

# CEMEX UK NEWS



Welcome to UK News 19<sup>th</sup> October 2023  
your weekly update from around UK

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## HEALTH & SAFETY

### Latest Global Safety Alert

# SAFETY ALERTS



The latest Global Safety Alert relates to a road traffic collision within the EMEA Region, where a truck mixer collided with an oncoming car as it crossed the opposing carriageway to turn off the main highway. Sadly, the driver of the car who was 38 years old with two children, died following the collision.

The investigation confirmed that the truck driver had a view 300 metres along the opposing lane but apparently did not see the car approaching. It has been reported that the location is a traffic incident “hot spot”, with several previous collisions at the junction.

You can read the Safety Alert at the end of this document and on the UK News download page:  
[www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

The incident reminds us of the importance of defensive driver training, and ongoing awareness raising campaigns and VFL engagement opportunities focussed on the Cemex Driving Essentials; in this case, ensuring we are Fit and Alert and effective Journey Planning are most relevant.

### The Cemex Driving Essentials:

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

Please discuss the Alert with your team members, ensuring they are aware of the Driving Essentials and understand the relevance to looking after ourselves and other road users.

The Alert should also be displayed on relevant notice boards.

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.

## Celebrating LTI Free Milestones



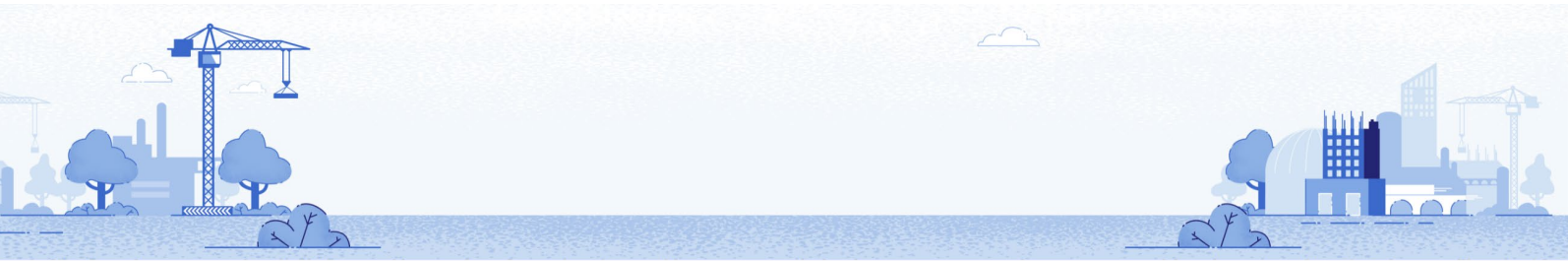
Congratulations to the Southam quarry team who are celebrating their fantastic achievement - 20 years LTI free.

Quarry Manager, John Kirby, congratulated the team: “20 years LTI free is an amazing achievement, I’m proud to be a part of the team. It’s all about the team, working day in day out with big machines, in all weathers, to meet production requirements with the manpower we have is a constant challenge. Heartfelt thanks to all involved.”

Rugby Plant Director, Phil Baynes-Clarke, congratulated the team saying: “This is fantastic news! Congratulations to the entire team at Southam for this achievement. I am very proud of you all and it demonstrates that zero really is possible.”

Also celebrating are the team from at East Leake quarry in the Midlands who are celebrating 21 Years LTI free. What another fantastic achievement.

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 objective can be met and sustained.



## Congratulations Lee and Sonny



Congratulations to Lee Wearing and Sonny Netto from the UK Health & Safety Department. They have both successfully passed their NEBOSH Diplomas (National Examination Board in Occupational Safety and Health) after an intense period of study and examinations.

The NEBOSH Diploma is recognised as the gold standard for Health & Safety professionals and is known to be a very difficult qualification to attain. Lee and Sonny spent many hours attending online lectures and studying in their own time. This qualification is a credit to them both, particularly as there was no impact on their daily work in supporting the business.

To have highly qualified Safety Advisors reaffirms our commitment to high safety standards and their knowledge and expertise will help in our journey towards zero harm.

## Safety Standdown Day Readymix Team



This week saw the Readymix North West business hold a safety standdown day for one of our mechanical engineering contractors, Volly Engineering Ltd. The day was led by Al Reaney (Cemex UK Engineering Project Manager) and Paul Cheeseman (Cemex Operations Manager) and was delivered at Volly Engineering workshop in Blackburn.

