex's Sand Fulmar discharging at SPS, a berth operated by Cemex France on the River Seine,



near Rouen, while in the background, the Mexican Schooner “Cuauhtemoc”, a sail training vessel of the Mexican Navy was passing nearby during the festival.

Cemex Marine (UK) have just completed a large project with Cemex France to supply to a hydrogen plant and we continue to supply now for the French Market.



## FUTURE IN ACTION

### NEW Social Impact Video



Check out our NEW Cemex UK Social Impact video, highlighting our Social Impact partnership with various organisations. Find out how we are delivering shared value to communities and ensuring we have a positive impact on our wider society.

Cemex’s vision of building a better future is at the heart of the company’s Social Impact strategy. Cemex acknowledges its important role in advancing development in communities to improve the quality of life and well-being of all our stakeholders.

The success of our social impact strategy is based on us listening to our stakeholders and aligning our strategy to their needs and expectations. This strategy originates from the Cemex sustainability model which allows us to create shared value.

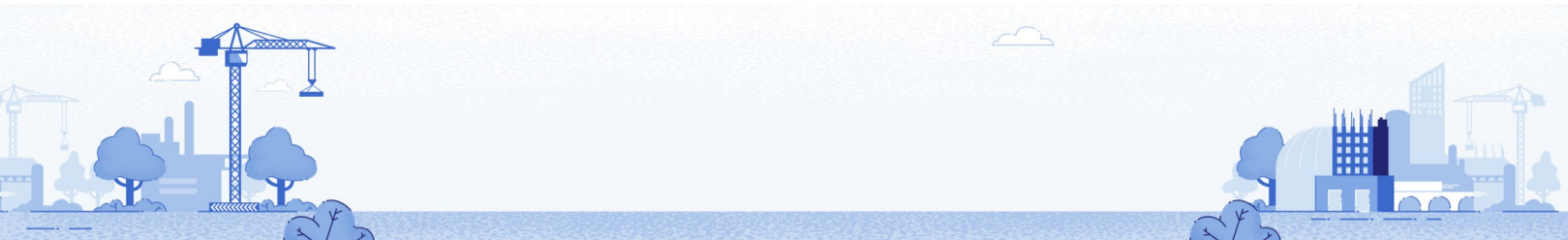
Watch the video here: <https://youtu.be/plLA4fdRVoO>

### WEM Team Lend a Hand



This week, the West Europe Materials Operational Excellence team visited Feed the Hungry at the Coventry Food Bank. The team spent the morning packing over 50 food parcels for families in need in Coventry. They also had the opportunity to work with the international operation, packing over 60 boxes of shoes which are being sent to countries less fortunate than ours. The team found it a very rewarding experience, and the centre were so grateful for their help.

Cemex aims to grow its social impact culture and we can all get involved in this by creating sustainable relationships with the local communities we operate in, to help improve their quality of life and well-being.



## How you can support the Foodbank

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.

- If you would like your team to help out at Coventry Foodbank or any foodbank near you then let us know and we can help you plan an activity. A lot of families remain affected by the cost-of-living crisis and your help at a Foodbank can go a long way. Organising a Lend a Hand at your local foodbank means within two hours you can pack food parcels to feed more than 50 families.

## Lend A Hand – Cemex UK Volunteering

Volunteering activities can be powerful and fulfilling experiences. Cemex can extend its social impact values when employees participate in community improvement activities. With the Lend a Hand activities employees can share their technical expertise and leadership skills with the community, improve community infrastructure, supporting local charities, getting involved in conservation activities such as scrub management or tree planting. All these activities can have a positive and meaningful impact for both employees and communities.

Not sure where to start, then you can:

- Identify a local volunteering activity, set up a volunteering team and contact Social Impact to assist with coordination.
- You can also explore which volunteering activities suit you. Most community centres can provide guidance on volunteering activities.
- Remember to get approval from your Line Manager.

