



UK NEWS



Welcome to UK News 12th October 2023
your weekly update from around UK

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CEMEXUK



HEALTH & SAFETY

Never Forget - Stay Safe

**NEVER FORGET....
STAY SAFE**

Brian Riley



Joanna
Braithwaite

A message from Lex Russell, Chair of the UK Health & Safety Committee

October marks the anniversaries of two fatal road traffic collisions involving vehicles working on our behalf. These tragic losses of life should act as a very stark reminder to everyone about the importance of health and safety across our business and particularly for road users.

Whilst there are some very clear observations for anyone who drives a haulage vehicle, there are also observations we can apply to how we oversee contractor operations and for each of us as road users, whether driving a vehicle, or as a pedestrian or cyclist.

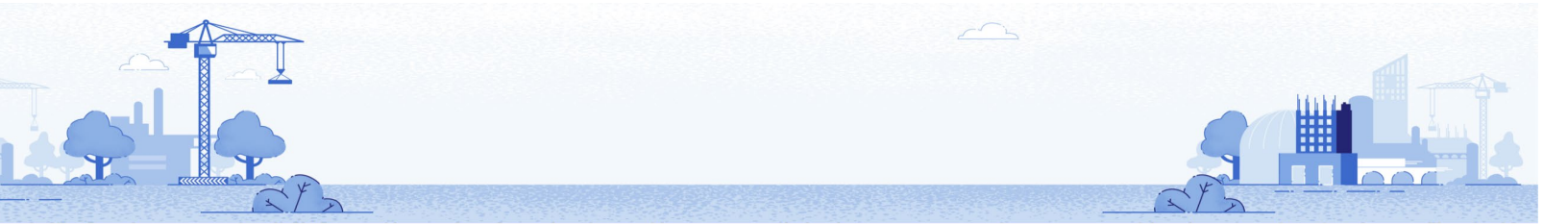
One of these tragedies was specifically linked to the safe use of mobile phones and this is something we can all ensure we apply – **there is no phone call that is so important that it ever need put a life in jeopardy.**

Even if you do not drive, there are lessons that can be applied to pedestrian behaviour – do you use a mobile device whilst walking around busy traffic, do you use headphones and how could this effect your ability to hear vehicles approaching?

There were 1,760 fatalities resulting from traffic collisions across the UK road network last year, please think about what you can do to ensure you are using our roads as safely as possible to ensure you do not contribute to this number.

By making Health & Safety our number one priority **and caring for each other**, we can achieve our Zero4Life goal and ensure all our colleagues return home to their families safely.

Full details of the tragic incidents can be found at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads



Latest Safety Alert

SAFETY ALERTS



The latest Video Safety Alert has been shared by our colleagues in Poland, relating to an incident where a loaded cement tanker overturned while being driven by a contract haulier.

The driver was observed ignoring road markings and driving at speed, before attempting to negotiate a roundabout at nearly 30mph. His tanker overturned, illustrating the risk of driving too fast for the road conditions, particularly when driving a vehicle with a high centre of gravity. Thankfully, there were no injuries.

You can watch the Video Safety Alert [here](#).

Whatever vehicle we drive, we all have a moral duty to look after other road users by following the Driving Essentials:

 Safety Checks Carry out your vehicle checks before driving and make sure your load is stable and secure.	 Journey Planning Assess the risks and plan your journey to use the safest route.	 Seatbelts Save Lives Wear your seatbelt and make sure any passengers do as well.	 Watch your Speed Keep below the limit and adjust your speed to suit road and weather conditions
 Keep a Safe Distance Leave enough space between you and the vehicle in front so you can stop safely.	 Fit and Alert Ensure you are fit to drive: hydrated, well rested, and free from the influence of alcohol and drugs.	 Do not Overtake Unless it is safe and legal to do so.	 Mobile Phone Use of a hand-held mobile phone whilst driving is prohibited.
 Other Road Users Stay alert to other road users, particularly motorcyclists, cyclists and pedestrians.	 Respect the Law and other Drivers Know and follow the road rules and be courteous to other drivers.	 Site Safety Check for hazards when on site, be highly visible and assess the risks before unloading.	 Remember – Your family depends on you. So drive to arrive safely at all times!

