



Welcome to UK News 20<sup>th</sup> 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 relates to a tragic incident involving operations outside of the EMEA Region, where a truck mixer and cyclist collided as the vehicle turned at a junction, resulting in the death of the cyclist.

Previous similar incidents prompted driver training programmes to raise awareness of the risks to more vulnerable road users, the fitment of additional safety features to vehicles, and support for educational programmes in schools and with the wider public...this incident reminds us of the value of maintaining these efforts.

Please discuss the Alert with your team, particularly employed and contract drivers, and take the time to discuss the importance of ensuring vehicles are fitted with all necessary safety features, which should be checked daily as part of the inspection regime, and ensuring drivers remain alert to vulnerable road users, especially at junctions, when making turns and during times of congested traffic.

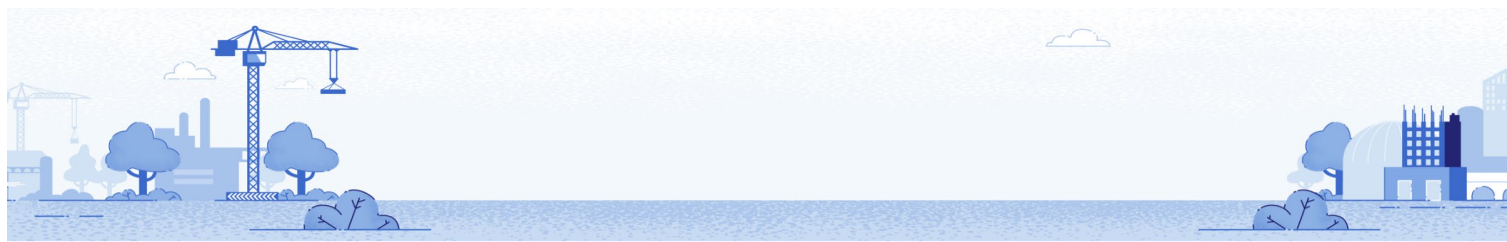
Finally, as cyclists, we can all help look after ourselves by avoiding cycling alongside large goods vehicles, and by using lights where necessary, wearing high visibility clothing, and also by using a cycling helmet to reduce the potential for incidents and injury.

This Global Safety Alert can be found at the end of this document and on the UK News download page [here](#). Please display the Alert on all workplace 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.

### Safety Alert from Israel

Our colleagues in Cemex Israel have kindly shared the attached Alerts relating to three High Potential incidents (HiPos) in their concrete operations. Thankfully, they provide an opportunity to learn without people suffering serious injuries, but they could so easily have resulted in fatalities.



As you will see from the first Alert, a contract Driver crossed in front of another vehicle at the washout bays to reach the controls for the water supply, when the vehicle pulled forward and knocked him to the ground. Immediate learning points include the layout of the work area, which encouraged drivers to cross in front of other vehicles, items on the dash obscuring the second driver's view, lack of full hi vis PPE, and a failure by the second driver to check it was safe to pull forward.

Neither driver reported this first incident and, as you will see, an hour later the driver of the truck was involved in a second incident, where his vehicle struck an elderly woman on a pedestrian crossing. In addition to the earlier learning points, regarding the obscured view and the need to check it is safe before moving forward, the investigation identified that the driver was not wearing his prescription glasses, which could perhaps have been identified if the first incident had been reported...

The second Alert describes an incident where a contractor suffered fractured ribs when he was struck by a truck mixer at a plant; he had started to carry out repairs to the yard, without authorisation from the manager or segregating the work area from the traffic.

This Safety Alert can be found at the end of this document and on the UK News download page [here](#). Please display the Alert on all workplace notice boards.

Please review these Alerts as appropriate with your teams, taking the time to consider the learning points and whether there are any opportunities for us to improve our controls. They are a good chance to reinforce the need for immediate reporting of HiPo incidents, to review any routine tasks and workplace layouts that present additional risks, to **STOP & THINK** and **Take 5** before starting a task, and to **STEP IN** and **Take 5 Together** if you see anyone at risk of injury.

### Denge Quarry hits 25 years LTI free

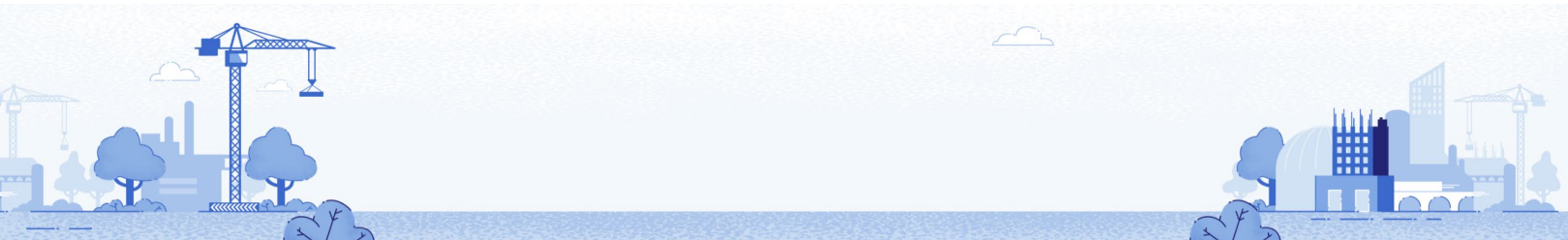


Congratulations to the team at Denge Quarry who have achieved 25 years LTI Free this week. What a fantastic milestone to achieve. Well done to all staff past and present that have helped achieve this milestone.

Michael Hinson, Manager Operations, Denge Quarry, said: "I would like to thank all the staff and contractors that we have on site, and had on site in the past, that have all contributed to this great achievement. This is down to the great teamwork on the site which is constantly trying to improve the Health & Safety on the site. Also, it shows great leadership with contractors / visitors that have attending the site over the 25-year period. The team will all receive a voucher and a meal of their choice."

### UK Mortars achieve 17 years LTI free

Also, congratulations to everyone in UK Mortars - they have achieved another fantastic milestone of 17 years LTI free. Well done to all those involved!



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.

### Do you know your moles?



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.

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. Finding melanoma at an early stage is crucial; early detection can vastly increase your chances for cure. Look for anything new, changing or unusual on both sun-exposed and sun-protected areas of the body. Most moles, brown spots and growths on the skin are harmless – but not always. The ABCDEs below can help you detect melanoma.

