



CEMEX UK NEWS



**Welcome to UK News 14th September 2023
your weekly update from around Cemex UK**

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HEALTH & SAFETY

Water Safety Video Filming



In June our Rugby Cement plant hosted Warwickshire Fire and Rescue Service who had requested the use of the old quarry lake at Lodge Farm quarry, to film a water safety video.

The video aims to educate school age children of the dangers of open water swimming and includes advice on what to do if you are struggling to swim, and what rescuers can do to save their life.

Lodge Farm quarry is a redundant area of land behind the Cement plant. The old quarry is a water filled void and the perfect location for the Fire Service who wanted to film a virtual reality water safety video in a realistic location. On filming day the area around the water was cordoned off. The Fire Service arrived, along with their film crew and actor. Using 360 degree under water cameras, the film crew filmed the actor reenacting getting into difficulties in the freezing cold water and displaying symptoms of cold water shock. A fire truck, boat and paramedics were all on location to ensure everything was done in a safe manner. From Cemex, all activities were over seen by Mary-Ann Macinnes Collins, Regional Health and Safety Manager.

The Fire Service is planning to share the video with schools and colleges in the new term.

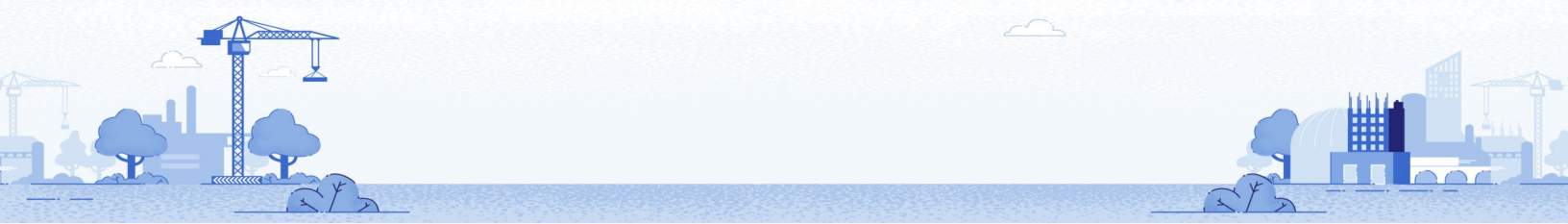
“Health and Safety Doesn’t Finish at Work”



We all know how important it is to wear the appropriate PPE while working at our Cemex sites, but this story reminds us how equally important it is to wear your PPE while undertaking DIY and risky activities at home.

Thank you to Mark Kelly, UK Planning & Permitting Manager, who has shared his personal story in the hope that it will be a useful reminder to us all:

“We are in the process of laying a driveway. It’s been a bigger project than anticipated with the paving stones each weighing in at 48kg. The easy ones have all been laid but we are having to cut the remaining awkward ones, using an angle grinder.



In this instance we were wearing PPE. My son had a mask, ear defenders, goggles and gloves on. We initially had a day cutting with no issues but when we started on the second day it was on the first cut that the incident occurred.

At tremendously high speed a small stone flew off and managed to find the gap between my son's goggles and cheekbone. So, while PPE was being worn, the stone did not break the google visor, it simply went underneath the visor and hit him in the eye. The Optician told us he was very lucky not to have lost his eyesight in that eye.

Lessons I have learnt from this –

- Health and Safety doesn't finish at work.
- PPE should be regularly checked so it is fit for purpose.
- Goggles should be fully secure with no pathways for splitters, stones or dust.
- Don't assume that the PPE will always protect you. It is the minimum and accidents can still happen."

Thanks to Mark for sharing his story and well done to him and his son for considered the hazards and risks, and wearing, what they thought, was sufficient PPE.

We would add that when using handheld grinders, our advice is to wear close fitting goggles, in addition to visors, as we have experienced several similar incidents on our sites over the years.

Improvement Ideas Realised



During a recent Zero4Life training session with some Readymix Drivers, one safety discussion focussed on safety on the plants. The Oldbury Drivers mentioned that they had no safe access or area to clean their trucks.

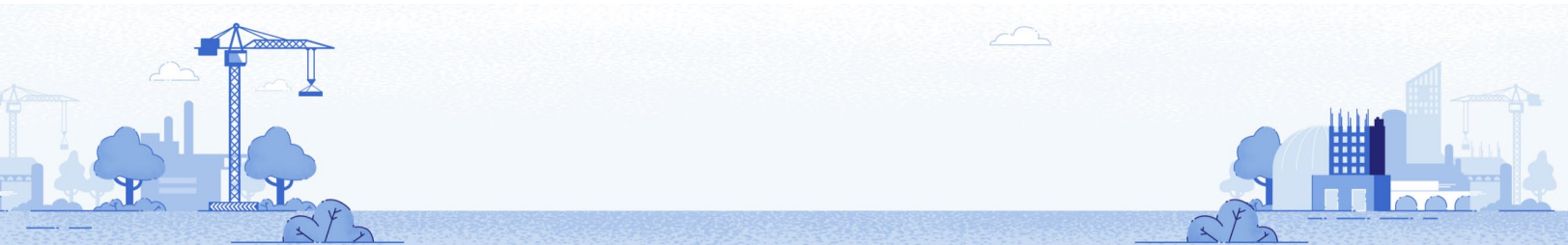
As a direct result of this discussion, the plant has now installed this simple platform to enable the drivers to clean their vehicles in a safe area.

Well done to everyone involved.

MPA Update - 2023 Fatalities and Action Required



Colin Mew, who is the recently appointed Head of Health and Safety at MPA, and ex Principal Inspector of Quarries, has shared the following communications with MPA members. It is a sobering but important message – please take a moment to read it:



Important Update – 2023 fatalities and action required

Fresh into my new role, and following Jon Prichard's letter of 7th June 2023, I am writing with an important update about the recent fatalities experienced by MPA members.

I urge you to take action and share this letter with colleagues at all levels who have an influence on the health and safety of others.

You will be aware that between 2018 and 2021 MPA members operated without a single direct employee or contractor fatality. However, 2022 saw a reversal of this positive trend with two fatalities reported, both involving drivers of large goods vehicles. Tragically, in 2023 we are aware of three further deaths among our membership 'family' and two in closely related companies.

At the MPA Board meeting in July 2023, members expressed their concern and compassion towards those affected. They also directed that, whilst recognising that sometimes it is difficult for legal reasons to divulge details about fatal incidents, MPA should do everything it can to share whatever useful information and learning points are available which might help others to avoid similar events.

We are now in a position to share the following information about the recent incidents within member companies, together with comments and pointers which we hope are useful.

We would like to stress that no inference or conclusions should be drawn from the following in terms of the parties involved or the exact circumstances surrounding each incident.

1. Driver trapped and fatally injured following failure of a lorry mounted crane

In this case it appears that the mountings for the lorry mounted crane may have failed causing it to collapse. Members are urged to initiate specific inspections of lorry mounted cranes/Hiab-type equipment.

We are also aware of two recent incidents where mixer drums have become separated from the mountings on mixer trucks fortunately without resulting in any injuries.

These events emphasise the importance of regular engineering inspections and servicing, as well as [pre-start checks](#) and defect reporting for all types of fixed and mobile plant. Examples are available on [Safequarry.com](#).

2. Employee entrapped by machinery which was not isolated and locked out

The deceased employee was working in a precast factory, cleaning a machine as part of a routine clean-up. It seems that during this process the machinery started up and the employee was fatally injured as a result.

Members will be well aware of the significant potential for injury and death arising from *isolation* incidents which is one of the ['The Fatal 6'](#).



Experience amongst MPA members is that over time memories fade, lapses occur, and systems and equipment can degrade. QNJAC has produced an [Isolation Audit](#) that you may find useful as an aid to checking/assessing your own operations. It can provide a means of discovering latent defects before a serious incident occurs.

Further useful guides and resources produced by the MPA's 'The Fatal 6' Working Group – [Contact with Moving Machinery and Isolation](#) are available on Safequarry.

