



# UK NEWS



**Welcome to UK News 6<sup>th</sup> July 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

### Stay Sun Safe



At Cemex UK, a large number of us work outdoors on a regular basis and this month we are raising awareness of the need to protect ourselves from the exposure to UV radiation from the sun.

Sunlight is the main environmental risk factor for developing skin cancer. It is estimated that about 86% of all skin cancers in the UK are attributable to excessive exposure to sunlight.

It's important to remember that skin damage doesn't only happen on holiday or in hot, sunny places. The sun is often strong enough to cause damage in the UK, even when it's cloudy.

Too much UV radiation from the sun or sunbeds can damage the DNA in our skin cells. DNA tells our cells how to function. If enough DNA damage builds up over time, it can cause cells to start growing out of control, which can lead to skin cancer.

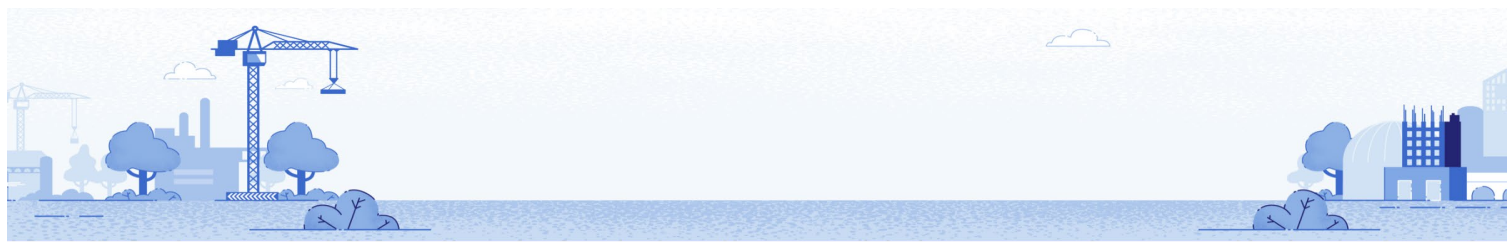
There are two main types of skin cancer: Non melanoma skin cancer and melanoma skin cancer.

- Melanoma skin cancer develops from skin cells called melanocytes. Symptoms of melanoma include a change to a mole, freckle or normal patch of skin. Ultraviolet (UV) light is the most common cause of melanoma. It comes from the sun and is used in sunbeds. Melanoma is more common in older people, but younger people can also get it.
- Non melanoma skin cancer includes basal cell skin cancer, squamous cell skin cancer and other rare types. Symptoms of skin cancer can include: a sore that doesn't heal, an area of skin that looks unusual, red, itchy, bleeds or scabs for more than four weeks.

For further details about Skin Cancer please check out the NHS website [here](#)

### Tips for staying safe in the sun

- Stay in the shade where possible
- Cover up your skin
- Use Sunscreen



We have made a poster Top Tips poster – please share on all workplace notice boards. You can find the poster at the end of this document and on the UK News download page:  
[www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

The Cemex UK Wellbeing Strategy Group have recently sent out SPF50 Sunscreen to all employees in the UK. We hope you will keep this with you and use it to protect yourself while working outdoors.

## Reporting High Potential Incidents

### HiPo reporting – High Potential incidents

A High Potential (HiPo) incident/event is one that realistically could have under other circumstances caused one or more fatalities or life changing injury.

If you witness a HiPo, STEP IN where it is safe to do so and be sure to inform your Supervisor.

Identifying potential problems can help avoid any future injuries.

By eliminating hazardous behaviours and conditions we will eliminate near misses and incidents at higher levels of the pyramid. Cemex statistics show that the fewer potentially hazardous events reported, the greater the risk of an accident. HiPos are a great opportunity for identifying additional learning to prevent incidents and injuries.

Please watch [this short video](#) and remember Safety First.

Managers – please print off the poster at the end of this document and in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads) and share on workplace notice boards, and also please share this video with your teams.

## Marine Safety Exercise

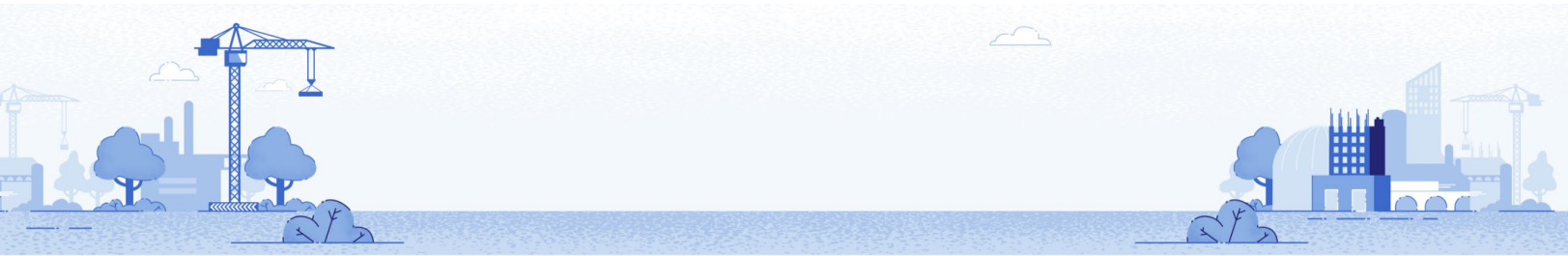


Recently, the UK Marine team successfully undertook a practise emergency exercise, prepared and overseen by P&I Insurer, Skuld.

The exercise was conducted over two hours together with Skuld and it involved the Cemex vessel, Sand Fulmar.

Skuld created the exercise for Cemex UK based on our own assessed risk for critical shipboard operations. They then witnessed the exercise from both the Cemex office

in Southampton, and onboard the vessel Sand Fulmar which at the time of the incident was moored at Northfleet Thames Terminal. The exercise included members of the UK Marine team along with UK Communications.



Following the exercise Skuld were delighted to report back that everything went very well. It was assessed that Cemex are familiar with their emergency procedures and the team members have high technical skills. Tasks related to repatriation of crew injury, handling of technical malfunctions, dealing with press and next of kin, and dealing with a sudden refugee situation were solved in a professional way.

Kurt Cowdery, UK Marine, commented: “I am delighted that Skuld rated the exercise as very positive. Well done to everyone involved in this important safety exercise.”

## Driving Zero4Harm



Recently a group of West and North London drivers got together in Wandsworth for their Zero4Life training session. Thanks to Nigel Bateman, Senior Operations Manager London, and Jason Aked, Health and Safety Adviser, for organising the event and to the drivers for spending the valuable time together outside of their normal working day driving the trucks.

They had a big group with over 30 attendees and participation was constructive and informative, with our drivers sharing their passion for safety and their commitment to Zero4Life.

Nigel said: “A special thanks to our Health & Safety support for putting together such a good, realistic and easy presentation to deliver and for Jason Aked who, with his knowledge, along with the driver’s experiences, made the night enjoyable and informative.”

## Action for Happiness – Jump Back Up July

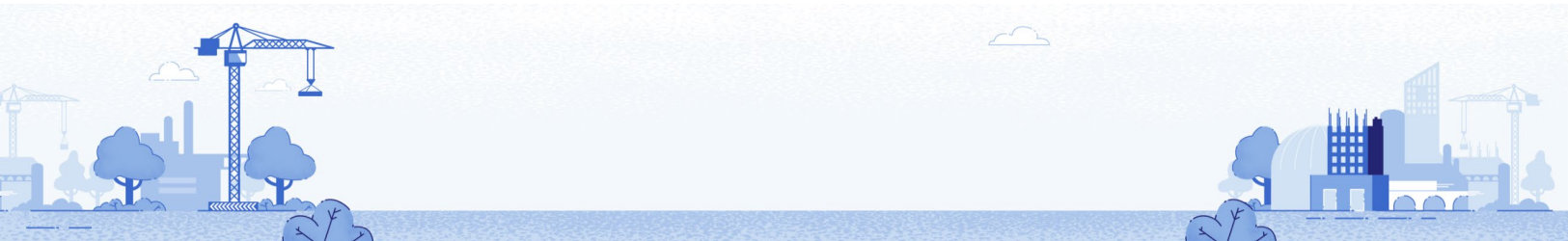


We can't control what happens but we can still choose our response. The Action For Happiness Jump Back Up July calendar gives us ideas to help find ways to respond well in challenging times. It is full of great ways to build positive emotions. Share it with others to give them a boost too.

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 Jump Back Up July video [here](#) where Action For Happiness's Vanessa King gives advice on how to make life happier and more fulfilling.





You can find this Jump Back Up July calendar at the end of this document and in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)



## CUSTOMER CENTRICITY

### Cromwell Quarry Back in Business



Cromwell quarry, on the A1 north of Newark on Trent, is due to reopen this month after a six month closure.

The quarry opened in 2016 with a five year plan to extract and process sand and gravel. Until 2022, the processing at the quarry was undertaken by external contractors.

