



Welcome to UK News 5th October 2023  
your weekly update from around Cemex UK

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## HEALTH & SAFETY

### NEW! EMEA Machinery Isolation Campaign



Operational Managers and Supervisors may have already seen an email this week, from Sergio Menendez, Cemex EMEA President, launching a **new Isolation Campaign** in response to the two fatal incidents we have suffered in the EMEA Region this year.

This campaign is intended to build on the recent isolation audits, by requesting line managers ask each of their team who isolate equipment as part of their job role, to

**demonstrate the isolation processes on their plant during a one-to-one discussion on site.** In doing so, we are aiming to further reinforce the importance of LOTOTO (Lock Out, Tag Out, Try Out), ensure there are no gaps in knowledge or understanding, and identify any improvement opportunities.

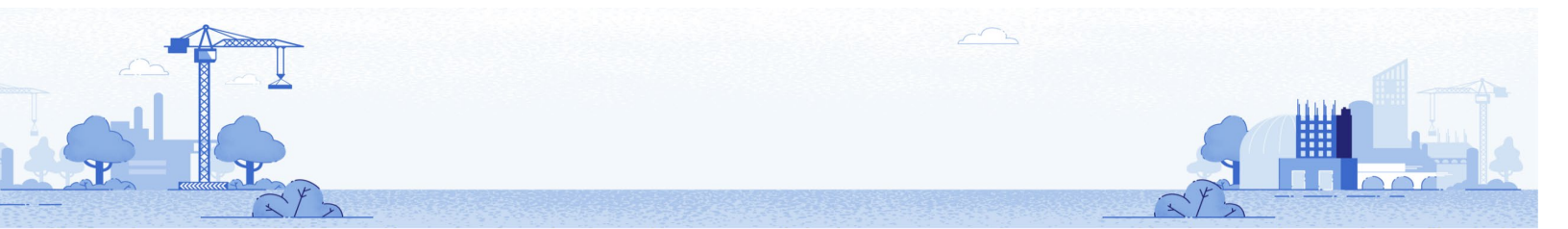
The following supporting materials, featuring the **8 Basic Steps of Isolation** should be accessible from the UK Health and Safety SharePoint site, Link: [Isolation Assessment Campaign 2023](#)

- [Launch video from Sergio Menendez](#)
- Manager Briefing
- Posters
- Training Pack
- 8 Basic Steps of Isolation Video
- VFL Focus Guide

It is intended to track roll out of the Campaign via INTELEX, with three questions relating to the **EMEA 2023 Isolation Campaign Assessment**. Managers are required to complete the questions in INTELEX after all relevant team members have demonstrated the isolation processes during 1-2-1 demonstrations, with one record per site. **The aim is to complete the roll out before the year end.**

#### For Managers

Please make best use of the supporting materials and gain maximum benefit from the on-site isolation demonstrations, thereby helping ensure all relevant personnel have a deep understanding of isolation procedures.



To reinforce the importance of our continued focus on machinery isolation, it is worth considering that the recent Isolation Audits identified nearly 250 improvement actions across the UK, which is a credit to the diligence and commitment of our teams.

Please display the '8 Basic Steps of Isolation Procedure' poster on workplace notice boards. You can find it at the end of this document and on the UK News download page [here](#).

### **Cemex Global Zero4Life Contribution Award**

The Cemex UK Employee Representatives attended the UK National Health & Safety Committee recently, along with the Leadership Team. This was a great opportunity to ask the wider Committee to accept the 2022 Cemex Global Zero4Life Contribution Award on behalf of everyone in the UK Operations, in recognition of the commitment to health, safety and wellbeing that runs throughout the business.



The 'Zero4Life Contribution Award' was presented to the UK Operations in recognition of our health and safety performance throughout 2022 when we extended our employee LTI free run to 2 years and, most importantly, recorded our 4<sup>th</sup> year without any fatal incidents. Thanks go to everyone across the operations for their contribution to us achieving this Award, but most importantly for their commitment to putting health and safety first. Hopefully, by continuing to look after ourselves and each other, our efforts will be rewarded with continuing injury free performance.

Lex Russell, Health & Safety Committee Chair said "It was a real honour for our UK Health & Safety Committee to accept the 2022 Cemex Global Zero4Life Contribution Award on behalf of UK Operations. Thank you to all of our employees for keeping themselves and their colleagues safer and healthier through caring."

### **Somercotes H&S Celebration**

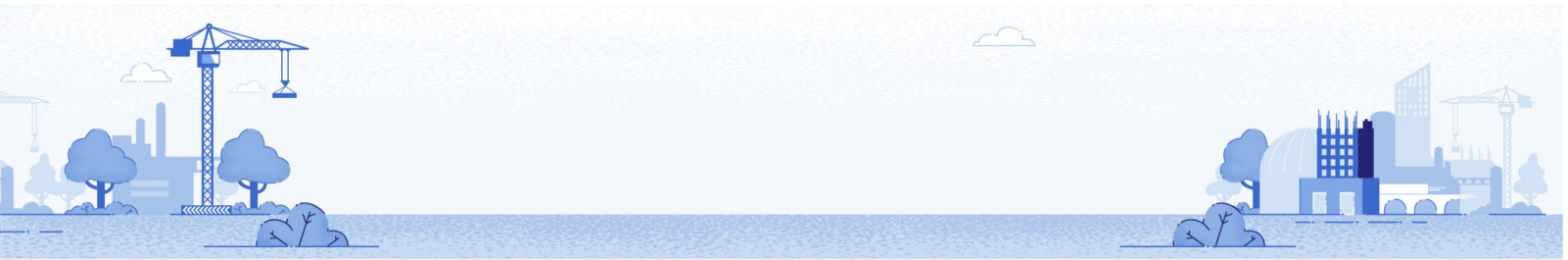


Recently, at our Rail Solutions plant in Somercotes in Derbyshire, the team have celebrated the recognition of a very important milestone and the contribution to the 2022 best performance award for Building Products.

On September 26<sup>th</sup> 2023 Somercotes Rail Solutions recorded 19 years ZERO LTIs. Part of the celebration was to also recognise how this important milestone has contributed to the Building Products performance during 2022, winning them the best

performing in the sector.

Terence Clair, Business Manager, shared: "I am immensely proud of all the team for the continuing commitment they show when it comes to keeping each other safe. It is an honour to be celebrating 19 years without a Lost Time Incident and is a real reflection of the commitment made by the leadership and the



wider team at Somercotes. We need to reflect on the complexity of what we do at Somercotes along with the fluctuation of volume and agency staff to fully appreciate the amount of work put into our safety leadership. One of our biggest challenges this year has again been 'Behaviours', trying to change the mindset (Muscle Memory) of individuals who are new to your business and your safety culture is never easy."

Terence added "Celebrating is a key element of our safety journey, it shows how a proactive approach can reduce the risk, incidents, and accidents, this is a matrix of positivity, and we should shout about its success. Like with any success story it can be short lived if we don't maintain our standards and look to improve where we can, that is why for the rest of this year we are going to work on the 'WHY' and continue our behavioural journey. As we look to the future, 5s will be a focus at Somercotes and we are already making improvements with the adaptation of these principles."

"I would like to say a big thank you to the wider team, our safety advisors and managers who are sometimes forgotten when it comes to individual site recognition, we have a selection of experts in many different areas, and we embrace what they offer us as we follow the same journey"

'Empowering people to own the safety we demand is changing our culture'.