### The ABCDEs of melanoma

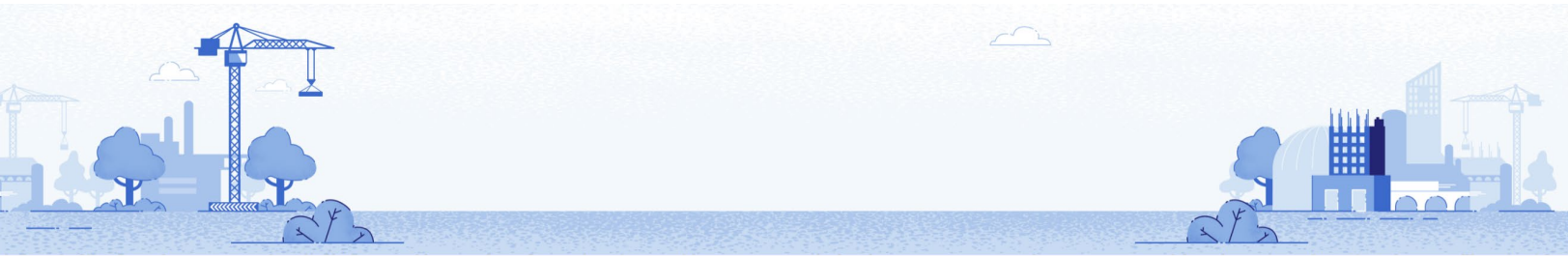
The first five letters of the alphabet are a guide to help you recognise the warning signs of melanoma.

- **A is for Asymmetry.** Most melanomas are asymmetrical. If you draw a line through the middle of the lesion, the two halves don't match, so it looks different from a round to oval and symmetrical common mole.
- **B is for Border.** Melanoma borders tend to be uneven and may have scalloped or notched edges. Common moles tend to have smoother, more even borders.
- **C is for Colour.** Multiple colours are a warning sign. While benign moles are usually a single shade of brown, a melanoma may have different shades of brown, tan or black. As it grows, the colours red, white or blue may also appear.
- **D is for Diameter or Dark.** While it's ideal to detect a melanoma when it is small, it's a warning sign if a lesion is the size of a pencil eraser (about 6 mm, or ¼ inch in diameter) or larger. Some experts say it is important to look for any lesion, no matter what size, that is darker than others. Rare, amelanotic melanomas are colourless.
- **E is for Evolving.** Any change in size, shape, colour or elevation of a spot on your skin, or any new symptom in it, such as bleeding, itching or crusting, may be a warning sign of melanoma.

If you notice these warning signs and symptoms, or see anything NEW, CHANGING or UNUSUAL on your skin see a GP promptly.

**We have produced a visual guide to identifying your moles. You can find the guide is at the end of this document and on the UK News download page [here](#).**

You can also find more information about moles on the NHS website [here](#).





## Cemex Says Stay Aware, Stay Rail Safe



Barrington C of E Primary School, which is located within a mile of the Barrington Recovery site, was the first school to receive Cemex's new rail safety campaign, **Stay Aware, Stay Rail Safe**. This is the new campaign being used to promote rail safety education in schools around Cemex sites. This new campaign not only highlights the importance of rail safety to Cemex but, through a well-structured approach, takes learners through a process of understanding the risks related to railroads, the appropriate behaviours needed to be safe around railways and also engages the children in identifying railway line hazards.

To kick off this new campaign, Mark Grimshaw-Smith (Rail and Sea Manager), Julie Welch (Health & Safety Manager), Edgaras Dapsauskas (Quarry Manager) and Chiedza Mupfumira (Social Impact Specialist) led three year groups at Barrington Church of England Primary School through a series of important lessons on rail safety.

Lessons on assessing risks around railway lines, what it means for one to be rail safe and a reminder that railway lines are not playgrounds were shared with the enthusiastic learners, who often interjected with stories on how their parents do not always observe safe rail behaviours.

An extended version of the green cross code was used to remind the learners how to ensure they are safe when using designated crossing places. Cemex's rail safety engagement at Barrington recognises the expanding community around the site and more engagements will be organised on an annual basis.



## FUTURE IN ACTION

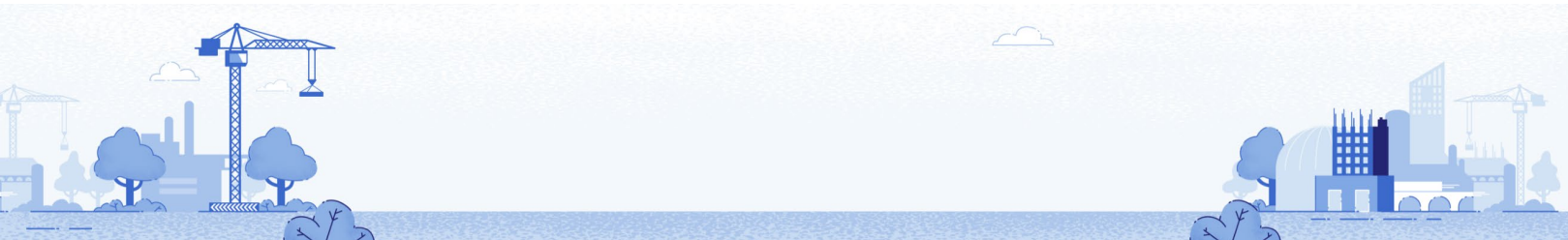
### Road Safety at Hornsea



During the final weeks of school term, pupils at Hornsea Primary School in East Yorkshire, received some lessons in life skills, which included road safety.

Cemex were delighted to step in by providing a truck for the day, along with classroom sessions to highlight the dangers for vulnerable road users when interacting with large vehicles.

The Cemex Team consisted of Ian Phoenix, Midlands Logistics Manager, Julie Welch, Health & Safety Manager, Chiedza Mupfumira, Social Impact Specialist and Grant Garner, Logistics Supervisor.



The sessions were delivered to approximately 400 pupils and were very well received. They will hopefully go a long way to keeping the children safe. This is particularly important to Hornsea town which is rapidly expanding with for over 400 new homes, dramatically increasing LGV traffic delivering to the sites. Being a coastal town too, holiday traffic will be heavy during the holidays, again highlighting the relevance and importance of helping the children to remain safe.

As a thank you the pupils produced a handmade card to express how much they had enjoyed getting into the Cemex Truck!

Cemex's road safety engagements are a useful tool in the business' efforts to extend its commitment to health and safety to local communities. In 2023, Cemex has reached over 1000 primary school students through engaging discussions on road and cycling safety.