3. Contractor struck by a falling object

A contractor was driving a dumper truck in an MPA member's quarry. He appears to have left the cab for some reason and was fatally struck by a falling object. This is one of 'The Fatal 6' and there are resources available on Safequarry – [Struck by Moving or Falling Object](#) – including how certain risks can be mitigated.

Members could consider whether their contractor induction procedures are robust so that personnel are aware of the site rules and any specific risks pertaining to the tasks they are to carry out. Also consider areas within operations where drivers are required to stay in their cabs, pedestrian no-go areas and so on.

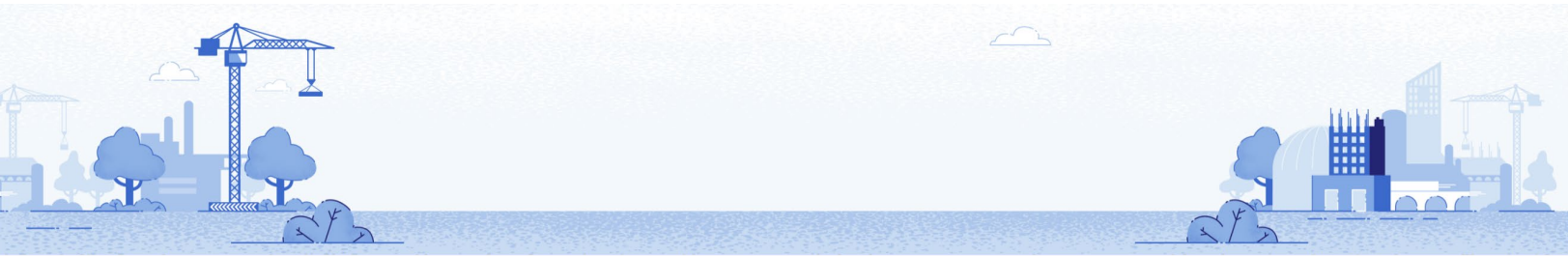
Fatal incidents have profound and long-lasting consequences for the colleagues, families, and friends of those who died doing their jobs. They should act as reminder for members to check that their company's health and safety policies are both up-to-date and being implemented.

Health and Safety at work is a basic right and responsibility of every person in our workforce. As leaders, it is our clear responsibility to commit to doing everything we can to ensure that *everyone goes home safe and well every day*. This includes sharing information about incidents, innovations and best practices in order that others can learn, act, improve and prevent similar occurrences.

To reverse this disturbing rise in fatalities occurring in our industry is paramount, and I urge you to ensure that your organisation has systems in place to achieve the following:

- an unrelenting approach to eliminating the things that can kill or seriously harm people, through the adoption of industry safety principles and good practices focused on 'The Fatal 6'
- ensuring leaders at all levels are visibly demonstrating their commitment to embracing our [six shared values](#) to help keep everyone safe and well
- sharing information about any serious or High Potential Incidents (HIPOs) with others via MPA to support sector learning and improvement
- distributing information provided by other MPA members throughout your organisation to support your learning and improvement
- using www.safequarry.com regularly as a source of information, learning and useful health and safety tools

There is no one solution to the prevention of serious incidents in our operations, but through widespread awareness, knowledge sharing, continuous vigilance, and the everyday safety conscious actions of our colleagues, we have a much greater chance of keeping people safe and well.





PlasticMix Asphalt Launches Today!



Today we have launched our latest Asphalt solution – PlasticMix Asphalt, a more sustainable asphalt solution that uses non-recyclable plastic waste.

Non-recyclable plastic waste is a significant problem for the environment, causing long-term harm. By finding new ways to use this waste we can reduce the amount that ends up in landfill or being burnt in incinerators, which in return lowers carbon emissions.

PlasticMix Asphalt (PMA) utilises this non-recyclable plastic and gives it purpose, using it to construct vital infrastructure for local communities, including supermarket car parks, local roads, industrial areas, and essential road maintenance.

The campaign will go live on **14th September** and comprises of:

- A landing page on Cemex's website www.cemex.co.uk/plastic-mix-asphalt.
- Social media campaign – check out our social media channels and please share our posts on your own channels.
- Email marketing campaign direct to our target audience customers.

You can learn more about PlasticMix Asphalt here: www.cemex.co.uk/plastic-mix-asphalt.

For our commercial colleagues, we have created sales support materials for you to use as part of the campaign:

- Asphalt Solution Brochure
- Social Media graphics for sharing on your social channels

For all your sales support materials please contact caroline.gardner@cemex.com in Marketing.

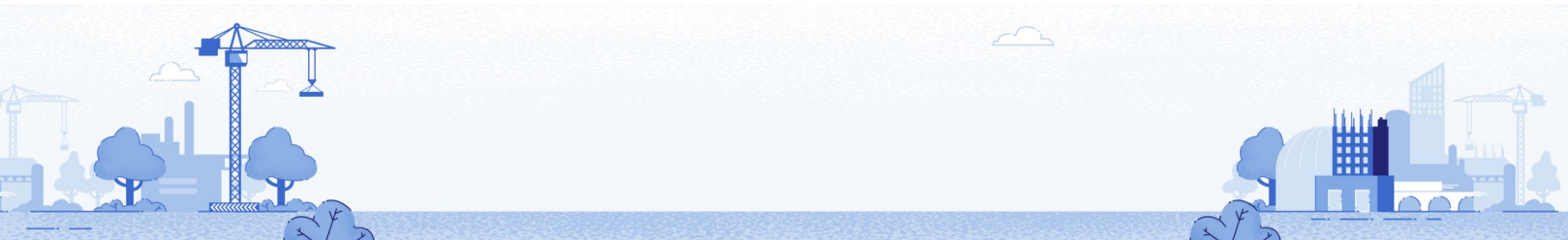
Admixtures as a Differentiating Enabler of Cemex's Climate Action Strategy



Cemex Admixtures have recently had an article featured in the publication, World Cement. You can read the full article below.

Please attribute comment to: Dietmar Voetsch, Director of Mortars & Admixtures for Cemex Europe.

Over the past few years we have arguably seen more attention paid to the sustainability of industry than ever before, and as a global construction materials company vertically integrated in



chemical admixtures, Cemex is ideally situated to support its customers as they strive to reduce their carbon footprint while leveraging admixtures to create value in our core business.

Across the globe, consumers and businesses alike have woken up to the realities of climate change, our contribution to carbon emissions and whether we help or hinder the wider environment, and our industry has been in the frame as one of the most significant global contributors.

We believe that climate action is the biggest challenge of our time and the construction industry has a clear role to play in this effort. We've all seen the statistics; the cement industry is the cause of up to 8% of the world's CO₂ emissions. However, many of us have been and will continue to work hard to reduce this and have made serious pledges to adapt our operations to do so. Indeed, members of the Global Cement and Concrete Association (including Cemex) have committed to net zero concrete by 2050 and agreed to an ambitious intermediate goal of preventing five billion tonnes of CO₂ emissions by 2030¹, compared to a business-as-usual scenario, equivalent to the CO₂ emissions of almost 15 billion passenger flights from Paris to New York².

For our part, Cemex has a comprehensive 'Future In Action' program that includes a Climate Action strategy, defining a global target to achieve 47% CO₂ reduction per ton of cementitious material by 2030 compared to 1990 levels, a goal which is validated to the 1.5°C scenario of the Science-Based Targets initiative. In Europe, the target is a 55% reduction by 2030 and Cemex was the first company in the sector to align to the EU's aspiration to achieve this across all member states.