### Supply Chain Driver of the Year 2023



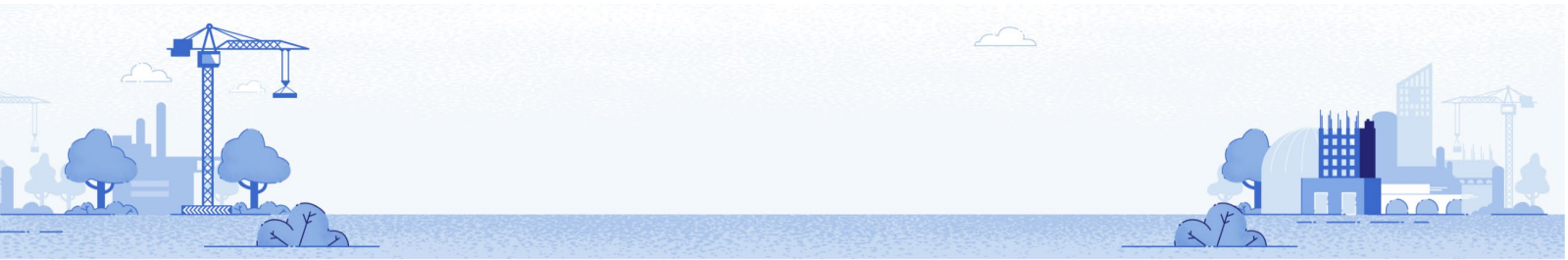
Last week saw our first Annual Driver of the Year Awards taking place since pre-covid. The event was hosted at the Millbrook vehicle testing centre in Bedfordshire, where 15 of our drivers from across the Aggregates and Cement operations were put through their paces in a series of challenges to crown the Cemex UK Supply Chain Driver of the Year 2023.

The day is held in memory of Keith Lacey, a former colleague, who sadly passed away 10 years ago and was a big advocate of safe and efficient driving in the days before telematics were commonplace across the sector.

The test track is based in 700 acres of Bedfordshire countryside, with over 43 miles of track. It also has off-road vehicle facilities and can lay claim to playing host to some of the leading film and tv productions across the globe including James Bond movies and the Haribo advert!

The 15 drivers in attendance were selected based on their safe and efficient driving performance over the past 12 months. Our drivers were split into five teams of three, who were then put through the following challenges in order to determine the 2023 Driver of the Year:

- **Manoeuvring Challenge:** Drivers were asked to make their way around an obstacle course created from traffic cones.
- **Defect Test:** Drivers had to identify and assess a range of defects that had been purposefully 'planted' on a stationary HGV vehicle.
- **Road Test:** A course with inclines and declines of up to 20% was set aside on one of the many circuits at the test track and drivers took a HGV around this course being scored against their performance.





- **Off Road Challenge:** Using an off-road vehicle, drivers made their way around a specialist off-road course and were awarded points for their control of the vehicle around the course.
- **Quiz and Batak Challenge:** A road safety awareness quiz and an electronic game testing an individual's reaction speed.

After taking part in all five challenges, drivers were then given an overall score before Rob Wilkinson, UK Logistics Manager Aggregates and Asphalt, announced the winner and runner-up at the end of the day. This year, Tim Eley, was crowned as the winner of the 2023 Cemex UK Driver of the Year, with Andy Rivers being awarded the runner-up prize.

A fantastic day was had by all attendees and it was great to be able to recognise our drivers who have demonstrated the highest-levels of safe and efficient driving over the past year.

Dave Hart, UK Supply Chain Director, commenting on the event said, "It was fantastic to be able to celebrate the success of our drivers from across UK Supply Chain over the past 12 months. The awards provide a great opportunity to recognise and reward drivers who have performed to a high-level within the areas of safe and efficient driving. The day itself is great fun but also carries an important underlying message that promotes two of our key business philosophies around safety and sustainability."

You can check out all the action on the day by clicking here to see the photos and videos: [Go to this Sway](#)

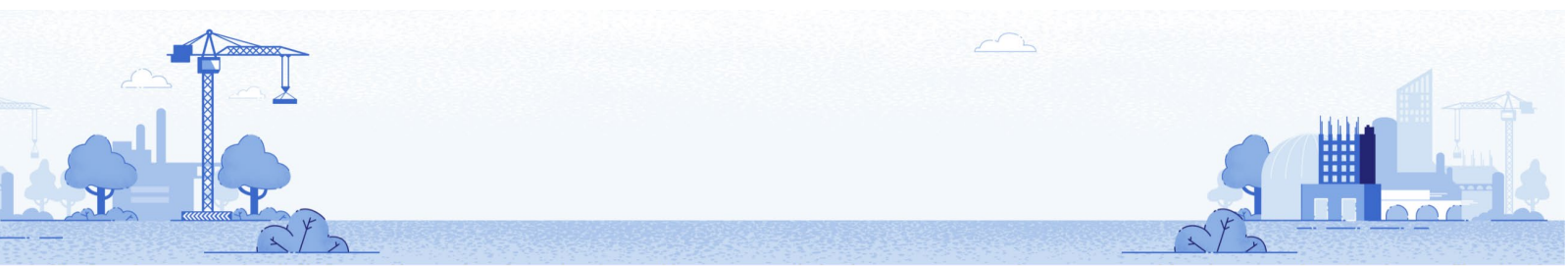
It is worth a note to mention all of the sponsors who helped with various aspects of the event and ensured that the day could go ahead – Enterprise Flex-E-Rent, Microlise, Midland Commercial, TIP Group and Volvo, and also Millbrook Vehicle Testing Centre for playing host.

## Latest Driver Safety Matters Newsletter

The latest Supply Chain UK Haulier newsletter is now available to read.

This edition covers the Go/No Go policy, Zero 4 life training and a reminder of the up and coming Road Safety Week.

You can read it at the end of this document or download it from UK News [here](#)





## Action for Happiness

Why not download this month's Optimistic October – Action for Happiness calendar, to remind you to appreciate the little things in life and find out how they help with your positivity and wellbeing!

Hope is possible, even in difficult times. You can be a 'realistic optimist' this month by taking small positive steps and helping others.

You can get some further inspirations by watching Vanessa Kings' video explaining Optimistic October [here](#).



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

You can find the calendar at the end of this document and in the download section of the UK News website [here](#).



## CUSTOMER CENTRICITY

### Global Customer Experience day – Register Now!



#### Are you ready to celebrate our 2023 Global Customer Experience Day?

Register now to participate in the 3<sup>rd</sup> edition of this global celebration to learn how we are harnessing the “digital-first” instinct of our customers.

Date: 11<sup>th</sup> October  
Time: 4pm UK Time

Click [here](#) to register for your zoom link.



**You are still on time to register  
and celebrate with us!**

Wednesday, October 11<sup>th</sup>, 2023

#### GUEST SPEAKERS



Rander Souza  
GENESYS



Hugo Najera  
BBVA



Luis Hernandez



Jesus Caviodes



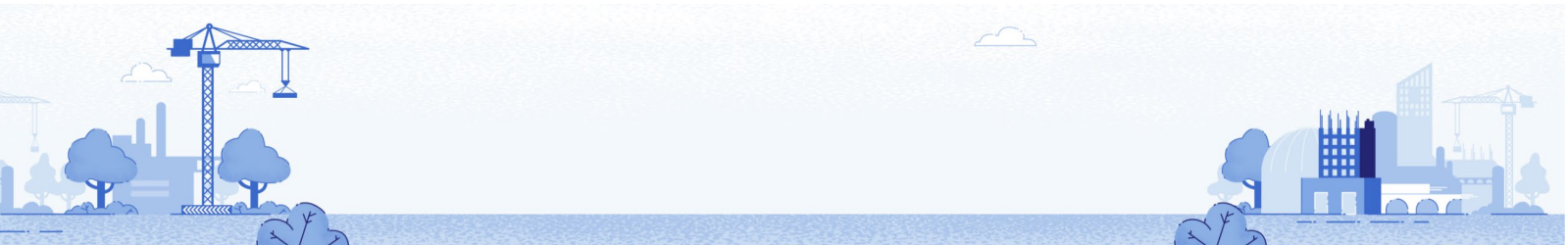
Tiffany Arwine



Adriel Sanchez  
walkme



Pablo Gomez  
viva





### UK Environmental Briefing – Wood Waste Changes



The Sustainability team have created the latest [Environmental Briefing](#) about legal changes to the classification of wood waste which may potentially affect how we dispose of wood from our sites.