If you have taken part in some Lend a Hand activities we are keen to know what you have been up to, so please share your pictures of your volunteering activity.

A key part in building a better future for everyone and there is no better way to demonstrate this than getting involved in volunteering. For more information on volunteering contact Chiedza Mupfumira, Social Impact Specialist [chiedza.mupfumira@cemex.com](mailto:chiedza.mupfumira@cemex.com)

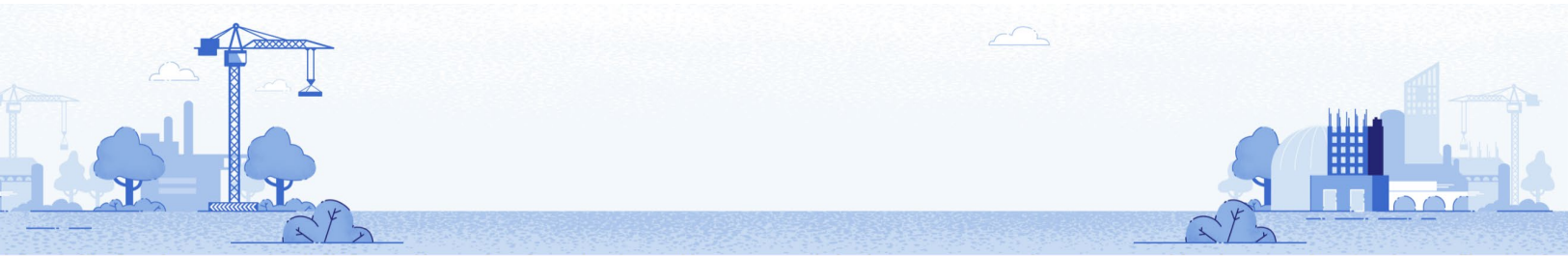
## Festival on the Close



Cemex UK is once again involved in the Festival on the Close charity celebrations in Rugby – 25<sup>th</sup> to 29<sup>th</sup> June.

There are some great acts being shown as part of festival, and there are some fantastic workshops for local schools to get involved in. You can check out the full itinerary [here](#).

If you live in the Rugby area and would like to go along to the festival, we are offering a discount code for booking tickets: please use **CEMEX15** when booking tickets online.



Additionally, as the Macready Theatre are one of our Social Impact Partners, we can offer a discount code (CEMEX10) on all Macready Theatre events outside of the festival.

This year Cemex is sponsoring the STEAM Fest at Rugby School on 27<sup>th</sup> June. Open to all Primary Schools in the Rugby area, the STEAM Fest will provide a vast carousel of STEM and art-based activities. Most noteworthy are immersive 360-degree digital domes, where students will experience planetariums shaped around the current national curriculum, covering more than 10 subjects. Other irresistible activities exclusively featuring in this aspect of the workshop programme include specially designed STEM-based board games, augmented reality games, coding and virtual reality headsets.

## 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 31<sup>st</sup> 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

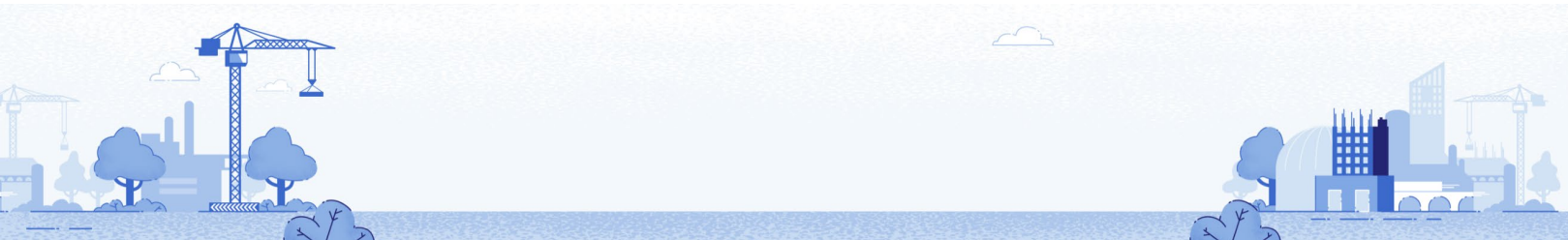
Make sure you take photos of your planters as we will be running a competition, judged in Spring 2024, for the Best Use of Recycled Materials and Best Overall Garden. Prizes include a picnic bench, garden tools and bird feeders.

