



Welcome to UK News 21st September 2023  
your weekly update from around Cemex UK

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## HEALTH & SAFETY

### Global Safety Alert

# SAFETY ALERTS



The latest Global Safety Alert relates to the death of a contractor who was trapped inside a Concrete plant mixer when it started. The contractor was 39 years of age and is the second person to die in our EMEA Region because of entanglement in machinery, this year.

There are several learning points from the incident, starting with one of our fundamental Safety Essentials, “*Never work on live or moving machinery – always “lock out”*”.

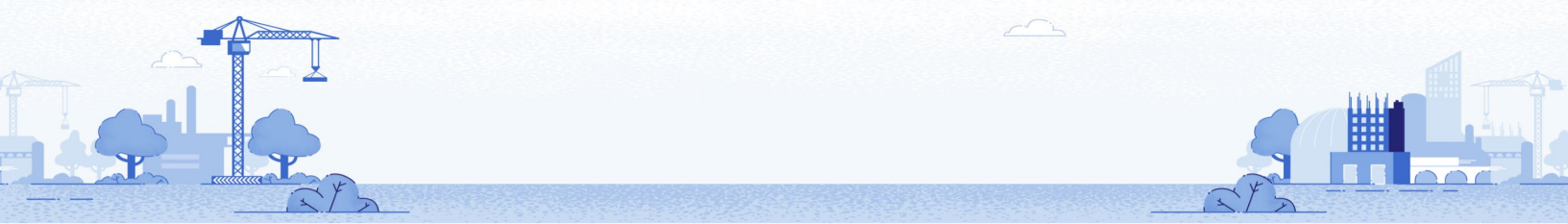
Discuss the Alert with your team(s), considering whether:

- Isolation procedures are robust: clear, concise, readily available / displayed and understood.
- Personnel are trained and regularly refreshed in the procedures, with everyone encouraged to highlight any concerns or improvement opportunities.
- In addition to standard LOTOTO (lock out, tag out, try out) procedures, entry into Concrete plant mixers must be restricted with trap key interlock systems.
- Compliance with safety procedures is regularly monitored by Supervisors.
- We always **Take 5** to ensure we **STOP & THINK** before starting a new task, and gain the necessary authorisation, such as a Permit to Work where necessary.
- We **STEP IN** and **Take 5 Together** if we see anything that may be unsafe or anyone at risk of injury.
- Everyone is clear that **safety systems must NEVER be defeated**, to do so would put your safety and the safety of others at risk.

Please display this alert on all relevant noticeboards. You can find the alert at the end of this document and on the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

Please do all you can to eliminate any recurrence of this type of tragic incident.

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.

## Keep Vaccinations Up To Date



With temperatures dropping as we go into October, why not be prepared by going and getting your flu jab?

Flu is an unpredictable virus that can cause mild or unpleasant illness in most people. It can cause severe illness and even death among vulnerable groups including older people, pregnant women and people with an underlying health condition.

Over time, protection from the injected flu vaccine gradually decreases and flu strains often change. So new flu vaccines are produced each year which is why people advised to have the flu jab need it every year too.

So, now is the time of year when people are advised to have a vaccination jab to help protect from or reduce the symptoms of flu. Some people in the higher risk categories get the immunisation free via the NHS. For others the jab is widely available through local pharmacies or local GPs.


As usual, Cemex will reimburse the cost of the vaccination for those that are not entitled to a free jab. Just provide your Line Manager with an itemised receipt and they will arrange for you to be reimbursed the cost of up to a maximum of £20.

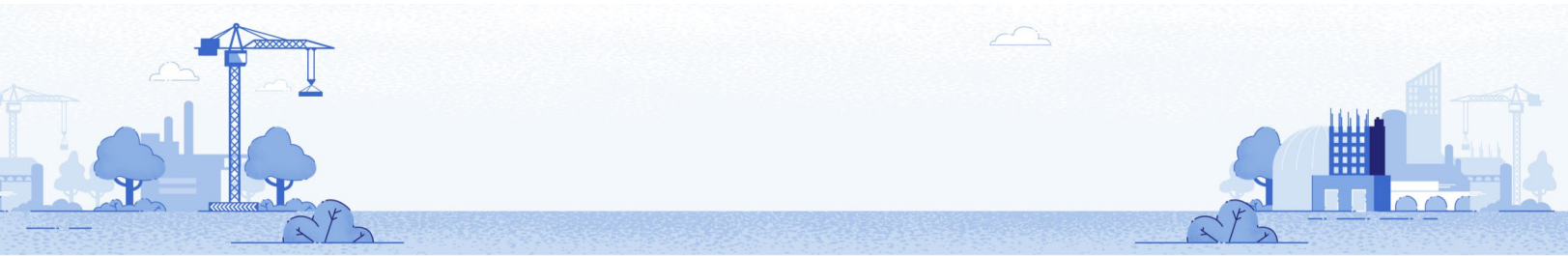
### Flu jab side effects

Serious side effects of the injected flu vaccine are very rare. You may have a mild fever and aching muscles for a couple of days after having the jab, and your arm may be a bit sore where you were injected.

There is also evidence to suggest that the flu jab can reduce your risk of having a stroke.

As well as flu vaccinations, you should make sure all your 'jabs' are up to date; not only those you had as a child, but if you are planning to travel abroad. Ask your doctor which vaccines are right for you. Please display the Health Essential Poster and brief your teams in the importance of keeping vaccinations up to date.

Note for Managers: Requests for reimbursement should be sent to the HR Admin team using the form available via this link  [Flu Jab Form - September 2023.doc](#).



## Secure Workplace Project



The Secure Workplace Project is a global security initiative, principally aimed at our office premises. Whilst many aspects of the project are not new, our move to our HQ Offices in Binley in particular, makes for a timely revisit and relaunch to many aspects of the secure office plan.

Over the next few months our office premises throughout the UK will be the focus for uplifted attention in general office security. We can all play our part in improving security standards and behaviours.

