



UK NEWS



Welcome to UK News 7th September 2023
your weekly update from around Cemex UK

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HEALTH & SAFETY

Celebrating Zero LTIs & TRIs



Huge congratulations to UK Admixtures who have reached an amazing 22 years LTI free!

Congratulations to the Supply Chain Rail & Sea UK who have achieved three years LTI free last week. Congratulations also go to UK Asphalt who achieved one year TRI free.

Well done to everyone on these fantastic milestones.

LTI and TRI 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 ambitions can be met and sustained.

Latest UK and Global Safety Alerts



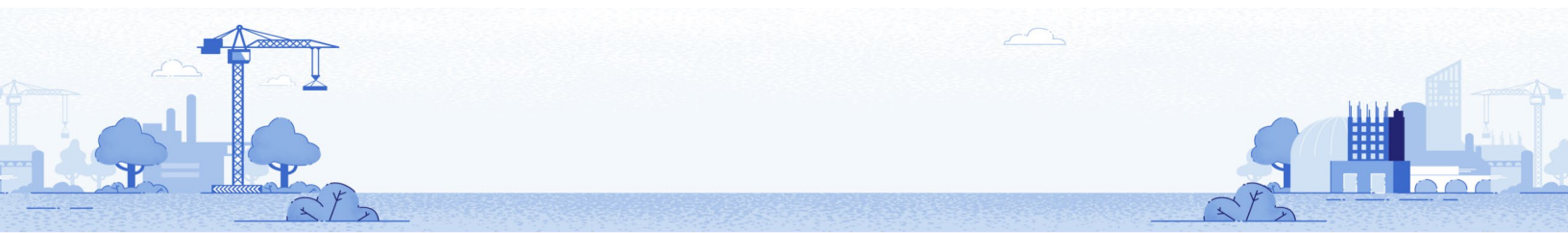
UK Safety Alert

The latest UK Safety Alert relates to an incident last month in the UK where a colleague suffered tendon damage to his ankle as he stepped down from a forklift truck, causing him to have to take time off work.

As you will see, the injured person exited the cab of the forklift forwards rather than backwards with three points of contact, when his foot slipped off the lower step landing on a wooden baton.

The local team are reviewing whether any improvements can be made to the production processes to eliminate or reduce the potential for further injuries of this nature, however, the incident acts as a reminder of the importance of promoting and following the Safety Essentials, particularly the need to **“Get a Grip”** and **maintain three points of contact when getting in and out of vehicles**.

The investigation identified it is not uncommon for operators at the site to forget to exit their cabs facing their vehicles with three points of contact; by promoting a culture where team members **STEP IN**



if they see a colleague at increased risk of injury due to unsafe conditions or behaviours, we can all Look After Ourselves and Each Other, our #1 Safety Essential!

Please discuss the Alert with your teams, taking time to consider if there is anything you can do collectively to reinforce the Safety Essentials and STEP IN / Take 5 Together culture.

Thankfully, our colleague has made a good recovery and is back at work.

The Alert should also be displayed on relevant notice boards. You can find the alert at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Global Safety Alert

The latest Global Safety Alert relates to the death of an employee outside of the EMEA Region who was tragically struck by a rail wagon while tidying the sidings at a Cement Plant.

In addition to ensuring personnel are:

- Suitably trained and competent in the work they are required to do.
- With a good knowledge of the relevant procedures.
- Are effectively supervised.
- Apply the specific learning points detailed in the Alert, which includes the need to restrict access to danger zones and use Permits to Work as appropriate.

The following points may also be relevant to rail operations:

- Do personnel require formal training, such as Rail Safety Awareness Training, or Personal Track Safety Training?
- Where people are working alone, is a second person required to act as a lookout?
- Do personnel have radio contact with a designated Person in Charge?

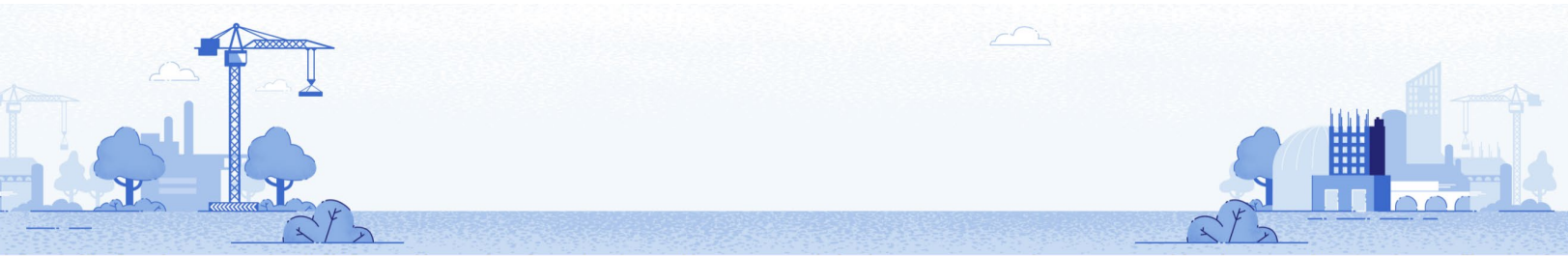
Please discuss the Alert with your team and review if action is required to close any gaps in local procedures.

The Alert should also be displayed on relevant notice boards. You can find the alert at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

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.

LOOK AFTER YOURSELF AND EACH OTHER.



New Evacuation Alarms for Midlands Plants



Over the past few months several Midlands plants have made significant Health & Safety improvements by implementing effective ways of raising an alarm in high-risk areas.

Rugby Cement plant, along with Coventry, Berkswell, Weeford and Pyford Readymix plants, have all benefited from new evacuation alarms, emergency contact signs and eye wash stations, placed at focused areas:

- Outside mixer rooms
- Cement blow up pipes
- Canteens
- Testers labs
- Offices
- Batch cabins and on evacuation routes

With the installation of the new alarms, multiple alarms, if necessary, can be activated upon evacuating the area. These are not just for fire but any emergency or medical issue that may arise.

These have also been added to Checkproof for monthly battery tests along with the fire alarms.

The teams have also implemented visible staff photos on noticeboards and any information that may be needed near car parks for visitors to view before meeting staff on the plants.

