



Welcome to UK News 13th July 2023
your weekly update from around Cemex UK

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HEALTH & SAFETY

Global Safety Alert

SAFETY ALERTS



The latest Global Safety Alert regarding an incident outside the EMEA Region, describes a very sad situation where a colleague was found trapped by a roller at the head end of a conveyor; his arm was amputated and despite rescue efforts, he died at the scene.

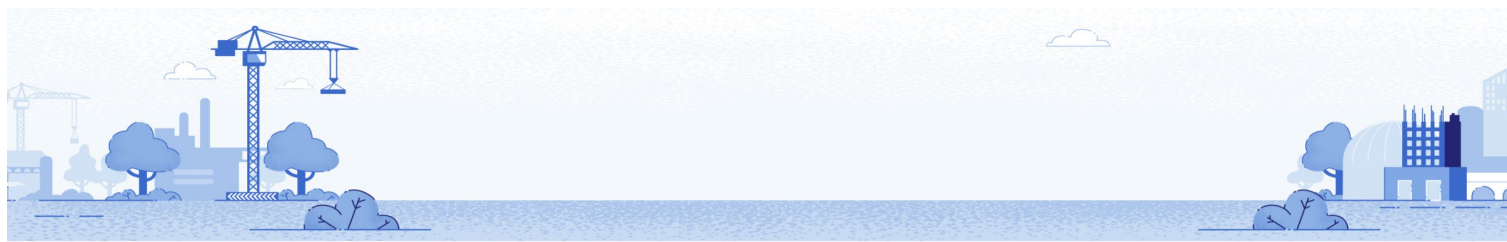
We have focussed significant time and effort to ensure machinery guarding is properly designed, secured by fastenings that require a tool to remove them, and isolation procedures are robust (LOTOTO – Lock Out, Tag Out, Try Out). Please discuss this Alert with your teams, reminding them of these essential requirements, which are intended to prevent tragedies such as the incident detailed in the Alert. We must ensure regular checks of machinery guarding are included in our site inspection and defect reporting schemes, and all personnel (employees and contractors) have received appropriate training in isolation procedures.

You can find the Global Alert at the end of this document and on the UK News download page [here](#).

Key responsibilities of Managers and Supervisors includes regular monitoring of workplace standards, discussion with their teams to identify improvement opportunities, and ensuring everyone understands the safety requirements of their role. In addition, individually we must Take 5 to ensure we STOP & THINK before starting new tasks, to double check all necessary precautions are in place, and STEP IN using the Take 5 Together process to ensure we not only look after ourselves, but also look after each other...Our Number 1 Safety Essential.

When reviewing the Alert with teams, please consider whether there are any shortfalls in our processes, or opportunities to make further improvements, taking immediate action where there is a risk of injury. Please also display the Alert on notice boards.

Cemex Global Protocols require all Fatal Alerts to be communicated and Managers to capture the signature of employees and contractors to confirm they have received and understood the information and the control measures they need to adopt. In addition, operations are invited to observe a one-minute silence in memory of the deceased at the time of discussing a Fatal Incident Safety Alert.



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

Berkswell Team Celebrate 21 Years LTI Free



Congratulations to the team at Berkswell quarry who have achieved a fantastic 21 years LTI free in June.

Andrew Barber, Quarry Manager (Midlands), said: “These achievements only happen with full engagement from our teams and contractors. Half of the current team have less than 18 months service and are from outside our industry, which in itself has been challenging, but also provides great rewards. Every

day is a school day as we adopt the latest tool at our disposal, planning our tasks with Take 5, stepping in by using Take 5 Together and setting standards with MP Connect, all helping create a safe and positive culture. The support we receive from all departments at every level helps us maintain high standards, as we all truly believe safety is our top priority and we are now underway on our journey with wellbeing.”

Andy Taylor, Director H&S UK, also commented: “Well done to you and the team. Achievements like this are the result of sustained visible leadership and the dedication and engagement of the team. Keep up the great work.”

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

Summer Safety Tips Videos



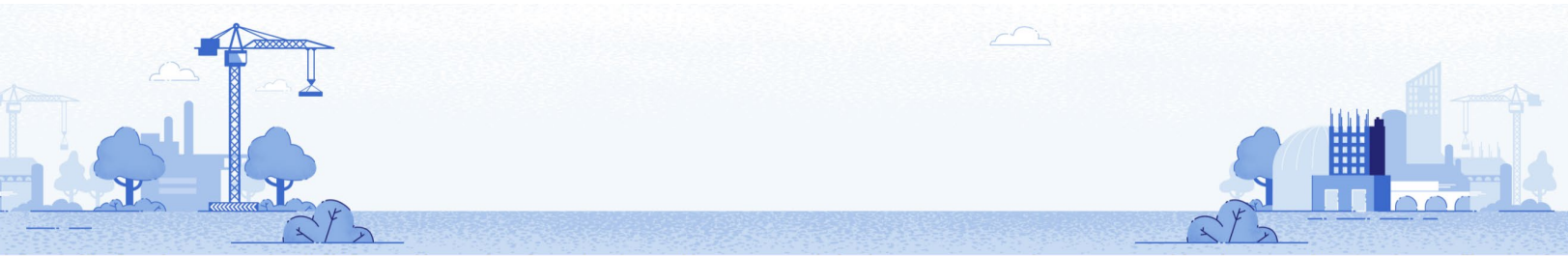
At Cemex UK a large number of us work outdoors on a regular basis and this month we are raising awareness of the need to protect ourselves from the exposure to UV radiation from the sun.

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.

Cemex have produce a short video sharing Summer Safety Tips – please take a moment to watch one minute video. You can watch it [here](#).

Additionally, our Lifestyle Support - Employee Assistance Programme (EAP) called, operated by Care first, hosted a webinar ‘The Importance of Sun Safety’ which you can now watch [here](#). This webinar



provides an understanding of the importance of sun safety and the effect warm weather can have on both your physical and mental health.

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

Road Safety School Visit



Cemex's commitment to protecting vulnerable road users is what drives its programme for Road Safety Engagement in schools. In the past few months more than 200 school children have been engaged in various schools surrounding Cemex sites.

A Cemex team recently visited local Ysgol Rhos Helyg Primary School, local to Halkyn quarry, to give the children an education presentation about road safety. The team took along a Cemex tipper truck to allow the children to sit in the cab and experience a driver's view!

A big thanks to the Cemex team for the fantastic support on the day. The team included Les Grabarz, Northern Logistics Manager, Victoria Harrison, Assistant Quarry Manager - Halkyn quarry, and the Logistics team, Eddie Broster, Mel Williams, Gerald Frobisher and Angharad Williams, who all supported on the day.

The team shared our Vulnerable Road User presentation to the whole school, around 130 pupils from the four years to nine years old, and they we had some great participation from all the age groups.

The headteacher (Gareth Roberts) thanked Cemex for arranging and promoting this event and being a positive member of their community.

British Transport Police Training Exercise



The Rugby Cement plant have recently played host to both the Warwickshire Fire Service and the British Transport Police for various training exercises, all helping to build excellent relationships with our local and national emergency services teams.

On 15th and 16th June the British Transport Police (BTP) spent two days at the Cement plant, with their national team, conducting training exercises around forensics recovery and protester removal (at height). For the BTP, this was a fantastic opportunity for the team to practice together, in a real-life scenario, in a real-life environment.

Day 1's forensic recovery training exercise involved a dummy being placed on the unused conveyor behind the ClimaFuel building. The whole area was isolated for the training exercise with the site location chosen specifically due to it being unused and offering excellent structures for the team to



practice setting up a rope/pully system. This meant the team did not need to wear Cemex PPE as they needed to wear their own PPE to ensure the exercise was as real as possible.