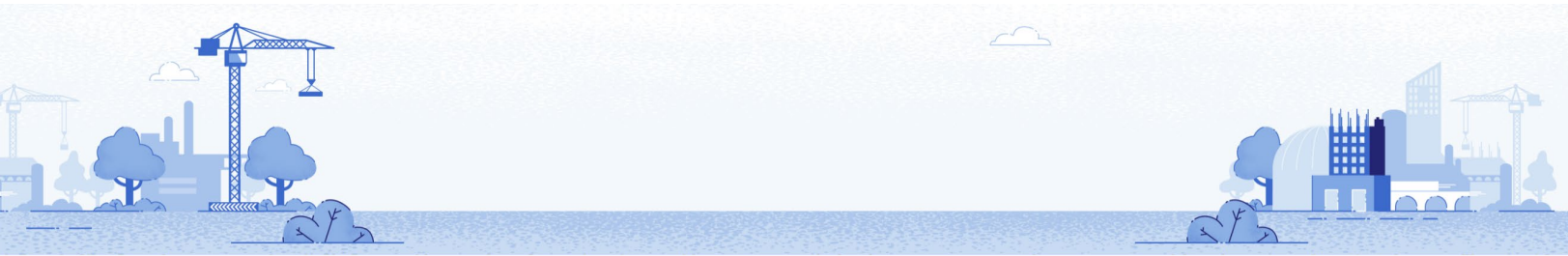
But it's not just about setting the targets – we must take urgent action to achieve them and demonstrate that we take our commitments seriously. At Cemex, action has already resulted in CO₂ emissions across our global portfolio reducing by 30% since 1990, and in Europe by around 41%. Globally, we have already achieved a 35% alternative fuel substitution rate, with investment taking place across the business to improve this. In two years, we have reduced specific emissions by 9%, a reduction that in the past took more than a decade to achieve.

Furthermore, in 2022 alone, we achieved a 5% CO₂ emissions reduction per ton of cementitious material. This reduction, together with the increased use of clean electricity, allowed us to avoid emitting over 11 million tons of CO₂, equivalent to the annual emissions of 2.4 million passenger vehicles.

While we are rightly proud of these achievements, there is still plenty more to be done and we believe the next decade's strong action will be critical to set the path towards 2050 and our commitment to be net zero. If we are to meet this goal then everyone, no matter the size or perceived adaptability of our business, will have to make sustainability a priority.

¹ The roadmap put forward by GCCA will achieve 4.9 billion tonnes reductions of carbon between now and 2030 (GCCA Roadmap calculation).

² ICAO calculates the carbon footprint of a flight between CDG and JFK as 333.6kg [\[Link\]](#) making the 5 billion tonne carbon saving equivalent to 14.9 billion passenger flights.



We believe that one of the key ways to enhance the sustainability of construction is through the use of admixtures. Admixtures are essential components in modern construction projects, used to environmentally optimise mix designs, innovate building design, improve placement on jobsites and enhance the long-term durability of concrete.

By reducing the amount of cement needed while maintaining or even improving performance, admixtures can significantly cut the CO₂ emissions associated with the production of concrete. Additionally, admixtures can reduce the water consumption in production, especially important as more areas will face water stress, and provide opportunities for supporting a circular economy and reusing by-products generated elsewhere.

As cement operations have become ever more advanced, incorporating new technology and innovation to reduce clinker and grow the range of cements available, so also new, high performing admixtures are needed.

Cemex Admixtures is a global player in the construction chemicals arena, supplying value-added admixtures solutions to address the performance and increasingly eco-conscious needs of a broad base of customers in the construction industry (including cement, concrete, precast, aggregates and mortars) across over 30 countries worldwide. The Cemex Admixtures business comprises 15 manufacturing facilities in 12 countries, offering a broad range of more than 500 solutions.

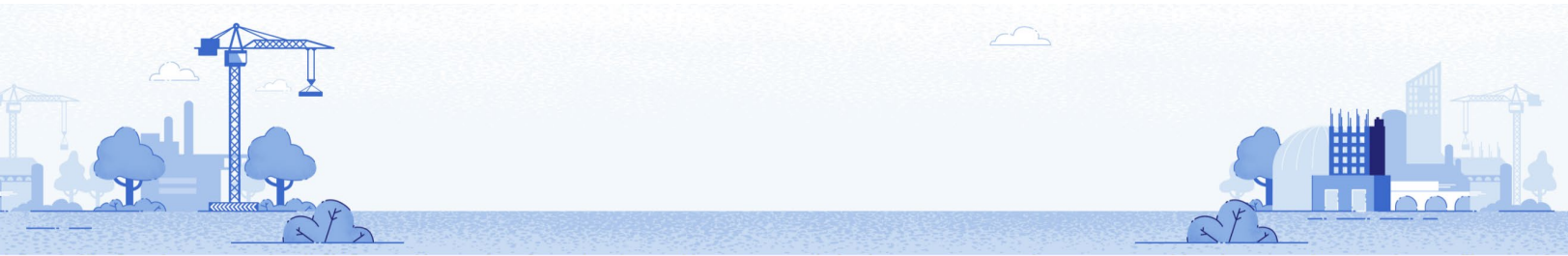
Indeed, Cemex is one of the few players within the heavyside industry with an Admixtures unit, which provides Cemex with the ability to develop admixture solutions to accelerate the decarbonisation of the industry, not only in cement but also in readymix, precast and mortars. This is in tandem with other attributes to enable water reduction, industrialised construction process optimisation and materials recycling.

The wide array of innovative and efficient admixtures solutions offered by Cemex is powered by unparalleled R&D capabilities; with Cemex Admixtures' main R&D centre based in Switzerland and supported locally in each market with high-tech production facilities, specialised laboratories, and highly qualified technical experts to adapt to each specific customer need. Over 200 new solutions have been developed over the last five years alone, and these already represent over 35% of Cemex Admixtures sales.

In particular, the use of non-traditional sourced raw materials to produce Admixtures represent a perfect example of Cemex's ability and determination to innovate in this relevant arena. This new solution, enhancing Cemex's range of Vertua® solutions, are a breakthrough development.

Use of Cemex's non-traditionally-sourced raw materials can significantly enhance the sustainable performance of several applications:

- ISOPLAST BIO: concrete plasticiser that achieves higher levels of workability with the same water content, enabling a carbon reduction of up to 10%.
- ISOFLEX BIO: concrete plasticisers and superplasticisers that reduce carbon and water use by up to 20-30%.



- ISOFLOW BIO: high-performance superplasticiser technology for ready-mix concrete producers, enabling water and carbon reductions of up to 50% in concrete mix designs.
- ISOMILL BIO: grinding aids and cement enhancers that provide a significant carbon reduction of up to 10%, higher process efficiency, and enhanced strength.

These new admixture solutions give the opportunity to be innovative and help find a way to introduce non-traditionally sourced raw materials into our products, that will in turn accelerate the construction industry's purposeful journey towards ensuring more sustainable urbanisation – and by being more compatible they will contribute to reducing carbon footprint, improving the efficiency of production processes, optimising the use of resources (energy, water, raw materials) and enhancing the performance of materials that will foster new construction methods and lead to smart cities. For even greater eco-efficiency and reduced emissions, these admixtures can be combined with other solutions from Cemex's broader Vertus concrete range.

Cemex views admixtures as a vital part of its business, and key to the success of its climate action strategy, because it brings value on many fronts. Today, more than ever, our experience and innovation in admixtures enables us to contribute to more sustainable construction.

We all know that the products we make are essential; the construction industry and indeed the wider world simply cannot function without cement, concrete and aggregates. At Cemex, we commit to continue leading the industry in climate action not only because it creates value, but more importantly, because it is the right thing to do. Cemex is building a better future, and that future must be net zero CO₂.