From the 1<sup>st</sup> September certain types of wood waste, such as railway sleepers are now classified as hazardous waste and must be disposed of as such. The Biffa guidance note gives additional information – you can access this [here](#).

Many sites capture evidence of communication of environmental briefings for the purposes of showing continued training and awareness as part of the Cemex EMS. The Communication Form can be used for this purpose – you can access this [here](#).

You can find this Environmental Briefing and Biffa guidance at the end of this document and on the UK News download page [here](#). Please share on your workplace notice boards.

If you have any questions please contact a member of the Sustainability team.

### Sustainability Best Practices 2023

**Registration is now open for Sustainability Best Practices 2023!**

Register your initiatives that contribute to any of our six pillars of Future in Action program. You have until December 15<sup>th</sup>, 2023 to participate.

#### Who can participate?

Any Cemex employee with an initiative that contributes to any Future in Action pillar that was planned and/or implemented during 2023.



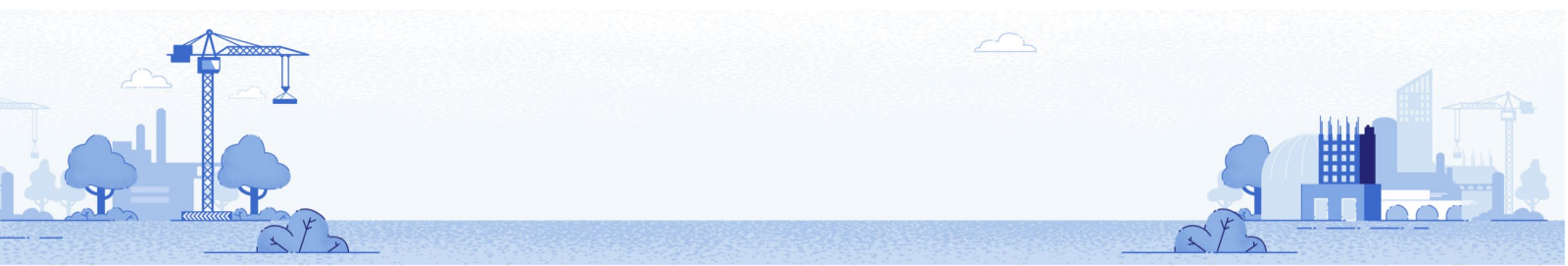
#### What is the process to participate?

- The campaign will be open for submissions from September to December 15<sup>th</sup> 2023 to register all the initiatives you want by filling the submission form through the Innovation Portal.
- Experts from each category will evaluate the initiatives and select the finalists for each Future in Action pillar.
- Winners will be announced at the 2024 Global Awards event.

#### Which categories participate?

All the six Future in Action pillars are categories:

1. Sustainable Products & Solutions
2. Decarbonizing our Operations
3. Circular Economy



4. Water & Biodiversity
5. Innovation & Partnerships
6. Promoting a Green Economy

Submit your initiative [HERE](#).

If you have any questions please contact [sustainability.information@cemex.com](mailto:sustainability.information@cemex.com)

You can find a poster to share on workplace notice boards at end of this document and on UK News download page [here](#).

### A round up of volunteering activities

Across Cemex UK, several teams have recently been busy volunteering in their local communities. Here is a round up of what they have all been up to:

#### Midlands Quarry Managers



In Shipley in South East Derbyshire, a group of Midlands Quarry Managers spent the day at Shipley Woodside Community Garden, a local community project set up by local volunteers 4 years ago.

The garden was originally a disused children's play area but is now a wonderful tranquil community area. The project is totally reliant on volunteers.

Once the Cemex team arrived at 'shedquarters' for their debriefing they then got to work in the garden. They weeded, strimmed, mowed, created a wildlife area with wood chippings and compost, painted picnic tables and improved the main 'shed quarters' as it's known. Everyone got stuck in and by the end of the day, had transformed their areas. Kate & Graham, founders of the community garden, were overjoyed with our efforts and posted photos immediately on their social media channels.

#### Cement Commercial Lend a Hand

Our Cement Commercial team spent their Lend a Hand day volunteering at Forest of Hearts in Stratford Upon Avon. This charity creates 'gardens for good' to improve wellbeing, boost biodiversity and enhance employability for communities.

Commenting on the day, Craig Williamson, Director Cement Commercial, said "It is always a privilege to work in the community, giving back to such a great cause. I'm proud of the team for their hard work but mostly for the fun and good spirit that they brought to the day."



The team worked hard painting, weeding, planting, pruning and building the various areas of the gardens. Carole Longden, Founder at Forest of Hearts, was very grateful for their support and wrote to thank them





"Thank you so much to your wonderful team for doing such a great job today. They got all of the tasks done with great energy and enthusiasm, saving us a fortune on labour!"

You can read more about what the team got up to, and check out all the photos on the Forest of Hearts blog post [here](#).

### European Marketing team

Last week our European marketing team have been here in the UK and as part of their week, they took some important time out to give back to our local community. Together they volunteered at The Charterhouse, part of the Historic Coventry Trust, helping to maintain the woodland area and clear litter.



### Latest Earthly Matters

The September 2023 edition of Earthly Matters, the blog dedicated to the partnership between Cemex and the RSPB, is now available to read online [here](#).

Accessible below to all, even those without a Cemex email address so please do share with your teams.



In this month's edition:

- The State of Nature
- Where have all the Sand Martins gone?
- Biodiversity Site spotlight – Raynes Quarry
- Quarry Garden Competition update

### Binley's Macmillan Coffee Morning



Last week, colleagues at Cemex House in Binley raised £111 for Macmillan Cancer Support by holding a Macmillan Coffee Morning.

It was 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.

Thank you to everyone who supported this event.





### Error Proofing – Toolbox Talk



#### Toolbox Talk Poka-Yoke & Error-Proofing

The Operational Exceed team would like to share a new tool that aims to eliminate defects in and errors from occurring in a product or service. In lean methodology this is known as **Poka-Yoke**, which is a form of **Error Proofing**, designed to stop mistakes and errors from occurring in the first place. This is something we should be doing

wherever possible, to safeguard our business.

Error Proofing is achieved by using a mechanism, device or system that prevents mistakes from being made, or failing this, detects them before the customer or end user does. At home, a good example of error proofing is a medicine bottle equipped with child resistant locks and clips, or washing machine that cannot start until the door is locked shut.

#### How can this be implemented at Cemex?

An example of how the Poka-Yoke methodology can be used on our sites: many of our sites have AdBlue tanks. Fuel nozzles look similar and it could be easy to get them mixed up and use the wrong fuel causing operational downtime! Applying the error proofing methodology would equip fuel nozzles with a magnetic mechanism that will only allow the release of AdBlue when the nozzle is inserted into the correct filler cap.