Please share the Video Safety Alert with your teams.

Before starting any new task always STOP, THINK & CHECK it is safe, and always STEP IN if you see anything unsafe.



Celebrating ZERO LTI Milestones



Congratulations to Materials Yorkshire and Asphalt UK who have both reached seven years LTI free. Well done to everyone on these fantastic milestones.

LTI and TRI milestones demonstrate that **ZERO is possible**, especially in challenging environments and working processes. With the right level of focus and attention to Health & Safety, our Zero4Life ambitions can be met and sustained.

Reminder - 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 who have been advised to have the flu jab need it every year.

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.

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](#).

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.

Health Talk - Musculoskeletal Risks



You are invited to join Dr Hossam Zanaty from Cemex Egypt & UAE, for another regional Health Talk webinar, on **23rd October at 9.00am UK time.**

The Health Talk will be about musculoskeletal risks.

If you would like to join, please add the date to your diary. To join on the day, please click [here](#).



CUSTOMER CENTRICITY

New Marketing Campaign for Porofoam



As part of our 2023 Value Added Products (VAPS) Strategy, this week we have launched a new Porofoam marketing campaign **“Nothing fills like Porofoam.”**

The new campaign focusses on Porofoam being the only low-density foamed concrete available that is delivered ready to place, at densities as low as **300kg/m³.**

By offering ready to place low densities, we remove the need for specialised equipment on site, which is beneficial when space and access is limited.

Our campaign comprises of:

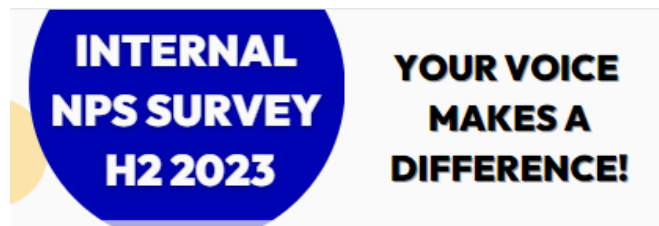
- Digital Media Campaign.
- Social Media Campaign – look out in our social channels and please share on your own feeds.
- Email Campaign.
- Updated sales tools (Porofoam brochure and datasheet), available to access through the **VAP app** or www.cemex.co.uk/porofoam

Coming soon – We will be issuing an internal reference booklet dedicated to Porofoam and inviting a selection of colleagues to join an internal webinar.

We have seen an increase in demand for Porofoam recently, and the Porofoam team has been restructured to support this growth.



Internal NPS Survey – Your Voice Makes a Difference!



The Internal NPS Survey for H2 2023 launched this week on 10th October.

Please look out for your link to our Internal NPS Survey from customer@experience.cemex.com

Your voice makes a difference!

Cemex recognises that listening to your feedback is the most valuable thing we can do to improve our internal customer service. To achieve our Customer Experience objectives, we need to understand not only our external Customers but also the way you, our Internal Customers perceive Cemex intercompany processes and services regarding raw material supplies.

Your first-hand experience and feedback will help us identify best practices. Based on your previous opinions we have already implemented the following improvements:

- **Communication** – Weekly cross functional meetings, use of WhatsApp groups to provide timely information and regular calls to ensure continuity of supply.
- **Collaboration** – Quarterly Supply Chain meetings introduced by market. Fortnightly Supply Chain calls to discuss operational issues, demand and stocks, along with visits from Planning & Customer Service Teams to Readymix sites to build relationships.
- **Complaint resolution** – Improved the process and timeliness of feedback to internal stakeholders.
- **Use of Digital Technology** – Planning to deploy CemexGo tracking tool to give you real time visibility of Cement and Aggregate loads.
- **Investment** in Readymix plants with additional Aggregate storage bays, Cement silos and Out of Hours equipment.

Please share your feedback and opinions about your experiences. **The survey should only take a few minutes. The survey will be open until 27th October.**

Thank you in advance for your time and opinions, and more importantly, for your involvement. We appreciate your participation in helping Cemex continuously improve our service and make our company a better place for all.