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](mailto: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](mailto: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: 31<sup>st</sup> July 2023

If you have any questions about this competition do please get in contact via [gb-communicationsandpublicaffairs@cemex.com](mailto:gb-communicationsandpublicaffairs@cemex.com)

## PROFITABILITY

### New Asphalt Plant Opening Soon

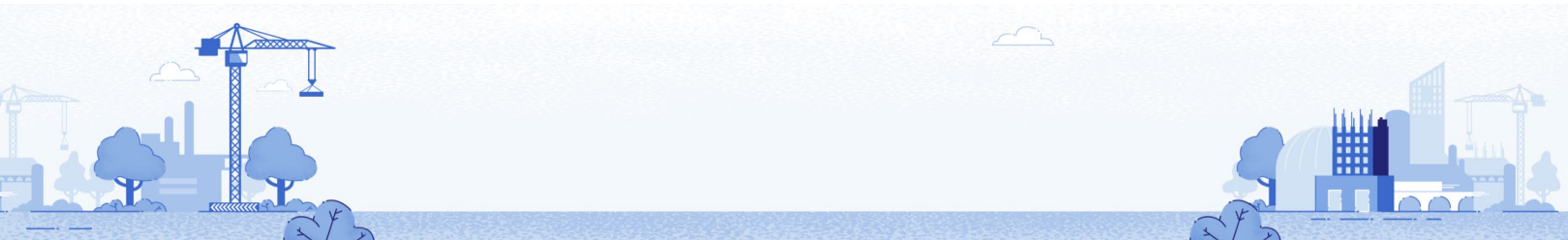


Exciting news from the Asphalt business – a new plant is opening in Birmingham later this summer. This new location adds to our portfolio of sites across the Midlands and will allow the team to service local utility companies and the small end customers with delivered loads.

Birmingham Asphalt plant, in Bordesley Green, Birmingham, will have Plant Manager, Christopher West, at the helm, with Barinder Sandhu as Area Manager.

A big thanks to Cemex engineer, Andrew Higson, and Project Leader, Jason Barker, Asphalt National Operations Manager, for overseeing the plant installation and set-up.

It's great to see more sites being opened up in key areas in line with our business strategy.





## Peterlee Mortar Plant Wins EXCEED's Idea of the Month



On behalf of the Management Team, a big 'Thank You' goes out to everyone for continuing to develop and implement their ideas that will help make Cemex a safer place to work, with better quality and greater efficiency / effectiveness.

The following summary gives a brief overview of the ideas from the May 2023 competition:

- Jarrow Wharf – Removed the hazard of large metal doors slamming shut in high winds by replacing them with roller shutter doors.
- Northfleet Wharf – Installed hard-wearing metal hydraulic hose protection on the Doosan Shovel to reduce downtime and maintenance expenditure.
- Rugeley quarry – Improved the old wear liner storage area with a more organised and effectively labelled solution to reduce non value adding time searching for parts.
- Peterlee Mortar plant – Installed a nice and simple Health & Safety improvement that supplements some of the visual management with a great audible reminder to keep “3 Points of Contact” on stairways / “Get a Grip”!

Our congratulations go out to our Peterlee Mortar plant who took the top award this month!