Office based staff should look out for forthcoming advice on a variety of secure office behaviours, including:

- Clear desk practices.
- Access Control & Security Pass use and protocols.
- Safe cyber related behaviour.
- Asset management enrolment for Cemex laptops.
- Remote working and connectivity.
- Safe document handling and protective marking.

A poster and supportive mixed-media campaign will be launched over the coming months and all colleagues, particularly those based at or regular visitors to our office premises, are encouraged to participate and promote related good practice.

*Sound workplace security is a team game! Our security is in your hands.*



## CUSTOMER CENTRICITY

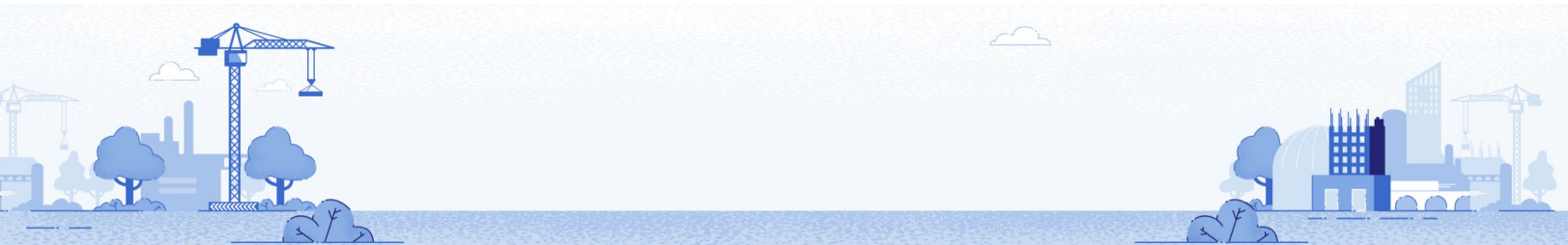
### Digital Solutions for Material Specifiers



During their recent visit to the Cemex Global R&D facility in Switzerland, the UK Specification team continued to grow their knowledge at a workshop on industry first digital solutions, designed for architects and engineers. The aim was also to develop their strategy for UK implementation.

The specific tools currently available are:

- **Slab on grade:** allows engineers to compare traditional reinforcement with fibre reinforced (FRC) options including VAP solutions such as Advanced and Resilia. A powerful tool for illustrating the benefits for FRC over traditional reinforcement.





- **Hydrological tool:** solution for designers working on permeable solutions allows designs with Cemex VAP products such as Permaflow to be easily calculated.
- **Revit plug-in (BIM):** the output of both tools above can be directly transferred to Revit so Cemex materials are included in the BIM design.
- **Sustainable solutions:** within the Cemex Revit plug-in, this specific element demonstrates the CO<sub>2</sub> reduction possible when using Vertua solutions.

Mike Higgins, National Technical Manager, said: “Construction 4.0 is an important direction for our industry, with Cemex Go and the implementation of design tools such as the ones mentioned here and currently under development, Cemex continues to lead the digitisation of our industry.”

Please contact Mike Higgins for more information on our digital solutions for specifiers.



## FUTURE IN ACTION

### Heritage Open Day as Popular as Ever!



Last week Rugby Cement plant welcomed around 95 members of the general public to site as part of a two-day Heritage Open Day event. This is an annual, national initiative to open various sites of historic interest across the country for members of the public to visit.

Visitors enjoyed a tour of the Cement plant, alongside audio visual presentations on the history and development of Cement making on the site. They also had the opportunity to travel to the top of the 120-metre-high preheater tower and enjoy stunning views across the

Warwickshire countryside.

Chiedza Mupfumira, Social Impact Specialist for Cemex UK, said: “It's wonderful to welcome so many enthusiastic visitors to our plant for our Heritage Open Days this year. The Rugby Cement plant has been part of the local community since 1865 and we know people love having the opportunity to come inside and see how cement is made. We hope those who have attended enjoyed their tour!”

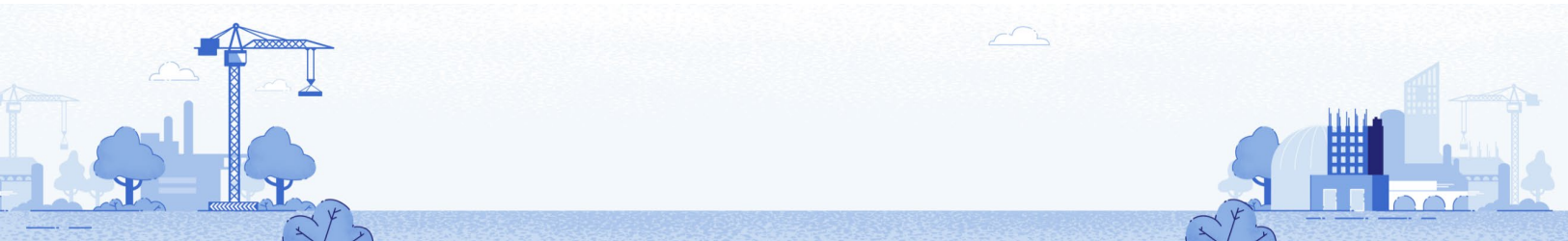
### Last Chance to Join























The **Always in Action App challenge is in progress** running until 29<sup>th</sup> September.

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](http://www.cemexuknews.co.uk/downloads) to get the Always in Action App!

## Macmillan Coffee Morning



On **Tuesday 26<sup>th</sup> September, at Cemex House in Binley**, we will be holding a **Macmillan Coffee Morning**, from 10am in the ground floor break out area and first floor kitchen.

This is a great opportunity for us to come together and raise money for a worthy cause. Macmillan Cancer Support provides vital services to people affected by cancer, and their families, including financial assistance, emotional support, and practical help.