## Launch of EMEA Sustainability Challenge

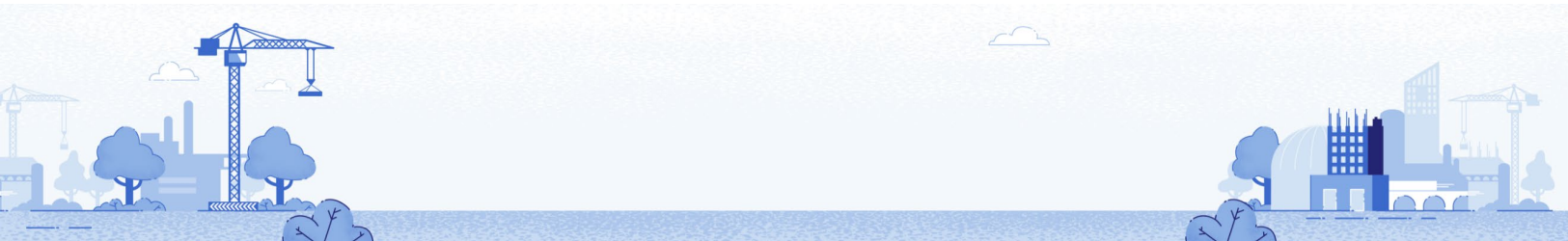
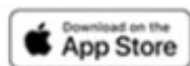


On Monday 17<sup>th</sup> the first EMEA Sustainability Challenge launched on the Always in Action App – have you downloaded it yet?

You can track your contributions towards a sustainable environment by downloading the app and registering your actions. Together we can reduce 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.

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](http://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.



## Parkfield Road back in business



Parkfield Road in Rugby is an old quarry previously operated by the Rugby Cement until the 1970s.

The old quarry site has now been brought back into operation and is currently being drained. From the end of July until 2026, it will become a recovery site for tunnelling arisings from HS2's works at Willesdon Junction in London.

The original rail siding link running alongside Parkfield Quarry has been renovated to allow two trains per day, each with upto 22 wagons to bring the spoil to the site. Using trains brings significant CO<sub>2</sub> savings by removing trucks off the roads. By using alternative transports methods demonstrates Cemex's Future in Action commitment to net zero CO<sub>2</sub>.

A new platform has been built for offloading the spoil from the wagons – this has been constructed from Cemex Vertua low carbon concrete. The site is now ready to receive the first train planned for the end of July.

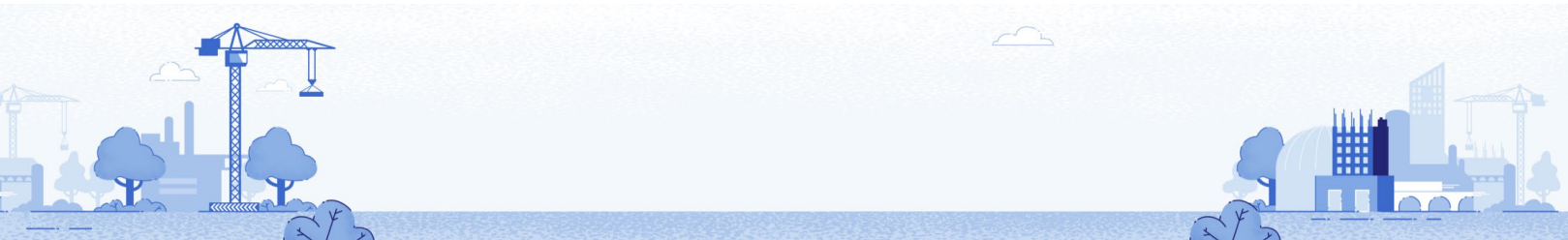
## Effective water saving idea



In last week's UK we shared our new [Future In Action Water Strategy poster](#). 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.

A great example of saving water has been shared on Ideation, from the team at Angerstein Wharf.

The wharf's mains water tank did not have a low water indicator so would sometimes run out, causing loss of production. The tank would then be topped up using mains water at high cost and impact on the environment. The team came up with the idea of installing a probe sensor linked to an orange-coloured beacon to visually and clearly indicate when the water level was low. This makes it easily visible for the Loading shovel driver feeding the plant, the plant operatives and also office staff. This will reduce the need to use fresh mains water by increasing the use of river water, a more sustainable solution. This idea also reduces down time as the water does not run out. In the first ten days, 2000 cubic feet of water has already been used from the river.





## Nature Around Cemex Europe Newsletter - Summer 2023



The summer 2023 edition of the European nature newsletter, Nature around Cemex Europe, is now available to read. This is a collection of short stories which give a snapshot of what the Sustainability teams from across Europe have been doing, based around the topic of Biodiversity.

You can download it to read from the download section of the UK News website [here](#). A copy can also be found at the end of this document.

Please print off for noticeboards.



## EMPLOYEES

### Our Values – Deep Dive: Acting with Integrity



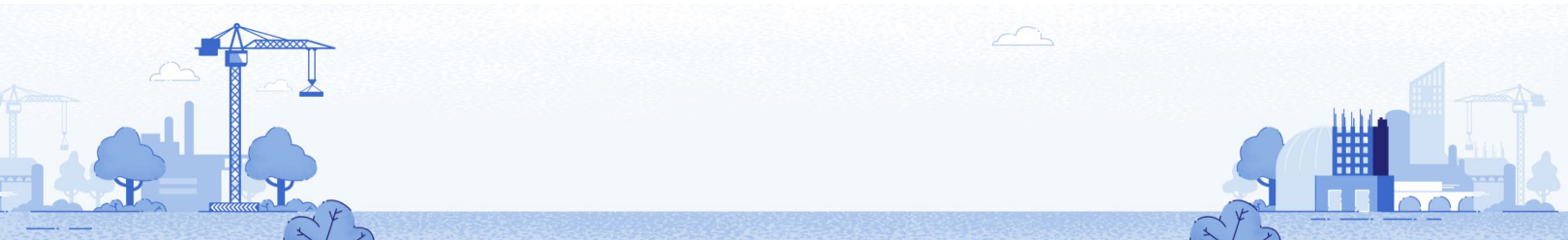
Integrity is a core value at our company. It means being honest, trustworthy, and ethical in all aspects of our work. When we act with integrity, we build trust with our colleagues, customers, and partners. We also create a positive and productive work environment where everyone feels safe and respected.

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.

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



## Standards of Behaviour at Work and at Work-Related Social Events



At Cemex, we pride ourselves on a culture where we respect our colleagues and the other people that we interact with through our work. Expected standards of behaviour at work are set out in our policies, including the [Diversity and Equality](#) and [Bullying and Harassment](#) policies as well as [Our Code](#) of Ethics. We should always be considerate of personal space, how we act, the language we use, and be mindful that our own personal opinions and how we express them may be upsetting to others.