You can find out all about the winning idea at the end of this document and on the UK News download page: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads) You can also find the high-level PDF presentation of the winning entry to share with your team here:

[https://cemex.idhall.com/idea/view.php?ide\\_id=351&vw\\_ccache=642c65aa-1](https://cemex.idhall.com/idea/view.php?ide_id=351&vw_ccache=642c65aa-1)

Here is a direct link where you can search for any topic <https://cemex.idhall.com/>

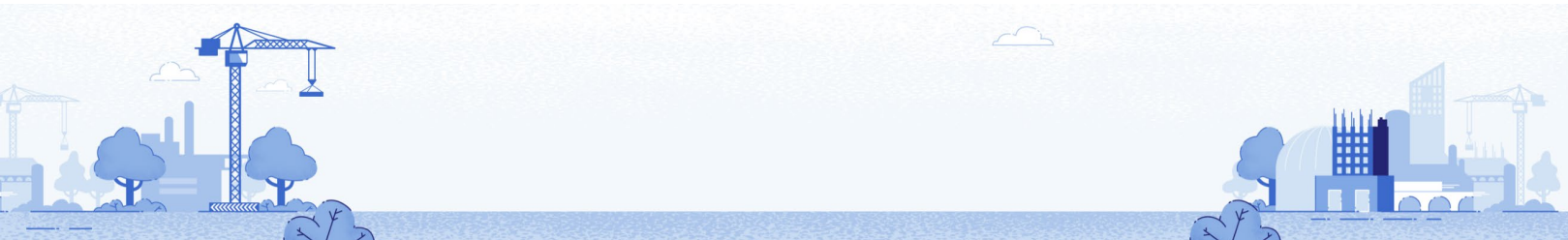
## 750,000 Tonnes for Barrington



Congratulations to the team at Barrington for reaching a significant milestone!

The landfill operation at our former quarry at Barrington has been receiving regular trains of inert spoil from tunnelling works being carried out at Willesden Euro Terminal for the HS2 project, and now the 750,000th tonne has been received! This milestone is a testament to the hard work put in by our team, in partnership with the SCS Railways Logistics team.

This achievement also highlights the hugely important role that rail logistics plays in the success of major construction projects, such as HS2. Moving spoil by rail has provided huge environmental benefits



through the reduction in carbon emissions and air pollution by taking c. 40,000 lorry loads off the UK road network.

Each train comprises of 20 wagons, each carrying an average 74 tonnes of spoil. Currently, two trains a day arrive at Barrington and this will increase to between four and five trains a day once our Parkfield railhead comes on stream this year.

### Sharing and Learning with European Team



Last week, the Operational Excellence team from France and Spain had the opportunity to visit two different sites in the Midlands during their visit to the UK. They visited our new Readymix plant in Alrewas and our Rugeley quarry.

At Alrewas the team was impressed with the level of thought and detail that has gone into its design, which will greatly benefit site safety, efficiency, and product quality!

They were equally impressed by the high standards maintained at Rugeley quarry, among which were a number of 'quick wins' that the team are eager to share with our colleagues in France and Spain! It's clear the team there are committed to continuous improvement and take pride in what they do!

Many thanks to everyone who took time out to tour the sites.



## EMPLOYEES

### Quality Policy Update

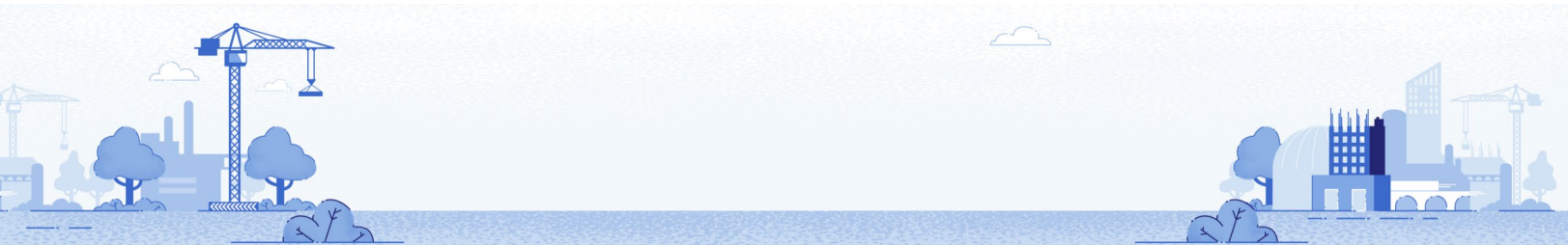


The latest Quality Matters communication has been released for review and discussion with your teams. You can find the communication at the end of this document and on the UK News download page: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

Please display the communication on workplace noticeboard at all locations.