Once the ropes were in place they lowered a Scene of Crime Officer down to the dummy whose role was then to photograph the scene, gather evidence and aid with the removal of the dummy – in this case via a stretcher via the rope's pully.

The BTP were briefly joined by a team from Warwickshire Fire Service who were keen to see what the BTP police were doing, and to make some valuable contacts at the same time. A win win all round! In the afternoon, the team switched to protester recovery, whereby they practised removing a person who had attached themselves to the underside of a walkway.

Day 2 again involved a protester recovery training exercise, this time using a cement tanker very kindly donated by Dowse Haulage for the exercise. The team were again using an isolated area of the plant and practised the exercise of removing a 'fake' protester who had attached themselves to the top of the tanker. Using a unique system of ropes attached to the tanker, the police were able to recover the protester while remaining safely attached to the tanker at all times – an amazing operation!!

Mary-Ann Macinnes Collins, Regional Health and Safety Manager, who was overseeing the two day event, said: "For Cemex, this is a fantastic opportunity to make some really valuable contacts with our local and national emergency services. If in the event of a real incident, those connections will be incredibly useful. In return, we know how valuable it is for our emergency services to have real-life training opportunities and we look forward to working with them again in the future."

You can see lots of fascinating photos and some videos from the training exercises [here](#).

Look out in next week's UK News to find out what happened the day Warwickshire Fire Service visited the cement plant to film their quarry water safety video!



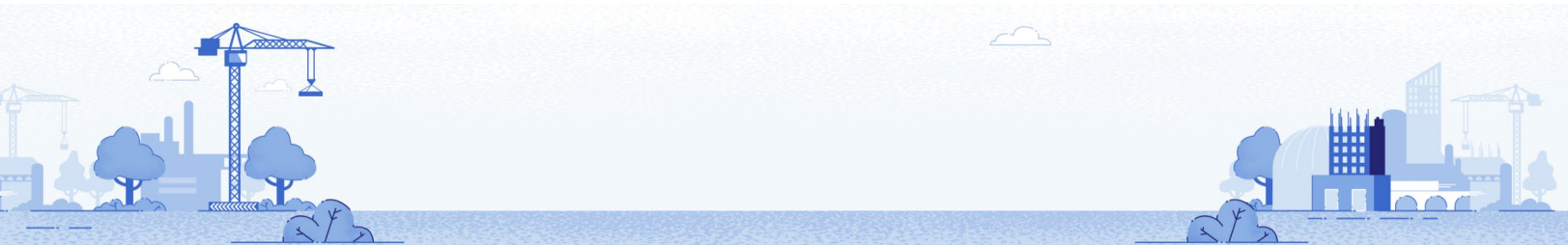
CUSTOMER CENTRICITY

Hamer Warren Reopens



Hamer Warren has always been a key quarry for Cemex regarding our neogem product range. The site produces a natural Golden Gravel which customers transport across the country. The site also produces a Path Gravel product that has been used on multiple historic sites such as projects with the National Trust and Osbourne House on the Isle of Wight, as well as more local projects within the New Forest.

After a five year closure due to lack of available reserves, a new planning extension has been secured on a new area of land nearby, the quarry has now reopened, and processing has restarted.





Cemex Participates in UK Government's Net Zero Council Meeting



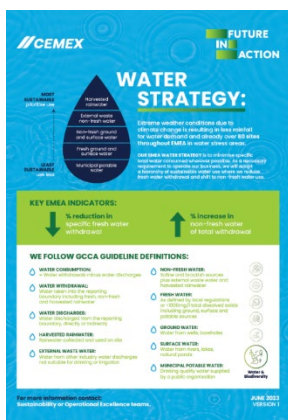
Cemex represented the Cement and Concrete sector at the latest meeting of the Government's high-level Net Zero Council, which took place at Artillery House in Whitehall yesterday, Monday 10th July 2023.

This group brings together government ministers, the investment community and real-economy company representatives from a range of sectors, to look at industry roadmaps to net zero and how to deliver them.

Lex Russell, Managing Director of Cemex UK's Materials business, is a member of the council, which is co-chaired by Energy Minister Graham Stuart and Co-op Group Chief Executive Shirine Khoury-Haq. The Council aims to support industry to help cut their emissions and develop greener practices – as well as delivering on the government's priority to grow the economy by finding ways to ensure British businesses can benefit from the UK's world-leading position in renewable technologies and achieving net zero and export their expertise globally.

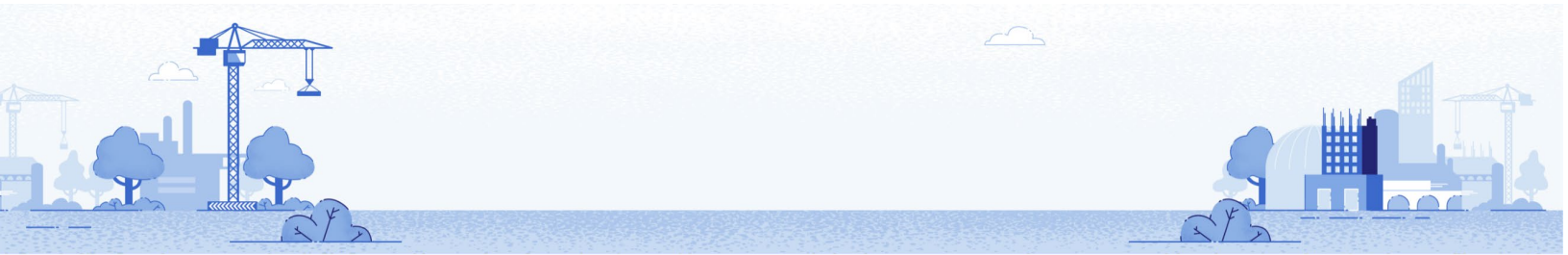
Lex Russell commented: "I am very proud to represent Cemex and the wider Cement and Concrete sector on the Net Zero Council. The construction industry is seen as a priority sector for support, evidenced by our invitation to join the Council, the only Energy Intensive Industry to be represented. By participating in the Council, I can emphasise the policy decisions our industry needs from Government to be a competitive investment proposition to deliver net zero as well as showing the progress we are making in honouring our roadmap commitments. It also enables us to show how vital the construction industry is to the wider development of the country's infrastructure and economy, and its strong links to other sectors."

Preserving our World's Precious Water



Water is one of life's essential needs. However, water crises are becoming more commonplace around the world as billions of people continue to suffer from a lack of access to clean water, sanitation, and hygiene, while the risk of droughts is also becoming an alarmingly frequent issue across the world and is likely to become worse in the future due to climate change.

'Water-stress' is the term used when a territory withdraws 25 per cent or more of its renewable freshwater resources. Globally in 2018, just 18.4 percent of total renewable freshwater resources were being withdrawn. However, the problem is only due to become more widespread, with 44 countries facing either "extremely high" or "high" water-stress levels by 2040. Of these, Spain



is predicted to be facing an “extremely high” water-stress level, alongside ‘high’ levels in Belgium and Italy.

Additionally, when looking at the World Map of Drought Risk, we can see that many countries across Europe have a medium to high risk including the UK, Czechia, Croatia and Spain. This shows that this is an issue that will affect our region and potentially our operations too in future.

It is, therefore, vital that we all understand that the efforts to reduce climate change are multi-faceted and not just about reducing CO₂ emissions. In line with our dedicated Future in Action strategy, we must be working together to reduce use of water in our operations. Our EMEA water strategy is to minimise specific total water consumed wherever possible. As a necessary requirement to operate our business, we will adopt a hierarchy of sustainable water use where we reduce freshwater withdrawal and shift to non-freshwater use.

The poster at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads provides more detail to the strategy, and over the coming weeks we will be sharing further information about our key indicators, best practice in water saving from across our locations, and quick wins that sites can be actioning now.