FUTURE IN ACTION

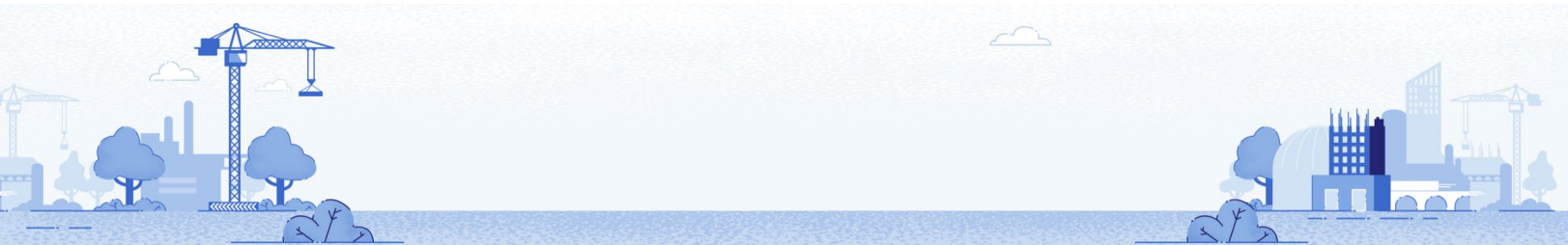
Join the First Global Aia Challenge


















We are excited to announce the launch of the **Always in Action App challenge!** It began on Monday 11th September and will run for three weeks – this is 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.

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!

Strengthening Our Electric Vehicle Fleet



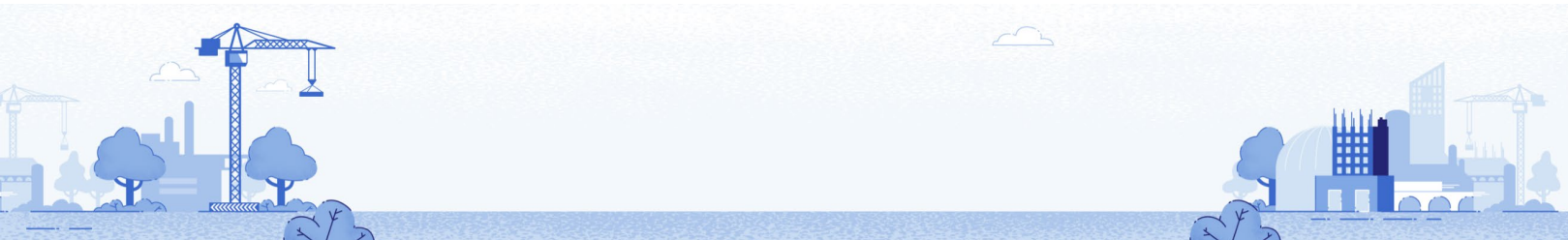
Cemex Germany continues to invest in more sustainable transport for its products, taking delivery of two fully electric truck mixers from Putzmeister, which will become part of the Berlin truck mixer fleet.

Now, even more Cemex customers will be able to have their ready-mixed concrete delivered to the construction site with zero exhaust emissions during the start of September 2023, Cemex received two all-electric ion TRON mixer trucks at the site of construction equipment manufacturer Putzmeister in

Wandlitz, Brandenburg, in Germany.

The two vehicles are the first from the manufacturer Putzmeister within Cemex globally. They will be used in the ready-mix concrete plants in Spandau and Hohenschönhausen. "We are reducing emissions throughout our value chain and transport plays an important role in this. For example, we are investing in the electrification of our vehicle fleet at our sites throughout Germany," said Marcel Busch, Director Materials at Cemex Germany. "Additionally, the iONTRON eMixer offers high safety standards and noise emissions."

Karsten Struckmann, Global Key Account Director from Putzmeister: "Our iONTRON eMixer stands for concrete transport with less environmental impact. With it, we want to enable our customers to become independent of conventional fuels, to act more sustainably and responsibly. The positive



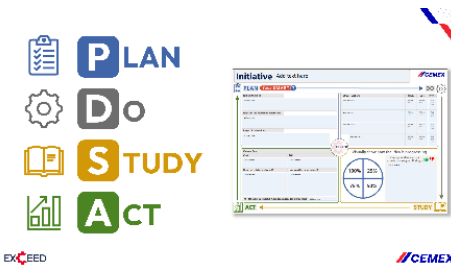
reactions to our iONTRON product family make it clear that sustainability and environmental protection are becoming increasingly important in the construction sector."

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



PROFITABILITY

Problem Solving Tool



Plan > Do > Study > Act (PDSA) is a four-stage problem-solving tool designed to develop and monitor any small improvement ideas you may have. It is a four-stage problem solving model used for improving a process or carrying out change.

It allows you to record your project process in a clear and visual way.

How it works:

Plan

Set objectives on what you want to achieve and what your expectations are. Develop a plan to test the outcomes against your expectations.

Do

Execute the plan on a small scale – remember to set SMART Actions for all involved. Collect data and observe what the outcomes were.

Study

Analyse the data – how do the outcomes compare against your expectations. Identify trends, patterns, and insights from the outcomes.

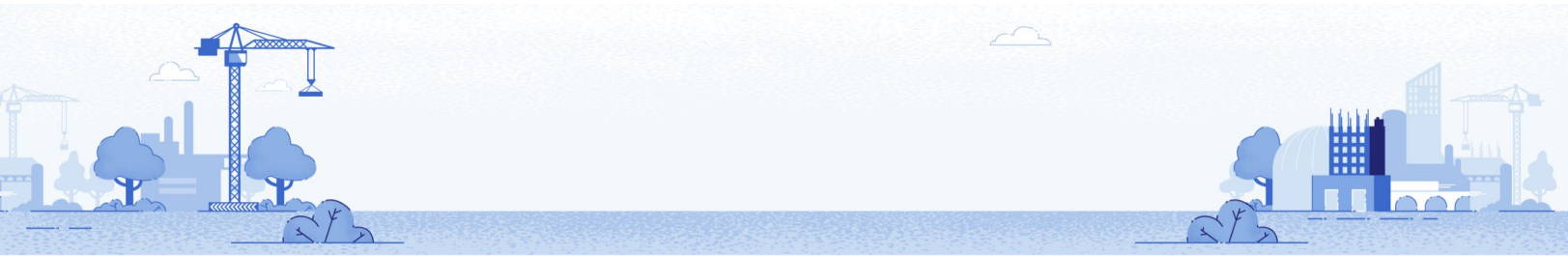
Act

Decide on changes based on data analysis from the Study phase – was the plan successful, abandoned or does it need further work? Ask questions such as 'How can this be replicated?' or 'How can this be sustained?'.

If you would like to know more information about how to use PDSA please contact a member of the EXCEED Operational Excellence Team.

Remember, it's all about using the right tool for the right job!

The EXCEED team has shared a digital PDSA template for you to use to help your own problem-solving. It can be found at the end of this document and on the UK News website page: www.cemexuknews.co.uk/downloads





Know Your Numbers – Cholesterol



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.



This week our focus is **Cholesterol**. Do you know what Cholesterol is and what your Cholesterol levels are?

We have shared some resources to support this week's theme, on the UK News download page [here](#). Please share them on your workplace notice boards.

Cholesterol is a fatty substance found in your blood. It is essential for your body to function properly, but too much cholesterol can increase your risk of heart disease and stroke. Cholesterol is required to build cell walls and to make hormones and vitamin D. Some of our cholesterol comes from the food we eat but most is made in the liver. When broken down cholesterol is used to make bile acids which help us to digest our food.

There are two main types of cholesterol: low-density lipoprotein (LDL) and high-density lipoprotein (HDL). LDL cholesterol is often called "bad" cholesterol because it can build up in your arteries and block blood flow. HDL cholesterol is often called "good" cholesterol because it helps to remove LDL cholesterol from your blood.