Recent media reports about various organisations, including the CBI, have prompted us to remind everyone about expected standards of behaviour and to ensure that we are all clear that these expectations continue whenever we attend work-related social events. Examples include:

- team days
- privately arranged events to which an employee is invited because they are a Cemex employee
- overnight stays to attend training events or meetings
- Christmas parties organised by the Company, or other similar gatherings throughout the year.

We want everyone to enjoy being at work and especially when attending Cemex events and other social occasions related to work. However, the Company expects employees to always behave appropriately, to exercise good judgment, and consider how their language and actions could offend others. Also remember to drink responsibly at social events where alcohol is available, and that the Company's zero-tolerance to drugs continues to apply.

A short policy has been published regarding [standards of behaviour](#) at work-related social events and it is important that you familiarise yourself with this. In addition, the Company's policies on bullying and harassment, and diversity and equality apply, as well as the Company expectations set out in [Our Code](#). Most people would naturally behave in line with these policies anyway, but they provide an important reference point and guidance where needed.

You can access the new Behaviour at Work-Related Social Events policy [here](#).

### Are you holiday ready?

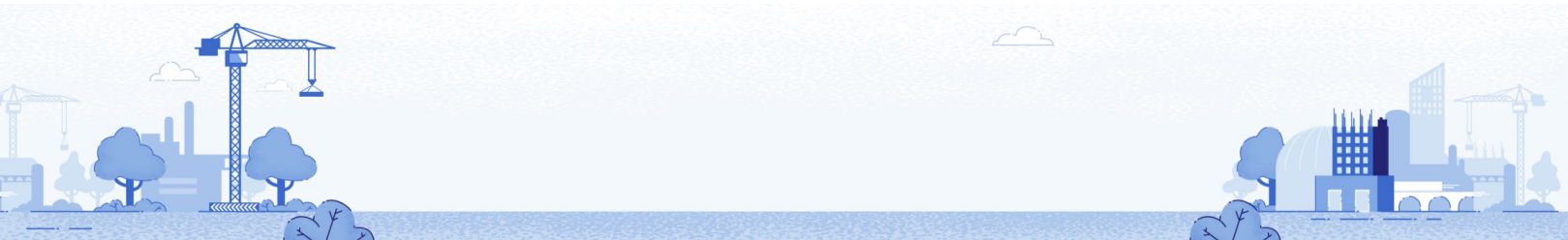


Many employees will be taking time off over the summer to spend time with their friends and family. Regular annual leave supports our mental and physical health, helping us to feel energised, rested and motivated.

If you have holiday booked over the summer, dedicate some time beforehand to handing over and switching off properly. This will help you to disconnect from work, which is important for maintaining a good work-life balance.

#### Our top tips:

- Set up a clear out of office message on your emails directing people elsewhere





- 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. Alternatively, I will respond as soon as I can when I return.
- Change your voicemail greeting to let callers know you are away, and when you will return
- Redirect SAP workflow to a nominated person – see step by step guide
- Clear any meetings out of your diary
- Identify any tasks that can't wait until your return and ask for support from colleagues
- Prioritise work that needs to be completed before you go off and speak to your manager if you need help with this
- Remember that other people may also be away at the same time as you

It can feel challenging to spend time away from work without checking in but remember that lots of other people will be off too.

Annual leave is important – switch off and enjoy!

### Reminder | Travel Expense queries



Please be reminded that ALL travel expense queries, including technical issues with Concur and the phone app, should be sent to the T&E team in the first instance: gb-ssstandeclaims@cemex.com

If the team cannot resolve your query, they will take the necessary steps to get support from IT or Concur directly, and feed that back to you.

### Get away for less this summer!

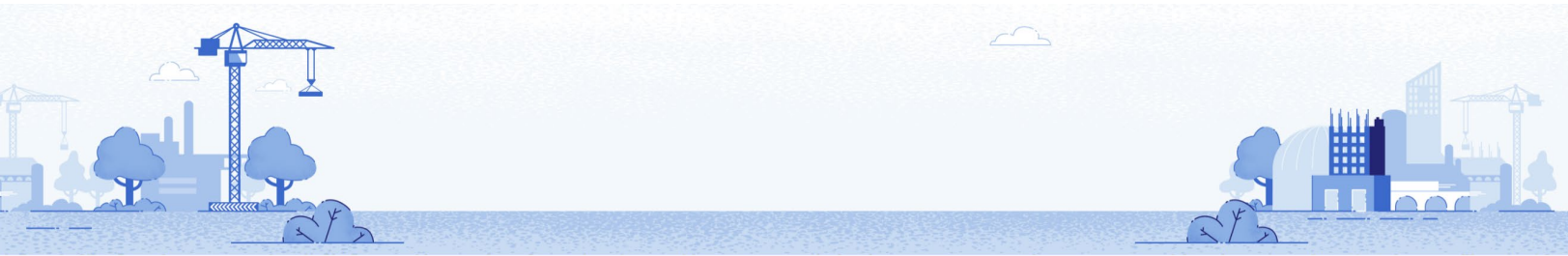


Did you know that the Cemex Lifestyle platform offers discounts on holidays (both UK and abroad), airport parking, hotels, coach travel and theme parks.

Here are just some of the brand names you can find discounts with: Jet2Holidays, Easy Jet, TUI, Airparks, Hoseasons, Alton Towers, Disneyland Paris, National Express, hotels.com, cottages.com and many others.

Log in to the Cemex Lifestyle platform to see how you can save on your summer getaways.

<https://cmx.employeebenefitsplatform.com/>



# Care first

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

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

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

## **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 24<sup>th</sup> July and 4<sup>th</sup> August.

### **W/C 24<sup>th</sup> July 2023**

#### **Monday 24<sup>th</sup> 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 [here](#).

#### **Wednesday 26<sup>th</sup> 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 [here](#).

#### **Friday 28<sup>th</sup> 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 [here](#).

### **W/C 31<sup>st</sup> July 2023**

#### **Monday 31<sup>st</sup> July** - Be Active - In Association with Cycle to Work Day - @12pm

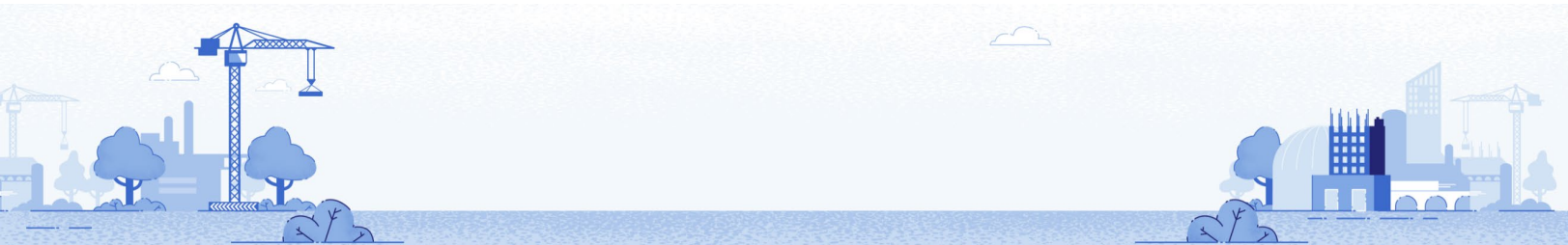
Click [here](#) to access.