Please share any ideas you may have to save water on our sites through the Ideation platform [here](#), being sure to tag them with water management as their category – no action is too small!

Thank you for your support of this important campaign.


UK Energy Briefing



ENERGY BRIEFING

**ISO 50001 – New ET08 Energy Efficiency Training
& Audit Checklist**

The latest energy briefing has been published about a revised energy efficiency training package and energy audit checklist in preparation for our ISO 50001 certification and upcoming site energy audits.

The Energy training package is available on the Sustainability SharePoint  [here](#). The training is self-guided and should take no longer than one hour to complete. All 15 sites that have upcoming energy audits in August and September should have completed the training before the audits to demonstrate that the new system has been communicated effectively. All other sites should have completed the training by the end of January 2024.

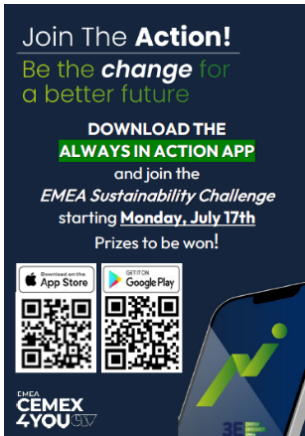
We have also updated the SR 13 environmental rules for contractors and tenants form to include a statement on energy awareness. Where this form is currently used for contractor inductions please replace it with the version at the end of this document, and on the UK News download page: www.cemexuknews.co.uk/downloads. At sites where the wording from SR 13 is included in site specific induction packs please now also include the last section on energy.

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 you can find this at the end of this document, and on the UK News download page: www.cemexuknews.co.uk/downloads



If you have any questions or if you are unable to open the training link then please contact a member of the Sustainability department.

Launch of EMEA Sustainability Challenge



On Monday 17th the first EMEA Sustainability Challenge is launching on the Always in Action App – have you downloaded it yet?

You can track your contributions towards a sustainable environment by downloading the app and registering your actions. Together we can reduce CO₂ emissions, optimise energy consumption, minimise waste, and save water. All of these can happen at work, at home, and even during your commuting.

Download the app and share your sustainable actions today! A poster can be found at the end of this document and on the download page:

www.cemexuknews.co.uk/downloads

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.

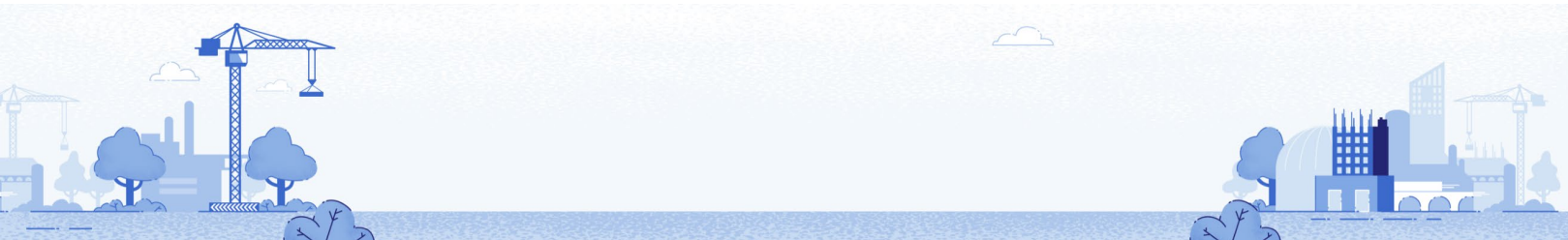


Global Conservation Efforts Recognised by Wildlife Habitat Council



Cemex programs across ten locations worldwide have earned the Wildlife Habitat Council's (WHC) Conservation Certification. The recognitions were unveiled during the WHC Conservation Conference in Baltimore, Maryland. Each year, the WHC Awards recognise programs and projects demonstrating excellence in corporate conservation.

Special recognition was given to Cemex's El Carmen Nature Reserve (see image), which received the WHC's Desert Project of the Year award for its work to protect and restore habitats of the Chihuahuan Desert. The reserve, located on the border between Mexico and the US, is one of the most biodiversity-rich areas in North America and one of the five great wilderness ecosystems in the world.



With 140,000 hectares, El Carmen is larger than the city of Los Angeles. It is home to more than 1,500 plant species and 450 animal species. This includes nearly 100 American bison, which Cemex and its partners successfully reintroduced to this area after over a century.

“We are constantly working to return to nature more than what we extract,” says Vicente Saisó, Cemex Vice President of Sustainability. “Our initiatives center on preserving and restoring ecosystems, protecting endangered species, and making our operations more environmentally friendly. Preserving, restoring, and enhancing nature is key for these efforts.”

In total, 32 Cemex programs currently have some level of WHC certification. Cemex’s conservation efforts are part of its Future in Action program. Future in Action seeks to achieve sustainable excellence through climate action, circularity, and natural resource management with the primary objective of becoming a net-zero CO₂ company by 2050.

An Exciting and Educational Visit



Recently, Halkyn quarry had the pleasure of hosting a group of 17 enthusiastic students from Lixwm School.

The visit aimed to provide them with a deeper understanding of quarrying operations while emphasising safety awareness. The day was filled with excitement and education, leaving both the young visitors and our team with a memorable experience.

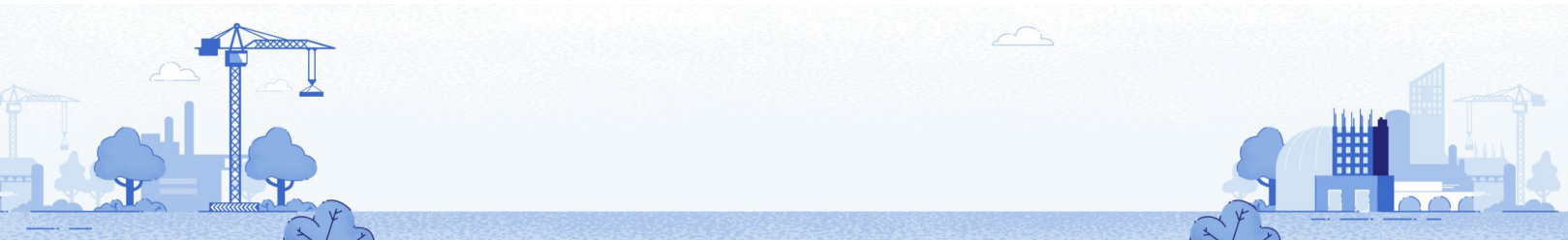
To ensure their safety, the day began with a comprehensive briefing on health and safety protocols. The students were then introduced to the fascinating process of quarrying rock, from extraction to the final processing stages. They learned about the machinery, techniques, and the skill required in refining rock materials.

Understanding the importance of safety gear, each student was provided with personal protective equipment (PPE) including hard hats and high-visibility vests.

Accompanied by Andy Edwards Quarry (Manager), Phil Brewer and Victoria Harrison (Assistant Quarry Managers) and Martin Easton (Foreman) the students embarked on a guided tour of the quarry. They observed CAT 990 loaders in action, efficiently loading dumpers with rock materials. This showcased the scale and precision involved in quarrying operations, leaving the students fascinated by the machinery and technology used.

Continuing the tour, the students witnessed the processing stages, where raw rock materials were sorted, crushed, and refined into final products and finally to the weighbridge.

A highlight of the visit was witnessing a scheduled blast under safe and controlled conditions. The explosion left the students in awe, emphasizing the controlled power involved in quarrying operations and the careful planning required to ensure safety.



The engagement and enjoyment of the students were evident throughout the visit. They actively participated, asking questions, and expressing curiosity about quarrying. Our staff was thrilled to share their knowledge, making the visit an enriching experience for everyone involved.