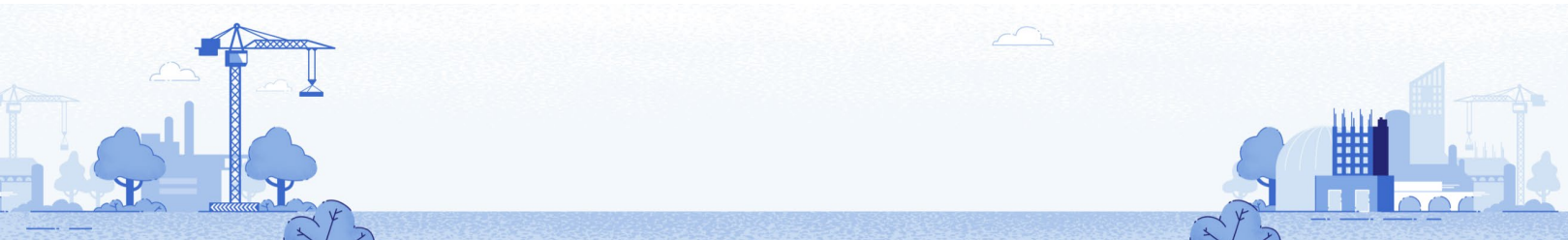
The ideal levels of cholesterol for adults in the UK are:

- Total cholesterol: 5mmol/L or below
- LDL cholesterol: 3mmol/L or below
- HDL (good) cholesterol: Women naturally have higher HDL cholesterol levels than men due to differences in the genes. Women should aim for an HDL cholesterol level above 1.2mmol/L while men should aim for above 1mmol/L
- Non-HDL (bad) cholesterol (total cholesterol minus HDL cholesterol): 4mmol/L or below

If your cholesterol levels are high, you can lower them by making changes to your diet and lifestyle.

These changes could include:

- Eating a healthy diet that is low in saturated fat, trans fat, and cholesterol.
- Exercising regularly.
- Losing weight if you are overweight or obese.
- Not smoking.



- Limiting alcohol intake.

There are several things you can do to **keep your cholesterol levels healthy**:

- Get regular cholesterol checks.
- Eat a healthy diet.
 - This includes eating plenty of fruits, vegetables, and whole grains. It also means limiting your intake of saturated fat, trans fat, and cholesterol.
 - Choose lean meats and poultry.
 - Trim all visible fat from meat.
 - Bake, grill, or roast your food instead of frying it.
 - Use vegetable oils instead of butter or margarine.
 - Read food labels carefully and choose foods that are low in saturated fat, trans fat, and cholesterol.
- Exercise regularly. Aim for at least 30 minutes of moderate-intensity exercise most days of the week.
- Lose weight if you are overweight or obese.
- Don't smoke.
- Limit alcohol intake.

If you have high cholesterol, talk to your doctor about how to lower your levels. With lifestyle changes and, if necessary, medication, you can keep your cholesterol levels healthy and reduce your risk of heart disease and stroke.

Women may also find their cholesterol levels rise during the menopause. Read more about this [here](#).

If you would like to know more about cholesterol we have shared some resources for you to download and read [here](#) and you can also check out the following resources online:

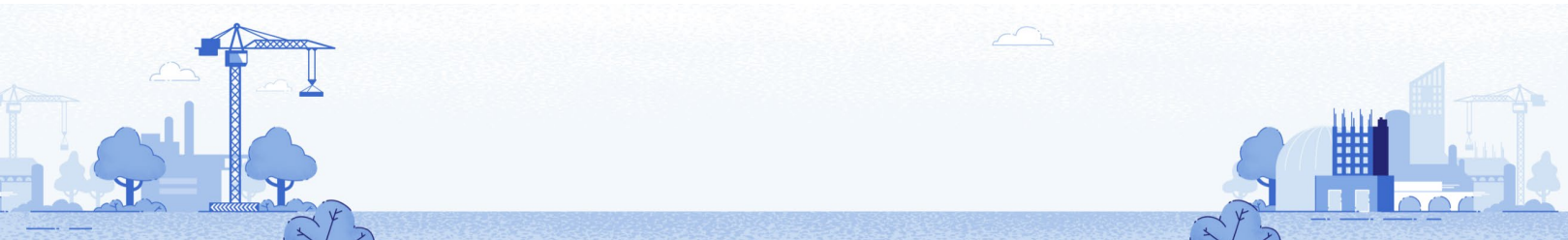
- NHS website here: <https://www.nhs.uk/conditions/high-cholesterol/cholesterol-levels/>
- HeartUK website here: <https://www.heartuk.org.uk/cholesterol/understanding-your-cholesterol-test-results->
- British Heart Foundation website here: <https://www.bhf.org.uk/information-support/risk-factors/high-cholesterol>

Helping Our Brand Become Stronger



Consistency is more than just a style guide or a logo. It is a way of communicating our identity, values, and promise to our customers and stakeholders. Being consistent with the use of our Cemex brand builds trust, recognition, and loyalty, but most importantly, it creates brand value.

By following our brand guidelines and standards, we can ensure that every touchpoint and interaction with our brand reflects our company's positioning.



The [Cemex Brand Centre](#) is the source for **all brand** design elements, where you will find our guidelines, logos, and other resources needed in everyday activities. From PowerPoint templates to e-mail signatures, help us reinforce the consistency of our brand and keep growing its value.

Consistency is not a one-time effort but a continuous commitment to excellence and quality. It is up to each one of us to uphold our brand positioning in everything we do. By using our [Cemex Brand Centre](#), it's easier to become consistent with the use of our brand and its graphics elements.

You can help strengthen the value of Cemex and be an agent of change for a better future by being consistent with our brand guidelines and resources.

Outstanding Performance in ICT Exams

**The Institute
of Concrete
Technology**



We are delighted to announce this latest set of ICT results from Cemex candidates.

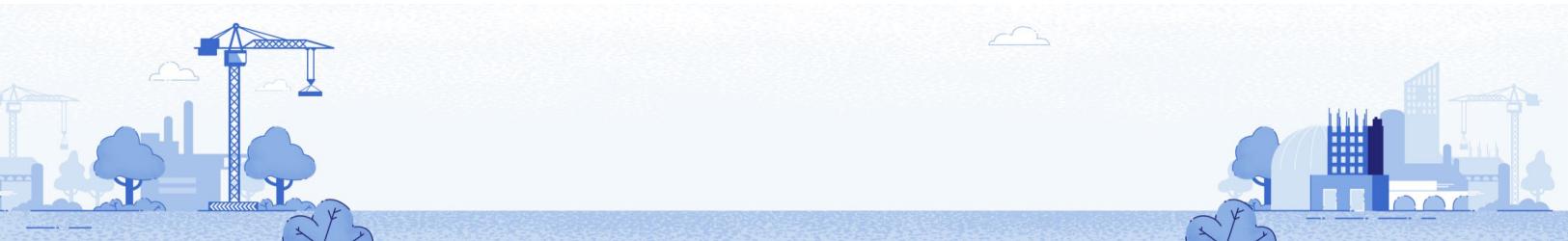
To complete the programme candidates are required to complete regular assignments and an end of programme examination whilst juggling busy lives and their careers with Cemex.

This is a great achievement for each of the successful candidates to gain an internationally recognised qualification. During the programme candidates are required to complete regular assignments and an end of programme examination.

Many congratulations to the successful candidates:

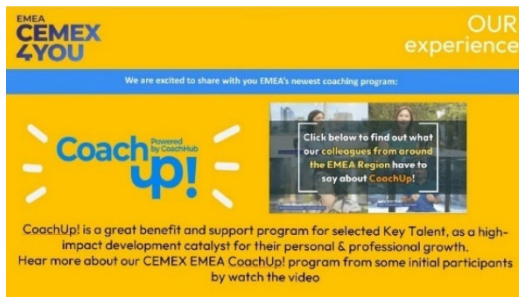
Candidate	Role	Business Area	Course	Grade
Owain Lloyd	Commercial Development Manager	UK Materials - Readymix	General Principles	CREDIT
Alexander Dale	Apprentice Laboratory Technician	Materials West Europe - Quality and Product Technology	General Principles	CREDIT
Amy Kennedy	Key Accounts Manager	UK Materials - Key Accounts	General Principles	CREDIT
Mark Brown	Area Sales Manager	Cement Commercial	General Principles	PASS
Rowan Russell	Internal Sales Executive	UK Materials – Readymix	General Principles	PASS
Thomas Turner	Sales Executive	UK Materials - Readymix	General Principles	PASS

The ICT courses are a great way to get a better understanding of the technology of our products at Cemex. These courses benefit staff from all areas of the business including technical, sales and operations as well as employees within our customer contact centres.