Please share the poster (which you can find at the end of this document, and on the UK News download page: www.cemexuknews.co.uk/downloads) on your local workplace notice boards.





Near to Zero Waste to Landfill at Head Office



Did you know! UK landfills account for roughly 20% of UK methane emissions. Methane traps more heat in the atmosphere per molecule than carbon dioxide (CO₂), making it 80 times more harmful than CO₂ for 20 years after it is released.

To reduce our Head Office waste going to landfill Natasha Page, Facilities Manager & HR Advisor, together with Miranda Clegg, UK Sustainability Manager, have been running a project 'Near to Zero Waste to Landfill'. This ongoing project is aimed at reducing, recycling and reusing waste produced from our Coventry office and forms part of the ambition to become ISO 14001 certified, along with many of our other Cemex UK sites.

The 2022 move from the Rugby office to Coventry presented a great opportunity to make changes and encourage a 'less waste' mindset.

Along with many other initiatives, some measurable actions to reduce waste included:

- Removing the under-desk bins
- No more paper and plastic cups
- Limiting the storage availability
- Lessening printers/photocopiers (12 at Rugby to 5 in Binley)

To share the great progress so far, Natasha and Miranda have completed a series of short information sessions with colleagues based at our Head Office, to inform them about progress and to encourage best practice around recycling, reusing and reducing our waste. They shared some great tips for us all to put into practice both at work and at home.

Here are a few ideas we can all take on board:

- Think before you print (work and at home) – Does that need to be printed? In colour?
- Avoid single-use food and drink containers – Use reusable bottles/cups/tubs and bags.
- Avoid food packaging made from plastics.
- Be an example, make a difference and people will follow!



Sheep Grazing at Kensworth Quarry



This week we were delighted to welcome 17 Herdwick sheep onto the restoration area at our Kensworth quarry. The sheep will help encourage biodiversity on the restored area of land and it is hoped that over time it will help to improve the habitats at Kensworth.

Grazing is essential in maintaining the low nutrient levels required by the plant species present in this beautiful habitat. The random grazing pattern of livestock creates vital structure within the grassland. This creates micro habitats, each of which have their own microclimate - more micro habitats mean more insects, and more insects, mean more birds and mammals. The structure of a habitat with its lumps and bump, tall bits and short, is the foundation to increasing biodiversity on our sites.

The restoration of our quarries is a vital part of our dedicated sustainability strategy Future in Action. We work closely with the RSPB to ensure Biodiversity Management Plans are in place across our UK quarries.

Mark Gough, Quarry Manager at Kensworth quarry, said: "It's important that when our work is finished at the quarry, the land is restored to a high standard so it can a habitat for many diverse wildlife and plant species. We've been keen to introduce sheep and I'm delighted that they have now arrived with us. We're excited to see how they can positively impact the biodiversity of the restored areas and the habitat available - and they certainly help make the landscape even more picturesque!"



PROFITABILITY

2 Million Tonnes Milestone

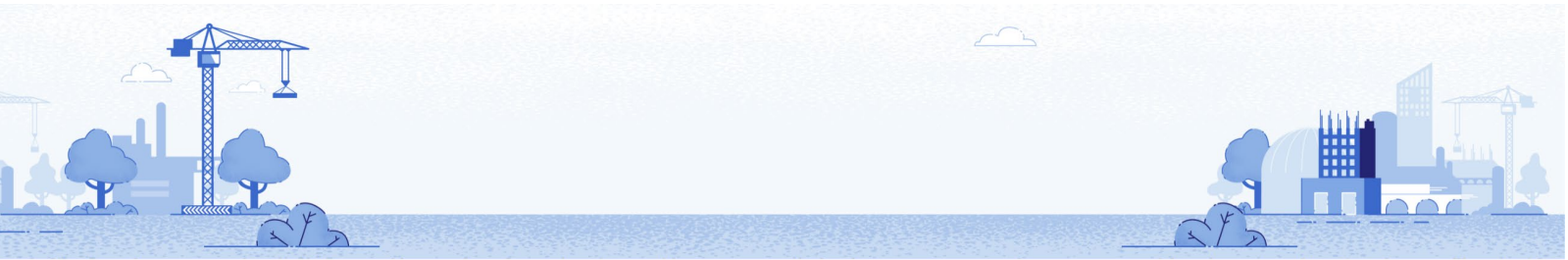


On Wednesday 27th September the 2 millionth tonne left Dove Holes by rail this year. In what has been a challenging year with Network Rail strikes and major network infrastructure improvement works in the area, all preventing us from running services earlier in the year, this comes only a couple of weeks later than last year.