PROFITABILITY

CGI Breaks Dredging Record



UK Marine's Cemex Go Innovation (CGI) specialises in the extraction of sand and gravel from the seabed. It is designed to extract aggregates from the seabed up to depths of 55 metres. The ship has been developed to offer major environmental savings while ensuring safety, high performance and sustainability.

In June, the CGI dredged 93,000 tonnes, this was the highest for the ship so far, so hopefully the 100,000t barrier will be broken soon.

Well done and congratulations to everyone involved!



EMPLOYEES

Our Values – Deep Dive: Acting with Integrity

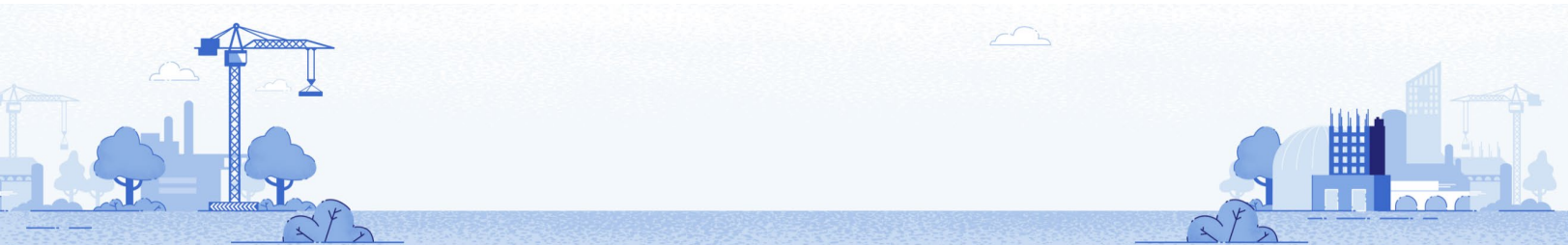


Integrity is a core value at our company. It means being honest, trustworthy, and ethical in all aspects of our work.

When we act with integrity, we build trust with our colleagues, customers, and partners. We also create a positive and productive work environment where everyone feels safe and respected.

There are many ways to act with integrity in the workplace:

- **Adhere to our Code of Ethics, relevant policies, and applicable laws.** Our Code of Ethics provides guidance on how to make ethical decisions in the workplace. It also outlines our commitment to compliance with all applicable laws and regulations. If you are ever unsure about what to do, ask your manager or another trusted colleague.
- **Report misconduct or suspicions of misconduct in good faith.** If you see something that you believe is wrong, it is important to speak up. You can report misconduct to your Manager, HR, or another trusted colleague. All reports will be investigated thoroughly and confidentially.
- **Inspire and promote integrity in your workplace.** Be a role model for others by acting with integrity in your own work. Encourage your colleagues to do the same. You can also help to create a



culture of integrity by speaking up against unethical behaviour and supporting those who do the same.

- **Care for our people, our communities, and our natural resources.** Our company is committed to caring for our people, our communities, and our natural resources. This means acting with integrity in all of our business dealings. It also means being mindful of the impact that our work has on others.

By acting with integrity, we can create a workplace that is safe, productive, and rewarding for everyone.

Here are some additional tips for acting with integrity in the workplace:

- Be honest and truthful in all of your communications.
- Be fair and impartial in your dealings with others.
- Be accountable for your actions.
- Be willing to admit when you are wrong.
- Be willing to stand up for what you believe in.

When we all act with integrity, we create a workplace where everyone can thrive.

Is Your Mobile Ruining Your Holiday?



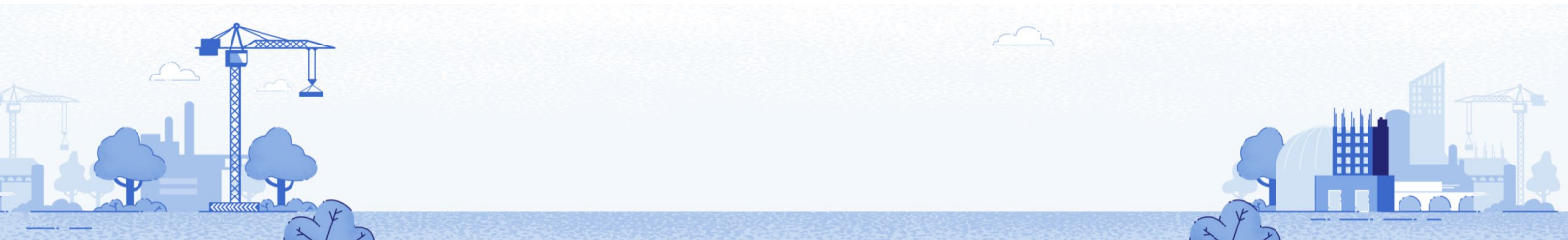
We know that for some employees in the organisation, the mobile phone they use for work is the only phone they have.

It can, therefore, be difficult to switch off and disconnect when on annual leave, as you can see notifications appearing on screen for work-related activity.

Taking time away from the business is crucial for all of us, so we can maintain a work/life balance and re-energise for our return.

Follow these top tips below to switch off notifications that could otherwise disrupt your holiday.

- WhatsApp:
 - In WhatsApp, enter the settings menu (the wheel, bottom right), click on your profile at the top and change the 'About' which appears under your profile. Add a simple out of office message here for people to see so they know you are away.
 - Change your notification setting while you are off. If you only use WhatsApp for work, then click on setting in the app, and then notifications. You can then choose to turn all notifications off while you are on holiday.
 - If you need to keep certain notifications on, then mute group chats or conversations with colleagues so you are not notified about them while you are away. Open the chat you need to mute, and touch the person/group name at the top. It will then open 'contact info' and you can see the option to mute the chat – for 8 hours, 1 week, or always. You can change these settings at any time!



- Emails:
 - Visit the settings area of your phone, and then touch 'notifications'. You should then be able to select the email app you are using and change the notifications you see – either turning them off or reducing their frequency. You can change this back at any time!
 - This also works for messages, social media platforms and phone calls.

A further option is to set up a 'Do Not Disturb' profile on your phone. This will mean you can still use the phone, but you will not be disturbed by notifications, calls etc.

- If you have an iPhone, this can be found in Settings > Focus
- If you have an android phone, this should be found in Settings > Sounds or Settings > Notifications

It can feel very hard to switch off when we are still connected to the office by mobile phone, however it is important to be disciplined and set boundaries in place for yourself and your colleagues to stick to.

These simple changes can help reduce the feeling that you are being swamped with calls, messages and emails while you are away.

New Lifestyle Support Seminars

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 (Username: cemex Password: cemex).

Lifestyle Support also offers a series of Seminars free to access for all Cemex employees.

Below you can find details of the seminars running between 24th July and 4th August.

W/C 24th July 2023

Monday 24th July - What is short term solution focused counselling? - @12pm

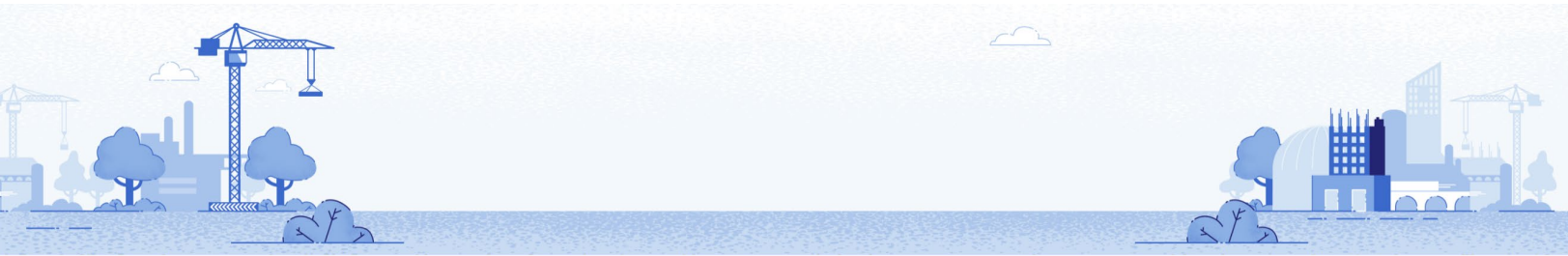
Click [here](#) to access.