By removing mistakes, the reliability of our processes can be greatly enhanced, demonstrating a commitment to the quality of our products and services.

The Exceed Operational Excellence Team are pleased to share this interactive Toolbox Talk, utilising Microsoft Sway. This Toolbox Talk gives you an overview on the history of Poka-Yoke, the importance of eliminating errors, and examples of how we can implement Poka-Yoke at Cemex. You'll also have the opportunity to share where you have eliminated errors in your work.

If you would like to know more about Poka-Yoke, or Error Proofing, please contact a member of the Exceed Operational Excellence Team.

Click [here](#) to access the **Toolbox Talk Sway**. You can also download a poster designed to give a brief overview of the Error Proofing methodology for sharing on notice boards. You can find this at the end of this document and on UK News [here](#).





## EMPLOYEES

### Breast Cancer Awareness Month



This month our Wellbeing Strategy Group focus is Breast Cancer Awareness. During October we will be sharing information and resources about Breast Cancer: signs and symptoms; reducing risk of breast cancer; screening.



**October is Breast Cancer Awareness Month**, an annual campaign to increase awareness of the disease and raise funds for research and support. **This week our focus is on signs and symptoms for men and women.**

Breast cancer is the most common cancer in women in the UK, with around one in seven women developing the disease in their lifetime. It is also the second leading cause of cancer death among women in the UK. However, survival rates for breast cancer are high, especially when it is caught early.

Breast cancer is often thought of as something that only affects women, but men can get it in rare cases. It grows in the small amount of breast tissue men have behind their nipples. It usually happens in men over 60 but can very occasionally affect younger men.

### What are the signs and symptoms of breast cancer for women?

The most common signs and symptoms of breast cancer are:

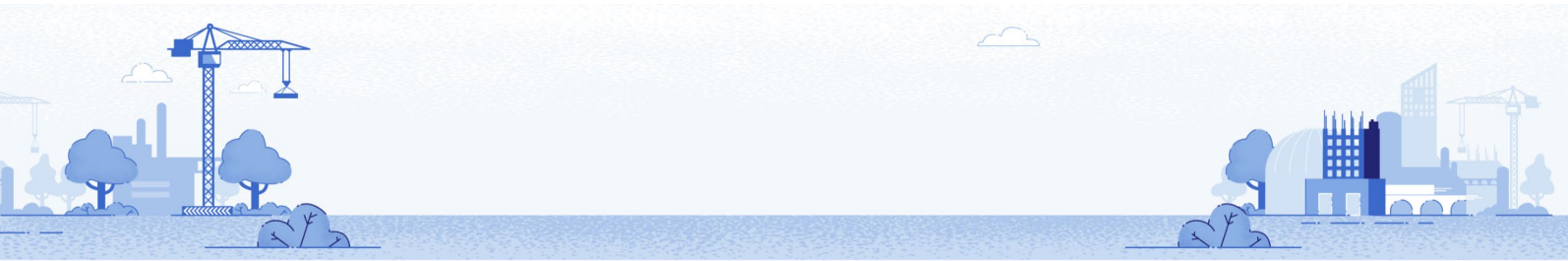
- A lump in the breast or underarm
- Changes in the size, shape, or symmetry of the breast
- Nipple discharge
- Nipple retraction (turning inward)
- Redness, scaliness, or thickening of the nipple or breast skin
- Pain in the breast or nipple

If you experience any of these signs or symptoms, it is important to see a doctor right away.

### What are the signs and symptoms of breast cancer for men?

The symptoms of breast cancer in men include:

- a lump in the breast – this is usually hard, painless and does not move around within the breast
- the nipple turning inwards
- fluid oozing from the nipple (nipple discharge), which may be streaked with blood
- a sore or rash around the nipple that does not go away
- the nipple or surrounding skin becoming hard, red or swollen





- small bumps in the armpit (swollen glands)

If you experience any of these signs or symptoms, it is important to see a doctor right away.

### Want to know more?

Here are some links to supporting articles about breast cancer in the UK:

- [NHS breast cancer information](#)
- [Cancer Research UK breast cancer information](#)
- [Breast Cancer Now breast cancer information](#)
- [Prevent Breast Cancer UK](#)
- [Breast Cancer UK: reduce your risk - breast cancer in men](#)
- [Breast Cancer Now: breast cancer in men](#)
- [Cancer Research UK: breast cancer in men](#)
- [Macmillan Cancer Support: breast cancer in men](#)

There are different types of breast cancer and breast conditions. Invasive breast cancer or invasive ductal carcinoma is the most common type of breast cancer. Find out about each type of breast cancer or condition [here](#).

We have shared some useful resources on our UK News download page [here](#).

We have also made a poster to display on all workplace notice boards – this shares a QR code to the download folder for these resources. You can find this poster at the end of this document and on UK News download page [here](#).

Next week we will focus on the risk factors for breast cancer in both men and women.

### UK Communications Forum Held

Recently we held our UK Communication Forum in our Head Office at Binley. Employee Representatives from the different areas of the UK business spent the day listening to presentations from leaders and directors, participating in discussions, and asking questions that the colleagues they represent had asked them to take forward to the meeting. Topics covered included Health & Safety, Sustainability and Financial Performance as well as updates on the individual business areas.



A special thank you to the Employee Representatives for participating in the meeting and gathering questions beforehand. It's an important role, as the Communication Forum is one of the ways that we try to make sure we have a good flow of communication across the business and an understanding of shared concerns and issues.

You can read the Summary Newsletter [here](#) and access the Questions & Answers here [UK Communication Forum 2023](#)



## Hey Girls – get caught out?

As part of our Wellbeing Strategy Group activities, we are introducing the option to provide **emergency period products** across our Cemex UK sites.



hey girls...

caught short?

don't panic.



Discreet baskets can be placed in female toilets, with products for our colleagues and visitors to use, should they 'get caught out'. This will hopefully remove any panic or embarrassment that may be felt.

To support this initiative, Cemex UK is partnering with Hey Girls, an award winning, certified social enterprise, who donate 100% of their profit to funding the fight to eradicate period poverty and lobby for period dignity across the UK. Donations from products purchased by Cemex will go to The Hygiene Bank in Coventry, but Hey Girls also make donations to over 300 other community partners across the UK.

Their products use natural materials without any hidden nasties such as chemicals, bleach and toxins. Their plant-based ingredients are responsibly sourced and renewable.

## Get your starter pack

For any site interested in receiving a starter pack, **please register by 12<sup>th</sup> October** by clicking [here](#). The starter packs will be sent out from our Binley Head Office and will include an A4 strut sign, a basket, a selection of products and a "how to guide" on reordering products. Going forward, if sites then want to continue with this scheme, they can place orders themselves.

## Thanks for your efforts – August Winners

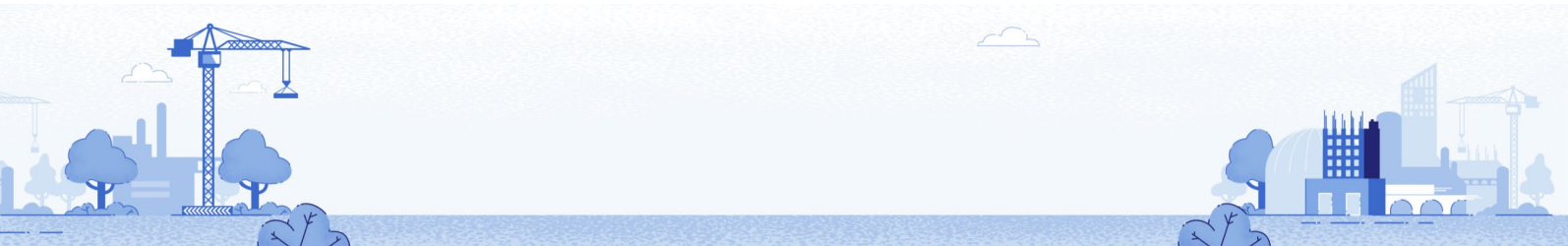


Congratulations to the August 2023 Thanks For Your Effort winners – **Gemma Crawford - Customer Service Manager Cement and Paul Cooke - RMX Freight Manager, Materials Supply Chain.**

Gemma and Paul won the award for collaboration & exceptional professionalism over an extended period of supply disruption.