None of this is possible without the efforts of everyone involved in Aggregates Ops, Urbanisation Solutions, Commercial & Supply

Chain teams to continue to move the material in the quantities we do.

This is a benefit to the overall OCF (operating cash flow) of the Materials Business and is a key strategy in our Future in Action targets.





EMPLOYEES

Breast Cancer Awareness Month – Breast Screening



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 breast screening.**

Breast cancer is the most common cancer among women in the UK and **early detection** is key to successful treatment. The NHS Breast Screening Programme saves 1,300 lives every year. Breast screening can help to find breast cancers at an early stage when they are too small to see or feel.

The NHS Breast Screening Programme offers free breast screening to all women aged 50 to 71 every three years. Women are invited for screening by letter, and appointments can be booked at any local breast screening service.

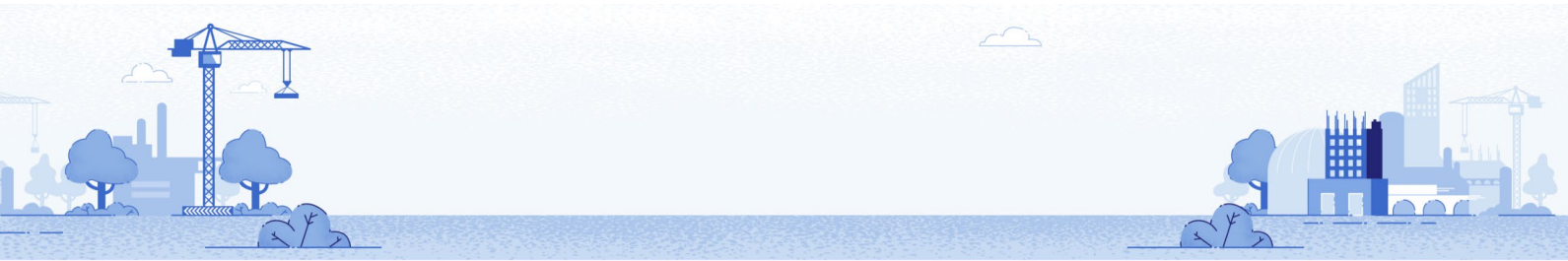
There are many reasons why people in the UK should get breast screening. Here are some of the most important ones:

- Breast screening can save lives. Breast cancer is the most common cancer in women in the UK, but it is also one of the most treatable cancers, especially when it is found early. Breast screening can help find breast cancers at an early stage, when they are most treatable. This means that women who have breast screening are more likely to survive breast cancer.
- Breast screening can help reduce the need for invasive treatments. Breast cancers that are found early are often smaller and less aggressive than breast cancers that are found later. This means that women who have breast cancer diagnosed early may be able to have less invasive treatments, such as surgery to remove the tumour or breast conservation surgery.
- Breast screening can help improve quality of life. Breast cancer treatment can be physically and emotionally challenging. However, women who have breast cancer diagnosed early are more likely to have successful treatment and a better quality of life after treatment.

You can find an NHS guide to Breast Screening [here](#).

If you are eligible for breast screening, we encourage you to book an appointment as soon as possible. Breast screening is a simple and effective way to reduce your risk of dying from breast cancer.

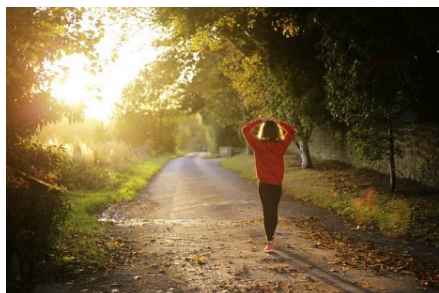
It is important to remember that breast screening does not guarantee that you will never develop breast cancer. However, it is the best way to find breast cancer early, when it is most treatable and curable.