See more details on poster at the end of this document and in the UK News download section.

Wednesday 26th July - How Care first can support you - @12pm

Click [here](#) to access.

See more details on poster at the end of this document and in the UK News download section.



Friday 28th July - Financial Wellbeing and Debt Advice from guest speaker Antony Price from PayPlan - @12pm

Click [here](#) to access.

See more details on poster at the end of this document and in the UK News download section.

W/C 31st July 2023

Monday 31st July - Be Active - In Association with Cycle to Work Day - @12pm

Click [here](#) to access.

Wednesday 2nd August - How Care first can support you - @12pm

Click [here](#) to access.

Friday 4th August - Care first Management and MHFA Support - @12pm

Click [here](#) to access.

Yammer Become Viva Engage



During 2023 Yammer experiences have been **rebranded to Viva Engage** to better align with Microsoft Viva and become a key pillar of the Microsoft Employee Experience Platform.

Cemex employees across the globe are very active on Viva Engage and we encourage you to get on board with Viva Engage if you enjoy being active on social media.

If you are new to Viva Engage we suggest the best starting point would be to join the Cemex EMEA group. This way you can keep up to date with news and views from across our EMEA Region.

To join this group – [click here!](#)

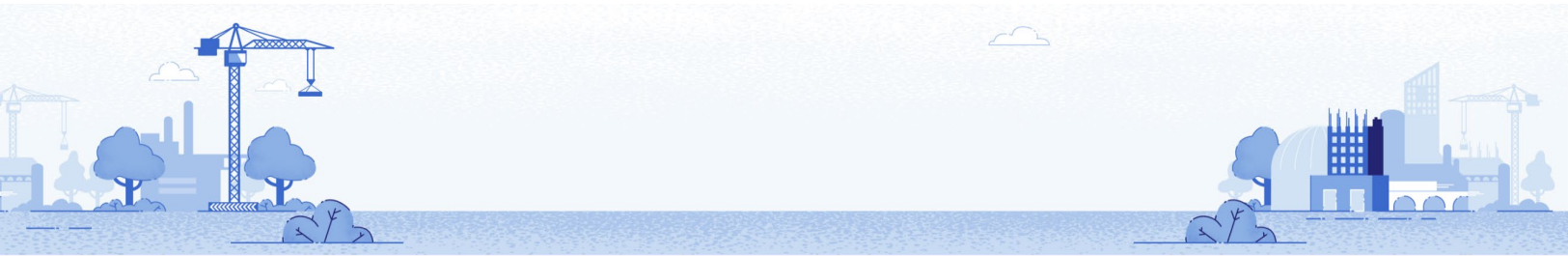
Florence's Fundraiser



Specification Manager, Hannah Hyslop, has been skipping every day for the past month, along with her friend's daughter Florence, to raise money for Thames Hospice who looked after Florence's Grandfather who sadly passed away.

So far they have raised £860 but they would love to reach £1000. Hannah would really appreciate any donations towards this amazing Hospice – thank you!

<https://www.justgiving.com/page/florence-and-grandad>



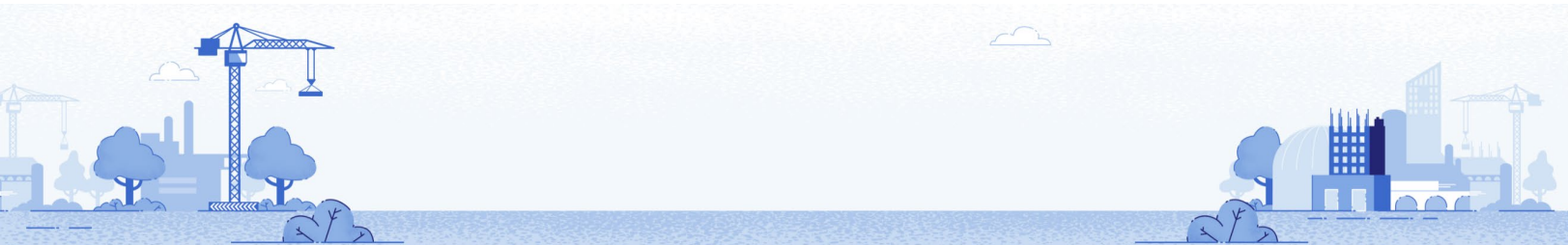
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
154-07-2023	Technical Systems Manager	Urbanisation Solutions – Building Products	UK	20/07/2023
155-07-2023	Conformance & Reliability Engineer	Cement Operations	Rugby Cement Plant	20/07/2023
156-07-2023	Specialist Digital Commerce	Customer Experience	Binley	24/07/2023
157-07-2023	Operations Manager	Materials - Readymix	Midlands	25/07/2023
158-07-2023	Operations Team Leader	Materials - Readymix	Midlands	25/07/2023

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

If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.

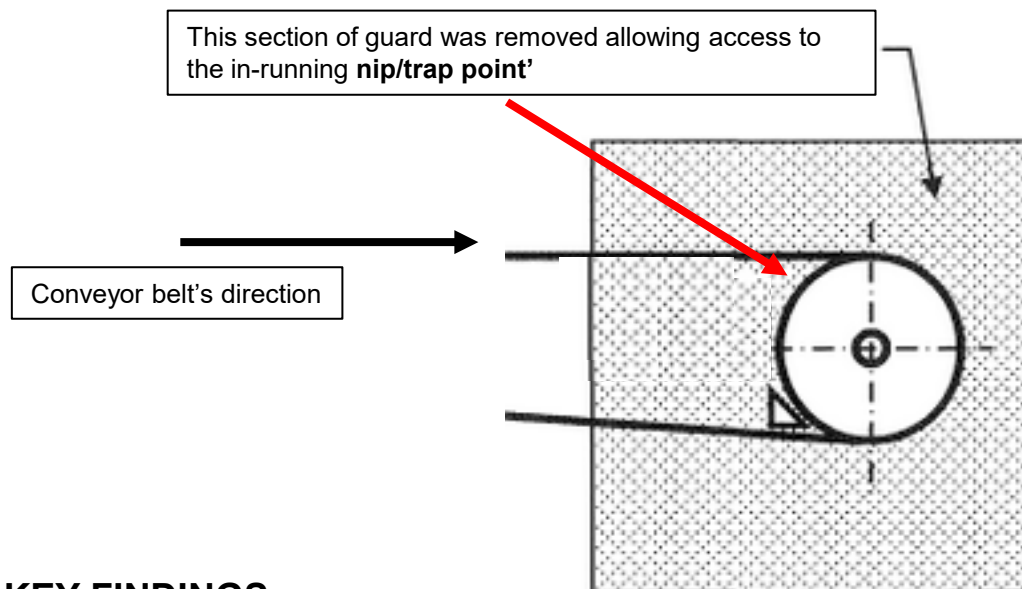


GLOBAL SAFETY ALERT

EMPLOYEE FATALLY INJURED BY CONVEYOR BELT

INCIDENT DETAILS

A control room operator at a quarry suddenly noticed in his monitor what appeared to be a person in an unusual position over a conveyor chute. He asked two workers to go to the area to see what was happening and on arrival they found an employee trapped in the conveyor at the head drum area. His arm was amputated and despite best efforts to assist him, he passed away at the scene.