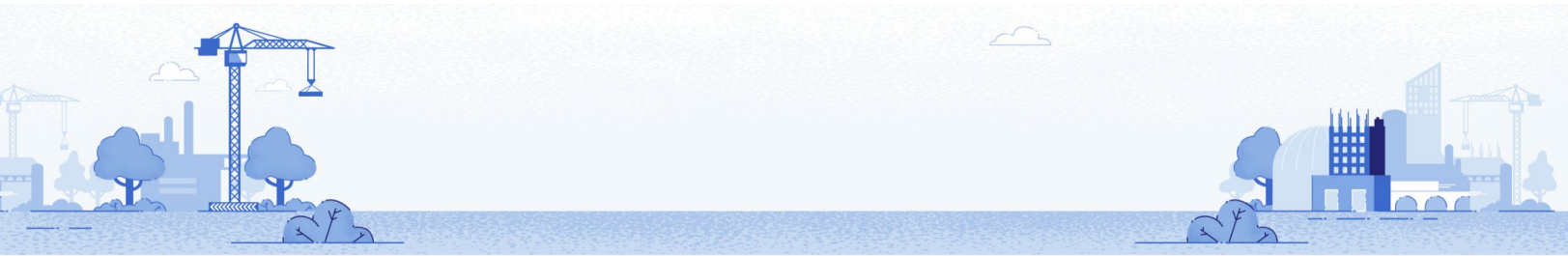
Follow MPA on LinkedIn



A great way of staying up to date with industry Health & Safety resources, initiatives and news is by following the MPA's LinkedIn account.

The MPA is the trade association for the aggregates, asphalt, cement, concrete, dimension stone, lime, mortar and industrial sand industries. Through their LinkedIn account they regularly share useful industry info with members and wider mineral products community.

Follow their account by scanning the QR code above.



Selfcare September



Do you show yourself the same kindness as others? Many of us find this hard. Yet when we treat ourselves as deserving of love, everything goes better. For us and those around us too.

Why not download this month's Selfcare September – Action for Happiness calendar to remind you to appreciate the little things in life and find out how they help with your positivity and wellbeing! Each day they give you a little task to try and complete. It could be anything from 'Do something meaningful

for someone' to 'Share an inspirational quote'.

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

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

Want to find out more about Action for Happiness? Check out their website for further help and guidance: <https://actionforhappiness.org/>

You can find the calendar at the end of this document and in the download section of the UK News website.



FUTURE IN ACTION

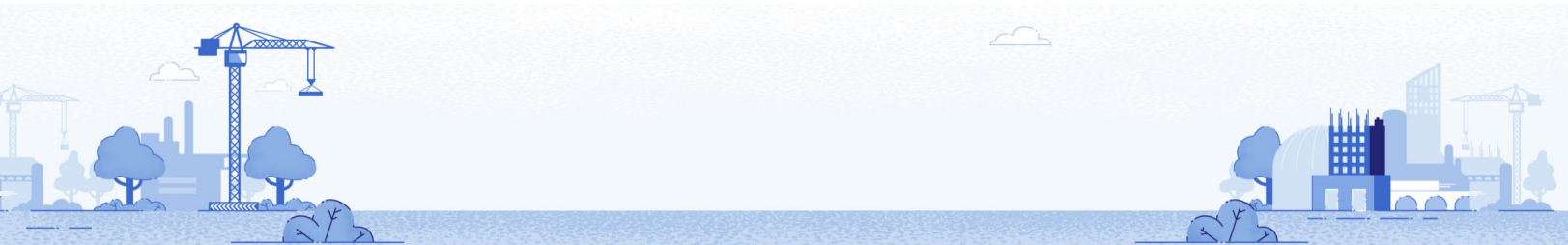
Join the First Global AiA Challenge











We are excited to announce the launch of the **Always in Action App challenge!** Starting Monday 11th September and running for three weeks – this will be the **FIRST** Global AiA challenge!

For some years now water scarcity has been an issue that requires urgent action from all of us. This problem is projected to get worse due to global warming and population growth, so it's important that we create consciousness about the actions that are required to be done to take care of such vital element. This is why, we have selected **Water-Saving** as the theme for this global challenge.

This Always in Action app challenge will include 20 water-related actions that will help participants to understand the urgency of taking care of water:



 Meatless Monday	 Rain Barrel	 Natural Fertilizer	 Join and participate in FIA Yammer Community
 Save a Flush	 Full Loads Laundry	 Water Leaks	 Watch Sustainability Video capsules
 Skip the Carwash	 Low-Flow Shower Head	 Water Off While Brushing	 Complete Future in Action Learning Pathway
 Spread the Word	 Shorter Showers	 Reuse Warmup Water	 Calculate your Water Footprint
 Native Plants	 Full Loads Dishwasher	 Sustainability Action	 Reduce Household Water Consumption

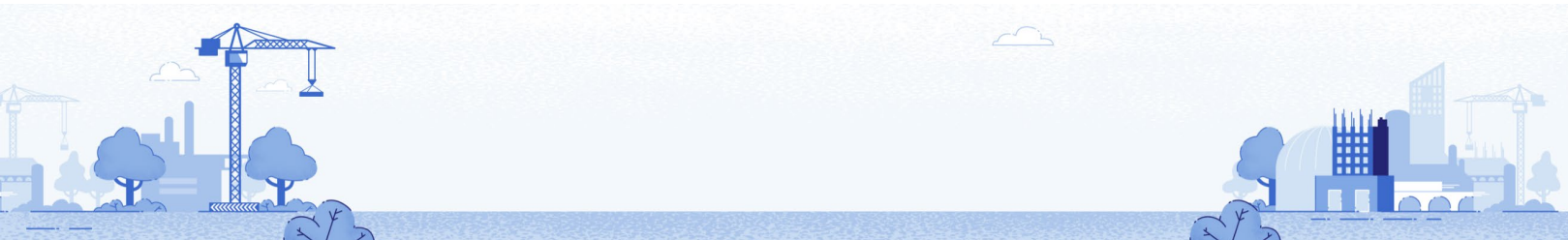
Points mean prizes!