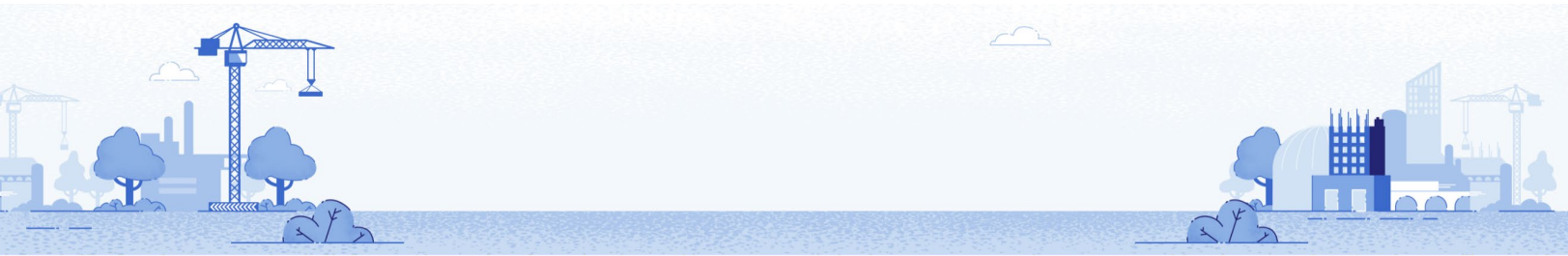
Due to its Midland's location and being directly on the A1, the quarry was extremely profitable, so when Cemex UK was offered further land by the local farmer this was purchased to increase further material extraction.

Additionally, during the past six months Cemex UK have now invested further into the quarry, purchasing the processing plant to enable the sand and gravel to be processed in-house. As a result, the quarry can become even more successful in the future.

The temporary six month closure in December 2022 was due to lack of available reserves while awaiting a planning extension, however, a new planning extension has been secured and the quarry reopens this month.

This is a key quarry for Cemex UK's Midland customers, with 2022 being its most profitable. The Commercial team organised a series of customer events last week to inform past and new customers of the reopening of the quarry. The events included a tour of the quarry, a lunch and an opportunity to meet the Cromwell team. They have been a big success and resulted in some excellent orders!

Along with the success of these events, the recent investment from Cemex UK and the addition of three new quarry team members, the team are confident business will once again be booming at Cromwell quarry.





### In the Mix



Here is the latest episode of the In the Mix podcast – your news and views podcast from Cemex UK.

This time, we're speaking to Mike Higgins, National Technical Manager, about the recent launch of the Vertua® portfolio of sustainable building products. We hope you enjoy this episode.

To minimise the number of large email attachments in your inbox, we're taking a different approach this month:

1. For those who would like to download an MP3 of the podcast, you can find this [here](#).
2. For those of you who prefer a Microsoft stream video option please use the link [here](#).

If you have any feedback, suggestions or comments please email us at: [inthemix@cemex.com](mailto:inthemix@cemex.com)

### Energy Briefing



#### **ENERGY BRIEFING**

##### **ISO 50001 – Work Instruction Updates**

The latest energy briefing shares updates to our site work instructions (Manual 4) in preparation for our ISO 50001 certification and upcoming site energy audits. We have integrated much of the new energy management system (EnMS) into our existing environmental management system (EMS), including our work instructions, so our Manual 4 will cover both ISO 14001 and ISO 50001 going forwards. Please

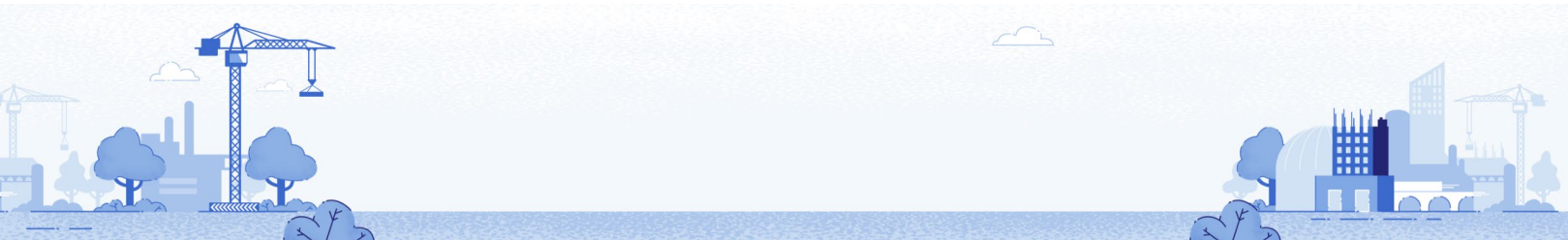
replace the relevant pages in your sites files as necessary.

Many sites capture evidence of communication of briefings for the purposes of showing continued training and awareness as part of the new CEMEX EnMS and a form which can be used for this purpose can be found at the end of this document and on the UK News website:

[www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

If you have any questions then please contact a member of the Sustainability department.

You can find this latest Energy Briefing, and the Manual 4, on the UK News download page: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads) and at the end of this document.



## Cleaning Brighton Beach



Last week a Materials UK Management team spent their Lend a Hand day in Brighton, clearing litter off the beach. The team which included Lex Russell, Colin Jones, Damon Montgomery, John Parker, Kevin Cage, Marcus Rappensberger, Nick Vivian, Paul Cooke, Paul Reynolds, Phil Constable, Rob Sims, Sarah Bowyer and Stuart Rees, worked hard and cleared many bags of rubbish!!

Lex Russell, MD Materials UK, said: “We had a fantastic time and found it very rewarding removing a significant number of large bags of rubbish from the beach. Given our relationship with Brighton through our Wharf, Readymix plant and the Marine business it was a pleasure to contribute to the local community.”

### 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)

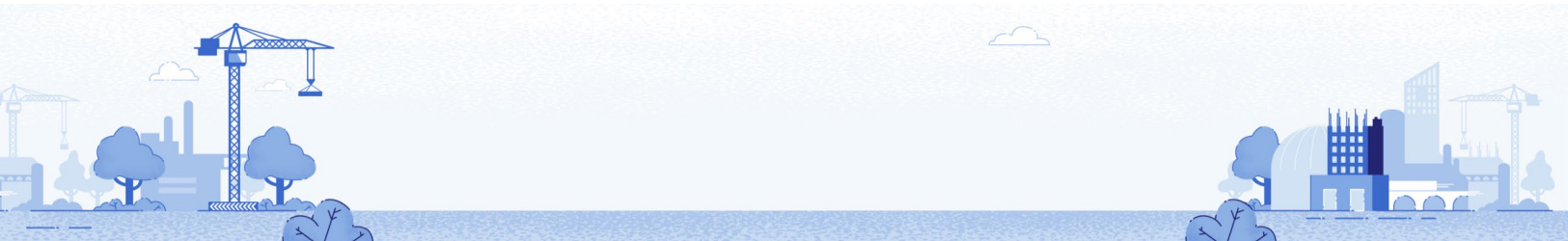
## Latest Earthly Matters



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

In this month's edition:

- RSPB Update
- Big Butterfly count





- Ideas for your quarry garden

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

[Go to this Sway](#)

## €4.4 Million Grant for Innovative Waste-to-Fuel Technology



The European Union has awarded Cemex and WtEnergy a €4.4 million grant for the implementation of a novel waste-to-fuel technology utilising synthetic gas at its Alicante cement plant in Spain. The project has been catalogued as “the first of its kind” for the cement industry by the European Union.

“Innovation is crucial in our efforts to decarbonise our operations and lead the industry’s efforts to evolve for a more sustainable future,” said Fernando A. González, CEO of Cemex. “Our products and solutions help build the structures that humanity needs to thrive, and technologies like this one ensure that we enable cleaner, lower-carbon, and more circular construction.”

The technology, named “Clyngas,” was developed by WtEnergy and substitutes fossil fuels with synthetic gas derived from waste and byproducts from other industries, substantially reducing the carbon footprint of cement operations. WtEnergy is a company in the portfolio of Cemex Ventures, Cemex’s venture capital and open innovation unit.

The Clyngas project has the potential to reduce over 400,000 tons of CO<sub>2</sub> equivalent emissions over a decade at the Alicante plant. The committee responsible for awarding the grant lauded the project for its “strong innovation component, reliability, and the improvement it represents in the use of gasification technology.”

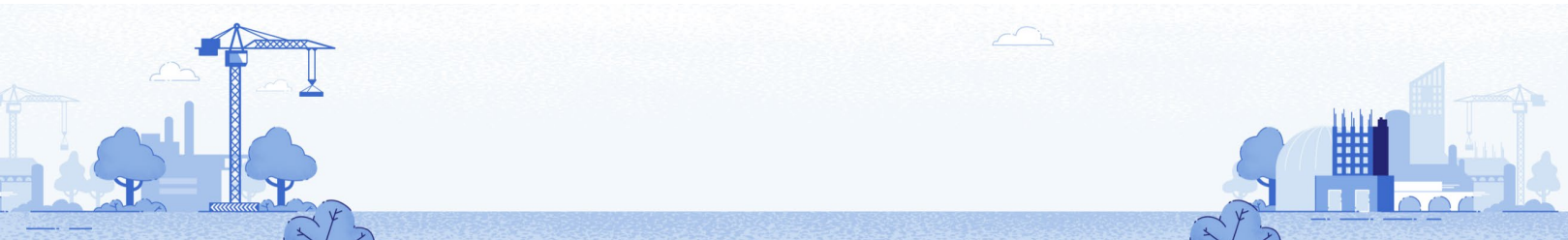
This project is part of Cemex’s Future in Action program, which seeks to achieve sustainable excellence through climate action, circularity, and natural resource management with the primary objective of becoming a net-zero CO<sub>2</sub> company.