KEY FINDINGS

- The conveyor belt guarding was lying on the floor and the machine had not been isolated.
- The machine guards had a design that was very easy to remove without the need of a tool (they were not bolted)
- There was no evidence that the task was properly planned, and the activity performed by the employee was not properly risk assessed.
- No specific risk assessment or standard work for the conveyor belt was in place for workers to use.
- The employee did not receive training for working on that specific conveyor belt. Standard works used for training was for other, similar conveyor belts.
- It was found that there had not been sufficient reinforcement of the correct safe practices with workers.

6th July 2023

SA 2023 / 4

MANAGERS – KEY POINTS TO CHECK

- Effective systems are in place to authorize, supervise and monitor employee and contractor work depending on the nature and complexity of the job
- Employee activities have risk assessments, robust safe systems and a valid permit to work.
- Equipment and machinery on site is inspected to ensure all safety features are in place and in working order, including well secured guards and other devices as per our company standards.
- All employees and contractors are trained and regularly reminded about Lock Out /Tag Out /Try Out and to never work with or place themselves near unguarded moving machinery.
- Managers and supervisors inspect their sites regularly and prevent / stop unsafe practices and take relevant action to prevent reoccurrence.
- All employees and contractors are trained and reminded to use the Take 5 assessment before commencing their work activities.
- Managers and supervisor encourage and coach all employees and contractors on the need to 'Step In' and stop any unsafe act.

ALL PERSONNEL – ACTION TO TAKE

- Never work with or approach unguarded moving machinery/equipment – If you see an unguarded machine or notice other missing safety features – STOP and report it to your supervisor!
- Always stop the machine and fully isolate all energies using the **LOTOTO** procedure before removing any guards
- Ensure you are authorized and trained for the activity you are about to carry out.
- Remember to Always Step In if you observe an unsafe behaviour or a hazard on site. **Take 5 Together** with the person taking a risk.
- Always Stop and Think before carrying out a task – Always **Take 5!**



Isolation
Procedures



Tools /
Equipment



Safe
Systems



Incident/
Hazard Alert



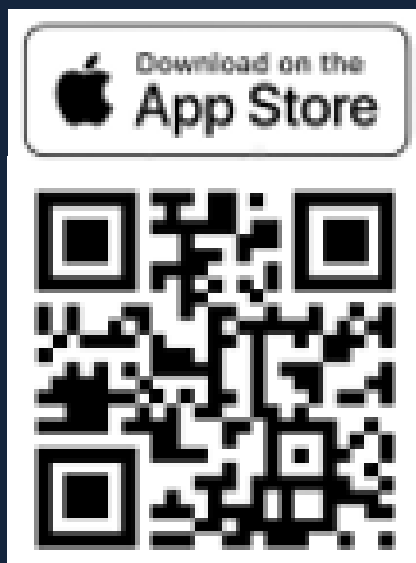
Look after yourself
and each other

Join The **Action!**

Be the *change* for
a better future

DOWNLOAD THE
ALWAYS IN ACTION APP

and join the
EMEA Sustainability Challenge
starting Monday, July 17th
Prizes to be won!



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ENERGY BRIEFING

ISO 50001 – New ET08 Energy Efficiency Training & Audit Checklist

Introduction

To support with the continuing energy management system (EnMS) implementation, we have reviewed and updated our energy efficiency training package available on the Sustainability SharePoint. We have also produced a checklist of items that our NQA auditors will likely be looking for during upcoming site audits. This list will also be relevant for future ISO 50001 audits as our system develops in the coming years.

New Energy Training

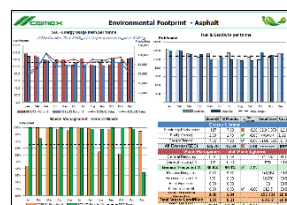
In order to ensure that our new EnMS is implemented and communicated on all sites, we have updated the ET08 training package available on the [UK Sustainability SharePoint](#). This now includes an introduction to ISO 50001 and some basic guidance on energy efficiency.



Please ensure that everyone at the sites NQA are auditing has completed the self-guided training and a record of training is available before the audit. Everyone else should aim to have completed the self-guided training by the end January 2024.

Energy Audit Checklist – What will the auditor be looking for?

- Energy Policy displayed on noticeboards and everyone is aware of it.
- Manual 4 available on site and everyone is aware of it particularly ENV 26 Energy Efficiency and ENV 10 EF Tracker – available on [UK Sustainability SharePoint](#).
- Operator competence for managing energy - process specific operational procedures (not necessarily written) are understood by all those with a potential to influence energy usage e.g. asphalt process, storage, mobile plant.
- Understanding of current energy performance at site (EF Tracker displayed and discussed).
- Understanding of how each individual can influence energy performance on their site / in their work e.g. turning off compressors, lights, heaters when not in use etc.
- Plant and equipment turned off when not needed.
- Energy training completed ([ET08](#)) and training records available.
- Other energy resources available e.g. [EXCEED Team Energy Sway](#) and UK Sustainability SharePoint.
- Internal Site Energy Audits completed in 2023. Energy Auditor competence demonstrated by completing an Energy Auditor Training session – Summer 2023. The internal audits will use CheckProof.
- Local Environmental training matrix (or equivalent) updated and records of energy training available.
- Evidence that contractors and visitors are made aware of the need to manage energy – new SR13 section 11 energy wording to be added to site inductions.
- Evidence of basic energy housekeeping on site e.g. timers, PIR's, closing doors etc.
- Any Energy efficiency ideas shared with your line manager.
- An understanding that energy efficiency will be considered for new and replacement equipment or changes to processes – procurement & engineering.
- Records of Statutory Inspections are available.
- Expectation that NQA Auditors will discuss energy efficiency with various operational staff.



WATER STRATEGY:

MOST SUSTAINABLE
prioritise use



LEAST SUSTAINABLE
use less

Extreme weather conditions due to climate change is resulting in less rainfall for water demand and already over **80 sites** throughout EMEA in water stress areas.

OUR EMEA WATER STRATEGY is to minimise specific total water consumed wherever possible. As a necessary requirement to operate our business, we will adopt a hierarchy of sustainable water use where we reduce fresh water withdrawal and shift to non-fresh water use.

KEY EMEA INDICATORS:



% reduction in specific fresh water withdrawal



% increase in non-fresh water of total withdrawal

WE FOLLOW GCCA GUIDELINE DEFINITIONS:

WATER CONSUMPTION:
= Water withdrawals minus water discharges

WATER WITHDRAWAL:
Water taken into the reporting boundary including fresh, non-fresh and harvested rainwater

WATER DISCHARGES:
Water discharged from the reporting boundary, directly or indirectly

HARVESTED RAINWATER:
Rainwater collected and used on site

EXTERNAL WASTE WATER:
Water from other industry water discharges not suitable for drinking or irrigation

NON-FRESH WATER:
Saline and brackish sources plus external waste water and harvested rainwater

FRESH WATER:
As defined by local regulations or <1000mg/l total dissolved solids including ground, surface and potable sources

GROUND WATER:
Water from wells, boreholes

SURFACE WATER:
Water from rivers, lakes, natural ponds

MUNICIPAL POTABLE WATER:
Drinking quality water supplied by a public organisation



Water & Biodiversity

ENVIRONMENTAL RULES FOR CONTRACTORS AND TENANTS ON CEMEX SITES

General

CEMEX are an Environmentally and Health and safety responsible company and all contractual work carried out at our sites must conform to the requirements set out in its Environmental and Health and Safety Policy Statements and the conditions of any relevant site Authorisations.

All contracting organisations and Tenants occupying CEMEX sites shall be made aware of the importance of all issues and expected standards at the site prior to the commencement of any work.