The last five actions on the list are exclusive for this challenge. These will be promoted via push notifications from the app and will give a big number of points to be on the top of the leaderboard:

1. **Watch Sustainability Video-Capsules:** Together with the Sustainability team, we created several water video-capsules that will help us to understand more about the current global water situation and Cemex's commitment and actions taken towards its preservation.
2. **Calculate your Water Footprint:** We have incorporated a tool that will allow you to measure your personal water footprint as well as the one from your household. This activity is important for us to create consciousness and learn more about the actions that we can do to use water in a smart way.
3. **Reduce Household Water Consumption:** Put what you have learned into practice and prove that you have reduced your water consumption at home. A very easy way to find out is by checking your water bill and seeing if your consumption decreased.
4. **Complete the Future in Action Learning Pathway:** We are inviting everyone to learn more about the six pillars of our Future in Action program by including the link to the Cemex University learning pathway.
5. **Join and Participate in FiA Yammer Community:** Our Cemex's water experts have created a series of Science Facts with relevant information about what Cemex is doing to conserve water in our operations. Points will be awarded if you reply or react on these inside our Future in Action Yammer community.

Get the app!

Please use the QR codes in the poster at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads, to get the Always in Action App!



Brighton Goes Solar



Cemex's Brighton Wharf has recently had 66 solar panels installed on the roofs of its main offices and weigh bridge (154 metres square).

This initiative is to harness solar energy for office use, providing an estimated £19,000 savings on solar panel lifetime use. This is part of Cemex's long term strategy to decarbonise our operations.

During the first 18 days after installation the panels produced nearly 2Mwhs of energy, instead of taking energy from the grid. This equates to around 366kg of CO₂ savings.

Many thanks go to the Engineering team, Operational Excellence and the site staff for their collaboration with UK Capex Procurement to help deliver this project.

Weighbridge Team Raise Money for Macmillan



The team at the Dove Holes weighbridge organised a Macmillan Afternoon Tea to raise money for cancer care, support and research. The event was very successful with many colleagues from the site coming together and purchasing the goodies on offer.

Thanks to all the Cemex colleagues, along with local companies who supported with food donations and prizes for the raffle, along with homemade cakes on the day!

For colleagues at our Coventry Head Office in Binley, we are running a Macmillan Big Coffee Morning on Tuesday 26th September – watch this space for more info!!!

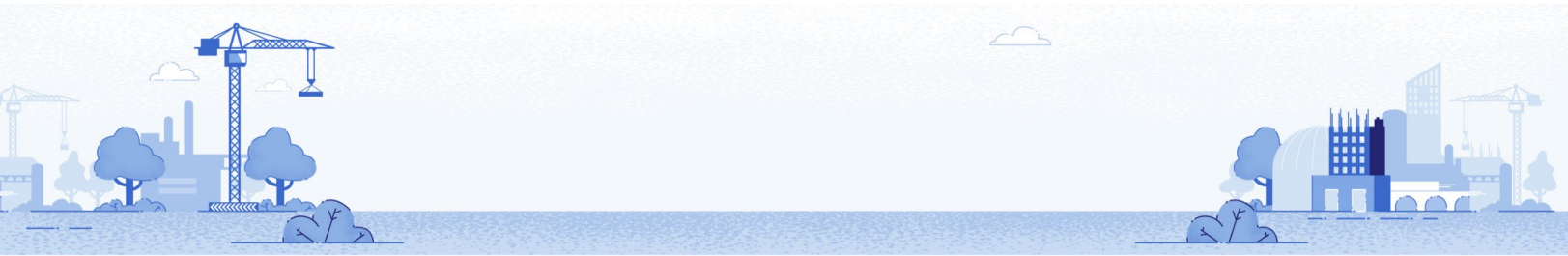
A Grape Year for Wine Quality!



Cemex's restored quarry in Castillejo (Toledo) in Spain, which supplied limestone to the cement factory for almost 100 years, was converted into a 92,000-plant vineyard, producing high-quality Merlot, Syrah and Cabernet Sauvignon grapes.

This year, as a result of the high temperatures and the lack of rain in the region, the harvest has been lower than other years, however, experts say that these extreme conditions reduce the amount of grapes but have improved their quality.

54,000 kilos of grapes have been collected, which will become an excellent wine!





Investment into UK Asphalt Business

**ENHANCED
SERVICE
FOR ASPHALT
CUSTOMERS**



Cemex is making strong progress with a significant investment programme into its UK Asphalt operation. This includes the opening of a new plant in Birmingham, as well as developments at several locations to ensure a more efficient and more sustainable operation with smoother product delivery for customers.

The new plant, located on Doris Road in Birmingham, will allow Cemex to better target this key urban market with its array of Asphalt solutions.

Products that will be produced on site include RUBBERMIX ASPHALT (RMA), which incorporates crumb rubber granules taken from used tyres into the mix, helping to offset the environmental impact of highway maintenance activity through the circular economy; and VIALOW, Cemex's low temperature, reduced carbon asphalt which comes with the option to offset residual CO₂ to make it a CarbonNeutral® product, in accordance with The CarbonNeutral Protocol, will also be produced at this new location. Further trials are underway on other more sustainable asphalt products that prioritise circularity.

The new Birmingham site will operate as a Local Asphalt plant, providing a dedicated service for customers that require small tonnage collections and deliveries, stocking everyday essentials such as tools and equipment needed to provide a first-class service.

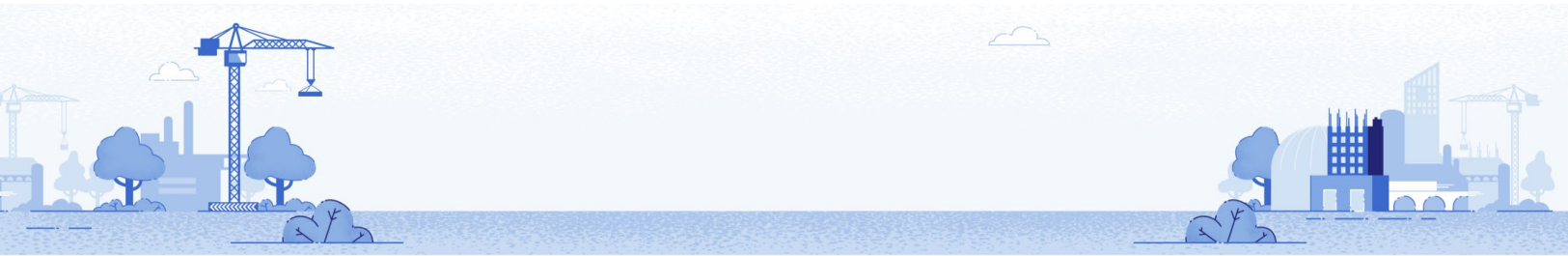
Scott Jones, Director of Asphalt for Cemex UK, commented: "We are making a considerable investment into our asphalt portfolio with the opening of our new Birmingham location and development programme at our existing sites, but this is indicative of the continued success of our Asphalt business and our commitment to this product line. Cemex hopes that these investments will improve the efficiency of our UK asphalt operations and enhance product delivery for customers, while better serving key metro markets."