The next cohort will start in the coming days, however there is still time to register. For more information, please click on the link here [ICT Course Outlines](#). Can Line Managers please send your nominations to: gb-cemexlearning@cemex.com

Cemex's New Coaching Program



We are excited to share with you EMEA's newest coaching program.

CoachUp! is a great benefit and support program for selected Key Talent, as a high-impact development catalyst for their personal and professional growth.

Hear more about our Cemex EMEA CoachUp! program from some initial participants by watch the video [here](#).

Supporting Aspiring Seafarers of the Future



For some years our colleagues in Cemex UK Marine have been supporting other shipping companies with training opportunities on our ships for their cadets, but now, for the first time, in partnership with Chiltern Maritime, Cemex are now sponsoring our own cadets.

With the new partnership we will be supporting and provide sponsored maritime training cadetships to aspiring seafarers.

This is a fantastic investment for Cemex's Marine operations, to support the growth of and commitment to UK seafarers within our fleet.

Marine UK's Captain, Matt Bland, explains: "We are about to start the recruiting process for two Engineer Officer Cadets. They will start their training at Solent University in January 2024. Their training will be comprised of alternating periods at university and at sea on board our Cemex ships. The training period is approximately three years."

So, if you know any aspiring seafarers who would be interested in a Cemex Cadetship – contact Matt.

Photo source: <https://www.chilternmaritime.com/>



Wellbeing Area in Cemex House



This month, our Wellbeing Strategy Group's focus is **Know Your Numbers** and to support this campaign Cemex House in Coventry now has a wellbeing corner, situated in the main break out area on the ground floor. Here, colleagues can find a new blood pressure monitor, some weighing scales and a notice board for sharing our Wellbeing communications.

If you are based at, or visiting our Binley office, please feel free to use the scales and blood pressure monitor to get to **Know Your Numbers**.

Jon Pearce – Dove Visit



Recently Jon Pearce, Labour Prospective Parliamentary Candidate for High Peak, visited Cemex's Dove Holes quarry.

The visit was very positive, and Jon was very impressed by the scale and size of our operations but also by our strategies on biodiversity and decarbonisation.

Posting on Facebook he was very positive, he said: "Cemex is such an important local employer and they have exciting plans to invest in the site and their rail freight infrastructure."

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 18th September and you can find links to all previous seminars on the weekly calendars shared on the UK News download page [here](#).

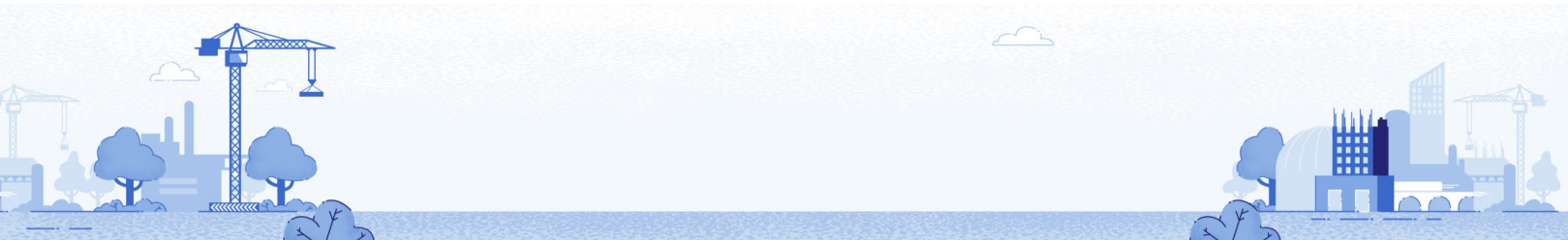
Remember! You can listen back to a recording of any past seminar by using the same link shared below.

w/c 18th September 2023

What is Short Term Solution Focused Counselling

Monday 18th September @ 12pm

Click [here](#) for more details



Click [here](#) to join the seminar

How Care first can Support You

Wednesday 20th September @ 12pm

Click [here](#) for more details

Click [here](#) to join the seminar

Coping with Stress at Work

Friday 22nd September @ 12pm

Click [here](#) for more details

Click [here](#) to join the seminar

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).

Macready Theatre Discount



Do you live in the Rugby/Midlands area and love the theatre?, then read on...

Macready Theatre, one of our charity partners, is pleased to offer a special discount for all Cemex employees to their forthcoming shows – see details below.

To learn more, please visit their [ticketing site](#) and use your discount code when prompted at checkout: **CEMEX10**

October

Shock Horror

This “must-see” **ghost story** combines live performance, illusion, and film to create an “outstanding piece of theatre”, taking audiences on a terrifying journey into childhood nightmares and being afraid in the dark.

Friday 6th 7.30pm

Saturday 7th 2.30pm and 7.30pm

Sunday 8th 2.30pm

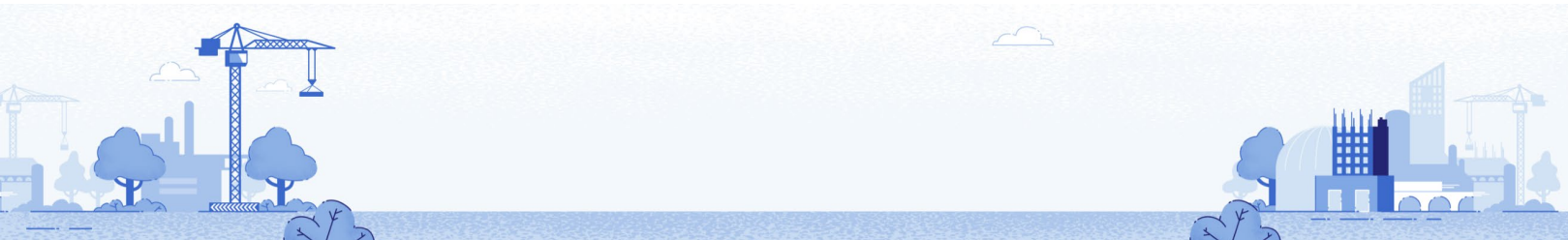
£10/£8

Rey Camoy

Breath-taking physical theatre from Japan, inspired by the life and work of the painter, Rey Camoy.

Monday 16th 7.30pm

£14/£10



One Man Poe

Using Edgar Allen Poe's original text from the 1840s, one actor faithfully brings his words to life on stage, performing four of the most terrifying examples of gothic literature.

Monday 23rd 7.30pm

£12/£10

Pizza and Jazz

An intimate evening of live jazz in the Macready Foyer, accompanied by your favourite pizza served straight from the Pizza Express ovens. Music from the brilliant 'Jazz Not Jazz'.

Friday 27th 7.30pm

£18

Plastic Paradiso

Based on 'The Tin Forest', a storybook by Helen Ward, 'Plastic Paradiso' uses dance and puppetry to tell a story about friendship and the natural world, which raises awareness about plastic in our oceans.

Monday 30th 11.00am and 2.30pm

£10/£8

November

The Zoo That Comes to You

Featuring puppetry, live music and playful characters, Scarlet Oak Theatre welcomes you to join the conversation about animal conservation.

Wednesday 1st 2.30pm and 5.30pm

£10/£8

Alice's Adventures in Wonderland

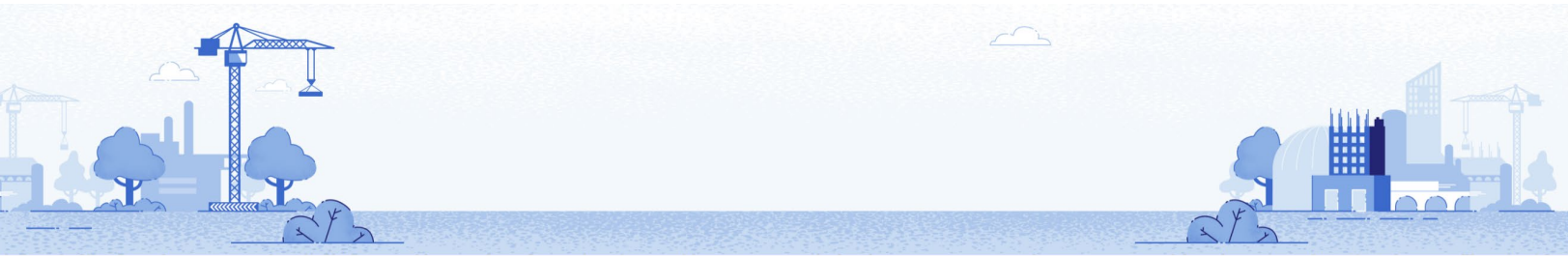
Drawing on the wealth of peculiar episodes from both *Adventures in Wonderland* and *Through the Looking Glass*, Box Tale Soup invite you down the rabbit hole into a timeless world of wondrous fantasy.