## Win a Cemex Ocean Drinks Bottle



In March Cemex launched the **Always in Action** app which has now been downloaded by many people across the globe. This is an action-focused app that enables you to adopt sustainable practices in our work and personal context.

You can track your contributions towards a sustainable environment by downloading the app and registering your actions. Together we can reduce CO<sub>2</sub> emissions, optimise energy consumption, minimise waste, and save water. All of these can happen at work, at home, and even during your commuting.



**Enter our competition!** If you download the app before 15<sup>th</sup> July, you will be entered into a prize draw to win a cool Cemex Ocean Drinks Bottle.

Have you got the app yet? Download the app and share your sustainable actions today!

Our first **EMEA challenge** starts in July: Watch this space.

To get the app, scan the QR code below. On the UK News download page is a guide to downloading and using the new app.



## PROFITABILITY

### Poole Wharf Reopens

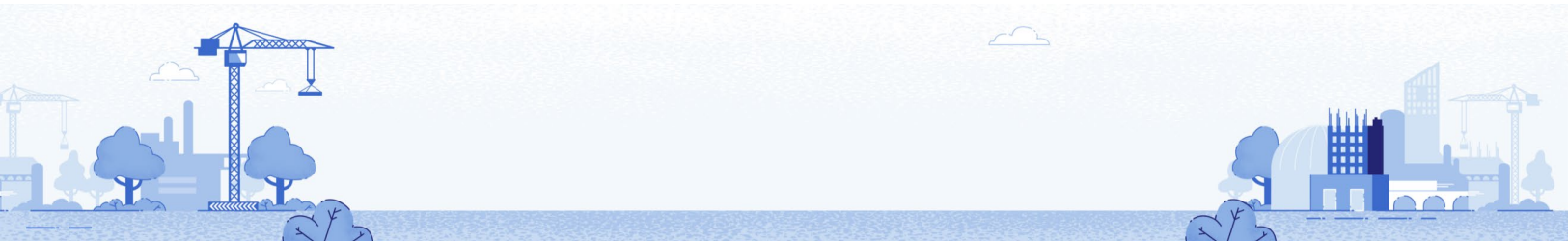


Earlier this year, dredging operations came to an end at Denge quarry on the South coast. As a result, the in-line crusher that was in use at Denge has recently been relocated to Poole Wharf, which has now reopened following a four month shut down for refurbishment and upgrade.

Previously at Poole Wharf oversized material needed to be transported by road to Hamer Warren to be processed. With the new in-line crusher from Denge over-sized material can now be processed on site at Poole, resulting in a considerable processing cost savings for Cemex UK. Additionally, the inhouse processing

removes the need for road transportation which takes these trucks off the roads, reducing our CO<sub>2</sub> output.

This further demonstrates Cemex's Future In Action commitment to net zero CO<sub>2</sub>.







## EMPLOYEES

### Introducing our UK Legal Team



Cemex UK's Legal team has recently grown in number to support our UK business requirements.

The Legal team manages and advises on all legal matters affecting the UK business. It deals broadly with the following areas of practice: Regulatory, Disputes, Corporate, Property and Commercial Contracts. Most team members specialise and have many years of experience in one or more of these.

The team are mainly based at our Head Office in Binley but are on hand to support the whole of Cemex UK with any legal questions, queries, or support. The team strive to ensure that they are accessible, commercial and provide prompt high-quality advice to Cemex colleagues. They also deliver lots of training in areas that could help you in your day-to-day work. Please get in touch!

#### Who is who in Legal

##### **Vish Puri - UK Legal Director and Data Protection Officer**

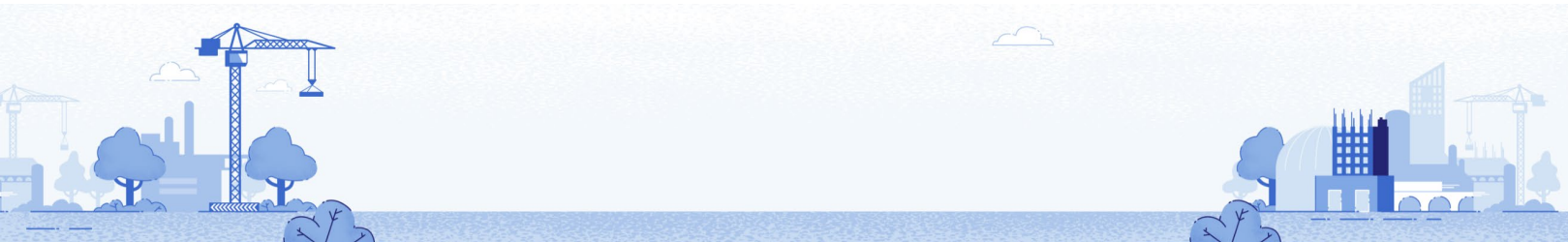
Vish heads up the department and recently celebrated 15 years working within Cemex prior to which he worked in a law firm. Whilst his background is in Corporate and Commercial Law, he now oversees and manages the vast array of legal issues that affect Cemex UK with the help of his capable team. Vish is on the Boards of all companies within the CEMEX UK group and ensures that senior management in the UK, EMEA and our Head Office in Monterrey are kept aware of important legal issues arising within his remit. In Vish's spare time he enjoys long walks, bike rides with his daughters and reading historical fiction.

##### **Mark Cole - Senior Property Solicitor**

Mark has been with Cemex for 5 years and specialises in English property law, with over 20 years' experience. He enjoys the diversity of work and was heavily involved in the disposal of assets to Breedon which Mark considers to be his biggest achievement at Cemex to date. Outside of work Mark enjoys playing golf, tennis and swimming – wild swimming when he can!

##### **Lora Moutafova - Commercial Solicitor**

Lora joined the Legal Team in June 2021 and prior to Cemex she worked in the Construction department at the law firm, Gateley Legal, where she dealt with a broad range of construction matters from contract drafting to litigation and adjudications. At Cemex, she enjoys assisting with all manner of commercial and construction queries – from questions relating to our procurement contracts, our various product terms and conditions of sale, our logistics operations, including rail, to our marine operations. Lora also helps to deliver training to the business, as needed. In her spare time, she enjoys Ballroom & Latin Dancing and gardening.



Lora is currently on maternity leave and will rejoin the team in 2024.

### **Alice Powell - Paralegal**

Alice is the Paralegal in the UK Legal team. She has been with Cemex four months and enjoys the variety of work she is challenged with. Prior to working with the company, Alice had experience working in food supplements and cosmetics, and surprisingly a lot of these skills have come in useful during her time at Cemex. She also worked full time as a paralegal in a law firm. Alice assists the solicitors in the team across all aspects of commercial, property and regulatory work. She is the IP Co-Ordinator for the UK and also looks after Company Secretarial matters for all of our UK companies. Outside of work Alice loves to crochet, enjoys bad films, good board games and self-titles as a 'crazy cat lady'!

### **Indrani Hazra-Corte - Property Solicitor**

Indrani recently joined the Cemex in June 2023. Prior to Cemex, she worked in the real estate team at law firm Gowlings where she dealt with a broad range of commercial property matters. In her spare time Indrani enjoys travel and playing the violin.

### **Bethany Rattenbury - Personal Assistant to the Directors (Vish Puri and Steve Redwood)**

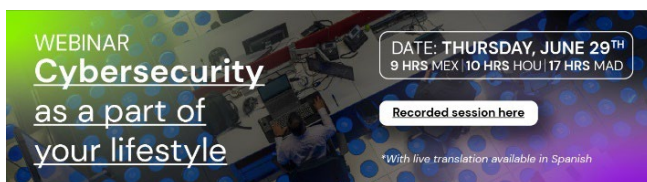
Bethany joined Cemex in November 2022 and enjoys her busy role as PA to several Cemex UK Directors. Outside of work she enjoys gaming, travel and looking after her parrots, Comet, Meteor and Jerry!

### **Laurence Sheppard - Consultant**

Laurence spent many years as a construction lawyer advising on non-contentious and contentious construction matters at home and abroad. His career has spanned positions as a partner and head of construction in City law firms, and as the Group Head of Legal at a major contractor for nearly a decade! Being Welsh, his greatest love (after his family), is rugby. Laurence played first class rugby for a number of years! He is currently covering for Lora whilst she is on maternity leave.

Photo: Top Left to right: Alice, Mark, Bethany, Vish, Indrani. Bottom left: Laurence, Right: Lora.