Read the full press release [here](#).

Two New Quarries in Spain



Cemex is strengthening its aggregates supply in Europe with the purchase of two quarries near Madrid, as part of its strategic bolt-on acquisition strategy. Madrid and its surrounding areas are currently undergoing major urban expansion. Through this acquisition, Cemex is better positioned to serve customers in the area, particularly for infrastructure projects.



The deal strengthens Cemex's limestone reserves and includes all necessary elements for Cemex to provide better and faster service to the growing metropolis. These acquisitions reiterate Cemex's commitment to promoting a circular economy by integrating a waste management facility owned and managed by a third party that will seek partnership opportunities with Regenera, Cemex's circular waste management business.

"These acquisitions strengthen our existing network and enable us to better serve a growing market with high-quality, sustainable, and circular products," said Sergio Menéndez, President of Cemex Europe, Middle East, Africa & Asia. "We are excited to be part of Madrid's growth, which contributes to improving the quality of life of its residents and setting an example for more sustainable and circular cities."

Read the full press release [here](#).



EMPLOYEES

Lex is Appointed New MPA Chair



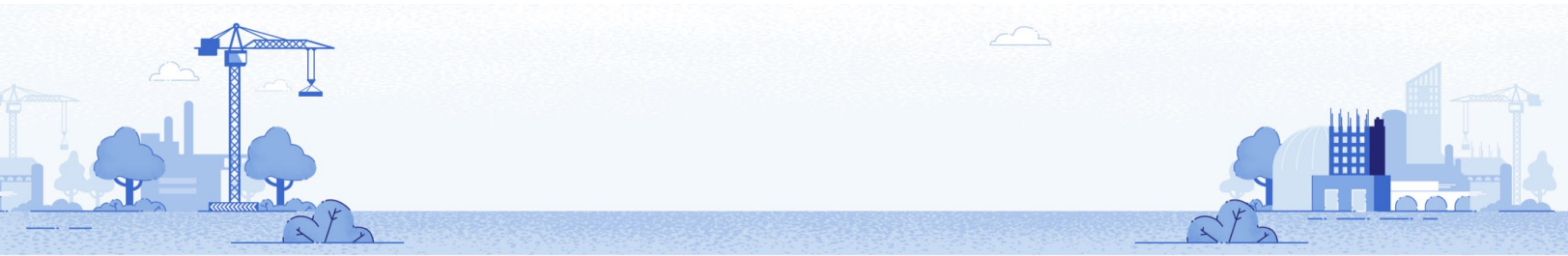
Congratulations to Lex Russell, MD Cemex UK Materials, who has been appointed as Chair to the Mineral Products Association (MPA) for the next two years.

Lex takes over from Simon Willis, CEO of Hanson UK, who held the role for an extended three-year period, ensuring continuity during the period of leadership change with the appointment of Jon Prichard as MPA Chief Executive.

The role of MPA Chair is a non-executive position responsible to the MPA Board, whilst also leading and managing it. The Chair is the guardian of members' interests, working closely with the Chief Executive to ensure that the association pursues its agreed objectives.

Jon Prichard said: "I am delighted to welcome Lex as the new MPA Chair and look forward to working with him on a broad range of issues, from infrastructure, housing and planning reform to climate change and circular economy and biodiversity gain. Lex has a wealth of experience gained over four decades and his passion for the role our industry plays in helping to build a 'Greater Britain' will generate energy and enthusiasm and we rise to meet the challenges ahead."

You can read the full MPA press release [here](#).



It's 'Know Your Numbers' Week



This month our Wellbeing focus is **Know Your Numbers**. During September we will be sharing information and resources about blood pressure, cholesterol, balanced nutrition and alcohol.



The national campaign **Know Your Numbers Week** is taking place this week. The aim is to raise awareness and share resources around **high blood pressure**, a major risk factor for

heart disease and stroke.

Here are some of the reasons why everyone should check their blood pressure numbers.

- 1 in 2 strokes and heart attacks are the result of high blood pressure.
- 1 in 3 adults in the UK have high blood pressure.
- 1 in 2 adults with high blood pressure don't know they have it or aren't receiving treatment.
- 6 million people in the UK alone have high blood pressure and don't know it.
- £2.1 billion – that's how much high blood pressure costs the NHS every year.

Because high blood pressure usually has no symptoms, the first sign of it could be a heart attack or stroke. It can cause kidney disease, dementia, and other illnesses too. But these tragedies can be prevented with medications and lifestyle changes.

Finding out your numbers

The only way to know if you have high blood pressure is to have yours measured. However, a single high reading does not necessarily mean you have high blood pressure. Many things can affect your blood pressure through the day, so you will need to see that it stays high over time.

How is blood pressure measured?

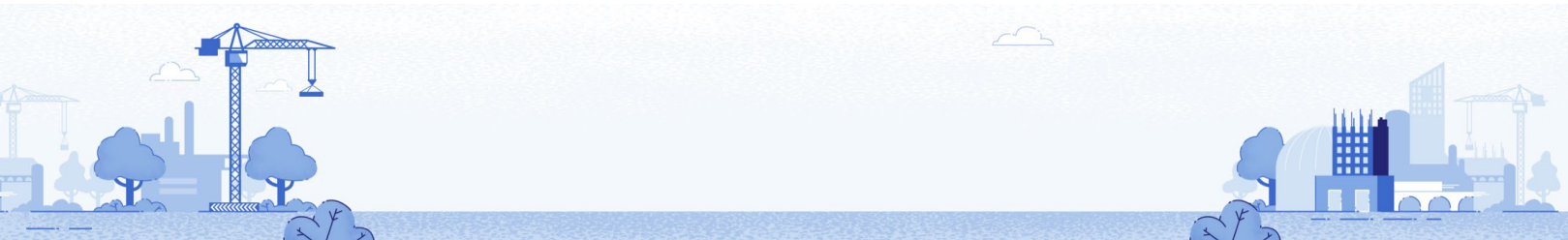
Your blood pressure is usually measured using a blood pressure monitor. This is usually an electronic monitor connected to an inflatable cuff, which is wrapped around your upper arm. When you have your blood pressure measured, the reading is written as two numbers. The first is when the pressure is at its highest (or systolic pressure), and the second at its lowest (or diastolic pressure). For example, your reading might be something like 140/90 mmHg, which you would say as "140 over 90" (mmHg is a unit for measuring blood pressure).