Their nominated was made by Dave Hart, Director Supply Chain and here is why Dave nominated them:

Following an unplanned event with the kiln at Rugby at the end of July/early August, there was a need to switch sourcing away from Rugby and to develop an urgent plan to determine how the available cement would be distributed. Gemma worked closely with the Cement Commercial Team and the Internal Readymix team to coordinate this process. This included regular calls and emails to ensure everyone had accurate and timely information with which to make decisions. For example, Paul would coordinate with each of the General Managers and then liaise with Gemma to ensure she had all the information required. A similar process was also in place between Gemma and the Commercial team.



The resilience demonstrated by Paul and Gemma working closely together as ONE Cemex ensured that there was minimal impact on customer service and the workload levels amongst the employees were extremely well managed.

The Planning & Customer Service teams in Cement and Readymix, the Materials General Managers and the Cement Commercial team all benefitted from the actions and behaviour of Gemma and Paul. By acting as the key single points of contact they ensured that communication was accurate and timely, and that customer service and employee engagement was maintained.

A huge thank you to Paul and Gemma for their leadership during this challenging time.

### Thanks For Your Effort - August Nominees

More thanks go to our fantastic colleagues nominated for the August Thanks For Your Effort award for showing exceptional dedication and going above and beyond their day jobs. They are.....



#### **Andrew Edwards, Victoria Harrison & Christopher Breeze, Halkyn Quarry**

Nominated for their actions, working out of hours and going the extra mile to ensure a breakdown at Halkyn Quarry was fixed, to ensure we had materials available for our customers at the start of the week. Materials are critical to our fixed outlets and their behaviours and commitment ensured the plant was back up and running in quick time. The customers benefited from their efforts to ensure minimal disruption to their supplies, commercial and planning teams also benefited as their work ensured customer complaints were kept to a minimum.

#### **Natalie Waring, External Sales Representative, Urban Solutions Asphalt Eastern**

Nominated for her continuous positive attitude at work. Ashley Harris Customer Experience/Sales Rep, Stourton who nominated Natalie said "In every meeting I have observed a great can-do attitude towards her targets and tasks. She is very passionate about working for Cemex and achieving her goals, as well as supporting others and brightening up the day with her positive vibes. A type of person you can count on to get things done, she is well organised and has a wealth of knowledge about the industry and where business area at in the market. She is on the ball and anything she doesn't know she will seek to find and will happily share any details she finds with the team. On the occasions I've heard Nat speaking with customers she has a wonderful way of building repour and delivering a high standard of service, even if the news isn't great. Nat continuously seeks out new sales opportunities and never shy's away from a challenge. A true professional that genuinely cares about delivering excellent quality work."

#### **Mark Brierley, Plant & Field Technician, Materials Ouality & Product Technology**

Nominated for stepping in regularly to protect Cemex from any potential liability regarding the quality of the product from a supplier. Had Mark not been as diligent & vigilant it is likely that the quality of the product could have been compromised. Without Mark's contribution things could have been far more challenging.





## Latest Care First 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.

# Care first Lifestyle Support SEMINARS

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 2nd October 2023](#)

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

Monday 2nd October - @12pm

To register click [here](#)

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

Wednesday 4th October - @12pm

To register click [here](#)

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

Friday 6th October - @12pm

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

For more information click [here](#).

To register click [here](#)

### [w/c 9th October 2023](#)

#### **Breast Cancer Awareness**

Monday 9th October - @12pm

In line with Breast Cancer Awareness month, this webinar provides information to raise awareness about Breast Cancer and the emotional impact of living with it.

To register click [here](#)

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

Wednesday 11th October - @12pm

To register click [here](#)

#### **Practical Information and Advice through Care first**

Friday 13th October - @12pm



To register click [here](#)

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

**Lifestyle Support** is easy to access, available 24/7 and can provide help and support with a wide range of issues or concerns such as family matters, debt, relationships, bereavement, depression and anxiety. It is run by a separate provider and not part of Cemex – we don't receive any employee specific information from them. You can contact the Employee Assistance Line (Lifestyle Support) for confidential advice and support – call 0808 168 2143 or visit [www.lifestyle-support.co.uk](http://www.lifestyle-support.co.uk) (Username: cemex Password: cemex).

## Long Service Milestone Congratulations



**This month we are celebrating several long service awards for our colleagues. Thank you and many congratulations to everyone on your long service awards!**

### **Congratulations Keren**

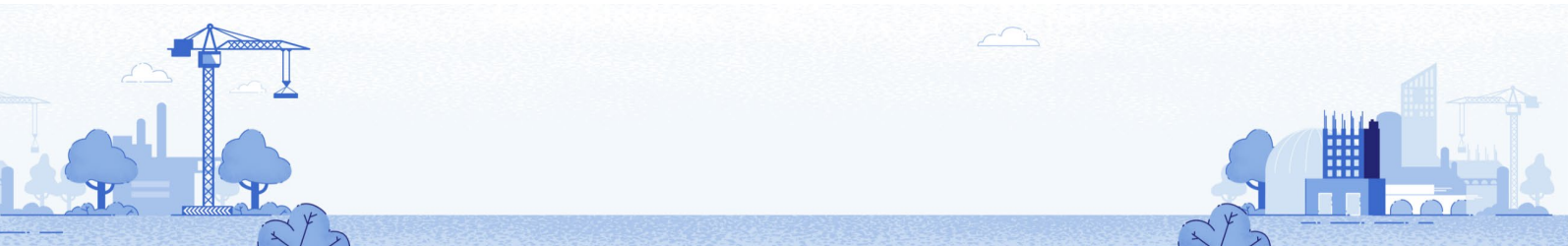
Congratulations to Keren Castle for achieving 25 years long service in September!

Keren joined RMC Readymix in September 1998 working in internal sales and shipping at our former Attenborough Office in Nottingham. After a very happy 2 years in this role, Keren moved on into an external aggregate sales role which then grew into her current role today covering Nottingham, Derbyshire and Lincolnshire.

Reflecting back, Keren commented "I have worked with so many wonderful people over the years and no two days are ever alike. You can have your day all planned out and then it can change instantly with a phone call or an email. During my 25 years, it's been good to see more women coming into the industry as there were very few when I joined. I would like to say here's to another 25 years, but I'm not sure an 80-year-old me would have the stamina!"

### **Congratulations Dave**

Thank you and congratulations to Dave Bold, Local Asphalt Plant Manager at Huyton. Dave is celebrating his 25 years long service.



## Congratulations Ian

Congratulations to Ian Tyghe, Fitter at Salford Depot, who celebrated his 25 years long service milestone last month. Thank you Ian!