## **Cyber Security Webinar – Watch it Now**

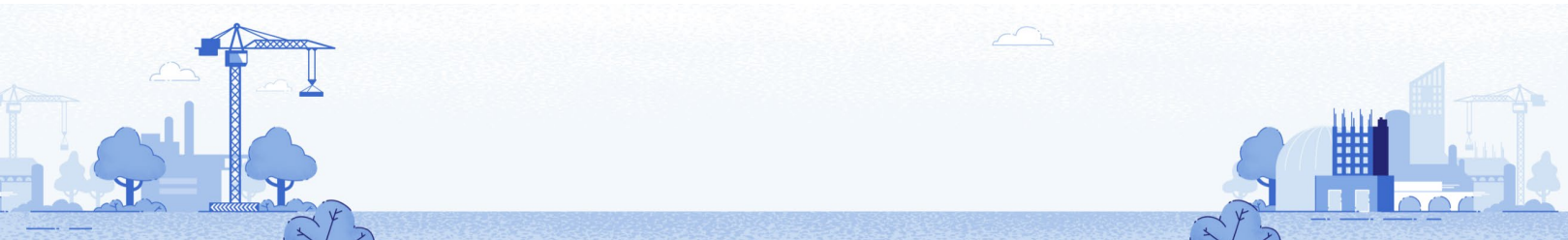


If you missed the recent Cybersecurity Webinar from 29<sup>th</sup> June you can watch the recording [here](#)!

Cyber enabled crime remains the number one threat to Cemex's global business and much of the threat is enabled by unwitting actions at the

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

Remember - if you detect 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](mailto:incident.management@cemex.com) and [ism@cemex.com](mailto:ism@cemex.com)



## Don't Forget your Out of Office



As we approach holiday season more and more people in Cemex will be taking time away from the business. This is an important opportunity to rest and rejuvenate, while also spending time with our loved ones.

We want employees to be able to switch off when they are on annual leave, as this will help them get the most out of their time off – and hopefully return to work energised and enthusiastic!

If this is to happen, then preparation needs to be made before you go away. In particular, think about what tasks and enquiries may come your way, and who these should be redirected to. Realistically, most people in the business should be able to reallocate urgent tasks to another team member. If you are not sure, speak to your Line Manager.

For those employees on e-mail, make sure you put a clear out of office on your emails, so people know who to contact in your absence:

- Your out of office should confirm when you are scheduled to return and if there is an alternative person who can be contacted in the meantime.
- Example: I am out of the office on annual leave from DATE to DATE. In my absence, if you have an urgent query please contact NAME, EMAIL ADDRESS/PHONE NUMBER. Alternatively, I will respond as soon as I can when I return.
- Set the out of office both for people inside and outside your organisation

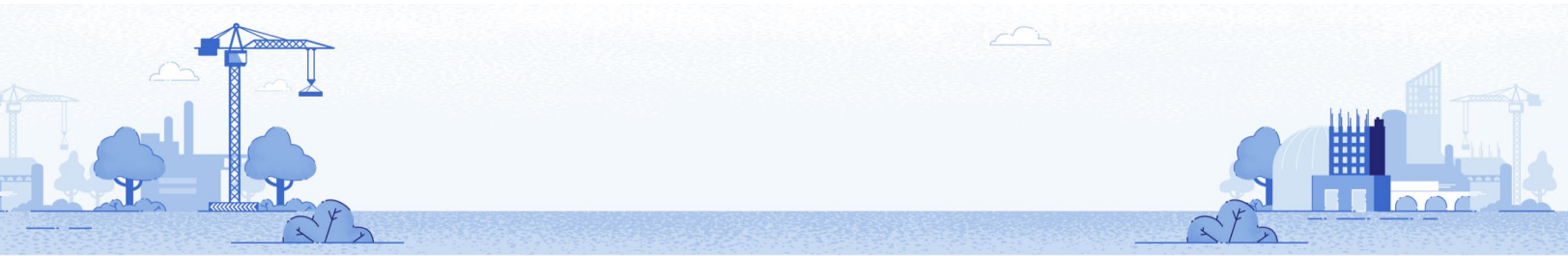
If you have an out of office on, you can feel confident that people will know how to proceed while you are away – this should hopefully mean you can avoid the inbox while you are off!

## Let's Talk EMEA



The second 'Let's Talk EMEA' podcast has now been released where this time we discuss employee relations with the HR Planning & Development Director EMEA – Carlos Delgado Conde.

You can listen to the podcast [here](#).





## Colin Celebrates 25 Years Long Service



Last week Paul Cheeseman, NW Readymix Operations Manager, was delighted to congratulate and thank Colin Beechey for his upcoming long service milestone and continued commitment to Cemex.

Colin reaches 25 years service on 9<sup>th</sup> July 2023, having started with the business all those years ago as a Technician, although his offer letter was for the position of Secretary after a paperwork mix up. Colin moved on to be Batcher at Bangor then Colwyn Bay Readymix plants before relocating to Blackpool after meeting his wife Sarah, taking a relief role in Lancashire.

Colin can be seen in the production hot seat at Blackburn in the photograph. Colin has put his reward towards a family holiday for him, his wife and daughter, Paige.

## Long Service Awards



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

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

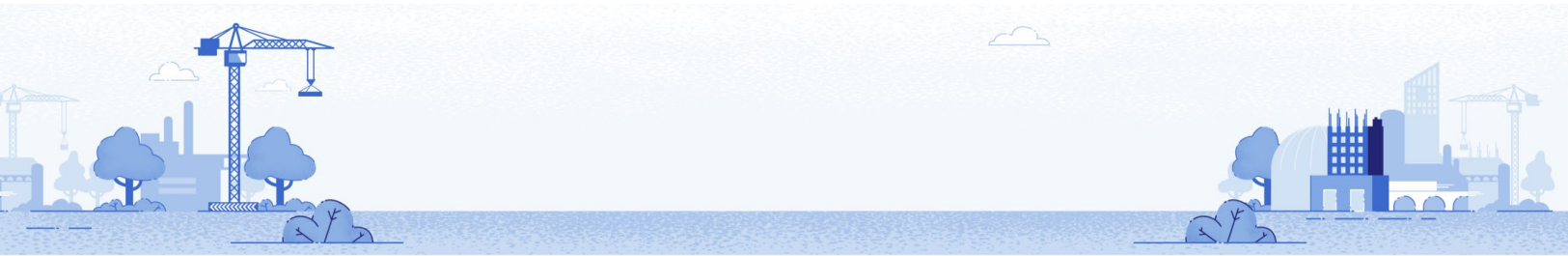
Timothy See, Operations Support West Midlands, celebrated 40 years  
Adam Carty, Operations Manager Bedfordshire, celebrated 25 years  
Mark Harris, Multi Skilled Operative Derbyshire, celebrated 25 years  
Paul Mangnall, Operative Conwy, celebrated 25 years

Paul Carson, Fitter Derbyshire, celebrated 15 years  
Tony Drake, Operations Manager Tilbury Essex, celebrated 15 years  
James King, Relief Plant Manager Cheshire, celebrated 15 years  
Euan Mason, Class 1 Driver (Tanker) Warwickshire, celebrated 15 years  
Kevin Hume, Foreman Essex, celebrated 15 years  
Kevan Byrne, Senior Quarry Operator Derbyshire, celebrated 15 years

## UK News Northern Research Group Conference



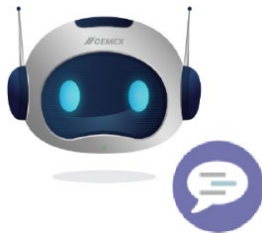
The Cemex UK Public Affairs team recently attended the Northern Research Group's conference in Doncaster, to discuss opportunities to level up the North, and to discuss how the economic power of the North of England can be unleashed. They were able to take part in discussions on policy regarding invigorating the North of England's economy, and on sustainability and what business can do to enable this.



The Northern Research Group is an influential caucus of Conservative Members of Parliament who seek to keep pressure on the government to ensure that the interests of constituencies and communities outside the traditional heartlands of the Party are championed and represented.

Discussions took place with the former Chancellor, George Osborne, on re-establishing the Northern Powerhouse, and the Prime Minister, Rishi Sunak on his priorities for the North of England and for the country more widely.

## New Chatbot for T&E



The Service Now team want to improve your experience related to the general T&E process.

Our new Chatbot tool is efficient and effective. Visit ServiceNow to get started where you will have immediate assistance, 24/7, for any questions about the T&E, Concur expense reports and manual reimbursements.

### Chatbot benefits:

- Easy access
- Takes less time
- Quickly answers FAQs
- Operational risk reduction

Access to our New Chatbot at Service Now [here](#).