Around Cemex UK many of our offices and sites have blood pressure monitors for you to use to check your blood pressure, your Supervisor should be able to advise where they are located. Check out this useful guide on how to take your own blood pressure reading – click [here](#).

If you don't have a monitor at your workplace, some pharmacies and GP surgeries also have blood pressure monitors for you to check your blood pressure.

What do the readings mean?

As a general guide:



- Normal blood pressure is considered to be between 90/60mmHg and 120/80mmHg (this applies if it's measured at home or at a GP surgery or clinic).
- High blood pressure is considered to be 135/85 or higher if your reading was taken at home, or 140/90mmHg or higher if your reading was taken at a GP surgery or clinic.
- Low blood pressure is considered to be lower than 89/59mmHg or lower.

If your reading is between 120/80mmHg and 140/90mmHg, you may be at risk of developing high blood pressure in the future. There are things you can do to help prevent this:

- reduce the amount of salt you eat and have a generally healthy diet
- cut back on alcohol
- lose weight if you're overweight
- exercise regularly
- cut down on caffeine
- stop smoking

Some people with high blood pressure may also need to take one or more medicines to stop their blood pressure getting too high.

You can watch a video about High Blood Pressure and understanding the risks [here](#).

You can also check out the NHS website information about high blood pressure [here](#), and on the British Heart Foundation website [here](#).

Once you've found out your numbers – check out the bloodpressure.org website to find out what they mean, and what next steps you might need to take. Click [here](#).

Further Resources

We have shared a number of resources to help you check your blood pressure and understand the numbers. To access these resources, click [HERE](#) or scan the QR code on our poster at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

Please print our poster and share on your workplace notice boards.

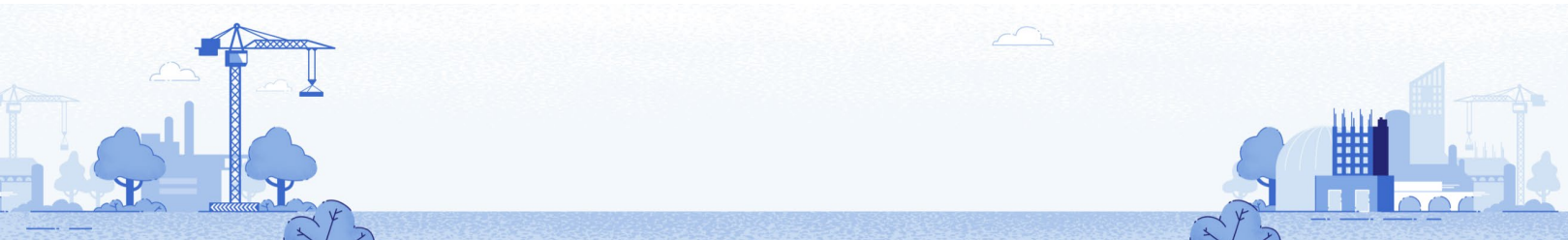
Are you Looking for a New Challenge?



Cemex UK is currently recruiting for two exciting roles:

- **Analyst - Corporate Affairs Sustainability & ERM**, reporting directly to Andy Spencer, VP Corporate Affairs Sustainability & ERM, based at Cemex House in Coventry.

We are looking for a candidate with **strong analytical skills** to help prepare management information for regional leadership strategy and results meetings, particularly slide preparation. The successful candidate will also prepare analysis and information based on ad hoc requests from the Regional President and Corporate areas, often for use in Exco or Board Meetings.



You can find the full job description on the UK News download page [here](#). The closing date for applications is 15th September. For further information please contact maninder.bains@cemex.com

- **Manager Production Admixtures Europe**, reporting to Director Admixtures Europe

We are looking for a candidate to manage all Admixtures plants and supply chain in Europe, optimising production and operational procurement of raw material, ensuring all Health & Safety requirements are maintained. The successful candidate will benefit from having experience in production engineering / production process optimisation and experience of CapEx and process management.

You can find the full job description on the UK News download page [here](#). The closing date for applications is 15th September. For further information please contact tracey.cart@cemex.com

Congratulations on Mark's 40 Years Long Service



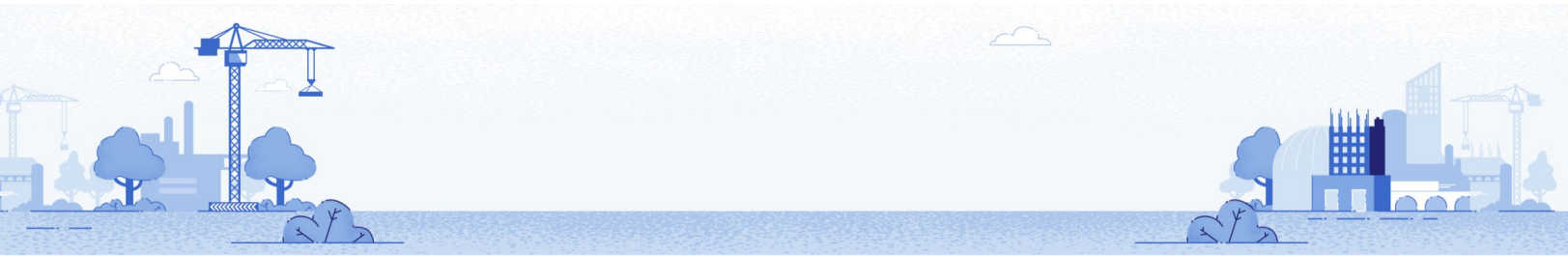
Congratulations to Mark Grimshaw-Smith, UK Rail and Sea Manager, as he celebrates his 40 years long service with our company on 5th September.

Mark joined Rugby Cement in 1983, spending the first period of his career in a variety of Transport and Distribution roles across the Cement business.

He was asked to lead an IKT project at the end of the 1990s specifically to ensure our systems weren't disrupted by the Year 2000 and the Millennium bug. Having navigated this successfully he then spent the next few years working on several IT systems including the introduction of the SAP Order Fulfilment tool he was then asked to lead the Rail operation in Aggregates and has been instrumental in the growth of Rail in Cemex UK, the introduction of many new depots supporting the business requirements. Throughout Mark has maintained a focus on Health & Safety, customer service and is a respected member of the rail freight industry actively participating in rail forums on behalf of Cemex.