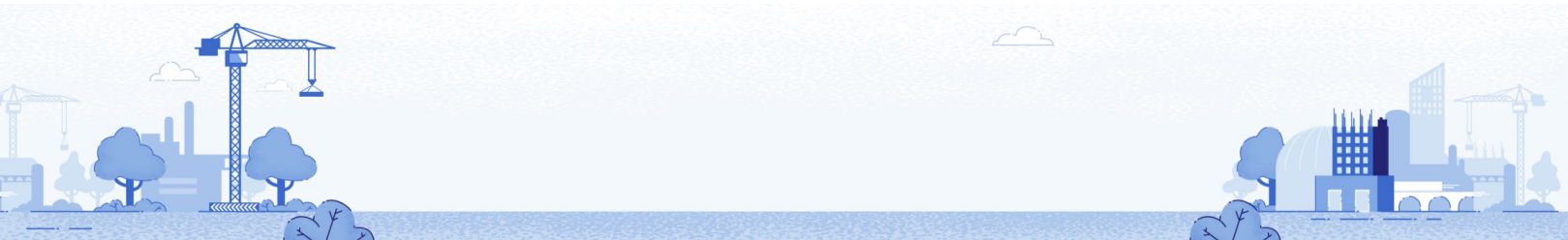
For colleagues based at Binley, we would welcome any donations of home-baked or shop bought goodies that you would like to donate, thank you.



We hope you will be able to join us for this event. It is a chance to get together, have some fun, and raise money for a good cause. We will have money collecting tins so don't forget to bring some CASH for cakes! Alternatively, we will have a QR code where you will be able to donate online via the JustGiving page.

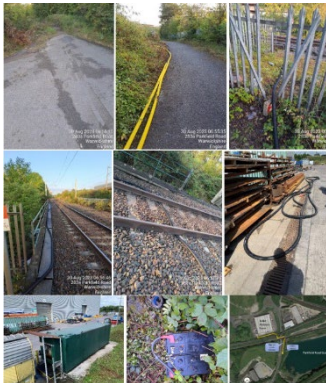
If you are unable to make it and still want to donate you can do this on our donation page [here](#).

Thanks for your support.





### Guarding Against Organised Industrial-Scale Fuel Theft



Over the recent bank holiday weekend, we were privy to a stark reminder; we must continuously remain vigilant to secure our company assets, in particular fuel!

Colleagues at our recently recommissioned rail head operation in Rugby returned from the long weekend to discover the batteries stolen from two of our excavating machines and further damage caused to two others. Whilst this is disturbing enough, we soon discovered this was part of a much bigger issue.

Neighbours, and operating partners to Rugby Cement plant, Suez, who supply Climafuel for use in the kiln, reported to us the large-scale and organised theft of over 8,000 litres of diesel.

The extraordinary planning and execution of this crime is worth detailing, to communicate our continued awareness, vigilance and defensive measures against this type of activity.

As the pictures demonstrate, the offenders connected large sections of industrial water piping to form a single syphon extending approximately 400 metres. This pipe ran from a dis-used siding off the main road neighbouring our site. It extended through a forced gap in the fencing, on to the West Coast Main Railway Line, underneath the tracks, through significant scrub land and through a forced breach in the Suez fence. The inspection cover of the nearby 18,000 litre tank was removed and a heavy-duty pipe wrench used as a weight to hold the pipe at the bottom of the fuel tank.

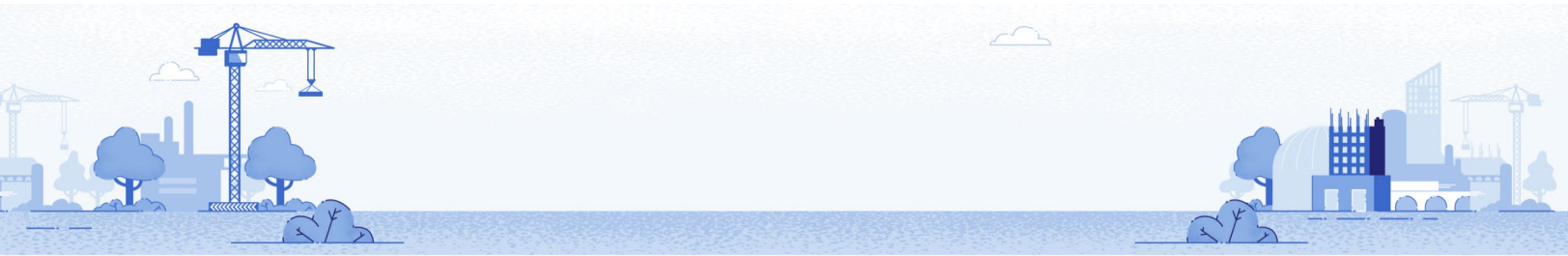
It is believed over 8,000 litres of white diesel were then syphoned approximately 400 metres into containers on a truck off Parkfield Road in Rugby. An industrial pump would have been necessary, which had been powered by the batteries stolen from our plant the night before. This offence was discovered, in action, in the early hours of Wednesday 30<sup>th</sup> August. The offenders made off in the unknown vehicle, leaving behind the pipework and batteries.

Liaison with police suggests fuel theft continues to be a prevalent problem and offences of an industrial scale such as this are on the rise. Fuel theft remains one of the highest security risks to Cemex UK operations.

**Managers of sites housing large scale diesel stocks must take proportionate measures to secure their assets.**

Available preventative measures include:

- CCTV with cameras deployed specifically on fuel assets.
- PIR activated solar lighting.





- Warning signage.
- Effective perimeter fencing.
- PIR activated 'voiceoff' alarm.
- Forensic DNA solutions and anti-tamper paint.
- Accurate auditing procedures.

For further advice on your site security measures, particularly the use of CCTV, contact Colin Jones or John Sweeting in the Cemex UK Security Team.



## EMPLOYEES

### Know Your Numbers – Balanced Nutrition



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 **Balanced Nutrition**.