## Flying the Flag for Cemex



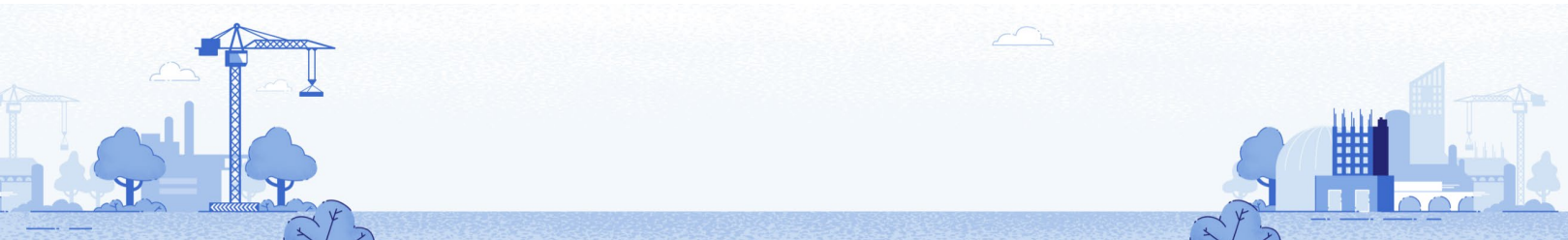
Recently Michael Ripley, North West Aggregates Operations Manager, attended the University of Derby's Foundation Degree student's poster presentation event.

Cemex UK currently has four students studying the Foundation Degree in Mineral Extractives at The University of Derby. Our students are mature students who hold full time positions within the company. They attend a number of study weekends throughout the

term and have to carry out assignments throughout the academic year as part of a correspondence course. Their workload is quite large considering they all work long hours in the quarry, and it requires a lot of commitment to complete the three years of study.

Mick found the sessions really interesting, with groups being formed from Foundation Degree students and Higher apprentices. The students were mixed up from the different companies and various types of businesses.

Each group had to randomly select pre-determined topic relevant to the industry and design an industry poster which was on display. Topics included Recruitment and retention, Employee engagement, Sustainability in the industry, Mental Health, Diversity, Quarry Digitalisation, Leadership,



Menopause and Prevent and British values. Guests were invited to discuss the poster and hold a discussion with the group before completing a score card for each group.

Commenting on the event Mick said: “It was evident that all four of our students, (Daniel Wynn, Trainee Quarry Manager – Raynes, Philip Brewer, AQM Halkyn, Matthew Brown, QM Cromwell, Jamie Shaw, Trainee Quarry Manager – Dove Holes) had been involved in the teamwork preparing the poster and contributing to the discussions. They represented themselves and Cemex in a very positive manner.”

Photo: University of Derby website

## ETHOS Line – Code of Ethics

To file a report or to make an inquiry, please reach out through:

**ETHOSline**   
Anonymous | Confidential | Reliable  
Available **24** hours a day, **7** days a week.  
Tel: 0808 234 0792 <http://wb.cemex.com/>

In 2022 Cemex worldwide received 786 cases and 78 inquiries through our official channels (ETHOSline, ETHOS Committees, Human Resources, Legal and/or [ethos@cemex.com](mailto:ethos@cemex.com)).

Of the globally reported cases the Committees found that 48% of the reported cases were substantiated and required remedial actions, which were implemented accordingly. Furthermore, Committees proactively addressed some non-substantiated cases by conducting policy and/or process reviews and providing targeted training to prevent future issues.

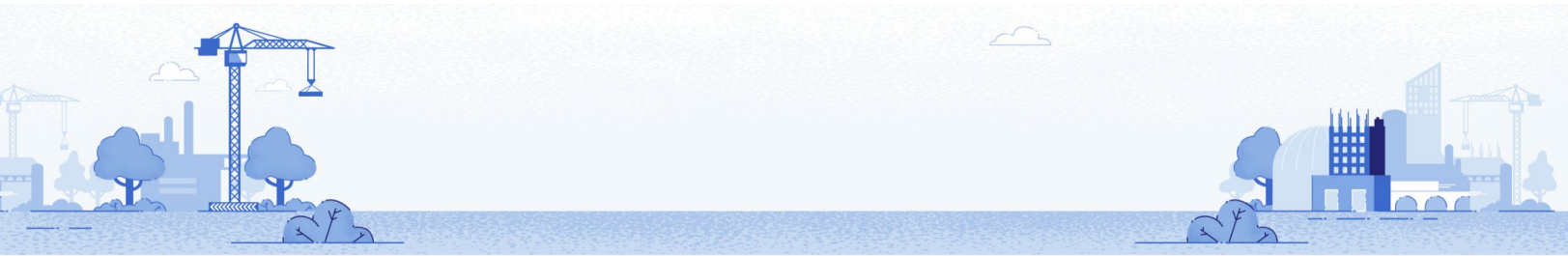
Overall, the consequences were:

- 182 disciplinary actions
- 108 employee terminations
- 74 policy and process reviews
- 46 remedial training sessions
- 43 terminations of commercial relationships with third parties

Once more, the ETHOS Program demonstrated an unwavering commitment to uphold high standards of ethical conduct and accountability across the organisation.



**Reminders to all Managers:** please print off the poster at the end of this document and in the download page of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads) and share on all workplace notice boards.





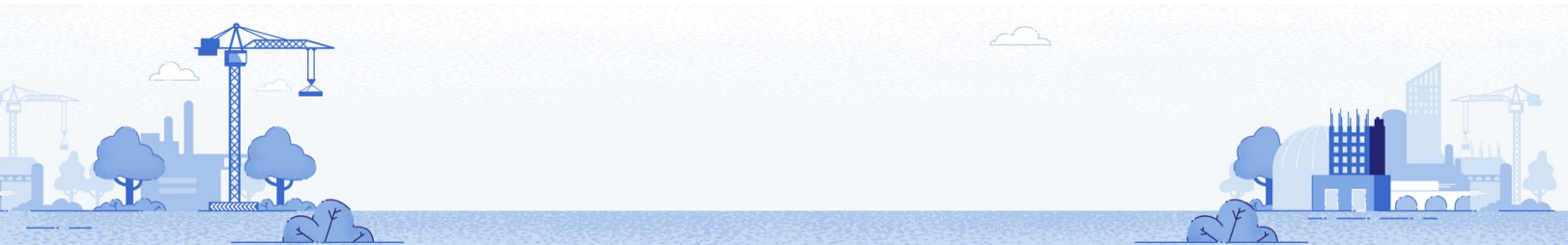
## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
148-06-2023	Transport Administrator	Supply Chain - Cement	Rugby Cement Plant	14/07/2023
149-07-2023	UK Communications Manager	Sustainability - Communications	Binley	17/07/2023
150-07-2023	Multiskilled Operative	Materials - Aggregates	Dove Holes Quarry	18/07/2023
151-07-2023	Bulk Tanker Driver (Days)	Supply Chain - Cement	Rugby Cement Plant	18/07/2023
152-07-2023	Laboratory Chemist	Cement Operations	Rugby Cement Plant	18/07/2023
153-07-2023	Supervisor – (Day)	Materials - Aggregates	Angerstein Wharf	19/07/2023

### 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.



# STAY SUN SAFE

## How to stay safe in the sun

- Stay in the shade where possible
- Cover up
- Use sunscreen





# HiPo reporting – High Potential incidents



**A High Potential (HiPo) incident/event is one that realistically could have under other circumstances caused one or more fatalities or life changing injury.**

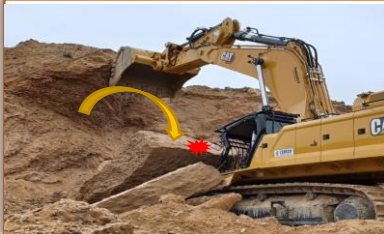
## Examples of HiPo's. Thankfully no one was injured.



The cylinder supporting the raised tank broke causing the cistern to lose stability and roll over.



Trailer truck arrived to the readymix site carrying sand. While unloading, the trailer lost balance and rolled over



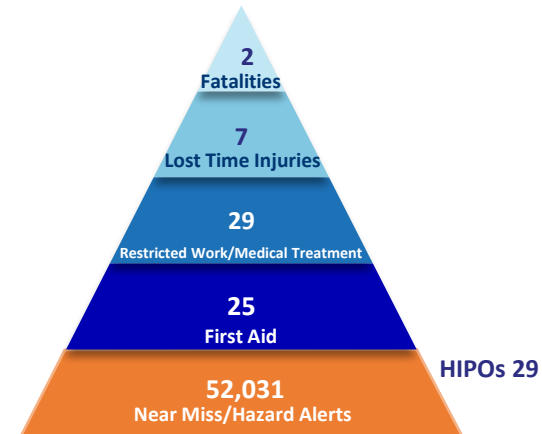
The extraction operation was being carried out from the lower part of the rock face, when suddenly there was a large rock fell onto the excavator cabin



The gearbox drive in the PHT became detached from the shaft and fell 4 metres to the floor



At regular and routine seabed dredging operation a fire alarm activated. The fire was successfully extinguished by the employees using portable CO2 extinguishers.