**Cemex's Global Mission is to create sustainable value by providing industry leading products and solutions to satisfy the construction needs of our customers.**

We do this to in order to build a better future through living our values of ensuring safety, focusing on customers, the pursuit of excellence, acting with integrity and providing sustainable solutions through our Future in Action Programme.



In the UK, Cemex creates value through sharing these values with all of our stakeholders, represented by Employees, Customers, Shareholders & Investors, Communities and Suppliers.

Cemex in the UK has developed its Quality Policy in accordance with this overarching organisational mission.

Customer service is a top priority after Health and Safety. Service is critical to our business and providing excellent customer service is ingrained into every last detail of our business processes. Across all our business units we measure the effectiveness of that service, our specific business objectives and key performance indicators underpin our activities in these areas to ensure we can measure how we are meeting the commitments we have made.

We are committed to ensuring that the Quality Management System is continually improved and will ensure that the performance of our products meets specifications with continuous quality controls.

### Responsible Use of Generative AI



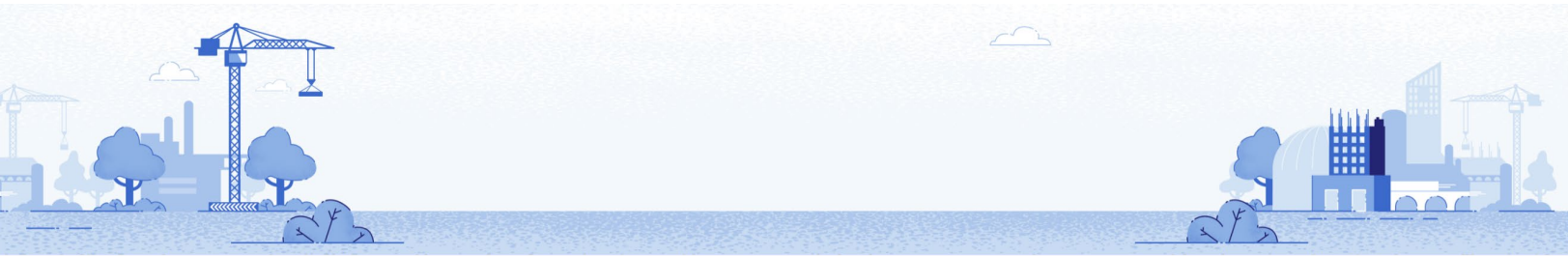
A message from Luis Hernández, Executive Vice-President Digital and Organisation Development • EVP Digital & Organisation Development

Over the past recent months there has been a surge in the use of Artificial Intelligence (AI) technologies. Properly used, AI solutions can help us bring efficiency and develop new value propositions.

However, the rapidly increasing availability of generative AI platforms can also present security risks. These risks could have an impact on biased output, misleading insights, personal and organisational private information leaks, among others.

We strive to leverage digital technologies to continuously evolve how we deliver value as an organisation, and that includes being aware of the risks and ensuring responsible usage. Below you will find a set of institutional guidelines that we should all follow when considering using generative AI solutions:

- All employees will receive appropriate access and authorisation to use our own space of ChatGPT in a secure and controlled environment, where the use of Cemex information will be allowed.
- P&IT must evaluate and approve security policies of all new AI tools before using them incorporating Cemex information.
- All usage of generative AI technology must adhere to relevant laws, regulations, and intellectual property rights.
- All employees must adhere to security measures that will be implemented to safeguard generative AI models and the data used to feed them and their output. Please adhere to these measures and report any potential vulnerability or breaches immediately.
- All data used as input must comply with Cemex's data protection policy. Avoid using company or personal information in any Generative AI application as it will be treated as public data.
- Generated content from these applications that we want to use must be accurate, reliable, and free from misinformation, biases, or unethical implications.