Dave Hart, Supply Chain Director, sent the following message to Mark: "I would personally like to thank Mark for his hard work, dedication and commitment to our company over the years. 40 years is an incredible achievement, and we wish you all the best in the years to come.

We know that you will continue to be a valuable member of Cemex's Supply Chain team. Thank you and many congratulations on achieving this special milestone!"



Long Service Awards



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

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

- Aaron Coote, Senior Fitter Derbyshire, celebrated 15 years
- Sudhir Kumar, Transport Planner, West Midlands, celebrated 15 years
- Lezlie Yizelda Cavazos Mendoza, Senior Negotiator, Warwickshire, celebrated 15 years
- Kevin Hyams, Service Engineer, Essex, celebrated 15 years

Final Weeks to Enter MPA Photo Competition



To celebrate MPA members' achievements in creating amazing spaces for nature, the MPA are holding their 5th photo competition.

Catching the moment...

The MPA Nature Photo Competition 2023
for all employees and contractors



There are two categories – firstly, for all employees and contractors from our member companies and secondly, for volunteers at restored mineral sites.

Entries can be images of species (both Fauna and Flora) and habitats (including their landscape setting) found on operational quarries, partly or fully restored sites or any site plant.

The competition is open until **14th September 2023** and any photographs entered must have been taken between 1st January 2023 and 13th September 2023 to allow all the seasons and different wildlife to be captured.

Winners will be announced, and images showcased at the MPA Quarries & Nature event in Autumn 2023. They will also be included in the Quarries & Nature calendar for 2024.

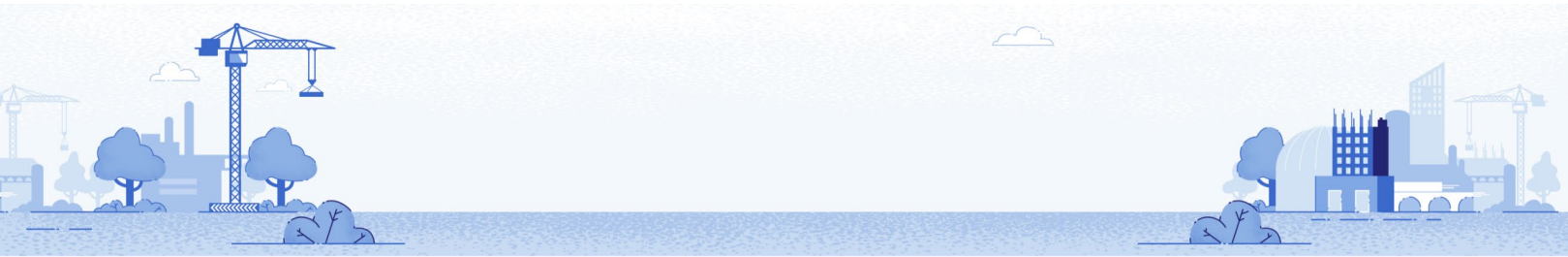
Prizes of vouchers for photographic equipment will be awarded to first, second and third placed winners. Find out more and to see last winners [click here](#).

New Care First Seminars

Care first Lifestyle Support SEMINARS

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

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



Below you can find details of the seminars running w/c 4th September and you can find links to all previous seminars on the weekly calendars shared on the UK News download page [here](#).

Remember! You can listen back to a recording of any past seminar by using the same link shared below.

w/c 4th September 2023

Understanding Suicide

Friday 8th September - @12pm

To join the seminar, click [here](#).

You can find full details about these seminars [here](#).

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).

Changes To Fuel Mileage Rates



The fuel rates for business mileage have been updated effective 1st September in line with the latest HMRC Advisory Fuel Rates.

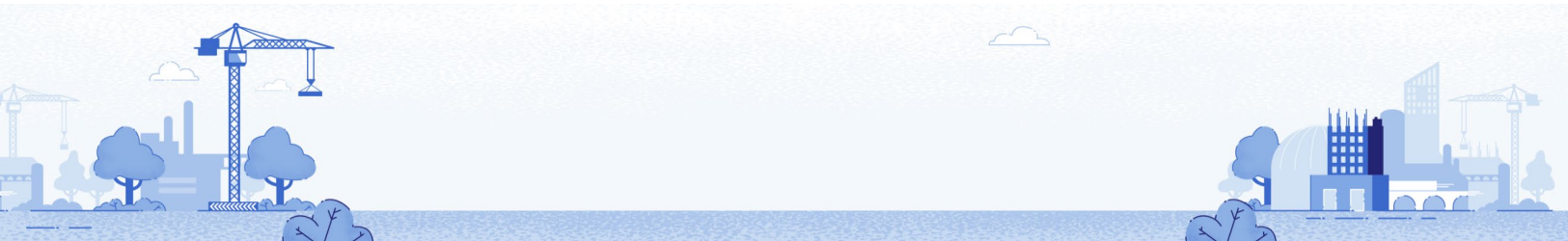
The rates by engine type and size are outlined in the table below.

SAP Concur has been updated and claims for mileage from that date onwards will be made at the revised rates.

[Advisory fuel rates - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Fuel Type	Engine size	Rate From 1 Jun 2023	Rate From 1 Sep 2023
Petrol	1400cc or less	13p	13p
	1401cc to 2000cc	15p	16p
	Over 2000cc	23p	25p
Diesel	1600cc or less	12p	12p
	1601cc to 2000cc	14p	14p
	Over 2000cc	18p	19p
Fully Electric	Not Applicable	9p	10p

Hybrid cars are treated as either petrol or diesel for advisory fuel rates.



Empowering Business Decisions Through Data



Are You Ready To Become A Datathlete?

Welcome to the Cemex Datathletes Global Challenge.

Do you work with commercial data, or do you want to learn more about how data can empower you to make the right business decisions?

If so this challenge is for you!

Colleagues from any area, level or role can sign-up for this challenge, a challenge that focuses on Cemex Data Hub Commercial & Supply Chain Data.

The main objectives of the challenge are:

- To coach data-skills throughout the organisation.
- Leverage the information that lies in our data.
- Practice with the exciting new tools.
- Empower you through data accessibility & analysis.

Datathletes will challenge our country and regional employees to solve business questions using the Commercial Data Hub.

Interested in taking part? Find out more by joining the Datathletes' Yammer Group or contact victoriaeugenia.castro@cemex.com.