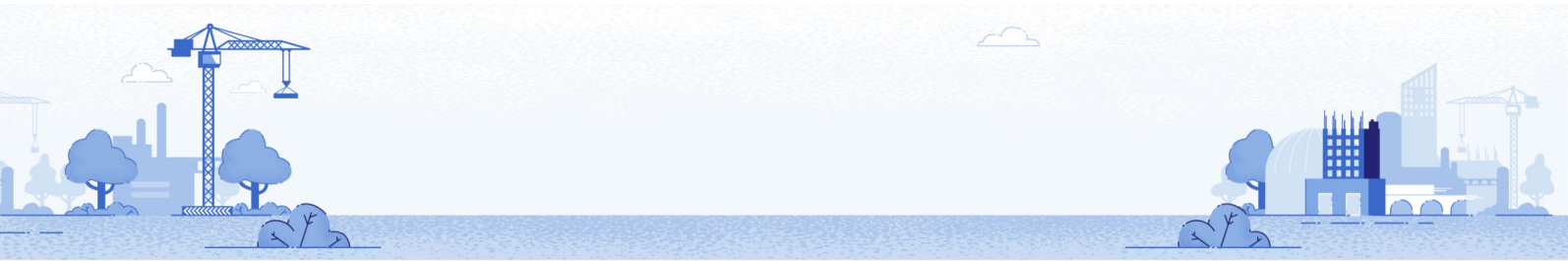
The day was organised as part of an action plan to improve contractor standards following a safety breach at Widnes plant by an employee of Volly Engineering.

Following the breach in standards, a review meeting was held with the contractor locally, with this week's safety standdown encompassing part of the action plan to ensure continuity in our working relationship with them, as a principal contractor to Cemex.

Wojciech Tomasz, Managing Director of Volly Engineering, was fully engaged in improving the standards of his employees, standing his business down for the day to ensure his entire workforce could attend. The day's topics included:

- LOTOTO (including the current 8 Steps Isolation Campaign)
- Working at height
- Lifting operations
- Cemex standards on guards, walkways, stairs and handrails

Time was also taken to allow for general discussion over our recent Safety Alerts, PPE requirements, and equipment inspections. Also, some previous engineering project reviews took place to identify continuous improvements opportunities for all parties.





## Reducing Spread of Respiratory Infections, Including COVID-19



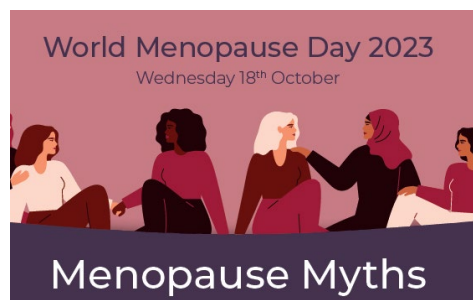
As we move into the Autumn and Winter the risk of respiratory infections increases. This is exemplified by the latest variant of COVID-19, with the number of cases and hospitalisations increasing in recent weeks and the booster vaccination programme being brought forward.

It is, therefore, timely to ensure we continue to follow good practices to keep ourselves, each other and our loved ones safe, including:

- Encouraging participation in vaccination programmes, including those for flu and COVID, where appropriate.
  - Ensuring workplaces are adequately ventilated, letting fresh air into a building helps to stop viruses spreading.
  - Keeping workplaces clean, particularly in common areas such as kitchens and toilets.
- Providing sufficient cleaning products including soap and water and hand sanitizer helps reduce the spread of infection.
  - Maintaining good personal hygiene.

Managers and Supervisors are encouraged to ensure our workplaces implement the good practices included in the UK Health Security Agency Brief Guide “Reducing spread of respiratory infections and COVID-19 at work”, Link: [Reducing spread of respiratory infections and COVID-19 at work \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

## World Menopause Day



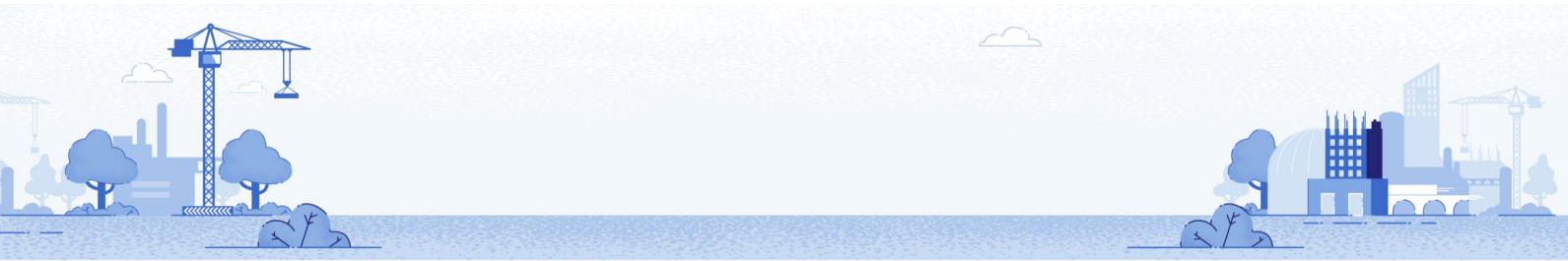
World Menopause Day is held each year on 18<sup>th</sup> October to raise awareness, break the stigma and highlight the support available for improving health and wellbeing for those experiencing menopause.