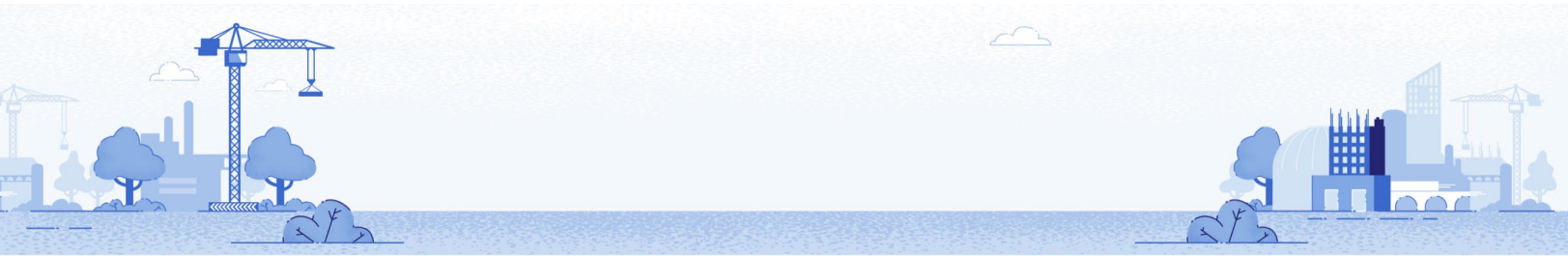
According to the latest National Diet and Nutrition Survey, only one in five adults in the UK eat their five A Day of fruit and vegetables. This is a concern, as fruit and vegetables are a good source of essential vitamins, minerals, and fibre. The survey also found that the average adult in the UK consumes too much saturated fat, salt, and sugar. This can increase the risk of developing chronic diseases such as heart disease, stroke, and type 2 diabetes.

**Eating a balanced diet is essential for maintaining good health and reducing the risk of developing chronic diseases.** By following the tips below, you can make sure you **Know Your Numbers** and that you are getting all the nutrients your body needs **in the right amounts**.

A balanced diet is one that provides all the nutrients your body needs in the right amounts to function properly and stay healthy. This includes essential nutrients such as protein, carbohydrates, fats, vitamins, and minerals.

The UK government's [Eatwell Guide](#) provides a visual representation of what a balanced diet should look like. It shows that a healthy diet should be made up of a variety of foods from all five food groups:

- **Fruit and vegetables:** Aim to eat at least five portions of a variety of fruit and vegetables every day. Find out what counts as your five a day [here](#).
- **Starchy foods:** These foods should make up just over a third of your diet. Choose wholegrain varieties whenever possible, such as wholemeal bread, brown rice, and oats.



- Protein foods: Protein is essential for building and repairing muscles. Good sources of protein include meat, fish, eggs, dairy products, pulses, and nuts.
- Dairy foods: Dairy foods are a good source of calcium, which is essential for strong bones and teeth. Aim to eat at least three portions of dairy foods every day.
- Oils and spreads: Choose unsaturated oils and spreads, such as olive oil, rapeseed oil, and avocado spread, as these are healthier than saturated fats.

### **How much should we be eating?**

The amount of food you need to eat will vary depending on your age, sex, activity level, and other factors. However, there are some general guidelines that you can follow:

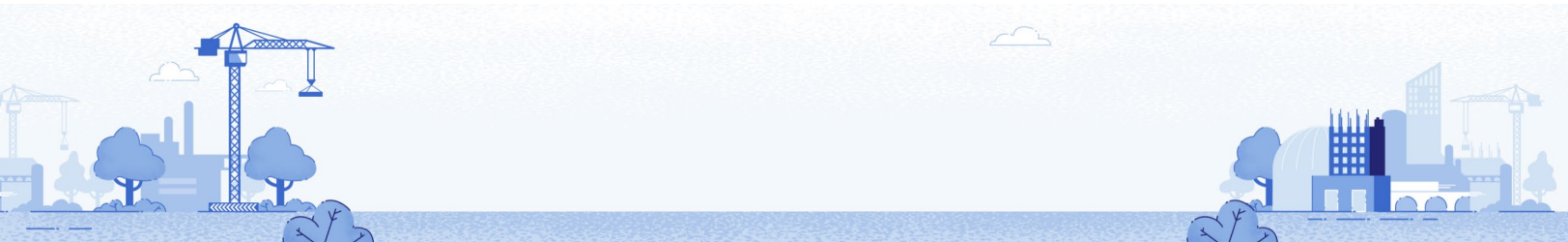
- Adults should aim to eat 2,000–2,500 calories per day for men and 1,600–2,000 calories per day for women.
- Children's calorie needs vary depending on their age and activity level. However, as a general guide, 5–11 year olds should aim to eat 1,600–2,500 calories per day and 12–18 year olds should aim to eat 2,000–3,200 calories per day.

### **What types of food should we be eating?**

In addition to eating a variety of foods from all five food groups, it is also important to choose the right types of foods within each food group. For example, it is better to choose wholegrain starchy foods over refined starchy foods, and lean protein foods over fatty protein foods.

Here are some specific tips for choosing healthy foods within each food group:

- Fruit and vegetables: Choose a variety of fruit and vegetables from all different colours. Some good options include berries, apples, bananas, pears, oranges, grapefruit, tomatoes, carrots, broccoli, spinach, and kale.
- Starchy foods: Choose wholegrain varieties whenever possible, such as wholemeal bread, brown rice, and oats. Other good options include potatoes, sweet potatoes, and corn.
- Protein foods: Choose lean protein foods, such as chicken, fish, beans, lentils, and tofu. Avoid processed meats, such as bacon, sausages, and salami, as these are high in saturated fat and salt.
- Dairy foods: Choose lower fat and lower sugar dairy products, such as semi-skimmed or skimmed milk, reduced-fat cheese, and plain low-fat yoghurt.
- Oils and spreads: Choose unsaturated oils and spreads, such as olive oil, rapeseed oil, and avocado spread. Avoid saturated fats, such as butter and coconut oil.