#### **Wednesday 2<sup>nd</sup> August** - How Care first can support you - @12pm

Click [here](#) to access.

#### **Friday 4<sup>th</sup> August** - Care first Management and MHFA Support - @12pm

Click [here](#) to access.



## Accounts Payable Best Practice

servicenow

The P2P helpdesk has shared some best practices and recommends following these five following points to improve your experience using the Accounts Payable Helpdesk in Service Now.

### FOLLOW the Five

Follow these recommendations to improve your experience using Accounts Payable Helpdesk in ServiceNow.

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

1. The more descriptive, the better. Being clear and concise enables the helpdesk to process your request effectively.
2. When you send a request wait for the notification email that your ticket has been received before you reply, to avoid duplicate tickets.
3. Every interaction with you is important. Create a new email for every case. If you need to follow up a closed case, please include your previous ticket number.
4. To guarantee that all relevant individuals, including vendors, are updated on your ServiceNow ticket, consider adding them to the CC list of your ticket request email.
5. Please be aware that notification emails regarding your request will come from Global Enterprise Services ([cemex@service-now.com](mailto:cemex@service-now.com)).

The way you request support from the AP team will not change. You will continue to request email support using known emails from:

<a href="mailto:ncrvendor.recon@cemex.com">ncrvendor.recon@cemex.com</a>	UK P2P Helpdesk Team IBM
<a href="mailto:gb.invoice.matching.group@cemex.com">gb.invoice.matching.group@cemex.com</a>	UK P2P Clearing Team IBM
<a href="mailto:gb-vendor.helpdesk@cemex.com">gb-vendor.helpdesk@cemex.com</a>	UK Master data team IBM
<a href="mailto:gb.payments.group@cemex.com">gb.payments.group@cemex.com</a>	UK Payments team IBM
<a href="mailto:gb-pcard.helpdesk@cemex.com">gb-pcard.helpdesk@cemex.com</a>	UK Procurement card team IBM
<a href="mailto:gb-ssct.and.claims@cemex.com">gb-ssct.and.claims@cemex.com</a>	UK Travel & Expense team IBM
<a href="mailto:gb.haulage.vendor.pack@appstwo.cemex.com">gb.haulage.vendor.pack@appstwo.cemex.com</a>	UK P2P Self Billing Team IBM
<a href="mailto:gb.ap.upload@cemex.com">gb.ap.upload@cemex.com</a>	UK P2P AP Uploads Team IBM

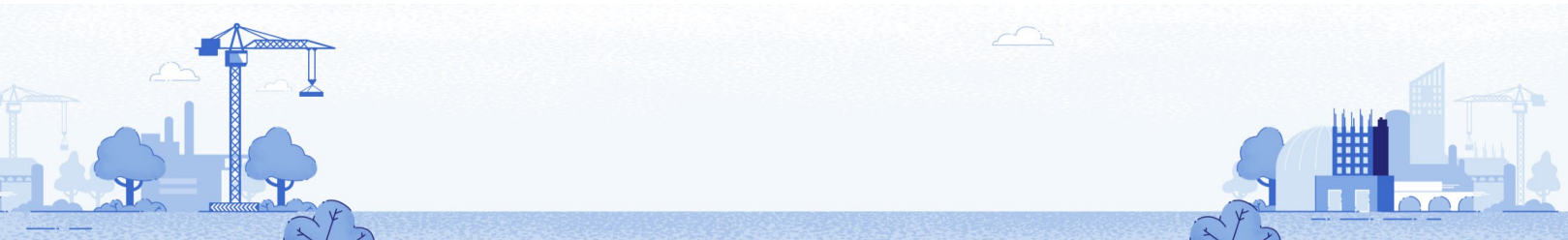
## Calling All Amateur Photographers



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

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

Our photography competition is to celebrate diversity of wildlife at our sites, since every organism is part of an





ecosystem which needs protection for a richer, stable and resilient environment as we progress towards being Nature Positive by 2030.

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

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

## Happy 60<sup>th</sup> Carl



Happy 60th Birthday to Carl Milton – Cement Logistics Manager.

Carl celebrated his birthday with his wife, son and daughter (and dogs !!) and is looking forward to spending the Amazon vouchers from his colleagues in the coming weeks.

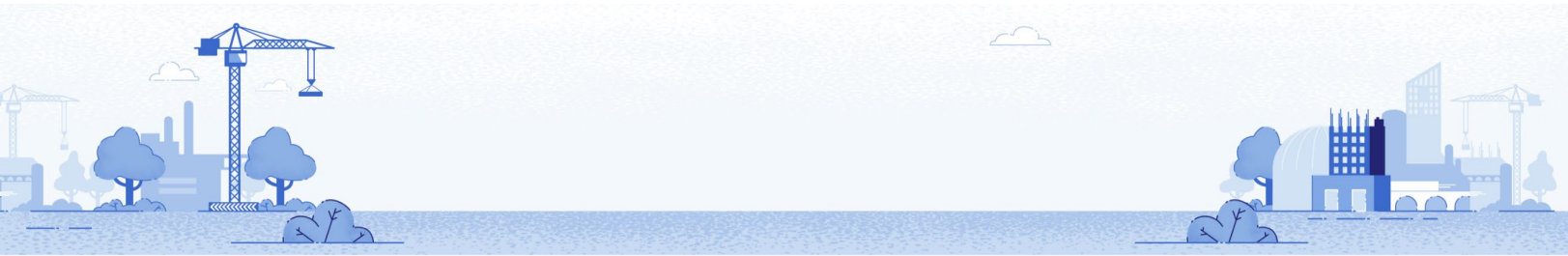
## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
<a href="#">162-07-2023</a>	Multiskilled Operative/Fitter	Urbanisation Solutions- Asphalt	Salford	02/08/2023
<a href="#">163-07-2023</a>	Multiskilled Operative	Urbanisation Solutions- Asphalt	Salford	02/08/2023
<a href="#">161-07-2023</a>	Operative- (Day Shift)	Urbanisation Solutions- Building Products	Somercotes	01/08/2023
<a href="#">160-07-2023</a>	Warehouse Technician	Procurement	Rugby Cement Plant	28/07/2023