The following colleagues are also celebrated long service milestones in September – congratulations and thank you – we appreciate all your contributions and hard work over the years:

- Nathan Kite, Technical Supervisor in Bristol celebrated 25 years.
- Kevin Stableford, Senior Quarry Operator in Derbyshire celebrated 25 years
- Kevin Hallett, Operative in West Sussex celebrated 25 years
- Damon Montgomery, General and Commercial Manager in Cheshire celebrated 15 years
- David Hawkes Production, Coordinator in Tilbury Essex celebrated 15 years

## New Visual Theme for your SAP Concur Solutions

Concur will be updating the visual theme of your signed-in web experience for SAP Concur solutions, starting October 2nd, 2023. After that date, the next time you sign into your SAP Concur account, you will see a refreshed look and feel.



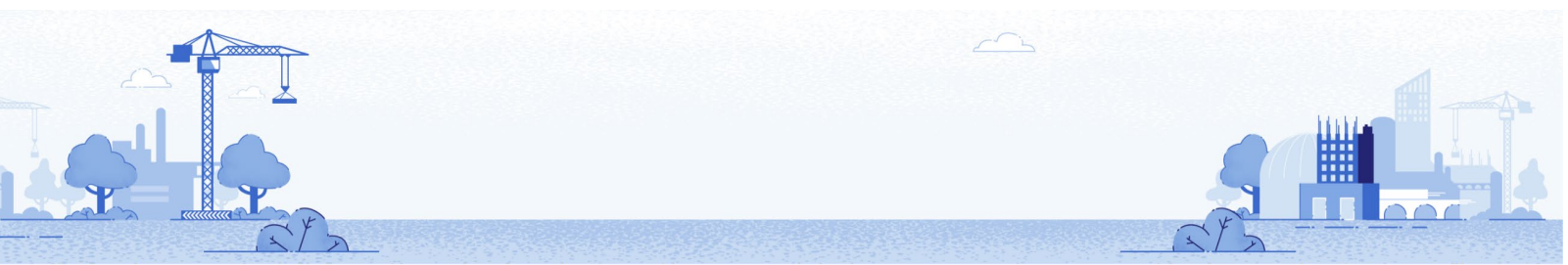
With the update, you'll also get:

- Improved design consistency
- Inclusive, accessible design for everyone
- Light Mode, Dark Mode, and high contrast theme options

**How do I change my SAP Concur visual theme setting on the web?** To change your SAP Concur visual theme setting on the web after October 2nd, 2023, follow these steps:

1. After signing into Concur Solutions, go to Profile Settings (top right of screen).
2. Under Profile Options, click System Settings.
3. Under Appearance Settings, use the drop-down to select your preferred theme and click Save.

**For more questions or video presentation, please visit [SAP Concur Training Resource Center for Administrators](#).**





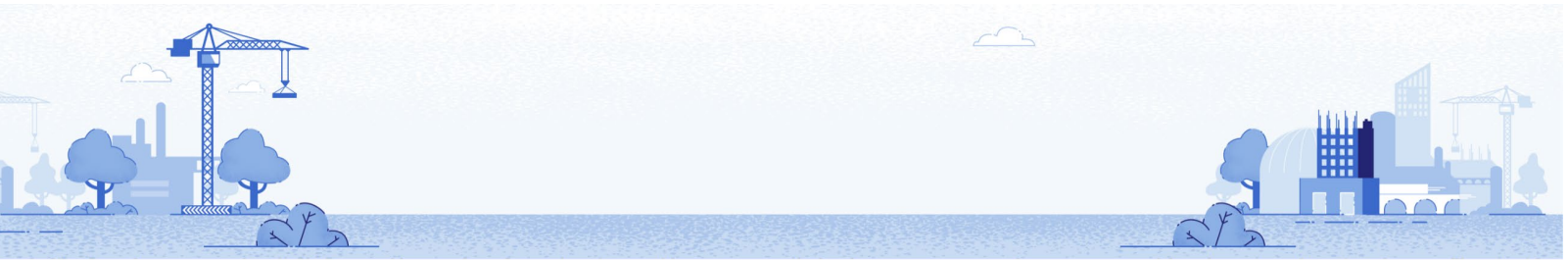
## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
<a href="#">227-10-2023</a>	Sales Executive	Materials- Readymix	Yorkshire	17/10/2023
<a href="#">225-10-2023</a>	Plant Manager	Materials- Readymix	Burton	17/10/2023
<a href="#">226-10-2023</a>	Plant Manager	Materials- Readymix	Hereford	17/10/2023
<a href="#">224-10-2023</a>	Technical Systems Administrator	Materials- Quality and Product Technology	Binley	16/10/2023
<a href="#">223-09-2023</a>	Production Manager Europe	Urbanisation Solutions- Admixtures	Rugby Cement Plant	13/10/2023
<a href="#">222-09-2023</a>	Operative	Urbanisation Solutions- Admixtures	Rugby Cement Plant	10/10/2023

**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)

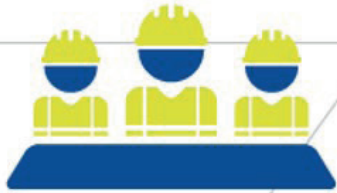
If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.



# 8 Basic Steps of Isolation Procedure



## Safe Isolation at Cemex



1

### Prepare

Assess the job to be done before starting.

### Notify

Inform all affected about equipment shutdown.

2



3

### Isolate

Isolate equipment from all energy sources.

### Lock Out Tag Out

Apply individual padlocks on all relevant points.

4



5

### Try Out

Verify power is isolated by operating equipment controls.

### Work Safely

Follow the correct procedures.

6



7

### Clear

Ensure work area & equipment is clean, tidy and in a safe condition.

### Restore

Re-energize once all padlocks are removed and personnel notified.

8





# DRIVER WELLBEING & SAFETY MATTERS



October 2023

## LATEST NEWS FROM THE UK ROAD SAFETY TEAM

### In this issue...

- Go / No-Go policy
- Zero 4 Life Driver Training
- Driver's Action – 'a life saver'
- Road Safety Week 2023





## CEMEX Go / No-Go Policy

Following a fatal road traffic collision where CEMEX vehicle safety features were found to be defective, we are implementing a Haulage Vehicle Go / No-Go policy from September 2023 across all global operations.

This is intended to improve road safety of our employed and contracted fleets, by requiring that where any of the vehicle safety features listed on the poster below are defective, then vehicles are immediately withdrawn from service until necessary repairs have been made.

We realise this policy may result in additional pressures however we must remember it is about maximising safety on our roads for the benefit of everyone. The short-term disruption caused by taking a vehicle off the road is nothing compared to the devastation that results from a serious road traffic collision.

The QR code displayed takes you to a Go / No-Go policy poster for more information.

## Vehicle Safety Features Survey

THANK YOU for your support in completing this annual survey and on the progress your company has made with the CEMEX minimum H&S Standards.

The results confirmed that we have seen an overall increase in compliance across many of the vehicle safety features. Where there are gaps your local Logistics Manager will be in contact discuss the roadmap for closing these out.

## Driver's Actions 'a life saver'

During the summer, the vigilance of one of our drivers averted what could have been a fatal incident with a toddler who had escaped a nearby house and was standing on the verge of the road. The commendable actions of our driver, who stepped in, ensured the safety of the young child. The attached QR code shows a short video and toolbox talk you may want to share with your teams.



### HAULAGE VEHICLE GO / NO-GO POLICY

Following a fatal road traffic collision where vehicle safety features were defective, we are implementing a Haulage Vehicle Go / No-Go Policy from September 2023 across all Global operations.