Here are some additional tips for eating a balanced diet:

- Plan your meals ahead of time. This will help you to make sure that you are eating a variety of foods from all five food groups.
- Cook at home more often. This gives you more control over the ingredients in your food and allows you to choose healthier options.
- Be mindful of your portion sizes. It is easy to overeat, especially when eating out or when eating processed foods.
- Limit sugary drinks and snacks. Sugary drinks and snacks are high in calories and low in nutrients.
- Drink plenty of water. Aim to drink at least six glasses per day.

We have shared the Government's Eatwell Guide [here](#) and you can also find further online information about Balanced Nutrition here:

- NHS: <https://www.nhs.uk/live-well/eat-well/how-to-eat-a-balanced-diet/eating-a-balanced-diet/>
- NHS: <https://www.nhs.uk/live-well/eat-well/5-a-day/5-a-day-what-counts/>
- British Heart Foundation: <https://www.bhf.org.uk/informationsupport/heart-matters-magazine/nutrition>

## All New Cycle to Work Scheme



We are pleased to announce that on **2<sup>nd</sup> October** the Cycle to Work scheme reopens. However, this time with a difference – the scheme will remain permanently open so you can apply to the scheme at any time, without the need to rush to do this within a window of time.

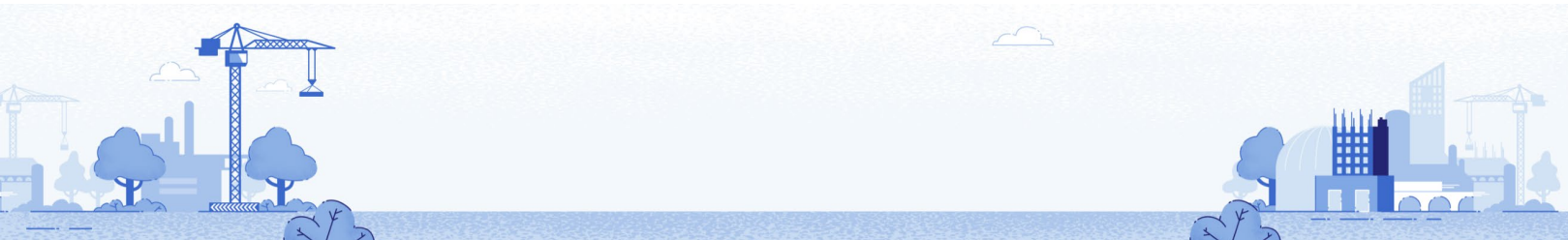
### Details of scheme

The cycle benefit scheme is a great way to get a new bike of your choice and save as much as 42% of the usual cost! Watch this video to find out how more about the scheme:

[https://youtu.be/J\\_7fOwvG0os?si=Dpcd2oKHjQ6WzR5e](https://youtu.be/J_7fOwvG0os?si=Dpcd2oKHjQ6WzR5e)

The scheme works by allowing you to purchase a new bike and accessories through salary sacrifice, meaning you don't pay tax on the amount you have spent, saving you up to 42% on your new cycling gear. The cost is deducted from your salary over 12 months. The maximum amount that you can spend on a bike and/or accessories is up to £3,000. This will allow those looking to purchase electric bikes to choose from a wider selection.

Our agreement is with Cycle2work from Halfords. You can choose from shopping in Halfords stores, Halfords online, Tredz.co.uk or one of over 800 independent retailers, or visit [www.cycle2work.info](http://www.cycle2work.info) to see your local options.



Decide what value you want to spend on your bike and safety equipment. You can choose to take between £100 and £3,000 in increments of £5. To register for the scheme please visit [www.cemexlifestyle.co.uk](http://www.cemexlifestyle.co.uk) or call 01908 303 498.

Once your application is approved then your Letter of Collection (LOC) is issued within 48 hours and you can go and collect your bike and equipment.

If you encounter any issues accessing the portal please use this link:

<https://cemex.salarydeductplatform.com/Welcome>

### Some common questions

Do I have to cycle to work every day, and do I need to record when I use the bike? Simple answer is No! You can cycle all or part of a journey – to the station, to meet a colleague or client, from site to site etc. You can cycle just when it suits you – just on Fridays or in the summer months. You don't have to keep a record of when you cycle. You can use the bike for leisure purposes – pit stop at the café or pub makes it all worthwhile!

Further information and a guide to how to make an application can be found at the end of this document and in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

### Launch of Amazon Business Prime



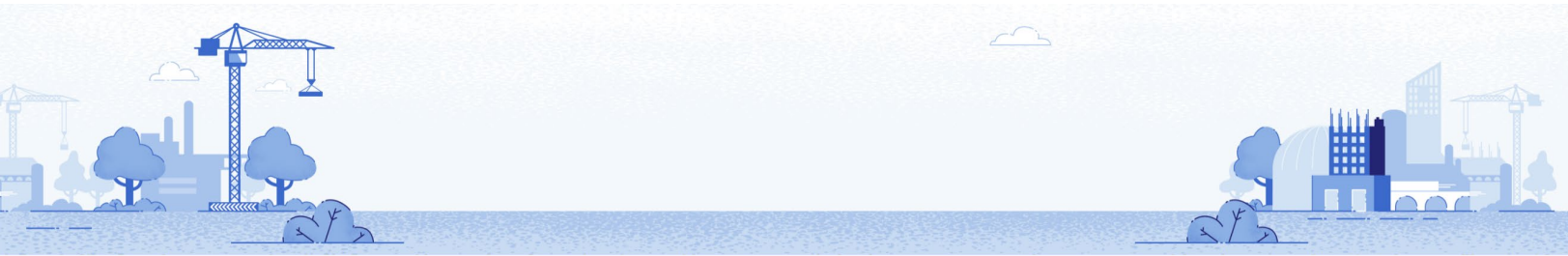
**If you have registered with Amazon using your Cemex email address – you will need to take action before 28<sup>th</sup> September.**

You may already be aware that we introduced Amazon Business Prime to Cemex UK on 1<sup>st</sup> March 2023 for purchasing daily consumables such as tea bags, office supplies and stationery. We have been conducting a small pilot with around 50 users and have received positive feedback from these initial users. We will now be extending Amazon Business Prime to everyone who is able to create a Purchase Order (PO) in SAP so that they can benefit from this convenience.