Friday 3rd 2.30pm

£10/£8

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
208-09-2023	Fitter	Materials - Aggregates	Swinderby Quarry	21/09/2023
209-09-2023	Class 2 Driver (Tipper)	Supply Chain - Materials	Bletchley	22/09/2023

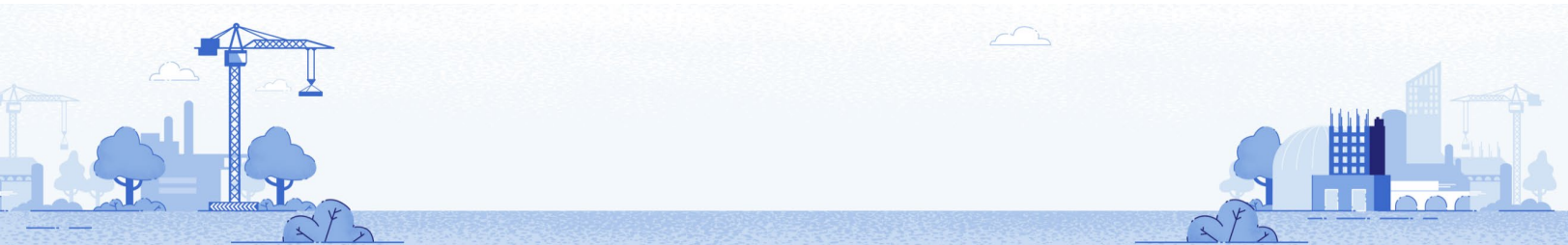


210-09-2023	Bulk Tanker Driver x 2	Supply Chain - Cement	Rugby Cement Plant	26/09/2023
211-09-2023	Bulk Tanker Driver (Nights)	Supply Chain - Cement	Rugby Cement Plant	26/09/2023
212-09-2023	Technical Systems Team Leader – (Fixed Term Employment for Maternity Cover for 13 months)	Materials – Quality and Product Technology	Binley	26/09/2023
213-09-2023	Multiskilled Operative	Materials - Aggregates	Stourton Depot	27/09/2023

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.





PLAN

Think SMART ?

DO



Explain the Idea

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How can the impact be measured?

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Project Expectations

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SMART Actions

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Who?

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Date

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Done? (Y/N)

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Closing Date

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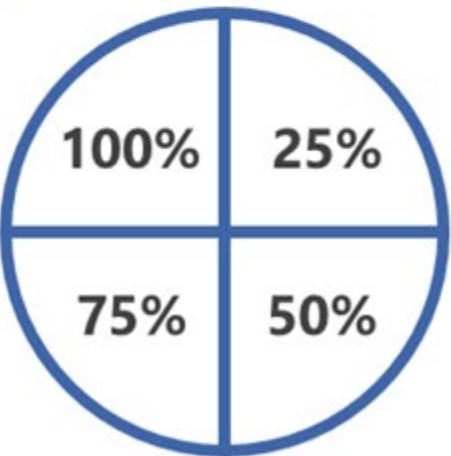
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How can this be sustained?

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The Idea Was: Successful, Abandoned, Needs Further Work Add text here

Visually show how the idea is progressing



Check your data and use visuals to show your findings



Add text here



ACT

STUDY



KNOW YOUR NUMBERS
WELLBEING STRATEGY
GROUP SEPTEMBER FOCUS

Wellbeing
Strategy
GroupUK



KNOW YOUR CHOLESTEROL NUMBERS

Scan the QR code to access
your downloadable resources
to find out more about cholesterol.



CEMEX



HEART UK
THE CHOLESTEROL CHARITY



Understanding Cholesterol

HEART UK – The Cholesterol Charity

providing expert support, education and influence

What is cholesterol?

Cholesterol is a fatty substance, vital for good health. It helps form cell membranes, various hormones, bile and vitamin D. We get some cholesterol from our diet but most is made in our liver.

Understanding cholesterol

Cholesterol and other blood fats are carried in the blood by proteins. When these proteins and fats combine they are called lipoproteins. There are two main lipoproteins:

Low density lipoprotein (LDL) – LDL takes cholesterol to the cells. But if there is too much, more than the cells need, it can start to build up in the walls of our arteries, causing them to narrow. Over time these fatty deposits (plaques) can start to restrict blood flow to the heart muscle, brain, arms, legs and vital organs. For this reason LDL is often called “bad cholesterol”.

High density lipoprotein (HDL) – carries excess cholesterol away from the cells, back to the liver where it can be broken down and removed from the body. For this reason HDL is often referred to as “good cholesterol”.



What causes high cholesterol?

Anyone can have high cholesterol, even if they are slim, eat well and are physically active. Most people won't notice any tell-tale signs of high cholesterol.

Cholesterol levels are affected by your family history, age, your lifestyle, some medicines and medical conditions. You are more likely to have unhealthy levels of cholesterol if:

- Close family have high cholesterol
- Your diet is high in saturated fat
- You are not physically active
- You drink too much, or you smoke
- You carry too much weight around your middle

An inherited condition – **familial hypercholesterolaemia** (FH for short) – can cause very high cholesterol, even if you have a healthy diet and lifestyle.

An underactive thyroid gland can also raise cholesterol but if treated your cholesterol should return to your normal levels.

If this is the first time you have been found to have high cholesterol, your GP should check to make sure your thyroid gland is working normally and for any other medical reasons why your cholesterol might be high.

Other HEART UK leaflets:

- Healthy Eating Guide
- Blood Fats Explained
- Familial Hypercholesterolaemia

Why should I lower my cholesterol?

Having too much cholesterol in your blood can increase your risk of:

Narrowing of the arteries – this is when arteries become furred up and harden. As a result less blood can flow through them. The medical name for this is atherosclerosis

Angina – a dull, heavy or tight pain in the chest which can spread to the left arm, neck, jaw or back. It is caused by a restriction in blood flow to the heart muscle and often brought on by exercise

A heart attack – a serious medical emergency. Blood supply to the heart muscle is completely blocked, often caused by a blood clot

Coronary heart disease – the main arteries supplying the heart muscle become clogged with cholesterol rich plaques

A stroke – a serious medical emergency. Blood supply to the brain is completely blocked

A TIA or mini stroke – a temporary interruption in blood flow to the brain

Peripheral artery/vascular disease (PAD or PVD) – occurs when blood flow to the legs (and/or arms) is restricted.

These are often referred to as circulatory or cardiovascular diseases (CVD).

Your risk of these conditions also increases as you get older and if you have other risk factors:

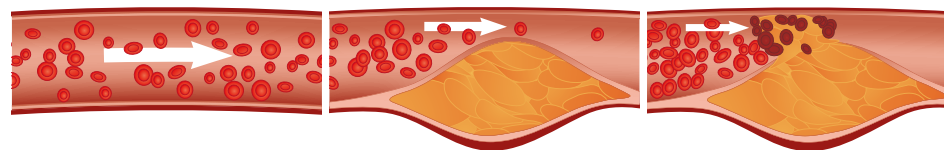
- Type 2 diabetes
- High blood pressure
- You smoke
- You have too much fat around your middle
- You are of South Asian origin

Why am I being advised to lower my cholesterol?