This is intended to improve road safety of our employed and contracted fleets, by requiring that where any of the following Vehicle Safety Features are defective, vehicles are immediately withdrawn from service until necessary repairs have been made:

- Nearside Cyclist Warning Sign
- Vehicle Visibility (reflective plates and markings)
- Additional Nearside and Forward-Facing Mirrors
- Audible Reversing Alarms
- Wheel nut indicators
- Wheel chocks
- Nearside Underrun Bars (missing or structurally unsound)
- Rear Facing CCTV / Camera
- Telematics including GPS tracker
- Class V Close Proximity Mirrors
- Nearside Proximity Sensors / Warning Alarms

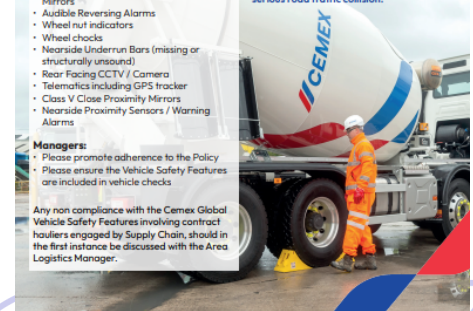
#### Managers:

- Please promote adherence to the Policy
- Please ensure the Vehicle Safety Features are included in vehicle checks

Any non compliance with the Cemex Global Vehicle Safety Features involving contract hauliers engaged by Supply Chain, should in the first instance be discussed with the Area Logistics Manager.

We realise this Policy may result in additional pressures and possibly a temptation not to report defects, however we must remember it is simply about maximising safety on our roads for the benefit of everyone.

The short-term disruption caused by taking a vehicle off the road is nothing compared to the devastation that results from a serious road traffic collision.





## Zero 4 Life Driver Training

We mentioned in our May Newsletter that we have developed a bespoke training package entitled “Zero 4 Life for Drivers”. This powerful and impactful material will be launched in October via the MP Connect platform and all truck drivers will be required to participate.

We are seeking your support for the successful rollout of this training material to ensure it is communicated in an effective manner and we maximise it's impact. Your local Logistics Manager will be able to support you with access.

## Road Safety Week - 20th November 2023

During w/c 20th November we will be supporting the Brake Road Safety Week. The theme this year is “Let's talk about SPEED”. Every time we drive faster than the speed limit, or too fast for the road conditions, we increase the risk of a crash – and we increase the chance that someone we love will be killed or hurt on a road. That's why, whoever you are and however you travel, it's important to have conversations about speed. I encourage you to plan how you can maximise the benefit of engaging with your drivers and operational teams on the important topic of keeping our roads safe.



### A final note from the Cemex UK Road Safety Team

Thanks to you all for your support on H&S, where we saw no incidents and accidents through the summer months. As we start to enter the darker, colder mornings and evenings please remain vigilant. It's key as leaders of our organisations that we champion H&S standards, engagement and improvements enabling this positive trend to continue.

In addition, please can I reinforce the messages from Page 1 of the Newsletter regarding the CEMEX Go / No-Go policy and seek your support with compliance.

Thank you .....Stay Healthy and Safe !

# Optimistic October 2023

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1 Write down three things you can look forward to this month

2 Find something to be optimistic about (even if it's a difficult time)

3 Take a small step towards a goal that really matters to you

4 Start your day with the most important thing on your to-do list

5 Be a realistic optimist. See life as it is, but focus on what's good

6 Remind yourself that things can change for the better

7 Look for the good in people around you today

8 Make some progress on a project or task you have been avoiding

9 Share an important goal with someone you trust

10 Take time to reflect on what you have accomplished recently

11 Avoid blaming yourself or others. Find a helpful way forward

12 Look out for positive news and reasons to be cheerful today

13 Ask for help to overcome an obstacle you are facing

14 Do something constructive to improve a difficult situation

15 Thank yourself for achieving the things you often take for granted

16 Put down your to-do list and do something fun or uplifting

17 Take a small step towards a positive change you want to see in society

18 Set hopeful but realistic goals for the days ahead

19 Identify one of your positive qualities that will be helpful in the future

20 Find joy in tackling a task you've put off for some time

21 Let go of the expectations of others and focus on what matters to you

22 Share a hopeful quote, picture or video with a friend or colleague

23 Recognise that you have a choice about what to prioritise

24 Write down three specific things that have gone well recently

25 You can't do everything! What are your three priorities right now?

26 Find a new perspective on a problem you face

27 Be kind to yourself today. Remember, progress takes time

28 Ask yourself, will this still matter a year from now?

29 Plan a fun or exciting activity to look forward to

30 Identify three things that give you hope for the future

31 Set a goal that brings a sense of purpose for the coming month



ACTION FOR HAPPINESS

Happier · Kinder · Together





# ENVIRONMENTAL BRIEFING

## Changes to wood waste classification and segregation requirements

### Information

The Environment Agency (EA) has changed the rules regarding wood waste classification effective from 1st September 2023. This change means that more wood waste types, particularly from construction and demolition activities for structures pre-2007, will be classified as hazardous and therefore not eligible for wood recycling without additional testing to prove that it is non-hazardous.

### Hazardous Wood Waste

Certain wood types remain **hazardous waste wood** and must be segregated from non-hazardous waste and disposed of as hazardous waste at a suitably permitted facility.



### Potentially Hazardous Wood Waste

Certain wood types are now classified as **Potentially Hazardous Wood** where they arise from pre-2007 structures including fencing structures. These must be segregated and treated as hazardous waste unless they are tested to demonstrate that they are non-hazardous. Testing would probably only be appropriate for large amounts of wood waste of the same type. Testing requirements have been agreed between the EA and the Wood Recyclers' Association and, if needed, Biffa can provide details of companies that can assist with this. Wood from post 2008 structures may be classified as non-hazardous without further testing.



### Non-Hazardous Wood Waste

Certain wood types, known as Grade A wood, continue to be classified **non-hazardous** so long as they are segregated, visibly clean and untreated. For example, untreated packaging waste, scrap pallets (not methyl bromide (MB) treated), packing cases and newer cable drums. These can be sent offsite as non-hazardous waste for wood recycling without additional testing.

### Key Points

- More wood waste is now classified as **hazardous** – particularly wood from construction / demolition relating to structures (including fencing) established pre-2007.
- For large quantities of “**potentially hazardous**” wood waste, testing can be carried out to check if it can be classed as non-hazardous. Depending on the outcome of testing it may be possible to send from site as non-hazardous to a suitably permitted recycling facility.
- All **hazardous and potentially hazardous wood waste** without additional testing must be segregated and sent from site as hazardous waste to a suitably permitted facility.
- Most clean pallets will continue to be **non-hazardous**.

# Important update on Wood Waste handling regulations



The Environment Agency (EA) has confirmed the withdrawal of the 'Regulatory Position Statement (RPS) 250' effective from 1st September 2023. This decision will lead to changes in waste wood handling regulations from the construction and demolition (C&D) industry.

## What's changing?

'RPS 250' currently allows potentially hazardous waste wood items from the C&D industry to be moved and processed as non-hazardous. However, after extensive testing by the Wood Recyclers Association (WRA) to determine hazardous waste content in wood items, the EA has decided to withdraw 'RPS 250' starting from 1st September 2023.

This means that certain waste wood categories which would previously be sent to wood recyclers will now be automatically classified as hazardous waste and will need to be disposed of accordingly at a suitably permitted facility.

Post the WRA testing there are ten additional waste wood categories that have been designated as hazardous, accounting for less than 1% of UK total wood waste.

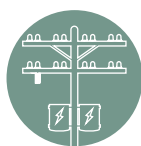
Note, the WRA anticipates adding further categories as hazardous items after ongoing testing persists.