After working very closely with Amazon, we are now ready to roll it out with Single Sign On (SSO) throughout UK, and we plan to launch this on Thursday 28<sup>th</sup> Sept 2023; further guidance around how you can benefit from using Amazon Business Prime will be issued closer to this date.

It has however, come to our attention that some people have registered with Amazon (not Amazon Business) using their Cemex email address for personal use. **If you know that this is the case then you will need to take action before 28<sup>th</sup> September. From this date any email address with “@Cemex.com” will be regarded as Cemex business account and restricted to purchasing organisation authorised goods.**

In order to protect your personal account information (e.g. your order history, wish lists personal prime information), you will need to change the email address in Amazon to a personal email account. You can follow the below steps to change it:



1. Go to “Your Account”
2. Go to “Login in & Security”
3. Sign in again with your password
4. You will be asked to enter “OTP” if you have set up Two-Step Verification
5. Then, you can choose to Edit your Email.
6. You will then need to enter the password (OTP) sent to your new personal email address
7. Then Save the changes

If you are using your Cemex email account for Amazon, please make sure you make the necessary change before 28<sup>th</sup> September 2023 when we launch Amazon Business Prime. You don't need to do anything if you have not used your Cemex email to register with Amazon. We will let you know how to order from Amazon Business Prime is live and SSO is turned on.

Please also be reminded that employees should not be using a Cemex email address to register for any personal website access and should instead use a personal email address for this purpose. For any questions, please contact Ellen Huang: [ellen.huang@cemex.com](mailto:ellen.huang@cemex.com) or Clint Yarwood: [clint.yarwood@cemex.com](mailto:clint.yarwood@cemex.com).

## 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 25<sup>th</sup> September and 2<sup>nd</sup> October. 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 25<sup>th</sup> September

#### **Care first Management and MHFA Support**

Monday 25<sup>th</sup> September @ 12pm

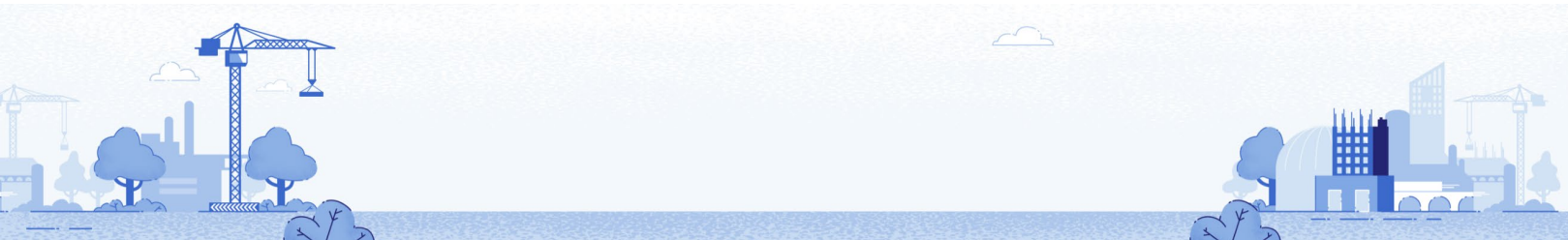
This webinar provides an overview of the support available for managers and Mental Health First Aiders of organisations through the EAP.

Click [here](#) to register for the seminar.

#### **How Care first can Support You**

A webinar to raise awareness of the service and information on how to access the EAP support provided by Care first.

Wednesday 27<sup>th</sup> September - @ 12pm



Click [here](#) to register for the seminar.

### **Sober October**

In line with International Go Sober for October, this webinar provides tips to help cope with the challenge and benefits of going sober for the month.

Friday 29<sup>th</sup> September - @ 12pm

Click [here](#) to register for the seminar.

### **w/c 2<sup>nd</sup> October 2023**

#### **Your Counselling call to Care first**

Monday 2<sup>nd</sup> October - @ 12pm

Click [here](#) to register for the seminar.

#### **How Care first can Support You**

Wednesday 4<sup>th</sup> October - @ 12pm

Click [here](#) to register for the seminar.

#### **A smile speaks a thousand words**

Friday 6<sup>th</sup> October - @ 12pm

Click [here](#) to register for the seminar.

In line with World Smile Day on 6<sup>th</sup> October, this webinar provides information on the impact of happiness on our wellbeing but also the positive impact for those around us.

Click [here](#) to find out more about this seminar.

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

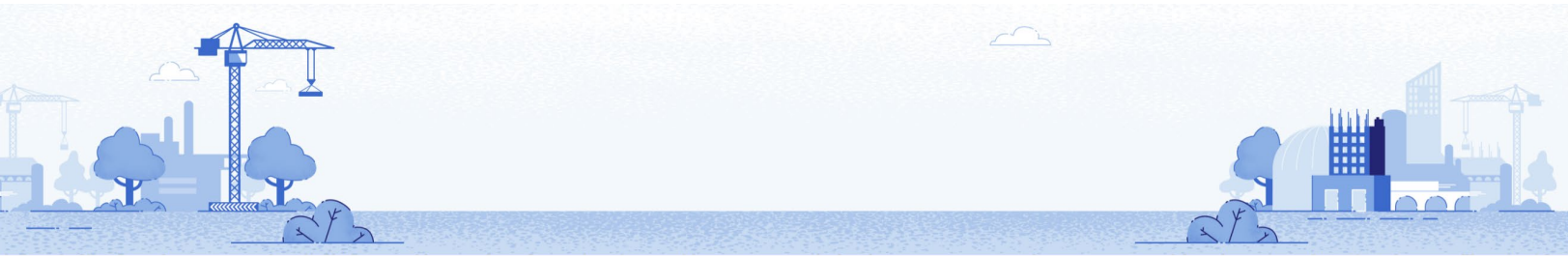
**Lifestyle Support** is easy to access, available 24/7 and can provide help and support with a wide range of issues or concerns such as family matters, debt, relationships, bereavement, depression and anxiety. It is run by a separate provider and not part of Cemex – we don't receive any employee specific 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](http://www.lifestyle-support.co.uk) (Username: cemex Password: cemex).