The closing date for applications is 22nd September.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
194-08-2023	Customer Service and Planning Team Leader	Customer Experience	Binley	12/09/2023
195-08-2023	Customer Service and Planning Team Leader	Customer Experience	Binley	12/09/2023
202-08-2023	Environmental Database Manager	Sustainability	Binley	13/09/2023

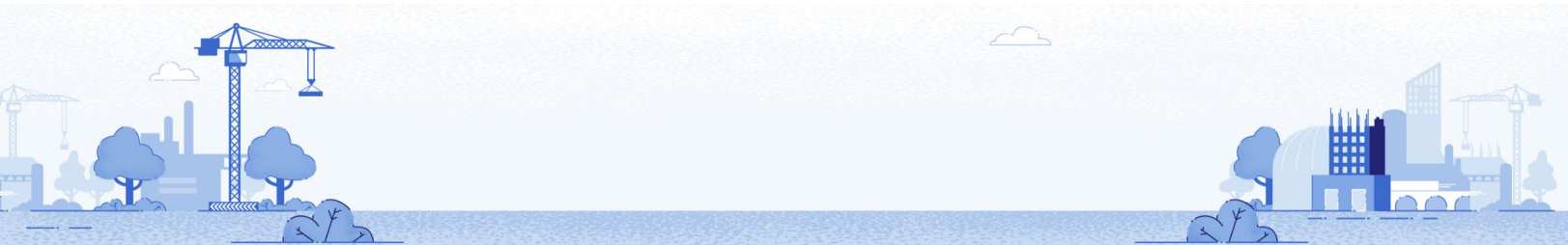


203-08-2023	Collections Analyst	GES	Stockton	14/09/2023
204-09-2023	Fitter	Materials - Readymix	South Coast	15/09/2023
205-09-2023	Analyst Corporate Affairs, Sustainability & ERM	Sustainability	Binley	15/09/2023
206-09-2023	Operative	Materials - Aggregates	Ryall Quarry	18/09/2023
207-09-2023	Multiskilled Operative	Materials - Aggregates	Dove Holes Quarry	18/09/2023

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.



SAFETY ALERT ANKLE INJURY – “GET A GRIP”

DETAILS OF THE INCIDENT

An employee was carrying out a task using a forklift truck when he exited the cab forward facing, rather than backwards, and without maintaining three points of contact. He had placed his right hand on the grab handle and right foot on the lower step, when his right foot slipped off the step and landed on a wooden baton, twisting his right ankle.

Our colleague was taken to the local hospital, where tendon damage to his right ankle was diagnosed, resulting in a lost time injury (LTI).

KEY FINDINGS

Supervision	No continuous supervision in the yard to reinforce the STEP IN culture whenever unsafe behaviours increase the risk of injury.
Access & Egress of forklift truck	Need to exit fork truck backwards, maintaining three points of contact, not followed despite Operator being aware of “Get a Grip” Safety Essential.
Safe Systems of Work	Risk assessments and safe systems of work were reviewed within the last 12 months; however, they had not been discussed with Operatives and did not highlight the risk of egressing mobile plant in a forward manner.
Process	The production process requires the operator of the forklift truck to exit the vehicle for every lift, where there are timbers present, exposing the operator to trip hazards.
Housekeeping	The area was clear and well maintained

HOW COULD THIS HAVE BEEN AVOIDED

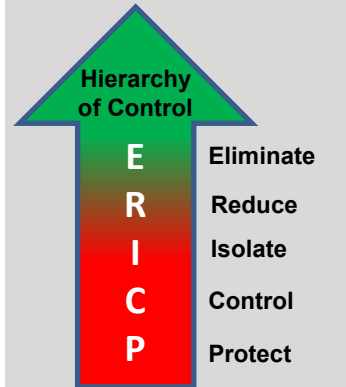
- Having adequate supervision / leadership assigned to the yard operation.
- Follow the Safety Essentials and eliminate unsafe behaviours.
- Review of production process to identify further opportunities for risk reduction.
- Position timbers in-between forklift truck wheels, eliminating trip hazards when exiting forklift truck.

KEY REVIEW POINTS

- Ensure sufficient supervision
- Share learning points with the team via a toolbox talk
- Update and communicate revised safe system of work
- Review of production processes
- Reinforce the need for everyone to follow the Safety Essentials and STEP IN if any unsafe behaviours are observed.
- Undertake a holistic review of local incident trends, considering if any common actions are identified which further reduce the potential for future injuries.



Operator exiting cab forwards without three points of contact



Look after yourself and each other

Don't let anyone act unsafely, always stop unsafe practices.

Get a grip

Hold handrails on stairways and use three points of contact when getting into/out of vehicles.

Incident/Hazard alerts

Report all incidents/hazards immediately.



STOP THINK ACT

GLOBAL SAFETY ALERT

EMPLOYEE FATALLY INJURED ON RAIL TRACKS

INCIDENT DETAILS

An employee was tidying the area and cutting grass on and around the rail tracks at a cement plant. During his work, he positioned himself about 100 meters from 8 parked carts, facing away from them. A locomotive at the other end arrived with another 12 carts, which coupled those that were parked and began to move them. The last cart of that convoy of 20 then struck our employee from behind.



The employee's position when he was struck by the rail cart.

KEY FINDINGS

- Work had begun without first blocking the mechanism of the track to prevent the locomotive from entering that track and moving the rail carts.
- The employee had been assigned to clean a section of the rail track that would be free of rail cart movement, but he started cleaning an adjacent track where rail carts could move.
- The 'switchman' (guide) was responsible for checking the rear of the rail carts before they were moved, but he did not.
- The locomotive operator did not sound the whistle before starting to move the rail carts.
- The shift leader assigned the task without requesting the work permit and ensuring the safety conditions of the work area.
- There were no appropriate warning signs or a control process to alert people of a high-risk work area and to prohibit access.

MANAGERS – KEY POINTS TO CHECK

- All workers operating on railway tracks know the procedure to block the track when they perform work on it.
- All workers responsible for moving rail carts are aware of and understand the safety procedures for the activity.
- There is effective supervision in place, especially for high-risk tasks, and the correct procedures are strictly enforced.
- Permit to Work requirements are clearly defined and all supervisors and workers know their responsibilities.
- There are effective signs, signals and equipment to block the rail tracks and to alert others when work is being performed on them and when access is prohibited (e.g., 'red zones').