In the event of an emergency, the contracting organisation or tenant shall inform the nominated Company Representative immediately of the nature of the problem and any actions that have been taken.

These procedures have been formulated as a result of an assessment of the likely environmental aspects and risks associated with this project. Failure to comply with these procedures may result in action being taken against the contractor or Tenant.

PROCEDURES TO BE FOLLOWED:

1. DUST

Appropriate and reasonable measures to prevent dust release to atmosphere from the activity must be put into place.

If dust emissions are observed operations should cease until control measures are in place. Any serious dust emissions, such as escape from initial filling of silos, should be reported to site management immediately.

2. FUELS, OILS AND CHEMICALS

All items of plant and containment vessels used on site shall be maintained in good condition and regularly inspected for leaks.

ALL fuels, oils and chemicals must be stored within a bunded area.

Any fuel storage brought onto site must comply with the oil storage regulations.

Refuelling and spillage procedures will be provided and must be complied with. All spillages must be cleaned up immediately and reported to site management for correct disposal. In the event of a major spillage contact site management immediately and implement the emergency procedure. Attempt to stop the source of the spillage and contain it, without putting yourself or others in danger.

3. HAZARDOUS SUBSTANCES

CEMEX must be notified of and agree to the use of any substances that could be harmful to health or the environment prior to the substance being brought on to site. Information, in the form of a COSHH data sheet, giving environmental effects of the substance(s), together with control measures required for use, must be provided.

4. NOISE AND VIBRATION

Noise and vibration must be kept to a minimum. Noise & vibration limits may be present in the planning permission. Monitoring may take place during the construction or works.

In the event of any excessive noise or failure of vehicle or plant silencer systems, site management should be consulted to assess whether work can continue. During piling operations noise and vibration will be monitored by site personnel.

Any plant reversing beepers should be reduced to the lowest safe volume or, preferably, be of the white noise type. Restrictions may be placed on vehicles during early mornings and late evenings.

5. HOURS OF WORK

Under no circumstances must work be continued outside the hours defined in the planning permission for the site. Extra care must be taken in all respects during early mornings and evenings.

Any other planning restrictions specific to the site will be communicated.

6. WASTE

All waste produced shall be disposed of in an appropriate controlled manner which shall be agreed with the CEMEX. Waste shall be re-used or re-cycled wherever practicable.

All waste generated must be correctly classified and disposed of in line with duty of care, which is the responsibility of the contractor or Tenant. This may be audited by CEMEX personnel. If current site waste facilities are used permission must be obtained from site management who will advise of the waste container to use.

7. WATER AND OTHER

Work may be taking place on or near sensitive areas of the site. For your information, there may be designated areas of special scientific interest. These will be communicated to you and must not be interfered with.

DO NOT commence ground works until you are sure that no services are located in the area. NO water is to be discharged off site without prior agreement from site management who will check if a licence is in place, required or whether conditions will be breached.

If you have any doubts during the construction programme, please contact site management for advice BEFORE proceeding with the work.

8. MATERIALS MOVEMENT OFF SITE

Contractors using heavy goods vehicles, supplies, fuel, raw materials or intermediate products, shall, wherever specified, follow designated preferred routes to and from site.

9. INCIDENTS AND INJURIES

All incidents and injuries, no matter how small, must be reported to the site representative.

10. HOUSE KEEPING

All areas of work shall be maintained in an orderly manner, free from accumulated debris or waste.

11. ENERGY

Contractors shall be made aware of the CEMEX Energy Policy. All work carried out on site shall be undertaken in the most energy efficient manner wherever possible including, but not limited to, using the most efficient motors, turning off plant and mobile equipment when not in use, using mobile plant in an efficient way, and ensuring equipment is free from defects and fit for purpose.

Equal consideration shall be given to energy efficiency whether using CEMEX equipment and energy or contractor equipment and energy whilst on site.

ISSUED BY..... SIGNATURE.....DATE.....

ISSUED TO..... SIGNATURE.....DATE.....

COMPANY.....

What is short-term solution focused counselling?

Counselling is often considered an effective tool to help support with stress, low mood, anxiety and depression. Counselling can also be used to support a variety of day-to-day issues, including; relationship problems, family issues, bereavement, work related issues, difficult life events and many more.

First of all it is worth thinking about what an employee assistance programme is and to how Care first can support employees.

What is an Employee Assistance Programme?

An employee assistance programme (EAP) was designed to help employees around any personal or work related issue in a confidential manner. The service was designed as a short term, problem solving type of service and is best utilised as a proactive service. Care first's employee assistance programme will support employees regardless of the type of issue(s).

What is short-term solution focused counselling?

This type of therapy focuses on solutions to a client's issues or problems. Short-term solution focused counselling is based over a short period of structured sessions. Although it can look at present issues and past causes, its main aim is to look at where the client is now and to where they would like to get to by having the counselling. It is about looking forward not back.

This type of counselling looks at the client's strengths and positivity's in order to help them move forward with their life rather than focussing on the issue or problem directly. By the counsellor helping the client to set clear goals for what they would like to get from the counselling really sets a clear structure for the sessions. This type of counselling also can look at the client's strong points and skills rather than their weaknesses in order to help them reach their set objectives for the counselling. It is also important to remember that everyone's needs are individual to them. So there is no strict A to B model.

What if my needs are not supported by the short-term solution focused counselling model?

No matter what the issue or problem may be it is still worth calling Care first for support. Even if you think that the issue you are calling in regards to does not fit the short-term solution focused model.

Care first may signpost you onto another organisation or charity who would be better placed to support with the issues presented if short-term solution focused counselling is not appropriate. If our service is not appropriate then it is really important that we help to direct you to the most appropriate place for you to get the support that you need.

However please be assured that you can still contact Care first for in the moment support as and when you require it 24/7.

How short-term solution focused counselling can have a beneficial impact on your mental wellbeing

- **Help you to take control**
Counselling can help by identifying the elements in your life to focus on that you can control. This can help you to move forward.
- **Challenge your mind**
By speaking with a Counsellor you may think about things from a different perspective and challenge your own mind to why you feel the way you do, how you might approach things differently, or what might be causing you to feel the way you do.
- **Empowerment**
Talking therapies involve the individual and the Counsellor playing active roles. By you having to play an active part in the counselling may help you to feel empowered at a time when you may feel like you have lost control of your life or parts of your life.
- **Different Emotions**
Counselling can help you to cope and manage with a variety of different emotions from grief, guilt, anger, sadness, confusion and low self-esteem to name a few.

How can Care first help?

If you feel you may need some emotional or practical support, you can contact Care first. Care first is a leading provider of confidential, professional counselling, information and advice services. Whilst our BACP accredited counsellors are available 24/7 to provide support with emotional issues, our expertly trained information specialists are available 8am-8pm Monday-Friday to provide advice on any practical issues that may be causing you a stress or worry and help you feel more in control of a situation. All employees are eligible to use Care first, our services include; telephone counselling, information services and online support.

If you would like to view the Webinar on **‘What is short-term solution focused counselling’** This is being delivered live on **Monday 24th July at 12pm** please use the below link to register for this session:

<https://attendee.gotowebinar.com/register/6389246008472511829>

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

How Care first can support you

Counselling support

Our team of professionally trained, qualified and BACP Accredited Counsellors are available 24/7 to offer support for personal or workplace related issues. As well as the headline issues surrounding mental health, our Care first counsellors are also trained in dealing with both work and home grievances, bullying & harassment issues, domestic violence, relationships at both home and at work and much more. No matter how big or small the problem may be, our counsellors are here for you to provide you with unbiased support away from the situation. Everyone has very individual needs for support, Care first provides short term focussed counselling, so the Care first Counsellor will assess your circumstances when you call to establish what the most appropriate form of support will be for you. It might be that you just need a brief conversation with the Counsellor that day, or you may benefit from a few more sessions.