**The pyramid shows that in order to eliminate incidents, we should focus on the bottom level.**

**By eliminating hazardous behaviours and conditions, we will eliminate near misses and incidents at higher levels of the pyramid.**

**CEMEX statistics show that the fewer potentially hazardous events reported, the greater the risk of an accident.**

**HIPO's are a great opportunity for identifying additional learning to prevent incidents and injuries.**

**If you are a witness of a HIPO, be sure to inform your supervisor! Thanks to this, you identify a potential problem that we may not have noticed and help us avoid any injuries.**



# Jump Back Up July 2023

SATURDAY

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

1 Take a small step to help overcome a problem or worry

2 Adopt a growth mindset. Change "I can't" into "I can't...yet"

3 Be willing to ask for help when you need it

4 Find something to look forward to today

5 Get the basics right: eat well, exercise and go to bed on time

6 Pause, breathe and feel your feet firmly on the ground

7 Shift your mood by doing something you really enjoy

8 Avoid saying "must" or "should" to yourself today

9 Put a problem in perspective by seeing the bigger picture

10 Reach out to someone you trust and share your feelings with them

11 Look for something positive in a difficult situation

12 Write your worries down and save them for a specific 'worry time'

13 Challenge negative thoughts. Find an alternative interpretation

14 Get outside and move to help clear your head

15 Set yourself an achievable goal and take the first step

16 Find fun ways to distract yourself from unhelpful thoughts

17 Use one of your strengths to overcome a challenge today

18 Let go of the small stuff and focus on the things that matter

19 If you can't change it, change the way you think about it

20 When things go wrong, pause and be kind to yourself

21 Identify what helped you get through a tough time in your life

22 Find 3 things you feel hopeful about and write them down

23 Remember that all feelings and situations pass in time

24 Choose to see something good about what has gone wrong

25 Notice when you are feeling judgmental and be kind instead

26 Catch yourself over-reacting and take a deep breath

27 Write down 3 things you're grateful for (even if today was hard)

28 Think about what you can learn from a recent problem

29 Be a realistic optimist. Focus on what could go right

30 Reach out to a friend, family member or colleague for support

31 Remember we all struggle at times - it's part of being human



ACTION FOR HAPPINESS

Happier · Kinder · Together

# Energy Briefing Communication Record

Energy Briefing **<Insert Reference>** has been communicated to the following personnel and the learning points discussed. By signing this record personnel are indicating that they understand the key learning points.

Date	Name	Signature	Communicated by

Copies of all training records shall be maintained by local management with a copy being sent to the local Human Resources (HR) Manager/Administrator. Records of all training should also be maintained by each employee in a CPD file or equivalent.



# ENERGY BRIEFING

## ISO 50001 – Work Instruction Updates

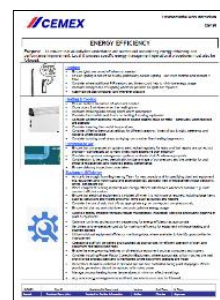
### Introduction

As highlighted in our previous Energy Briefing, we are implementing an energy management system (EnMS) which will be certified to ISO 50001. We have been successful at the Stage 1 audit and now we must ensure the system is fully implemented across our sites before the Stage 2 site audits in August and September. The EnMS is integrated with our Environmental Management System (EMS) so there should be little change at site level.

In preparation we have reviewed our Manual 4 Environmental Work Instructions:



- **Added ENV 26 - Energy Efficiency - (2 pages)** - to provide some basic energy saving tips on things such as heating, lighting, compressed air, plant & equipment, motors, conveyors, mobile plant, pumps and continual improvement.



- **Updated ENV 10 – Environmental Footprint Tracker** – accurate and timely EF Tracker data is even more important for ISO 50001 implementation. It is also used for CO2 reporting and customer CO2 footprints so it must be accurate.



- **Reviewed ENV 25 – now Flood and Drought Management** – this has been renumbered and reissued (relevant to the Environmental Management System).



The updated Manual 4 is available on the [UK Sustainability SharePoint](#) – please replace previous versions on sites or just update the revised pages, also available on SharePoint.

### Key Points

- **Share this briefing and update your EMS files with the Manual 4 changes as appropriate.**
- **Review ENV 10 and your EF tracker data to ensure it is as accurate as possible. Accurate data is critical for successful ISO 50001 implementation.**
- **Review the energy efficiency tips in ENV 26 and consider if these can be implemented at your sites.**
- **More information about the ISO 50001 energy management system will be shared in the coming weeks and months.**





**Document Number: Manual 4**

**Document Title: Operators Work Instructions**

**Document Type: Manual**

12	19/06/23	35	Removal of Paving Solutions. Update to ENV10. New reference ENV 25 – Flood & Drought Management. New ENV 26 Energy Efficiency	A Gilbert	Sust Team	M Clegg
11	01/03/21	35	Updates to ENV 03,04,04a,05,06,07,09,11,13,15,16,18,19,20,21,23,24,25	A Gilbert	Sust Team	M Clegg
10	01/01/18	35	Updates to ENV 01a,b,c, ENV 07, ENV10	A Gilbert	Sust Team	P Fletcher
09	03/07/17	35	Update to ENV 06 and ENV 07	A Gilbert	Sust Team	P Fletcher
08	30/11/16	35	Inclusion of Flood & Drought Management Procedure ENV 26 and minor changes to ENV 04, ENV 05, ENV 06, ENV 07, ENV 12 and ENV 19	A Gilbert	Sust Team	P Fletcher
07	1/12/15	34	Inclusion of Paving Solutions Procedures ENV25	M Clegg	A Gilbert	P Fletcher
06	31/03/14	32	Procedures given unique version numbers to facilitate individual updates. Minor updates	A Gilbert	Sust. Team	P Fletcher
05	17/12/12		Landfill procedures added, modification to Env03	P Ferguson	Sust. Team	P Fletcher
04	05/10/11	26	Fourth Revision	P Ferguson	Sust. Team	P Fletcher
03	16/06/08	24	Third revision	P Ferguson	Sust. Team	A Spencer
02amd2	09/05/08	24	EWI Routine maintenance added to rules	P Richards	Sust. Team	A Spencer
02amd1	25/01/08	24	Environmental Work Instruction 1 re-written	Various	Sust. Team	A Spencer
02	15/10/07	35	Second revision	Various	Sust. Team	A Spencer
01	30/05/07	35	First revision	D Holden	J Wilson	A Spencer
<b>Revision</b>	<b>Date</b>	<b>Number of Pages</b>	<b>Revision / Amendment Description</b>	<b>Author</b>	<b>Checker</b>	<b>Approver</b>

# ENVIRONMENTAL WORK INSTRUCTION INDEX

Work Instruction	No.	Applicable to		
		Concrete/Building Products/Cement Terminals/Clinker Grinding	Aggs and Asphalt	Admix
Cement to Silo Delivery Procedure	001a	Yes	No	No
Cement Delivery Procedure Exceptional Hours Delivery	001b	Yes	No	No
Cement Warehouse Tanker Delivery Procedure	001c	Yes	No	No
Cement Silo Inspection and Maintenance	002	Yes	No	No
Concrete Plant Water Management Procedure	003	Yes	No	Yes
Managing Waste Disposal Procedure	004	Yes	Yes	Yes
Receiving Hazardous (Special) Waste Procedure	004a	Yes	No	No
Pollution Prevention Delivery, Storage Use of Liquids Procedure	005	Yes	Yes	Yes
Emergency Spill Procedure	006	Yes	Yes	Yes
Dust Control Environmental Permit Compliance (Concrete)	007	Yes	No	No
Noise Prevention, Vehicles Plant and Machinery	008	Yes	Yes	Yes
Wildlife Pest and Weed Management	009	Yes	No	Yes
Environmental Footprint (EF) Tracker	010	Yes	Yes	Yes
Filler Deliveries/Discharge	011	No	Yes	No
Dust Prevention - Processing, Handling Storage and Transportation	012	No	Yes	No
Noise and Vibration Prevention - Blasting	013	No	Yes	No
Redundant Plant and Equipment	014	Yes	Yes	Yes
Preventing Water Pollution - Silt	015	No	Yes	No
Preventing Incidents - Site Intruders	016	Yes	Yes	Yes
Supervision of Contractors and Tenants	017	Yes	Yes	Yes
Biodiversity Protection and Enhancement	018	No	Yes	Yes
Management of Invasive Weeds and Plants	019	Yes	Yes	Yes
Water Management	020	No	Yes	Yes
Abatement Plant Inspection and Maintenance	021	No	Yes	No
Oil Interceptor Inspection and Maintenance	022	Yes	Yes	Yes
Waste Acceptance and Management Procedure at CEMEX Landfill & Restoration Sites	023	No	Yes	No
Waste Acceptance and Management Procedure at CEMEX Recycling Sites	024	Yes	Yes	No
Flood & Drought Management	025	Yes	Yes	Yes
Energy Efficiency	026	Yes	Yes	Yes

19/06/23	Rev 12	Sustainability Department	Various	Sust Team	M Clegg
Issued	Revision Description	Contact for Further Information	Author	Checker	Approver