ALL PERSONNEL – ACTION TO TAKE

- Never place yourself in the 'line of fire'. When performing work on the rail tracks, always apply the rail track blocking procedure. Stay clear of any demarcated and prohibited areas (e.g., 'red zones').
- Don't deviate from the assigned work area unless your supervisor has agreed and always double check the new area of work is also blocked to prevent rail cart movement.
- Before working on rail activities, review whether you have had the safety training for the tasks you need to do. If in doubt, speak to your supervisor.
- Check with your supervisor to see if you need a Permit to Work for your task.
- If you have notice there are no restrictions and prohibitions in place to prevent people being in the vicinity of moving rail carts, report it to your supervisor.



Isolation
Procedures



Safe
Systems



Tools /
Equipment



Look After Yourself
and Each Other

Self-Care September 2023

MONDAY



4 Plan a fun or relaxing activity and make time for it

TUESDAY



5 Forgive yourself when things go wrong. Everyone makes mistakes

WEDNESDAY



6 Focus on the basics: eat well, exercise and go to bed on time

THURSDAY



7 Give yourself permission to say 'no'

FRIDAY

1 Find time for self-care. It's not selfish, it's essential

SATURDAY

2 Notice the things you do well, however small

SUNDAY

3 Let go of self-criticism and speak to yourself kindly

11 Make time to do something you really enjoy

12 Get active outside and give your mind and body a natural boost

13 Be as kind to yourself as you would to a loved one

14 If you're busy, allow yourself to pause and take a break

15 Find a caring, calming phrase to use when you feel low

16 Leave positive messages for yourself to see regularly

17 No plans day. Make time to slow down and be kind to yourself

18 Ask a trusted friend to tell you what strengths they see in you

19 Notice what you are feeling, without any judgement

20 Enjoy photos from a time with happy memories

21 Don't compare how you feel inside to how others appear outside

22 Take your time. Make space to just breathe and be still

23 Let go of other people's expectations of you

24 Accept yourself and remember that you are worthy of love

25 Avoid saying 'I should' and make time to do nothing

26 Find a new way to use one of your strengths or talents

27 Free up time by cancelling any unnecessary plans

28 Choose to see your mistakes as steps to help you learn

29 Write down three things you appreciate about yourself

30 Remind yourself that you are enough, just as you are



ACTION FOR HAPPINESS

Happier · Kinder · Together

NEW! **Always in Action** **App Challenge**

DOWNLOAD THE
ALWAYS IN ACTION APP

and join the
FIRST GLOBAL CHALLENGE
starting Monday, 11th September

Water Saving Challenge
Participate to win incredible prizes!



ALWAYS
IN ACTION

3E ENERGY
EFFICIENCY
EMEA

WELLBEING STRATEGY GROUP
SEPTEMBER FOCUS



KNOW YOUR NUMBERS



In September, we are focusing on the theme 'Know Your Numbers', as part of our Wellbeing calendar.

Scan the QR code to access your downloadable resources.



Job description: Analyst Corporate Affairs, Sustainability & ERM

Location: Binley Office, UK

Core tasks

- Helping **prepare management information** for regional leadership strategy and results meetings, particularly slide preparation
- Preparing analysis and **information based on ad hoc requests** from the Regional President and Corporate areas, often for use in Exco or board meetings
- Coordinating meaningful and **impactful monthly reporting** of the functional area's activities and value adding activities, linking them to the business priorities
- Supporting preparation of compelling materials on our **'Future in Action' overall progress**, for communication internally and also externally to customers and other stakeholders, for presenting directly to them and at key event speaker opportunities
- Mapping and tracking our **performance** across a wide range of KPI's in the region, advising the functional management team of threats and opportunities to targets
- Finding innovative ways to **manage the complex web of data** that we hold and require, and prepare Power BI reports for easy access and reporting
- Forming a strong alliance with planning / GES, to track and help **control functional Opex costs, forecasting and budgets**
- Supporting **continual optimisation of coordination** among the functional departments, business units and Europe/AMEA structures to ensure best alignment and communication - forming alliances with the central functions, other regional functional and business areas

Secondary tasks, including learning and development

- Performing strategic analyses of **business impacts of rapidly changing regulations** and requirements, position paper writing, along with tactical advice on how to maximise opportunity, minimise cost and administration burden
- Researching **new trends, technologies and solutions in innovation for our department areas**, writing compelling business cases for implementation, with associated communication and positioning
- Stay close to **Sustainable Construction Trends**, mapping competing material activity and driving comparative analysis at product and built environment level (e.g. steel vs timber vs concrete)
- Tracking activity in **trade associations** with functional and business areas, and supporting alignment of messages across the region to Company representatives

Skills requirements

- High analytical and slide preparation skills using MS Office and business tools and available information, along with financial accounting and forecasting principles
- Experience in presenting often complex information and scenarios in an engaging manner
- Knowledge and business experience (or a willingness to learn) of some of the principles of Sustainability/CO2, Communications, Public Affairs, Social Impact, ERM and Security would be an advantage

Closing date for applications: 15th September

For further information contact maninder.bains@cemex.com

Job description: Manager Production Admixtures Europe

Location: UK

Reports to: **Director Admixtures Europe**

Business Unit: **Urban Solutions**

Job Purpose: **Manage all Admixtures plants and supply chain in Europe.**

Main Accountabilities

- Production Planning by using integrated tools, forecasts, demand calculation tool. High utilisation rate of production and punctual deliveries to final customers.
- Manage supply chain for in and outbound deliveries. Raw material deliveries, stock management, WC management. Optimising logistics to meet the delivery demands of internal and external customers while complying with company health and safety procedures and working within all transport regulations both international and national. .Import / Export activities.
- Optimise the plants operational costs. Identify possible optimisation of production and logistics to generate savings and to ensure highest product quality standards. Identify of CAPEX and realise projects together with local teams and local engineering partners.

Experience:

- Managing Production Processes
- International Management Skills (Intercultural skills)
- CAPEX, OPEX, Process Management

Skills required:

- Knowledge of Manufacturing processes
- Knowledge of Supply Chain process (In/Outbound)
- QMS Standards
- Communication
- Know how to operate production and the process flow for manufacturing.
- Deal with internal and external partners to have optimum process for deliveries
- Delivering continuous improvement of standards into the business
- Communication skills to speak with all stakeholders

Closing date for applications: 21st September

For further information contact tracey.cart@cemex.com