It is important that everyone takes responsibility for the proper use of digital technologies and avoid any behaviour that could put our company, colleagues, customers, or stakeholders at risk.

At Cemex, we are working to enable training programs and institutional applications so that all employees can leverage these generative AI capabilities in a responsible way. For any comments, questions, or concerns regarding AI, please reach out to [security.culture@cemex.com](mailto:security.culture@cemex.com)

**We appreciate your cooperation in upholding these guidelines and promoting the responsible use of Artificial Intelligence platforms within our company.**

### What to Expect When You Call Care first?

# Care first

Cemex offers all employees a free, confidential employee assistance programme (EAP) called Lifestyle Support, operated by Care first.

Lifestyle Support is easy to access, available 24/7 and can provide help and support with a wide range of issues or concerns such as family matters, debt, relationships, bereavement, depression and anxiety. It is run by a separate provider and not part of Cemex - we don't receive any employee specific information from them.

You can contact the Employee Assistance Line (Lifestyle Support) for confidential advice and support – call 0808 168 2143 or visit [www.lifestyle-support.co.uk](http://www.lifestyle-support.co.uk) (Username: cemex Password: cemex).

### Seminars

On Monday 19<sup>th</sup> June, Care First (who operate the EAP) are running a seminar “**Your Counselling Call to Care first**”. Full details can be found on the poster on the UK News download page [here](#).

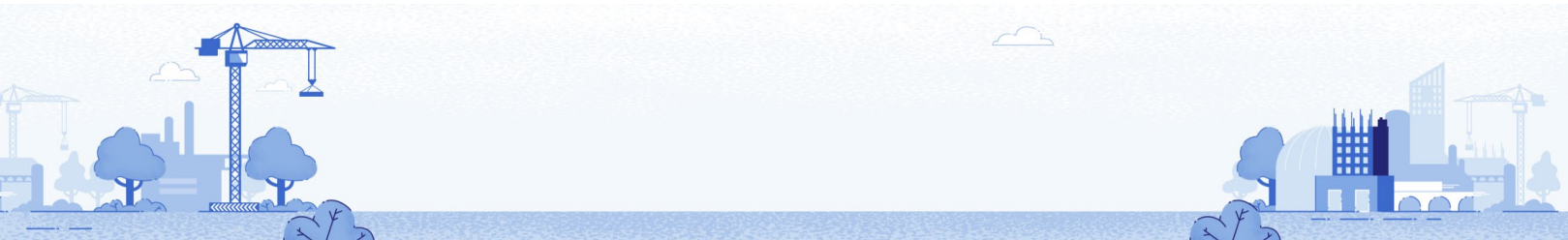
If you would like to view the Webinar on ‘**Your Counselling Call to Care first**’ this is being delivered live on **Monday 19<sup>th</sup> June at 12pm**, please use the below link to register for this session – <https://attendee.gotowebinar.com/register/3769170271821429084>

If you are unable to join the webinar live, a recording of the session can be accessed using the same link above after the webinar has taken place.

If you are not sure about how the EAP can help you, you can join an online seminar that explains all you need to know about what the EAP can offer. Full details can be found on the UK News download page [here](#).

If you would like to learn more about ‘**How Care first can support you**’ then please join our webinar on **Wednesday 21<sup>st</sup> June at 12pm** using the details below – <https://attendee.gotowebinar.com/register/1983859156941180251>

If you are unable to join the webinar live, a recording of the session can be accessed using the same link above after the webinar has taken place.