### **New Truck for 40th Birthday**



David Kaye, one of our Readymix Yorkshire IHC Drivers, has just had a double celebration – his 40<sup>th</sup> birthday and the delivery of his own Cemex Readymix truck!!

Sharing the news on LinkedIn Dave said: “Having started as a Batcher in Scarborough back in 2004 to doing various jobs within Cemex, from Plant Manager to Area Relief, then onto area Team Leader for West Yorkshire – up until 2016 where I left to try something different. Six years later, I thought it was time to try something else, so I took advantage of the change in the HGV training process and did my car to class 1, only to struggle finding a job due to the lack of





HGV experience. I've always kept in touch with the drivers I used to work with at the Cemex Leeds plant, and Jason was kind enough to let me drive one of his mixer trucks for the last 18 months. I completely fell in love with this, and he encouraged me to get one of my own. So here we are."

John Parker, General and Commercial Manager Readymix Yorkshire, was delighted to congratulate Dave: "What a beauty. I'm talking about our new addition to the Cemex Yorkshire fleet based at Leeds, not Dave. It was great to welcome Dave to join our IHC community at Cemex, I know he will be a great fit.

Happy birthday and good luck Dave." 🥳 🎂

## Your Latest Lifestyle Offers



Your Lifestyle Platform has lots of special discounts and offers for you this month. Check into your Cemex Lifestyle platform [here](#) to find out what treats lie in store.

Thinking about an autumn break already? From cosy cottages to elegant penthouses, Airbnb offers a whole host of unique stays. Whether it's a work trip, weekend getaway, family holiday or a longer stay, there are millions of amazing places to choose from.

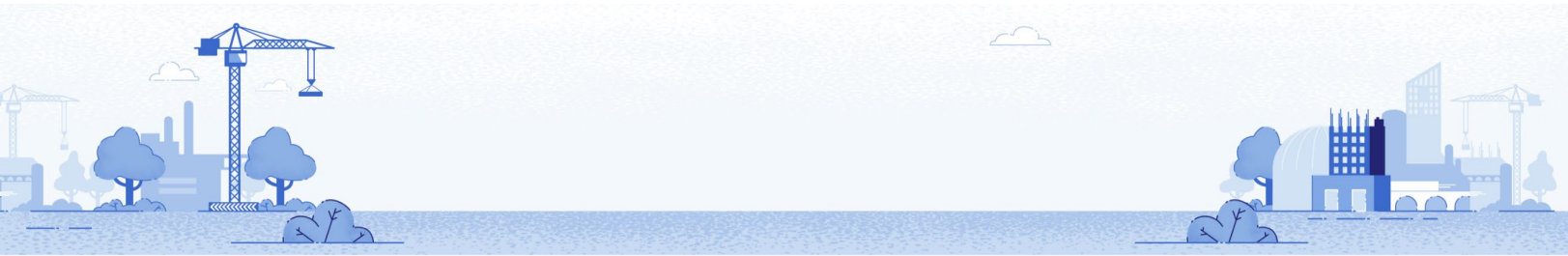
Plus, you'll save 7% when you purchase an instant eVoucher. Or purchase a lastminute.com eVoucher before 28<sup>th</sup> September and save 7% on your perfect break!

Staycation destination chosen? Check. Travel checklist all sorted? Well...

Preparing for a trip isn't almost the most exciting part of the journey and knowing what to pack can become a bit overwhelming. But one of the key things to think about is topping up your fuel tank before you start your journey. Why not head to your nearest Morrisons where you can save 5% off your fuel when you use an instant eVoucher. Or, if you're looking for the all-important staycation essentials, including toilet roll, teabags, milk, bread to name just a few, why not make the most of saving a few ££ and use your eVoucher to cover the grocery shop too!

Or perhaps you're clinging on to the last bit of summer... so why not head to the nation's favourite coffee shop: Costa for their tasty, iced coffee range, the bubble frappé or their latest cool creation – the iced whipped choco latte! It's as heavenly as it sounds. Or hold out for their autumn-inspired menu that will be launching soon! You can save 10% on every purchase when you use an eVoucher at the checkout!

A poster for these benefits can be found at the end of this document and in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads) Full details of all these offers can also be found on Cemex Lifestyle platform: <https://cmx.employeebenefitsplatform.com/>



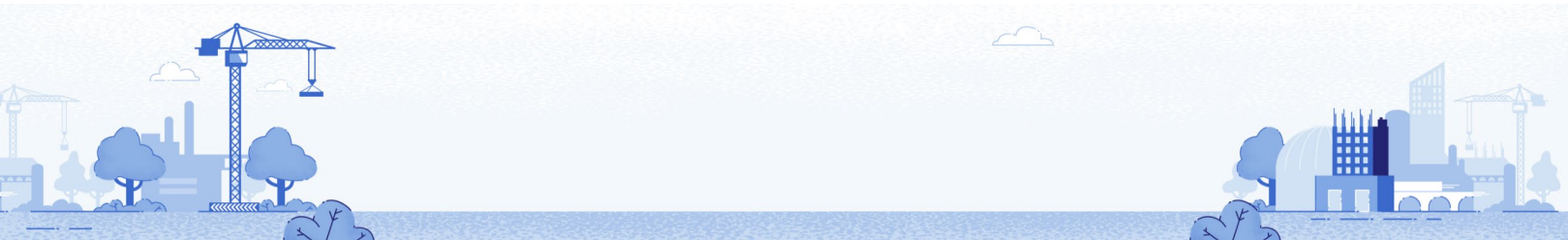
## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
214-09-2023	Business Development Analyst	Materials – Operational Excellence	Binley	28/09/2023
215-09-2023	Plant Manager	Urbanisation Solutions - Asphalt	Sheffield	28/09/2023
216-09-2023	Operator/ Maintainer	Cement Operations	Rugby Cement Plant	28/09/2023
217-09-2023	Geological & Technical Coordinator	Materials - Marine	Southampton	28/09/2023
218-09-2023	Plant Manager	Materials - Readymix	Bray	02/10/2023
219-09-2023	Cement Miller	Cement Operations	Tilbury Cement Plant	03/10/2023
220-09-2023	Plant Manager	Materials - Readymix	Sheffield	04/10/2023
221-09-2023	Multiskilled Operative (Nights)	Materials - Aggregates	Angerstein Wharf	04/10/2023