## ENVIRONMENTAL WORK INSTRUCTION - ISSUE DATES

Work Instruction	No.	Revision Number	Issue Date
Cement to Silo Delivery Procedure	001a	10	01/01/18
Cement Delivery Procedure Exceptional Hours Delivery	001b	10	01/01/18
Cement Warehouse Tanker Delivery Procedure	001c	10	01/01/18
Cement Silo Inspection and Maintenance	002	6	31/3/14
Concrete Plant Water Management Procedure	003	7	01/03/21
Managing Waste Disposal Procedure	004	8	01/03/21
Receiving Hazardous (Special) Waste Procedure	004a	7	01/03/21
Pollution Prevention Delivery, Storage Use of Liquids Procedure	005	8	01/03/21
Emergency Spill Procedure	006	10	01/03/21
Dust Control Environmental Permit Compliance (Concrete)	007	11	01/03/21
Noise Prevention, Vehicles Plant and Machinery	008	6	31/3/14
Wildlife Pest and Weed Management	009	7	01/03/21
Environmental Footprint (EF) Tracker	010	11	19/06/23
Filler Deliveries/Discharge	011	7	01/03/21
Dust Prevention - Processing, Handling Storage and Transportation	012	7	30/11/16
Noise and Vibration Prevention - Blasting	013	7	01/03/21
Redundant Plant and Equipment	014	6	31/3/14
Preventing Water Pollution - Silt	015	7	01/03/21
Preventing Incidents - Site Intruders	016	7	01/03/21
Supervision of Contractors and Tenants	017	6	31/3/14
Biodiversity Protection and Enhancement	018	7	01/03/21
Management of Invasive Weeds and Plants	019	8	01/03/21
Water Management	020	7	01/03/21
Abatement Plant Inspection and Maintenance	021	7	01/03/21
Oil Interceptor Inspection and Maintenance	022	6	31/3/14
Waste Acceptance Procedures Landfill	023	7	01/03/21
Waste Acceptance Procedures-Recycling & Restoration Sites	024	7	01/03/21
Flood & Drought Management	025	2	19/06/23
Energy Efficiency	026	1	19/06/23

19/06/23	Rev 12	Sustainability Department	Various	Sust Team	M Clegg
Issued	Revision Description	Contact for Further Information	Author	Checker	Approver



# ENVIRONMENTAL FOOTPRINT (EF) TRACKER

**Purpose** - To ensure that accurate energy, waste and water information is recorded monthly on EF Tracker to aid in targeting reductions in natural resources and energy use across CEMEX sites

	<p><b>EF Tracker data</b></p> <ul style="list-style-type: none"> <li>The person with responsibility for collecting the data must be given adequate instruction to ensure that the correct meter readings and other relevant information can be obtained at the end of each month</li> <li>Meter readings should be taken as close to the end of production on the last working day as is possible. Monthly data from a metering service or invoice data will be used where available – site data will only be used where this is not available</li> <li>Monthly meter readings must be submitted to the person with responsibility for entering data into EF Tracker by the third working day of the month</li> <li>If any data is estimated, this should be recorded and action considered to minimise the need for estimation where possible</li> <li>Collated data should be submitted to the <a href="mailto:gb-eftracker@cemex.com">gb-eftracker@cemex.com</a> email using the site specific data file. Please ensure that the data file name is not altered. Full instructions are available on the site EF Tracker files</li> <li>Utilities sub monitoring should be considered for particularly energy intensive equipment and for multi-disciplinary sites</li> <li><b>Please remember that the accuracy of EF Tracker data is incredibly important for all of our environmental reporting e.g. CEMEX Global reports, CO2 calculations, trade association data, responsible sourcing, ISO 14001 and ISO 50001 and Future In Action targets.</b></li> </ul>
	<p><b>Electricity &amp; Fuel data</b></p> <ul style="list-style-type: none"> <li>Check that the data makes sense, electricity consumption should normally be within the range 1,000 - 10,000kWh per month for a typical concrete plant</li> <li>Where diesel or other liquid fuels are used these must be reported in EF Tracker (or Aspect for aggregate sites).</li> <li>Please ensure that where contractors are used for earth works the contractor fuel use is also reported <b>monthly</b>.</li> <li>Ensure that total electricity consumption is recorded; meters often show day and night rates as well as total consumption</li> <li>Energy efficiency and improving energy performance is a key aspect of our Future in Action commitments. (See ENV26 – Energy Efficiency)</li> </ul>
 	<p><b>Mains water data</b></p> <ul style="list-style-type: none"> <li>Ensure that the water meter reading is reported correctly. There are many types of water meters, however they usually have a display which has 4-6 white digits and up to three red digits or rotary dials. It is the white digits which provide the reading in cubic metres</li> <li>Water data must also be sense checked prior to submission e.g. a concrete plant producing with no water usage cannot be correct</li> <li>All non-mains water used should be recorded, where this is not metered an estimate should be entered and action considered to minimise the need for estimation where possible</li> </ul> <p><b>Tips to lower mains water consumption</b></p> <ul style="list-style-type: none"> <li>Switch off water using equipment when not needed</li> <li>Carry out regular inspections to water systems and rectify any leaks.</li> <li>Fit timers or trigger nozzles to hose pipes</li> <li>Ensure that when filling truck mixer water tanks, the water is switched off once the tank is full, not allowed to overflow</li> <li>Ensure that wherever possible reclaimed water is used in preference to fresh water</li> </ul>
	<p><b>Waste data</b></p> <ul style="list-style-type: none"> <li>Data will be collected from the service provider where available, other waste data will need to be estimated unless delivery ticket information is available <ul style="list-style-type: none"> <li>An 8 wheeler tipper load of concrete wash waste weighs approx 20 tonnes</li> <li>General waste such as wheelie bins or skips on average weighs 10% of the volume expressed as kg - e.g. the contents of a 240 litre wheelie bin weigh approx 24 kg</li> <li>The site must add any ad-hoc waste in the appropriate section.</li> </ul> </li> </ul> <p><b>Tips to lower waste generation</b></p> <ul style="list-style-type: none"> <li>Stone washing should be used in preference to washing out wherever feasible</li> <li>Waste segregation should be used to separate recoverable/ recyclable wastes from the general waste stream where practicable</li> <li>Minimise spillage and re-working</li> </ul>

01/01/18	Rev 11	Sustainability Department.	Various	Sust Team	P Fletcher
Issued	Revision Description	Contact for Further Information	Author	Checker	Approver

## FLOOD AND DROUGHT MANAGEMENT





**Purpose** - To ensure that reasonable precautions are taken to minimise impacts of floods and droughts.

	<p><b><u>Flood - Are you at Risk?</u></b></p> <p>Floods can happen at any time and any day. By taking action to prepare in advance for flooding, businesses can save on the cost of lost stock and movable equipment, as well as some of the trouble and stress that goes with such an event</p> <ul style="list-style-type: none"> <li>Using the postcode for the site check if your site is at risk of flooding on the Gov.UK website - <a href="http://www.gov.uk/check-flood-risk">www.gov.uk/check-flood-risk</a></li> <li>If your site is shown to be at risk then sign up for Flood Warnings on the website <a href="http://www.gov.uk/sign-up-for-flood-warnings">www.gov.uk/sign-up-for-flood-warnings</a> or by calling 0345 988 1188</li> <li>Keep up to date with Live Flood warnings</li> </ul>
	<p><b><u>Flood Plan</u></b></p> <p>If a flood is imminent or very likely, your main priority is to make sure that people are safe. There may be actions that you can be taken to prepare buildings and contents to minimise damage and post-flood repair and restoration costs. If your site is at risk of flooding then a Flood Plan could be developed. The Environment Agency Flood Plan template could be used to assist in this process. You should know:-</p> <ul style="list-style-type: none"> <li>Contact details for key people? E.g. Internal Crisis Management, Water Company, Electric Company etc</li> <li>What are the key bits of property &amp; equipment which need to be protected? E.g. computers, vehicles, chemicals &amp; oils, electrical items, paper files, spill kits.</li> <li>What protective materials are available on site? E.g. sandbags, sheeting, boards, appropriate tools etc</li> <li>Where are the service shut off points?</li> <li>What actions will be taken in the event of a suspected flood eg use of sandbags and sheeting, moving drums and containers into buildings to prevent them floating away, moving key items to other plants not at risk?</li> <li>Has appropriate training been carried out to ensure actions can be completed safely?</li> </ul>
	<p><b><u>Flood Resilience</u></b></p> <ul style="list-style-type: none"> <li>Are there longer term flood resilience measures which can be taken? E.g. fitting non return valves on toilets and drains, locating chemicals and oils above the flood line, putting electrical sockets above the flood line, Elevating cabins and equipment, replacing items with flood resistant versions, purchasing flood protection equipment.</li> </ul>
	<p><b><u>Drought Resilience</u></b></p> <p>In the event of drought conditions restrictions can be imposed on water abstractions and mains water usage. With increased risk of drought conditions then efficient use of water becomes even more important. We monitor and target improvements in mains water usage in EF Tracker. In order to maximise water efficiency we will continue to promote:-</p> <ul style="list-style-type: none"> <li>Good water housekeeping e.g. turning off taps, fitting triggers to hoses, fixing leaks, use of truckclear</li> <li>Maximising rainwater capture and reuse – managing wash pits to ensure maximum rainwater storage capacity, add additional capacity with empty IBCs, stirred water tanks etc</li> <li>Adaptation and development of products e.g. use of admixtures to minimise water content</li> </ul> <p>In the event of significant drought concerns then CEMEX could review provisions for wheel cleaning and dust suppression taking other compliance obligations into consideration and assist water companies in promoting best practice at home as well as at work.</p>

19/06/23	Rev 02	Sustainability Department.	Various	Sust Team	M Clegg
Issued	Revision Description	Contact for Further Information	Author	Checker	Approver

## ENERGY EFFICIENCY

**Purpose** - To ensure that all activities undertaken are carried out considering energy efficiency and performance improvement. Local & process specific energy management operational procedures must also be followed.