Additional to the two seminars mentioned above, Care First offer a series of seminars to support you in many ways – we will be sharing on UK News every month so watch this space. Check out the seminars being offered in June using the Seminar Calendars shared on the UK News download page [here](#).

23<sup>rd</sup> June - Children's Mental Health Awareness  
26<sup>th</sup> June - Practical Information and Advice from Care first  
30<sup>th</sup> June - 'The Importance of Sun Safety'

## Calling All Amateur Photographers



*Celebrating Natural Wildlife*  
AT OUR CEMEX EMEA SITES

You are invited to take part in our first Wildlife Photography Competition, open to all EMEA employees.

Cemex actively protects and nurtures biodiversity at all sites through careful environmental management and education.

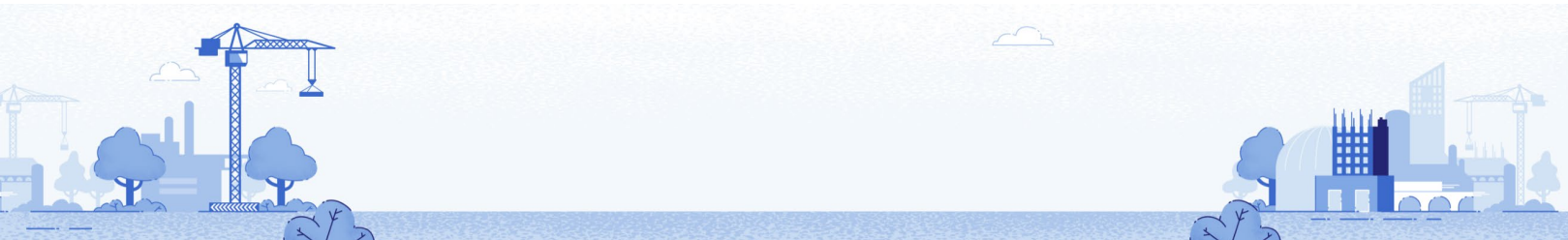
Our photography competition is to celebrate diversity of wildlife at our sites, since every organism is part of an ecosystem which needs protection for a richer, stable and resilient environment as we progress towards being Nature Positive by 2030.

Please submit your photos capturing images of wildlife and habitats at any Cemex site by sending an email to [sean.cassidy@cemex.com](mailto:sean.cassidy@cemex.com) (or use the QR code in the poster on the UK News download page with your contact details and a very brief description of your photos. **Maximum of three images per person, with typical resolution up to 5MB, typical of any smart phone.**

The competition is open until 15<sup>th</sup> September 2023. All photos submitted are likely to be used in our internal and external communications channels. Please see poster and rules, terms and conditions on the UK News download page.

## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
123-06-2023	Plant Manager	Materials - Readymix	Uckfield	22/06/2023
124-06-2023	Specialist Digital Commerce	Customer Experience	Binley	23/06/2023



125-06-2023	Multiskilled Operative	Urbanisation Solutions - Asphalt	Bletchley	23/06/2023
126-06-2023	Plant Manager	Urbanisation Solutions - DSM	Braintree	23/06/2023
127-06-2023	Mould Fitter	Urbanisation Solutions – Building Products	Rochester	26/06/2023
128-06-2023	Apprentice Fitter/Electrician x 2	Materials - Aggregates	Dove Holes Quarry	27/06/2023
129-06-2023	Sales Executive	Materials - Aggregates	Home Counties	28/06/2023
130-06-2023	Internal Sales Executive	Customer Experience	Binley	28/06/2023
131-06-2023	Operative	Materials - Aggregates	Willington Quarry	28/06/2023
132-06-2023	Multiskilled Operative (Nights)	Materials - Aggregates	Dove Holes Quarry	28/06/2023
133-06-2023	Senior Fitter	Urbanisation Solutions – Building Products	Rochester	28/06/2023

**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](mailto: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.