## Which wood items are hazardous?

The categories that will be classified as hazardous from 1st September 2023 (typically from pre-2007 buildings), unless analysed to prove their non-hazardous nature, are

### Hazardous wood List

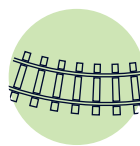
(Grade D)



Telegraph poles



CCA treated wood  
Creosote treated wood



Railway sleepers



Waste wood from hydraulic



Engineering (e.g. Docks)



Wood from boats or ships



Trailer beds

### Potentially Hazardous Wood List

(from pre-2007 structures):



Tiling, cladding and battens



Barge boards, fascias & soffits



External joinery



Timber frames and joists



External doors

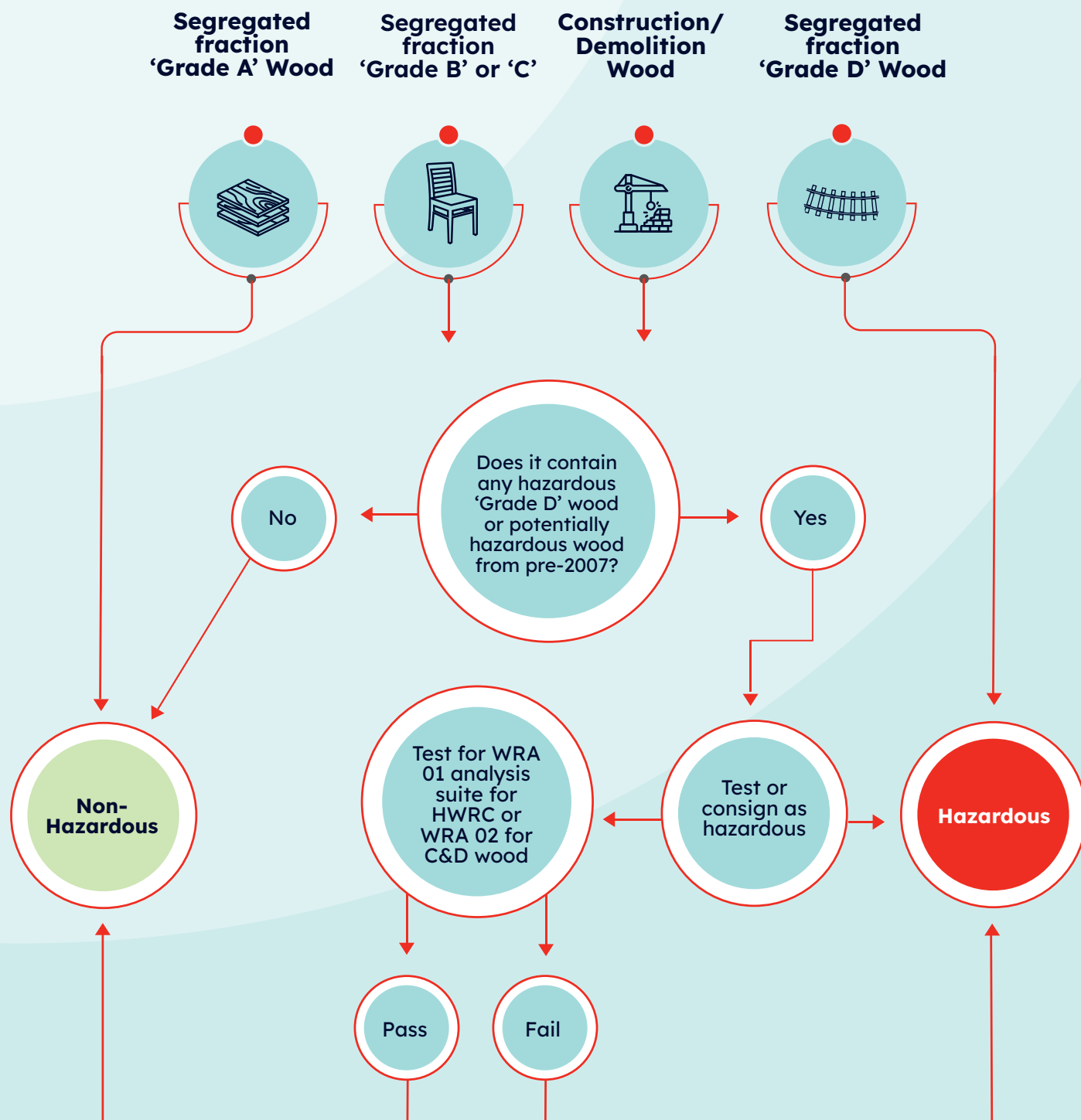


Roof timbers

These items will not be able to be sent to wood recyclers unless they are sent for a test to demonstrate that they are not hazardous.

Hazardous and potentially hazardous waste wood items from pre-2007 structures or waste classed as Grade D wood waste will need to be segregated and marked as hazardous waste.

# Flow chart for categorisation of Wood Waste



You can find more information and toolkit by visiting the WRA website: <https://woodrecyclers.org/>



# SUSTAINABILITY BEST PRACTICES

2023 Edition

Submit your best practice that contributes to any of  
the six Future in Action pillars [here](#):



Sustainable Products  
& Solutions



Decarbonizing our  
Operations



Circular Economy



Water &  
Biodiversity



Innovation &  
Partnerships



Promoting a  
Green Economy

FUTURE IN  
ACTION

# SUSTAINABILITY BEST PRACTICES

2023 Edition

## Who can participate?

Any Cemex employee with an initiative that contributes to any Future in Action pillar that was planned and/or implemented during 2023.

## What is the process to participate?

- The campaign will be open for submissions from September to December 15th 2023 to register all the initiatives you want by filling the submission form through the Innovation Portal.
- Experts from each category will evaluate the initiatives and select the finalists for each Future in Action pillar.
- Winners will be announced at the 2024 Global Awards event.

## Which categories participate?

All the six Future in Action pillars are categories:

- 1) Sustainable Products & Solutions
- 2) Decarbonizing our Operations
- 3) Circular Economy
- 4) Water & Biodiversity
- 5) Innovation & Partnerships
- 6) Promoting a Green Economy

FUTURE IN  
ACTION

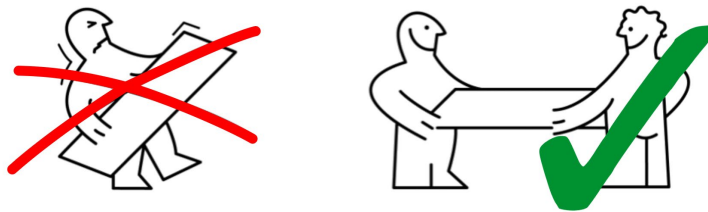
FUTURE IN  
ACTION

# Toolbox Talk

## Poka-Yoke & Error-Proofing

**Error Proofing** in lean methodology is referred to as **Poke-Yoke** and is an important technique that aims to eliminate defects in a product or service from ever occurring in the first place.

Error Proofing is achieved by using a **mechanism, device or systems** that prevent mistakes from being made, or failing this – it detects them before the customer or end user does!



The Exceed Operational Excellence Team are pleased to share this interactive Toolbox Talk, utilising Microsoft Sway. This Toolbox Talk will give you an overview on the history of Poka-Yoke, the importance of eliminating errors, and how we can implement Poka-Yoke at Cemex.


You'll also have the opportunity to share where you have eliminated errors in your work.

Did you know, Error Proofing is a key part of **Lean Methodology** and is something we should be doing wherever possible, to safeguard our business.



Wellbeing Strategy Group UK

# Breast Cancer



**BREAST CANCER  
AWARENESS  
MONTH**

We have shared some resources about Breast Cancer on our UK News Download Page.

**Scan the QR code to  
access the resources**