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](#)

The Importance of Taking Regular Breaks



Whether we work in an office, work on our plants or quarries, or drive all day, striking a balance between work and personal life can sometimes be challenging. Maintaining a good work-life balance is crucial for our overall wellbeing and productivity.



Taking regular breaks to refresh, recharge and realign ourselves at work, is one step to achieving work-life balance. And this can apply to each and every one of us.

Do you take regular breaks? Do you work through lunch time? Research has shown that taking a break has many benefits – read on to find out how these can help you.

Benefits for office-based colleagues

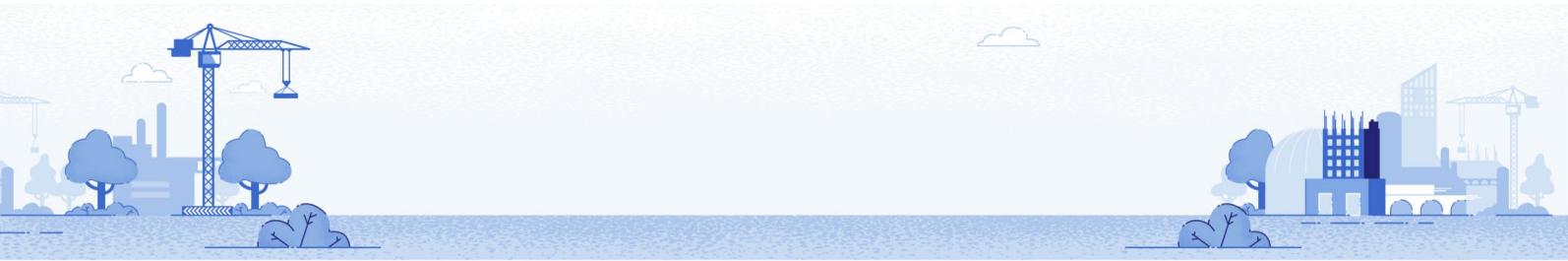
There are many benefits to encourage us to take short breaks during our working day.

- **Improve focus:** Staring at a screen for extended periods can lead to eye strain and reduced focus. Screen breaks help alleviate this by allowing your eyes to relax and reset. Try using the 20-20-20 Rule: every 20 minutes, take a 20-second break, and look at something 20 feet away. This practice helps prevent digital eye strain.
- **Better health:** Regular refreshment breaks help you stay hydrated and maintain proper mealtimes. Sitting for long periods is detrimental to our health so stretching and moving supports good physical health, aiding digestion, and keeping us energised throughout the day.
- **Stress reduction:** Regular breaks are excellent stress relievers. They provide you with an opportunity to step away from the demands of work, reducing overall stress levels.

Benefits for non-office-based colleagues

For colleagues based on our Cemex plants and quarries, our drivers, and everyone not office based, taking regular breaks is equally beneficial for our wellbeing and productivity.

- **Fatigue prevention:** Long hours on the road can lead to driver fatigue. Taking regular comfort breaks helps prevent exhaustion, ensuring safety on the road.
- **Stretch and rest:** Use your breaks to stretch your legs, relax, and rest. This can reduce muscle stiffness and prevent discomfort.



- Stay hydrated: Maintaining hydration is vital for non-office workers since dehydration can lead to reduced alertness and increased fatigue.

Here are some useful tips to help us all take regular breaks.

- Agree break times with your peers and help each other to stick to the break time you've agreed.
- Set an alarm on your phone to prompt you.
- Plan to do something in your break that you enjoy – the anticipation of pleasure will motivate you to keep to the break.
- Pay attention to any benefits you experience when you take a break – this will lodge in your mind and motivate you to take breaks in future.

Making small changes to your working day can make a big difference. Stepping away from your computer, taking your lunch break, taking a walk, and chatting with colleagues. Then stop and take notice the little differences in how you feel. This will hopefully encourage you to maintain these changes.

Introducing Cemex to Mariners of the Future



Last weekend a team from Cemex UK Marine attended the Solent University Maritime Open Day. In conjunction with our training partner, Chiltern Maritime, the team had the opportunity to discuss 'Careers at sea' with the potential next generation of ship's officers. During the day the team were able to share information about our Cemex UK Marine operations, and what it is like to have a career working in such a diverse and dynamic business within the construction industry. For the Marine team, the focus point for recruitment in the immediate future is Engineering.