**We would love to hear from you for the next edition.**

To send us a story: either click on 'submit a story' on the UK News website or email [gb-communicationsandpublicaffairs@cemex.com](mailto:gb-communicationsandpublicaffairs@cemex.com)

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



# GLOBAL SAFETY ALERT

## CONTRACTOR FATALLY INJURED IN PLANT MIXER

### INCIDENT DETAILS

At a ready-mix plant, due to a recurring electrical failure on the plant mixer discharge gate, the plant operator requested a plant worker to adjust a sensor that was located beside and outside the mixer. The plant worker, who was a contractor, adjusted the sensor successfully then went back to the control room to inform the operator about his next tasks, but explained that he first needed to collect his tools, because he'd forgotten them and left them by the mixer. A few minutes later the plant operator started the mixer and heard a scream from the mixer area. He immediately stopped the mixer and went to investigate and sadly, he found the contractor had climbed inside the mixer.



Mixer access hatch

### KEY FINDINGS

- The contractor entered the mixer without isolating the energy by applying the LOTOTO procedure.
- There was a limit switch on the access hatch to stop the energy supply when opened, but it had been moved into another position to prevent it from working.
- There was a manual pre-start warning alarm for the mixer, but the operator did not use it.
- A Take 5 had not been carried out and a Permit to Work was not issued.
- The plant operator asked the contractor to fix the electrical issue even though he was not qualified to do that task.
- The plant staff had been significantly reduced in number because the plant was planned for closure in the near future.
- The contractor had not received formal isolation training in the last 2 years and formal training in general at the plant had not taken place in the current year.

### MANAGERS – KEY POINTS TO CHECK

- Everyone is trained in the LOTOTO procedure, and the requirements are strictly enforced.
- Where trip switches or other devices are fitted to access points, procedures are in place to regularly check they function correctly, and they are designed so they cannot be manually defeated.
- In accordance with the additional guidance within the CEMEX Machinery Guarding and Isolation Systems Standard, an assessment has been made to identify where a Captive Key Isolation system is needed, in addition to the LOTOTO isolation point.
- A Permit to Work procedure is in place and the pre-task Take 5 process is used.
- There's enough resources and experienced people for the tasks, including for commissioning and de-commissioning phases, and supervision needs are assessed.
- Employees and contractors are fully trained for the tasks they carry out.

### ALL PERSONNEL – ACTION TO TAKE

- **Always** follow the LOTOTO procedure in full before working on machinery or removing guards – Please remember **Lock Out, Tag Out, Try Out!**
- **Always** double check you have isolated the machinery before starting the task.
- **Always** check the risk assessment and carry out a Take 5 before starting the task.
- **Always** check with your supervisor to see if a Permit to Work is needed for the task and maintain effective communication.
- **Always** let your supervisor know if there are unexpected changes to the task, so additional controls can be put in place.
- **Always** let your supervisor know if you have not been trained to carry out a task safely.



Isolation  
Procedures



Safe  
Systems



Tools /  
Equipment



Look After Yourself  
and Each Other





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CANCER SUPPORT

ON TUESDAY 26TH SEPTEMBER FROM 10AM  
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YOU CAN EAT ON THE DAY!



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We can key your application for you - make sure you have your payslip and know the value you want to spend including accessories.

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of the usual cost of a new bike, get fitter, and feel fabulous!



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\*At time of publication tax and NI rates :- lower rate 32%, higher rate 42%, additional rate 47%.

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Call: 01908 303 498



## CEMEX – CYCLE TO WORK SCHEME

Open all year round: from 2nd October 2023

### How to apply:

1. Research where you would like to get your bike from:
  - Halfords instore or Click and Collect online ([www.halfords.com](http://www.halfords.com))
  - Tredz instore or online ([www.tredz.co.uk](http://www.tredz.co.uk))
  - Selected independent bike shops - visit our store locator on [www.cycle2work.info](http://www.cycle2work.info) to see your local options, or check with your local independent bike store
2. Decide what value you want to spend on your bike and safety equipment.  
You can choose to take between £100 and £3,000 in increments of £5.  
To register for the scheme please visit [www.cemexlifestyle.co.uk](http://www.cemexlifestyle.co.uk) or call 01908 303 498.
3. Please note you will need to have a copy of your payslip to hand as you will be asked for details contained within this. Please complete all the details as instructed, choosing the value of Letter of Collection (LoC) you require.
4. Complete your application following the onscreen instructions. You will need to read and electronically tick to accept the Hire Agreement terms and conditions and then electronically sign your Salary Sacrifice Agreement.
5. Once your application is complete you will receive an email with a copy of your electronically signed Salary Sacrifice Agreement and a copy of the Hire Agreement terms and conditions that you have accepted.
6. You will receive a confirmation email after your registration has been approved by your employer and exported to Cycle2Work, your LoC will be emailed to the email address supplied within approximately 1-3 days.
7. Take your LoC to your chosen store or use the voucher online and exchange it for the bike and safety equipment of your choice.

### Please note:

- The scheme will run for 12 months and the first deduction from salary will be made on the first available pay date after your application has been approved by HR/ payroll
- You can find a full breakdown on how much money you can save on the website
- Detailed Frequently Asked Questions about the schemes are available on the application portal.



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