### 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.

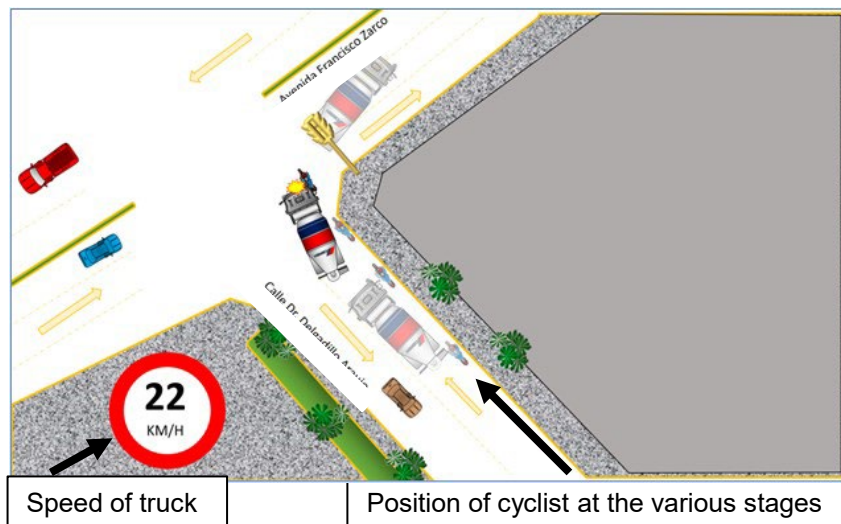


# GLOBAL SAFETY ALERT

## CYCLIST FATALLY INJURED

### INCIDENT DETAILS

A readymix truck driver had stopped for a red light at a road junction and when the light turned green, he proceeded to make a right turn. Without the driver noticing, a cyclist had approached on the inside of his truck with the intention of going straight ahead and as the truck turned it struck the cyclist.



### KEY FINDINGS

- The cyclist could have been seen in the truck's side mirrors on the approach to the junction and the front corner 'blind spot' mirror just before the turn, but the driver says he didn't notice anything.
- Other vehicles were in the close vicinity, including a motorcyclist that overtook the truck from the left lane and the truck driver's attention may have been distracted towards them instead of the area of road for the right turn.
- The truck was fitted with side warning sensors that are activated when the indicator is used to make a turn, but the driver did not indicate and therefore the warning device was not operational during the manoeuvre.
- The cyclist wasn't wearing high viz clothing or a protective helmet, as required by local law.

14<sup>th</sup> July 2023

SA 2023 / 5

### MANAGERS – KEY POINTS TO CHECK

- All drivers are trained in the precautions to take to help safeguard vulnerable road users and awareness raising campaigns are regularly put in place.
- VFL exercises by leaders include discussions about vulnerable road users, the precautions to take and the need to always use vehicle safety features.
- Effective maintenance, pre-start checks, and remediation processes are in place to help keep the truck and safety features in good working order.
- There is an ongoing strategy to implement our CEMEX model to help protect vulnerable road users



### ALL PERSONNEL – ACTION TO TAKE

- Always be alert to vulnerable road users, especially at junctions, when making turns and during times of congested traffic.
- Before making a turn, always use your indicator and check (and check again) that the arc of the turn is clear for you to safely proceed.
- Always make full use of the vehicle safety features that are provided. They are there to help you and others on the road. If you have any defects, report them to your supervisor immediately.
- If you use a bicycle yourself, always wear high viz clothing (and a helmet) and never attempt to manoeuvre along the inside of vehicles, because you may not be seen. Please alert your family and friends to this as well.

# SAFETY ALERT

## HIPOs involving moving vehicle

### DETAILS OF THE INCIDENT

**1<sup>st</sup> HIPO** : After finishing washing his truck, contractor readymix driver started exiting the washing area and struck another driver that was crossing in front to get to the water activation buttons. Incident wasn't reported immediately after it happened and the 2 drivers continued their work routine.

**2<sup>nd</sup> HIPO** : An hour later, same driver with the same truck struck an older women crossing the road on a pedestrian crossing after she hadn't finished crossing the road and the traffic lights changed.

### KEY FINDINGS

✓	Contractor received all H&S training including induction, VRU training and defensive driving training.
✓	No evidence of the driver being in a hurry or distracted
✗	<b>Process</b> of washing the truck is not safe – driver needs to cross in a moving vehicles area
✗	<b>Truck dashboard</b> contained documents that may narrow the field of view of the driver.
✗	Driver <b>wasn't using his glasses</b> even though he is required by his driving license.
✗	Driver <b>did not check his surrounding</b> before starting driving (both incidents)
✗	Injured contractor <b>did not make sure it is safe to cross</b> before crossing the truck way, did not make eye contact.
✗	Poor H&S culture contributed to the reasons why both drivers did not report the incident (1 <sup>st</sup> HIPO)

### HOW COULD THIS HAVE BEEN AVOIDED

- Effective managerial supervision.
- Safe processes – minimize the interaction between pedestrians and vehicles.
- Checking the surrounding before start driving and keeping the dashboard clean.
- Pedestrians on site needs to make sure the drivers see them before crossing their lanes.



Washing station – 3 trucks can be washed at the same time



2<sup>nd</sup> HIPO – older women strike on pedestrian crossing

Hierarchy of Control

**E** Eliminate  
**R** Reduce  
**I** Isolate  
**C** Control  
**P** Protect

STOP THINK ACT



# SAFETY ALERT

## Contractor TRI (RWI) – Contractor strike by a truck

### DETAILS OF THE INCIDENT

Regular maintenance contractor on site was cutting rebar on the operational yard of the readymix site. He did not barricade the area. A readymix truck that was entering the loading station area struck him causing a rib fracture.