Menopause is not just a gender or age issue; it is an organisational issue which can impact colleagues both directly and indirectly. Awareness around this topic is key to reducing the stigma attached to menopause and encouraging people to talk more openly about it.

At Cemex UK, we have held seminars for those interested in finding out more about Menopause – these were very popular and we are hoping to run some further sessions in the future.

Our Lifestyle Support Platform offers a series of seminars free to access for all Cemex employees. You can join ‘**Menopause in the Workplace**’ on Thursday 2<sup>nd</sup> November at 12pm. 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](#).



There are many myths surrounding menopause – click [here](#) to access a poster to help you understand more about menopause (and to dispel a few myths). You can also find this poster 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)

You can find resources about Women’s Health, on our UK News download page – including:

- [Menopause Myths](#)
- [Information Sheet about the Menopause](#)
- [Menopause poster](#)



## CUSTOMER CENTRICITY

### Strong Teamwork Results in Successful Supply



Cemex has recently completed a major project for one of our customers, Active Tunnelling, supplying 1550m<sup>3</sup> of Readymix concrete for a major sewer project in Gloucestershire.

On the two days continuous pour all the parties involved worked together as ‘One Cemex’ to overcome some logistic challenges linked to road traffic accidents on the nearby motorway and in front of one of the plants.

The supply was promptly rescheduled in order to meet the customer’s deadlines, and in the end the team successfully managed to complete the full supply three hours ahead of schedule.

In total, five Readymix plants supplied the project, including plants further away than the ones normally supplying this site. The Concrete from further afield incorporated a set retarder (Cemex CR800) to cater for the longer travelling times. The team also managed to sell 14 sets of customer testing for this customer.

A huge well done to the whole team for pulling together to overcome the issues faced on the day and exceeding customer’s expectation.



## 2023 Cemex Superior Customer Experience Awards



The 2023 Superior Customer Experience Awards are open to register.

As we all know, taking care of our customers' needs is one of our most important goals. We make every effort to continue to care for the Customer Experience with the highest quality.

You are invited to take part in this year's Superior Customer Experience Awards, bringing us closer to our efforts in caring for our customers.

Here are the six categories of this year's awards, click the links to register:

1. [Best Initiatives Implemented](#) - Registration of initiatives is open until 27<sup>th</sup> October.
2. Vertua - [Sustainable Construction Projects Award](#) Registration of initiatives is open until 27<sup>th</sup> October.
3. Digital Marketing - [Demand Generation](#) - Registration of Digital Marketing is open until 31<sup>st</sup> December.
4. Voice of Customer
5. Cemex Go
6. Data Movers

You can register [here](#) and find full details on 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)



## FUTURE IN ACTION

### Drivers Lend a Hand



Recently a Cemex team of Logistics Supervisors and Drivers spent a fantastic day volunteering day at Hornsea Primary School.

Together, the team worked hard to clear a footpath that goes through a fairy garden which the children have been unable to access previously, and they repaired garden benches and tables that were previously unsafe to use. They also extended the existing level of the bark area to enable all the garden furniture to be safely located and utilised.

The team included Ian Phoenix, Grant Garner, Wayne Dolby, Eddie Wingell, John York and Marius Stan.





In the local area of the school, a volunteering group called the Hornsea Urban Gardeners spend time and raise funds for resources to enhance the area. They were delighted with the help from the Cemex team and posted photos and glowing thanks on their Facebook page.

The school also wrote to thank the team with a lovely email saying: "It's been amazing to see how hard your team were working once again today under the supervision and direction of Ian Phoenix. Material had been ordered and delivered to school with no financial cost to school. As you can understand we are in such a tight budget, so this was an amazing offer. The workers that came in the day are such a great role model to your company. They created a permanent seating area where pupils can relax, draw and be creative. This area is also for staff to have a mindful space to enjoy their lunch or a catch up with colleagues. A great big thank you for your hard work, materials, and time."

### Lend A Hand – Cemex UK Volunteering

A key part in building a better future for everyone and there is no better way to demonstrate this than getting involved in volunteering. For more information on volunteering contact Chiedza Mupfumira, Social Impact Specialist [chiedza.mupfumira@cemex.com](mailto:chiedza.mupfumira@cemex.com)

### Meet the Winners of the Global Water Saving Challenge



Thanks to the dedication and hard work of over 180 Cemex employees globally, we were able to save over 64,500 litres of water through the **Water Saving Challenge**. This is equivalent to filling one bathtub every day for an entire year!