In the photo, supporting on the day were (L to R) Matt Bland - Marine Superintendent Fleet Development Manager, Ben Manfield - Superintendent Engineer, Mark Williams - Fleet Engineering Manager, Andy King - Project Manager, and Craig Coates from Chiltern Maritime.

Latest Care First Seminars

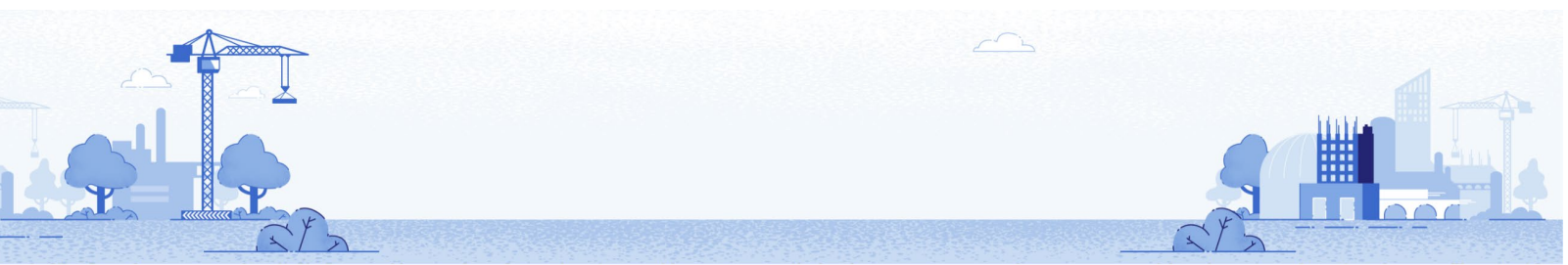
Care first Lifestyle Support SEMINARS

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 16th and 23rd 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 16th October 2023

Care first Critical Incident Support

Monday 16th October - @ 12pm

This webinar provides details of the support Care first can offer that might be relevant following a traumatic incident in the workplace.

For more information click [here](#).

To register click [here](#)

How Care first can Support You

Wednesday 18th October - @ 12pm

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

To register click [here](#)

World Menopause Awareness Day

Wednesday 18th October - @ 1pm

This webinar is in line with World Menopause Awareness Day, providing an overview to help raise awareness of the Menopause, and information on how Care first can support with concerns relating to the menopause.

For more information click [here](#).

To register click [here](#)

The Importance Maintaining Structure and Routine

Friday 20th October - @ 12pm

This webinar provides an overview of the importance and benefits of maintaining structure and a routine in day-to-day life.

For more information click [here](#).

To register click [here](#)

w/c 23rd October 2023

Financial Well-being and Advice with PayPlan (guest speaker Antony Price)

This webinar will be hosted by our guest speaker, Antony Price from PayPlan, who will be providing detailed information on how we can improve our financial wellbeing.

Monday 23rd October - @ 12pm

To register click [here](#)

How Care first can Support You

Wednesday 25th October - @ 12pm

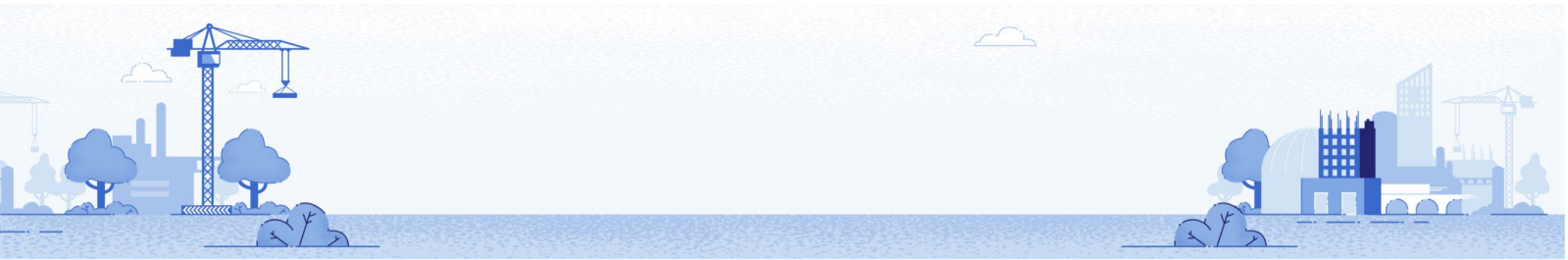
To register click [here](#)