### KEY FINDINGS

✓	The 2 involved contractors received all H&S training including induction
✓	Involved readymix truck – dashboard was clean and all mirrors are in place and aligned.
✗	Maintenance contractor decided by himself and with no approval from the manager to work on the operational yard cutting rebar
✗	Maintenance contractor did not make the required arrangements in order to create a safe area while working on the operational floor.
✗	Take 5 was not done prior of performing the task due to a gap of understanding the difference between routine and non routine activity.
✗	There is a culture of crossing on the operational yard on site and not on the safe passage.
✗	Take 5 together was not performed – no one intervened after seeing the contractor working in the line of fire
✗	Opportunities were identified in relations to VFLs and NMHAS

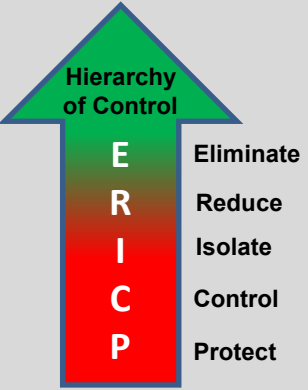
### HOW COULD THIS HAVE BEEN AVOIDED

- Follow safe processes – Maintenance work at appropriate times and proper planning of tasks and the use of Take 5.
- Having a culture of everyone taking care of each other – **Take 5 Together**.
- Manager involvement – contractor and employees must get approval from the manager for high-risk activities.

Contractor working in the middle of the operational yard



Trailer readymix truck strike the contractor while maneuvering into the loading station



**Other Road Users**  
Stay alert to other road users, particularly motorcyclists, cyclists and pedestrians.

**Site Safety**  
Check for hazards when on site, be highly visible and assess the risks before unloading.

**Look after yourself and each other**  
Don't let anyone act unsafely, always stop unsafe practices.

**Safe Systems**  
Follow safe systems of work, site rules, signage and traffic signals.



STOP THINK ACT

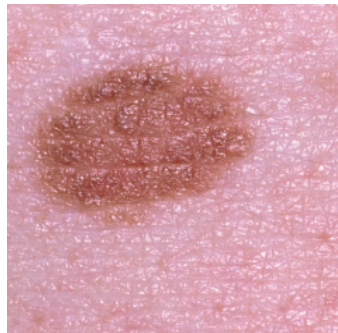
# Identifying cancerous moles

Moles are small, coloured spots on the skin. Most people have them and they're usually nothing to worry about unless they change size, shape or colour.

## Signs of harmless moles



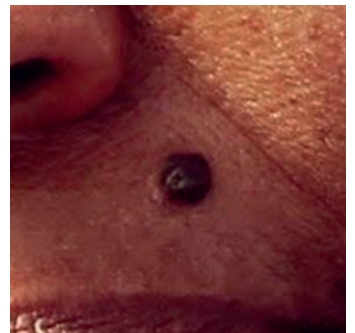
Most harmless moles are round or oval-shaped, with a smooth edge.



They can be flat or raised and may feel smooth or rough.



Sometimes they have hair growing from them.

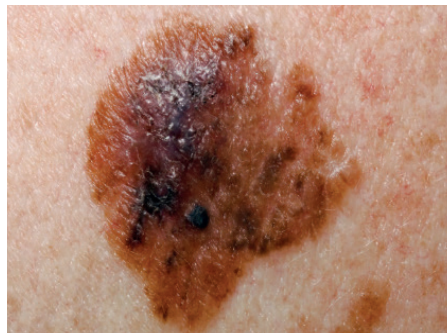


They are usually darker on brown and black skin.

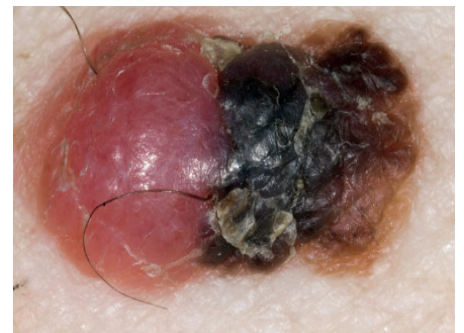
## Signs a mole could be cancerous



Melanomas may change colour over time or have more than 2 colours.



They often have uneven edges.



Sometimes they may bleed, itch, or be crusty or raised.

### Visit your GP if:

- you have a mole that's changed size, shape or colour
- you have a mole that's painful or itchy
- you have a mole that's inflamed, bleeding or crusty
- you have a new or unusual mark on your skin that has not gone away after a few weeks

**Finding a melanoma as early as possible can mean it's easier to treat**

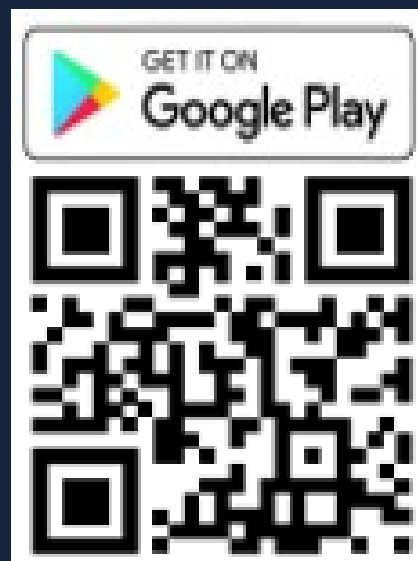
<https://www.nhs.uk/conditions/moles/>

# 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!



EMEA  
**CEMEX**  
**4YOU** 



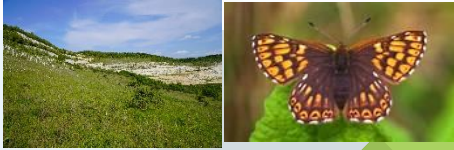
**3E** ENERGY  
EFFICIENCY  
EMEA



Welcome to our eighth edition of Nature around CEMEX Europe - Newsletter.

### UK – Duke of Burgundy Butterfly

Restoration work at Kensworth Quarry has seen the creation of a Chalk Grassland Habitat. This area has also been converted into a nature reserve giving access for the public. Working with several NGO's including RSPB, the local Wildlife Trust and Butterfly Conservation the site has been seeded with a special blend of wildflower seeds and the area has become an excellent home for pollinators. Including some of the UK's rarest Butterflies. This includes species listed in the UK Biodiversity Action Plan and noted as a priority and of conservation concern. The most notable success is the establishment of a Duke of Burgundy colony at the site. One of the UK's rarest butterflies but the introduction of cowslip has allowed the insect to complete its lifecycle without disruption. It's important that we highlight this type of project, which shows how site restoration can help with nature recovery.



### Germany – Protecting Endangered Birds

Working with regulators and trade bodies, Cemex Germany is helping with the recovery of endangered bird species. In the Elbe Floodplains (Rogätz) and along the Danube (Rosing & Weichering) our quarries both active and restored have helped with the recovery of populations of Northern Lapwing, Common Snipe, Curlew, and Western Yellow Wagtail. The sites are carefully managed to create the habitats they require. At Rogätz, Little Terns have returned to breed on specially created Islands in a restored lake. The species had been extinct in Saxony-Anhalt for over 50 years.