	<p><u>Lighting</u></p> <ul style="list-style-type: none"> <li>• Ensure lights are turned off when not needed</li> <li>• Ensure lighting is not left on all day, particularly outside lighting - use timer controls and sensors if fitted</li> <li>• Consider where additional PIR sensors and timers could help to minimise energy usage</li> <li>• Consider changes to LED lighting wherever possible as lights are replaced</li> <li>• Maximise the use of natural light wherever possible</li> </ul>
	<p><u>Heating &amp; Cooling</u></p> <ul style="list-style-type: none"> <li>• Ensure heaters are turned off when not needed</li> <li>• Close doors &amp; windows when the heating is on</li> <li>• Consider installing auto closing doors where appropriate</li> <li>• Consider thermostats and timers on heating &amp; cooling equipment</li> <li>• Consider whether additional insulation or double glazing could be fitted – particularly when facilities are changed</li> <li>• Consider lowering thermostat temperatures</li> <li>• Consider differing thermostat settings for different seasons / times of day &amp; night, weekends and holidays where possible</li> <li>• Consider isolating small areas as drying rooms rather than heating large rooms</li> </ul>
	<p><u>Compressed Air</u></p> <ul style="list-style-type: none"> <li>• Ensure that compressed air systems are checked regularly for leaks and that repairs are carried out promptly - compressed air is many times more expensive than electricity</li> <li>• Consider compressor management systems and auto shutoffs where appropriate</li> <li>• Consideration to be given, periodically, to size and age of compressors and the potential for cost effective replacement and improved energy performance</li> <li>• Ensure statutory inspections undertaken</li> </ul>
	<p><u>Equipment Efficiency</u></p> <ul style="list-style-type: none"> <li>• Advice to be sought from Engineering Team for new projects and for specifying plant and equipment e.g. equipment and motor sizing and appropriate IEC standard, new or replacement motor decisions, drives, generators etc.</li> <li>• When equipment is being replaced, use energy efficient alternatives whenever possible e.g. more modern / efficient motors</li> <li>• Ensure that electrical equipment is switched off when it is not in use or required, including large items such as conveyors and mixers and small items such as pumps and heaters</li> <li>• Consider the use of auto shut offs as appropriate e.g. on conveyors / compressors etc.</li> <li>• Ensure that start up and shut down protocols optimise energy usage</li> <li>• Optimise energy efficiency through regular maintenance, inspection, servicing and routine cleaning of plant &amp; equipment</li> <li>• Optimise run times and equipment sequencing for energy efficiency as appropriate</li> <li>• Set timers and temperature controls for maximum efficiency for equipment with trace heating and bitumen storage</li> <li>• Utilise individual equipment efficiency monitoring data, where available, to identify opportunities for improvement</li> <li>• Operational staff will be trained and coached, as appropriate, for efficient operation of plant and equipment relevant to their roles</li> <li>• Enable the energy-saving features on all electrical equipment such as computers and copiers</li> <li>• Consider installing Power Factor Correction Equipment, where appropriate, which matches the load profile of the process plant and is maintained where equipment changes are made</li> <li>• Generators should be matched to demand and run time controlled during plant stoppages. Where possible, generators should be replaced with mains power.</li> <li>• Manage process heating burner temperatures at minimum effective settings</li> <li>• Any local energy management operational procedures must also be followed</li> </ul>

19/06/23	Rev 01	Sustainability Department.	Various	Sust Team	M Clegg
Issued	Revision Description	Contact for Further Information	Author	Checker	Approver



## ENERGY EFFICIENCY

	<p><b><u>Motor maintenance</u></b></p> <ul style="list-style-type: none"> <li>• Ensure that motors are appropriately maintained to include effective <ul style="list-style-type: none"> <li>○ cleaning including associated equipment e.g. fans and fins free from debris</li> <li>○ mechanical condition e.g. mountings tight &amp; adequate ventilation</li> <li>○ motor alignment with equipment shafts and pulleys</li> <li>○ tension and condition of drive belts</li> <li>○ oil seals and gearboxes - free from leaks</li> </ul> </li> <li>• Ensure motors are routinely checked for abnormal noises and excessive heat.</li> </ul>
	<p><b><u>Conveyors</u></b></p> <ul style="list-style-type: none"> <li>• Ensure that conveyors are appropriately maintained</li> <li>• Ensure that conveyor rollers are in good order and clear of spillage</li> <li>• Consider effective conveyor belt cleaning</li> <li>• Ensure routine inspection and checks of belt tension</li> </ul>
	<p><b><u>Mobile Plant</u></b></p> <ul style="list-style-type: none"> <li>• Ensure that only suitably trained operators are permitted to drive mobile plant to ensure safe and efficient operation</li> <li>• Ensure that on board driver aids are used correctly and not disabled</li> <li>• Minimise engine idling time</li> <li>• Ensure that efficient excavation, lifting and loading practices are observed e.g. plant positioning, traction, bucket position, bucket angles etc.</li> <li>• Optimise operational areas, where possible, for the most efficient material movement and management e.g. move it once, move it for shortest time and on the lowest gradient</li> <li>• Equipment to be maintained and serviced in line with manufacturer's guidance e.g. tyre pressures for optimal operation and bucket teeth &amp; edges maintained in good order etc</li> <li>• Consider whether machines are the right size for the right job</li> <li>• Ensure that haul roads &amp; yards are maintained in good order and clear of excessive materials</li> <li>• Utilise individual machine efficiency data, where available, to improve efficiency</li> </ul>
	<p><b><u>Pump Efficiency</u></b></p> <ul style="list-style-type: none"> <li>• Pump efficiency can be improved through system design for example by:- <ul style="list-style-type: none"> <li>○ Oversizing the pipework diameter</li> <li>○ Minimising the bends and valves</li> <li>○ Use of multiple pumps in series or parallel</li> <li>○ Optimising efficiency when setting up system</li> <li>○ Using pump curves to identify efficient operating flowrates at differing heads</li> <li>○ Correctly sized suction and discharge pipes for optimum efficiency</li> </ul> </li> <li>• Pumps should be routinely serviced and maintained to:- <ul style="list-style-type: none"> <li>○ Avoid blocked suction, scavenging suction, damaged suction pipes, air leaks in the suction, worn impellers, incorrectly size discharge pipe, damaged or blocked discharge, water leaks on the discharge pipe etc</li> <li>○ Ensure mesh / basket or filter on pump intakes are in place and clear</li> </ul> </li> </ul>
	<p><b><u>Continual Improvement</u></b></p> <ul style="list-style-type: none"> <li>• Identify energy saving opportunities and make suggestions to your line manager or the Energy Team</li> <li>• Share best practice opportunities through the Ideation portal</li> <li>• Check site performance using monthly EF Tracker dashboard</li> <li>• Minimise base load when not producing – e.g. night times and out of hours</li> <li>• Consider opportunities to reduce reworking and cleaning up – right first time</li> <li>• Consider options for work planning to optimise energy usage</li> <li>• Consider opportunities for use of renewable energy sources</li> <li>• Ensure that contractors are also managing energy usage – included in contractor induction</li> <li>• Additional guidance can be found on the UK Sustainability SharePoint</li> </ul>

19/06/23	Rev 01	Sustainability Department.	Various	Sust Team	M Clegg
Issued	Revision Description	Contact for Further Information	Author	Checker	Approver

# Thank you for speaking up!

In 2022, Cemex worldwide received **786** cases and **78** inquiries through our official channels (ETHOSline, ETHOS Committees, Human Resources, Legal and/or [ethos@cemex.com](mailto:ethos@cemex.com)).

Of the globally reported cases the Committees found that **48%** of the reported cases were substantiated and required remedial actions, which were implemented accordingly. Furthermore, Committees proactively addressed some non-substantiated cases by conducting policy and/or process reviews and providing targeted training to prevent future issues.

Overall, the consequences were:

- **182** disciplinary actions
- **108** employee terminations
- **74** policy and process reviews
- **46** remedial training sessions
- **43** terminations of commercial relationships with third parties

Once more, the ETHOS Program demonstrated an unwavering commitment to uphold high standards of ethical conduct and accountability across the organization.



To file a report or to make an inquiry, please reach out through:

**ETHOSline** 

Anonymous | Confidential | Reliable

Available **24** hours a day, **7** days a week.

Tel: 0808 234 0792 <http://wb.cemex.com/>