Understanding Care First cCBT

Friday 27th October - @ 12pm

This webinar provides further information on Care first's own modular cCBT (computerised Cognitive Behavioural Therapy) course.

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 (Username: cemex Password: cemex).

Looking for Your 2023 Advent Calendar?



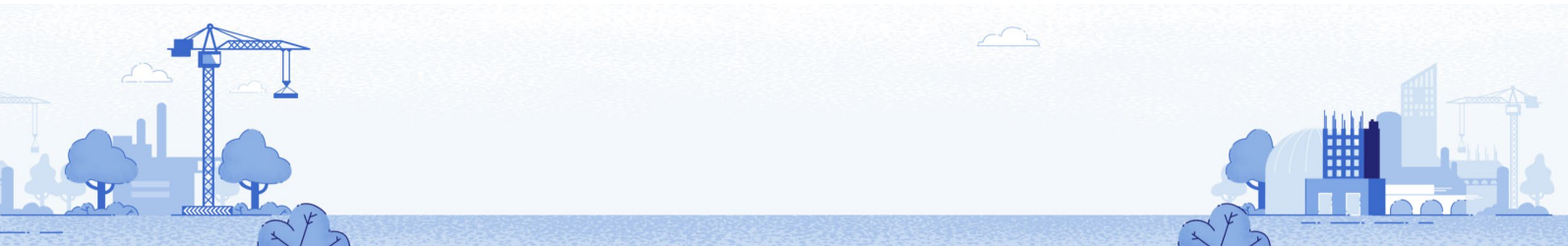
The advent calendar season has started *already* and even more of the must-have advent calendars are available now!

Our Lifestyle Platform is offering discounts to save 4.5% with John Lewis so you can find the perfect advent calendar for yourself or your family. From branded advent calendars for big kids, little kids, tea lovers, those who love a sweet treat, right through to their extremely popular John Lewis & Partners 'Beauty Advent Calendar', you'll be spoilt for choice. [View the range here](#) and save 4.5% with an eVoucher.

Don't hang about too long though, they tend to sell out super quick!

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
228-10-2023	Operations Team Leader	Materials - Readymix	Oldbury	18/10/2023
229-10-2023	Multiskilled Operative	Materials - Aggregates	Dove Holes Quarry	18/10/2023
230-10-2023	Sales Executive	Materials - Readymix	Essex/Cambs	19/10/2023
231-10-2023	Operative	Urbanisation Solutions - Building Products	Wick	19/10/2023
232-10-2023	Multiskilled Operative	Urbanisation Solutions - Asphalt	Bletchley	19/10/2023