Information Specialists

As control, or the lack of it, can be an influencing factor on the impact of stress. Many individuals identify stress as emotional, however, a lack of control around practical issues can be just as impactful. We have expert advisors that have been trained by Citizens Advice who can provide you with comprehensive answers and assistance on a wide range of practical issues which can affect our daily life, these include but are not limited to; redundancy, advice on funerals and probate, legal information, housing and tenancy issues, childcare, eldercare, health, consumer issues, employment, travel and education. Our Information Specialists are also money trained experts and can provide support with a variety of financial queries such as help with budgeting finances and advice with benefits. You can speak with one of our Information Specialists confidentially Monday-Friday between 8am-8pm.

Management Support

If you are a manager, have leadership responsibilities, or look after a team within your organisation, it is as important as ever that your colleagues are made aware of the range of support available from Care first. As well as supporting you to signpost your colleagues to the Care first service effectively to maintain your managerial boundaries, Care first can also provide you with support within your role as a manager. Care first Counsellors are all management trained and can provide support with issues such as if the organisation is going through a period of redundancy, managing change and difficult conversations, workplace performance, remote working, absence management and disciplinary.

Care first Lifestyle

Through the Care first lifestyle site you can access a wide range of supportive information, read helpful articles published by our team, view Webinars covering a variety of well-being topics and even speak with a Care first Counsellor in real-time via our online counselling facility.

You can log into your account by visiting www.carefirst-lifestyle.co.uk and logging in using your organisation's unique log in details. If you are unsure what these details are then please contact your line manager or HR department. The Care first Lifestyle website is great place to go to learn more about Care first and the different areas that we can support in.

Care First Service	How it supports?
BACP Counselling	Mental Wellbeing
Information Specialists	Practical issues
Management Support	Support for managers within their working role
Care first Lifestyle	Hub of resources and information

How all of these above services link together

As you can see from the above table, all the services that we offer complement each other to ultimately encompass an individual's overall mental and physical wellbeing, which enables individuals to access professional and clinically proven support.

Our counselling support is available 24/7 to help individuals with any emotional issues that they may have. Our Information Specialists can help individuals with practical information and advice. This practical support is so important because if an individual is concerned about a practical issue, then this can cause detrimental effects to their emotional wellbeing. By getting some support from an Information Specialist this will provide the individual with some clarity on that particular issue, which may help them to feel more in control of a situation and relieve some anxiety.

The Care first Lifestyle site can help individuals who are concerned about an issue. The individual may not know where to start and they can have a look at the resources on our Lifestyle website which may be enough to help them. The Lifestyle website is a great starting place to learn about the types of issues that Care first can support with. The individual can also access our online counselling tool through the Lifestyle website which is an alternative way to access support from a counsellor. By an individual looking through all the resources on our Lifestyle website this can help them to get answers about an issue they may be having. Again by getting some clarity on their issue this may have a positive effect on their mental wellbeing.

If you would like to learn more about **'How Care first can support you'** then please join our webinar on **Wednesday 26th July at 12pm** using the details below –

<https://attendee.gotowebinar.com/register/2432683102707298397>

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 wish to contact the Care first telephone counselling and information line then please don't hesitate to call the Freephone number provided by your organisation and you can speak to a professional in confidence.

Financial information and advice from PayPlan

It's been an unprecedented few years, and economic instability looks set to continue for some time yet, impacting each and everyone of us to varying degrees. People's pockets have been hit hard recently with increasing energy bills and food.

Now, with inflation causing a large rise in everyday living costs, it's no surprise there's been a significant increase in people reaching out for help with their debts.

The figures speak for themselves – through 2021 PayPlan, one of the UK's leading free debt advice organisations, saw a 28% increase in people contacting for debt support compared to the same period for 2019. This increase in demand has continued to rise in 2022 with over 3000 clients requiring debt help each and every week.

Recent research laid bare the awful reality for many people in the UK today; PayPlan have spoken to parents who can't afford to put food on the table, families who've seen their household income disappear overnight and elderly people struggling to afford gas and electricity to heat their homes.

It's important for people to remember that no one is alone. Making that first step to reach out and get help can be a big one, but the results can be life changing. Clients have told PayPlan time and time again that just talking to someone about their debt worries helps ease the burden.

Why is it important to reach out sooner rather than later?

The truth is, getting debt help can be daunting. Often people delay accessing debt advice in hope of their situation improving and not needing support. In fact, 88% of PayPlan clients have been struggling with their debts for over a year before reaching out for help, 21% struggling for over 4 years. Although the step to access debt support can feel challenging, the benefits are numerous and quickly experienced.

Money and mental health are closely connected. Each year PayPlan speak to thousands of people who are feeling the impact of their debts, often exacerbated having lived with the pressure of debt worries for longer than needed. One of the common things heard by debt advisers when they reach out for help is 'I wish I had contacted you a long time ago, I feel better already'. PayPlan research shows that over 93% of clients say their mental health and wellbeing improves once they reach out and start getting the support that's needed.

The best advice for people that have wider financial concerns, and that are struggling to make payments on other bills, is to seek free independent debt advice. Getting in touch with an adviser at PayPlan means you can look at all of your debts and work out the best solution for current circumstances.

How can I get free advice if I'm struggling to make my debt repayments?

If you have multiple debts and are worried about how you are going to afford to make these payments, or if you'd like some budgeting advice, whatever your concerns are when it comes to debt, PayPlan are there to help. Talk to a member of the PayPlan team or check out their helpful articles and guides online. PayPlan help with confidential advice and personalised debt solutions.

PayPlan offers free, confidential advice and they will work with you to find a solution that is tailored towards your needs.

The debt solutions PayPlan advise on include:

- Individual Voluntary Arrangement (IVA)
- Self-Employed IVA
- Full & Final IVA
- Debt Management Plan (DMP)
- Bankruptcy
- Debt Relief Order
- Admin Order
- Repayment Arrangement
- Debt Settlement
- Trust Deed
- Minimal Asset Process
- Sequestration
- Debt Arrangement Scheme
-
-

If you are experiencing problems with finances or dealing with debt, you can also contact Care first. Care first are an independent, leading provider of professional employee support services. Care first employ professionally qualified Counsellors and Information Specialists, who are experienced in helping people to deal with all kinds of practical and emotional issues. We recognise that having money worries and/ or being in debt can make you feel isolated, scared and anxious. It has a negative effect on your work, your health and your family. Making that initial request for help is always the most difficult – but once you have made that initial call you have taken the first step towards getting the right help to a better quality of life. Care first Counsellors are available 24/7 to support you with the emotional impact of financial difficulties.

Most people delay dealing with their money problems longer than they should. Finances are a core part of our lives and can be the root of many issues. Asking for help early on may help prevent problems later down the line. A good starting point would be to talk it all through confidentially with an Information Specialist at Care first, who will help you make informed choices about what to do and how to do it. Care first Information Specialists are not Financial Advisors but are money trained experts, so whether you are at breaking point and need ongoing guidance to resolve debts, or just have a simple question –our Information Specialists are here to help with a range of issues, some of which include; debt, budgeting, rent/mortgage arrears, reduced income, tax, benefits and many more.

All employees are eligible to use Care first, our services include; telephone counselling, information services and online support. Call Care first on the Freephone number provided by your organisation and you can speak to a professional in confidence.

If you would like to learn more about:

'Financial well-being and debt advice from guest speaker Antony Price from PayPlan' then please join our webinar on **Friday 28th July 12pm** using the details below –

<https://attendee.gotowebinar.com/register/8449399844397908309>

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 wish to contact the Care first telephone counselling and information line then please don't hesitate to call the Freephone number provided by your organisation and you can speak to a professional in confidence.