Your health care professional may have advised you to lower your cholesterol because:

- It is above the normal level expected for a person of your age and gender
- Your risk of heart and other circulatory diseases over the next 10 years is moderate or high
- You have too much “bad” cholesterol and too little “good” cholesterol
- Your risk of a heart attack or stroke at an early (young) age is too high

Cholesterol plaques cause arteries to narrow



Low HDL cholesterol (& high triglycerides)

Some people have very low levels of HDL (good) cholesterol in their blood. This is often combined with high levels of triglycerides.

Triglycerides are a type of dietary fat. After a meal triglyceride, from foods, enter the blood. Most triglyceride is removed from the blood within a few hours of eating and is used for energy or stored for later.

If your triglyceride levels are high it means your body could be struggling to remove fat from your blood after a meal.

Our diet is not the only source of triglycerides, our liver can make them too.

Having low HDL cholesterol and high triglycerides can be inherited, but for most people this pattern of blood fats is related to their body shape and size.

An unhealthy waistline

Having too little HDL cholesterol and too much triglyceride in the blood is a sign that you have too much fat around your waistline. An unhealthy waistline can also increase your risk of developing type 2 diabetes, liver and heart disease.

This is because some fat becomes trapped in your liver and pancreas. This fat can prevent these organs from working properly.

The table below provides a guide to healthy waist measurements. Measure your waist around the widest point, on or near your tummy button.

When might I need medication?

As well as eating healthily and having a healthy lifestyle, your doctor may advise you to take a medicine called a statin, especially if you are diabetic, have FH (see page 2), or are at increased risk of heart disease. Statins are generally safe and well tolerated.



Be active more often



Regular blood pressure checks



Maintain a healthier weight

Aim for a healthy waist measurement

	Increased health risk	Serious health risk
Women	80 cm (32 inches) or above	88 cm (35 inches) or above
Men	94 cm (37 inches) or above	102 cm (40 inches) or above
Asian men	90 cm (36 inches) or above	101 cm (39 inches) or above

How to improve your cholesterol and triglyceride levels

Here are some things you could do:

- Enjoy a varied diet with plenty of fruit and vegetables and low fat dairy foods
- Swap foods high in saturated fats for those with more heart healthy fats (see table below)
- Replace white bread, pasta, rice, flour, breakfast cereals etc. with their wholemeal or wholegrain equivalents
- Include heart healthy foods such as oats, beans and peas
- Have more meat free meals
- If your cholesterol remains high consider using plant sterol/stanol fortified foods such as spreads, yogurts and mini-drinks. These can be used to lower cholesterol as part of a healthy diet but are not suitable for children (unless advised by your doctor or dietitian) or during pregnancy or breastfeeding

What else can I do to reduce my risk?

- Take regular physical activity – at least 150 minutes of moderate activity each week. Brisk walking is ideal
- If you smoke, give up!
- Have your blood pressure checked regularly
- If you have diabetes, keep it under good control
- Make your GP aware of any family history of early heart disease
- If stress is a problem, take time to relax
- If you are prescribed a medicine, take it
- Keep alcohol to sensible limits
- Follow our Ultimate Cholesterol Lowering Plan® – see our website for details

And if you are overweight:

- Aim for a healthier weight and shape
- Decrease portion sizes, use low fat spreads and limit snacking
- Cut down on sugar, sugary foods and drinks



Talk to your GP



Take time to relax



Enjoy a varied diet

Healthy swaps

Swap these

Fatty meat, butter, lard, ghee, suet, coconut oil, cream, full fat dairy (milk, cheese, yogurt), and any foods made from these such as pies, pastry, cakes, puddings, biscuits and confectionery.

For these

Vegetable, nut and seed oils. Spreads and salad dressings made from healthy oils.

Oily fish (salmon, mackerel, sardines, trout etc), avocado, unsalted nuts and seeds.

Your cholesterol test

Your doctor can arrange to measure the amount of cholesterol in your blood. This will involve taking a sample of blood from your arm and sending it to a laboratory **or** taking a small amount of blood from your finger and checking this with a desk analyser. You should eat and drink normally before the test unless your doctor asks you not to. As a minimum you should be given these results:

- Total (serum) cholesterol (TC)
- HDL cholesterol

These results can be used to calculate your:

- LDL cholesterol
- Non-HDL cholesterol
- Total cholesterol to HDL (TC:HDL) ratio

Your blood may also be tested for triglycerides.

Record your results here:

Date of test.....

Fasting Test ☐ YES ☐ NO

Total cholesterol.....mmol/L

HDL cholesterolmmol/L

Non-HDL cholesterolmmol/L

TC:HDL Ratio.....mmol/L

Triglyceride.....mmol/L

LDL cholesterol.....mmol/L

What should my levels be ?

In the UK cholesterol and triglycerides are measured in millimoles per litre (mmol/L).

Cholesterol levels – healthy adults should aim for a:

- Total cholesterol below 5mmol/L
- Non-HDL cholesterol below 4mmol/L
- HDL cholesterol above 1mmol/L (man) or above 1.2mmol/L in a woman

Triglyceride levels – healthy adults should aim for a:

- Fasting triglyceride below 1.7mmol/L
- Non-fasting triglyceride below 2.3mmol/L

What about those at higher risk?

If you have existing heart disease, or are at higher risk of developing heart disease, your doctor may advise you to reduce your cholesterol and triglyceride levels further.

It is best to discuss this with your doctor when they review your treatment. Any target levels your doctor suggests will depend on the cause of your high cholesterol and triglycerides, your age and any other risk factors you have.

You may be referred to a lipid clinic to see a doctor who is an expert in treating people with raised blood fats.

Your stories

HEART UK – The Cholesterol Charity – is the only UK charity providing expert support, education and influence for people with raised cholesterol and other blood fats. Here are some of the people and families we have helped:

Les Parry

Les was shocked to find out he had high cholesterol and needed a triple heart bypass operation.

“Since discovering my cholesterol levels were high I’ve made changes – eating more fish, salads, fruit and white meat. I exercise at home regularly and enjoy several brisk walks each week. My cholesterol levels are now lower, I’ve lost weight and I’m fitter.”

Steve Forster

Following a check-up at his GP, Steve was told that he had inherited a form of high cholesterol – familial hypercholesterolaemia, and was advised to eat better, be more active and take medication.

“Since learning I have high cholesterol I have incorporated brisk walking into my everyday routine and enjoy cycling. Being more active and eating better helps keep both my cholesterol and weight down.

Finding out I had such high cholesterol was quite a shock, but I’m able to do something positive about it.”

Lynn Siggins

“My Dad had a heart attack at 49 and needed a quadruple heart bypass. He was slim, ate well and was fit, but he did smoke a bit.

I was at a similar age when I was told I too had high cholesterol levels, despite being fit, eating well and never smoking.

High cholesterol can affect anyone, so it’s really important to get checked and do something about it.”

Help us to help others – if you would like to make a donation towards our work please see how to donate overleaf.



Les Parry



Steve Forster



Lynn Siggins with her dad

Where can I find out more?

Our range of materials include our Healthy Eating Guide, Blood Fats Explained and Familial Hypercholesterolaemia booklets. There are factsheets on a range of topics on our website including foods that help lower cholesterol, healthy oils and fats and handy tips for eating out.

Call/email our Cholesterol Helpline

0345 450 5988/ask@heartuk.org.uk

A free and confidential service offering information on cholesterol and an opportunity to talk things over with qualified nurses and dietitians.

Donate

Please help to fund our work. All our materials are free, but you can make a donation towards our work via our website.

Raise funds

There are many ways you can raise funds for HEART UK. Visit our website for more information.

National Cholesterol Month

October is National Cholesterol Month – a whole month devoted to raising awareness and funds for HEART UK.

Literature orders

Call 01628 777046 or email us on literature@heartuk.org.uk

General enquiries

01628 777046

Go online

Advice and lots more information is available on our website. Check out our frequently asked questions, recipe ideas, what your cholesterol numbers mean and sign up to our free monthly e-newsletter for more facts and tips to help manage cholesterol.

Visit our website

You can find out more on our website at www.heartuk.org.uk

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!



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