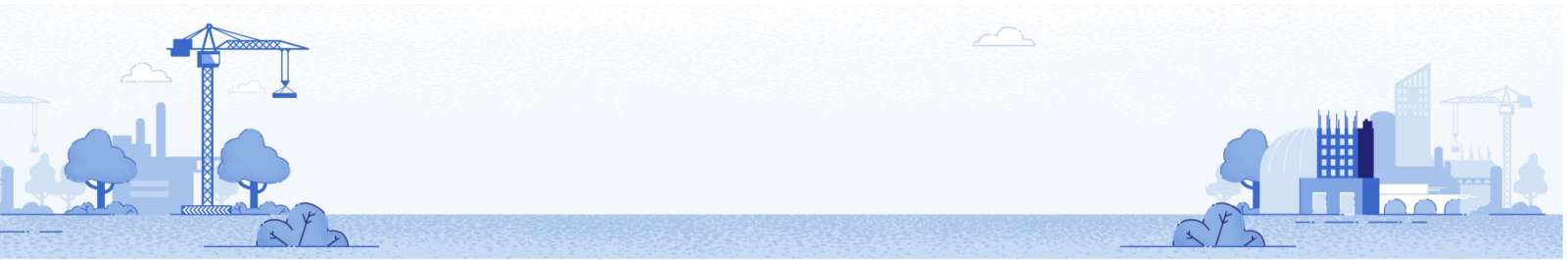


233-10-2023	Leading Hand	Urbanisation Solutions – Building Products	Wick	19/10/2023
234-10-2023	Health & Safety Advisor (South)	Health & Safety	Hub Office	20/10/2023
235-10-2023	Mechanical Shift Technician	Cement Operations	Rugby Cement Plant	23/10/2023

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@.com

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

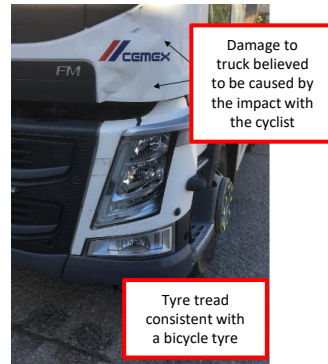


NEVER FORGET... STAY SAFE



October marks the anniversaries of two fatal road traffic collisions involving vehicles working on our behalf, Brian Riley on the 19th October 2018 and Joanna Braithwaite on the 28th October 2011.

Brian Riley was 65 years old. He was struck by a truckmixer while pushing his bike along a road. The police investigation found the driver had been using their mobile phone whilst driving on several occasions that morning; their vehicle often strayed from the correct lane and was driven at excessive speed. They failed to brake as they collided with the deceased.



After the collision, a camera captured the driver exit the cab and place a mobile phone into an external compartment, before going to check on the cyclist. The driver was sentenced to 40 months' imprisonment and disqualified from driving for five years and eight months.

Do you ensure you never use a handheld mobile phone while driving and follow the Cemex Policy on the Safe Use of Mobile Phones, only using a phone when driving if it's hands free, the call is urgent and cannot be delayed, and the duration is kept to a minimum?

Joanna Braithwaite was 34 years old and cycling to work at the local church when she was struck by a truckmixer, which turned across her path as it pulled out left at a T junction.



The driver, who was 74, had retired, but occasionally provided holiday cover for another driver. He pleaded guilty to causing death by careless or inconsiderate driving and was given an eight-month prison sentence, suspended for 12 months, ordered to carry out 240 hours of unpaid work and disqualified from driving for three years.

The investigation confirmed there were several items obstructing forward vision and view of the mirrors, including clutter on the dash, the kerbside close proximity mirror was incorrectly aligned, the rear-view camera was dirty and had an intermittent fault, and housekeeping in the cab was poor.

As a Driver, are you fit and alert, with your vehicle in good order, and do you look out for other road users, particularly those more vulnerable?



Stay alert to other road users, particularly motorcyclists, cyclists and pedestrians.



INTERNAL NPS SURVEY H2 2023

YOUR VOICE MAKES A DIFFERENCE!

How do you find all Cemex intercompany processes such as ordering and scheduling deliveries of cement, aggregates and admixtures?

LET US KNOW WHAT ALREADY WORKS WELL AND WHICH PROCESSES WE CAN IMPROVE.



We have already implemented some improvements based on your previous survey responses

- **Communication** – Weekly cross functional meetings, use of What's App groups to provide timely information and regular calls to ensure continuity of supply.
- **Collaboration** – Quarterly Supply Chain meetings introduced by market. Fortnightly Supply Chain calls to discuss operational issues, demand and stocks, along with visits from Planning & Customer Service Teams to RMX sites to build relationships.
- **Complaint resolution** – Improved the process and timeliness of feedback to internal stakeholders.
- **Use of Digital Technology** – Planning to deploy CemexGo tracking tool to give you real time visibility of Cement and Aggregate loads.
- **Investment** in RMX plants with additional Aggregate storage bays, Cement silos and Out of hours equipment.

TAKE OUR SHORT
SURVEY AND HELP
US BUILD A
BETTER CEMEX

Look for the e-mail from
customer@experience.cemex.com
with the subject
"Cemex would love
to hear from you"

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**