### POLAND – Family Ecological Picnic

In May, Cemex Poland organized their fifth Family Ecological Picnic at the restored Lipówka quarry. The event was attended by nearly 300 representatives of the local community who live in the vicinity of the Rudniki Cement Plant.

There were many attractions waiting for the participants: an outdoor nature game, stands presenting the richness of the world of plants, animals and minerals, and a presentation of chemical experiments. There were also stands about health as well as art workshops, games and sports activities for children.

As souvenirs from the picnic, the participants received maps of the quarry printed on paper with seeds. We hope that most of them were used, and the blooming vegetation became a nice memory of the event and support for pollinators.

The event supported the European initiative European Minerals Days aimed at bringing the aggregates industry closer to the public and its role for the regional economy, sustainable development and biodiversity protection.



### FRANCE – Sandmartin Initiative

Cemex France has had great success working with the LPO protecting Sandmartins who nest at quarries during the summer months. A joint project has been in operation since 2013 and sees site surveys and bird counts to make sure the species stays safe, and the populations are monitored. Some essential messages and figures concerning the initiative include - we have just finished the sand martin counting campaign of 2023 in the CEMEX quarries in France (from May 15 to June 15) - updated indicator : Nearly 60% of CEMEX quarries in 2023 (increasing number) - 6 new quarries have been newly identified as hosting sand martin - since 2013, more than 8,000 breeding pairs of sand martin have been counted in CEMEX quarries in France - summary report using all CEMEX data on sand martin since 2013 being prepared by the LPO.



### SPAIN – Cemex and Gadma present their school awards for the environment

Cemex and the environmental group Gadma presented the Mallorca Natural 2023 awards at the Can Gelabert Culture Centre, awards that aim to bring nature closer to schoolchildren and show them the importance of caring for it.

With 18 years of history, this school competition this year saw the participation of some 1,000 pupils from 15 schools on the island, who during the school year went on a total of 15 outings with the environment as the main premise.

The pupils presented 500 essays and 550 drawings about the activities and lessons learned, of which 13 were selected as winners.

This year's campaign by Gadma and Cemex has been called "Balears i la Mar" (Balearic Islands and the Sea) where the months of April and May schoolchildren visited Son Serra de Marina as well as and the Binissalem lagoons.



### Croatia: A plan to protect Nature

Sveti Juraj and Sveti Kajo, Cemex' two quarries in Croatia sit adjacent to habitats of high biodiversity value and which are included in the Natura 2000 Network. Cemex' own proximity survey also identifies the sites as being a high priority for Biodiversity. Cemex Croatia is working with the local NGO BIOM to develop a Biodiversity Management Plan for the sites. Initial work has included work to understand the biodiversity baseline. The initial results highlight the importance that quarries have in helping protect rare or endangered species and habitat. The results show that the site is used by 25 species of bird of which 14 are legally protected. The site is also home to protected Reptiles, Amphibians, and Mammals.

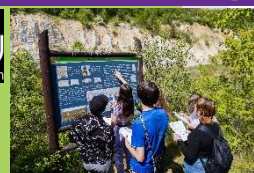
**BIOM**  
UDRUGA / ASSOCIATION



### Europe – Minerals day first for Lipówka Quarry.

European Minerals Days are an initiative supported by the EU Commission helping to highlight the European Raw Materials Initiative, European Partnership on Raw Materials and the EU Biodiversity Strategy. Working with Cembureau (European Cement Association) the Polish Sustainability & Operational teams incorporated the Family Ecological Picnic as part of the initiative. A first for Cemex and the European Cement Sector. Well-deserved recognition for the quarry at an EU level.

**CEMBUREAU**  
The European Cement Association



**European Minerals Days**

**Objective:**

To set out company expectations when employees attend work-related social events.

This document applies to the employees of CEMEX United Kingdom.	Behaviour at Work-Related Social Events Policy
	Related Documents: Diversity and Equality Policy Bullying and Harassment Policy Disciplinary Policy Our Code

Written:	July 2023
Authorisation Date:	July 2023
Authorisation: UK HR Director	Stephanie Horn 



## Introduction

This policy sets out the behaviour that is expected from all employees when attending work-related social events.

Some examples of 'work-related social events' are provided below, but this is not an exhaustive list. Events taking place in the UK and abroad, when on Company business, are within the scope of this policy.

Employees who breach this policy will be subject to the Company's disciplinary procedure which may result in formal disciplinary action up to, and including, dismissal.

This policy should be read in conjunction with the Company's Diversity and Equality policy, the Company's Bullying and Harassment policy and CEMEX's Our Code.

## Responsibilities

This policy applies to all CEMEX UK employees.

All managers and supervisors have responsibility for ensuring conformance with this policy. Interpretations of this policy should be referred to the UK Human Resources Director. Managers and supervisors do not have authority to approve deviations or exceptions to this policy.

Line Managers have additional responsibility for informing their staff about the policy and taking steps to eliminate any inappropriate behaviour of which they are aware.

## Definition

All employees attending work-related events have a duty to conduct themselves responsibly and professionally. This includes social events which, although not usually considered as 'work,' may well be considered as an extension of the workplace. Such events include:

- team days or Company events
- privately arranged events to which an employee is invited because they are a Cemex employee
- overnight stays to attend training events or meetings
- Christmas parties organised by the Company, or other similar gatherings throughout the year.

## Standards of Behaviour

At Cemex we want everyone to enjoy themselves when they attend Cemex events and other social events related to work. However, the Company expects employees to always behave responsibly, exercise good judgment and consider how their language and actions could offend others. It is also important for employees to understand that their conduct can have a significant influence on the Company's reputation.

The Company's policies on bullying and harassment and diversity and equality as well as the Company expectations set out in Our Code continue to apply at work-related social events. Employees must not engage in discriminatory, harassing, or aggressive behaviour, towards any other person.

It is acknowledged that alcohol will be available at many social events. Employees must drink responsibly and never drink and drive. The Company's zero-tolerance approach to illegal drugs will operate throughout social events. Use of illegal drugs will be considered a disciplinary matter.

## Workplace Discussions

We encourage staff to discuss workplace matters, or to raise any concerns they have regarding their employment, with their line manager or other appropriate manager during working hours, and not at work social events.



# 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 28<sup>th</sup> 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.



## 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 24<sup>th</sup> July at 12pm** please use the below link to register for this session:

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

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