To win the challenge, participants had to engage in various water-saving actions both at work and at home. The more actions a user registers, the higher their points tally.

Thank you for the dedication and hard work of all participants who took part in the challenge.

We would like to especially congratulate **winners Marcin Siekierski** - Technologist (Poland), **Bernadett Farkas** - Treasury (Hungary) and **Ethan Clarke (UK)**, Manager Carbon UK & Special Projects EU, for achieving the top three positions globally in the challenge. Moreover, the Water Saving Challenge will award additional prizes to the top three performers in each region.





## EMPLOYEES

### Breast Cancer Awareness Month – Reducing the Risk



This month, our Wellbeing Strategy Group focus is Breast Cancer Awareness.

During October we have been sharing information and resources about Breast Cancer including:

- Signs and symptoms
- Information on screening
- Advice on reducing the risk of breast cancer

You can find them all on our UK News download page [here](#).

#### **This week our focus is reducing the risk of breast cancer.**

There are many ways we can all reduce the risk of getting breast cancer. You can read more about these [here](#).

They include:

- keeping a healthy weight
- a healthy diet
- low amounts of alcohol
- being physically active
- breastfeeding
- medicines such as aspirin or anti-inflammatory drugs
- surgery or hormone treatment if you are at high risk of developing breast cancer

**Want to know more about ways to reduce risk of breast cancer?** Here are some links to supporting articles about breast cancer in the UK:

- <https://www.cancerresearchuk.org/about-cancer/breast-cancer/risks-causes/reducing-breast-cancer-risk>
- <https://breastcancerprevention.org.uk/everydaylife/>
- [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](#)
- <https://youtu.be/9jYz-qZRPi4>





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](#)

## Fernando Elected President of the GCCA



Fernando González, CEO of Cemex, has been elected as the new President of the Global Cement and Concrete Association (GCCA). The GCCA's members account for 80% of global cement production capacity outside of China and have committed to achieving Net Zero CO<sub>2</sub> emissions by 2050.

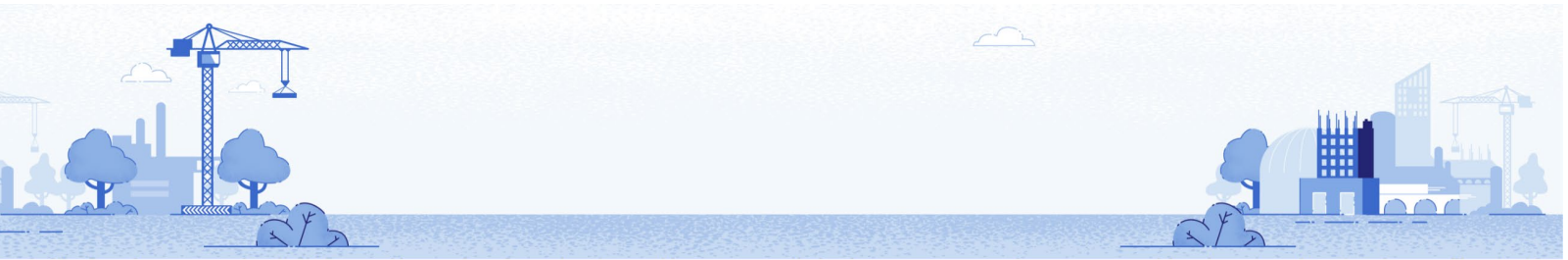
Fernando, who has served as GCCA Vice-President since 2018, succeeds outgoing GCCA President Jan Jenisch. Fernando has been CEO of Cemex since 2014; he joined the company in 1989 and has led several operational regions and corporate functions throughout his career.

"It is a great honour to be President of the GCCA, particularly as we enter this 'decade to deliver,' a period during which we must accelerate our decarbonisation efforts," said Fernando. "My number one priority as the new President of the GCCA is to collaborate closely with governments and industry to evolve the regulatory framework in ways that promote a more circular, lower-carbon economy."

The priorities for Fernando during his two-year term include:

- Encouraging regulation that diverts municipal and industrial waste from landfills to waste to energy solutions including substitution of fossil fuels in cement kilns.
- Promoting building codes and norms that allow the extensive adoption of lower-carbon cement and concrete products.
- Establishing market-driving carbon pricing mechanisms that incentivize decarbonisation and investment in carbon reduction technologies.
- Seek funding and alliances to develop new technologies that reduce carbon emissions in the cement manufacturing process and accelerate the development and scaling of carbon capture, utilisation, and storage technologies.

Fernando recently spoke at the United Nations General Assembly's Private Sector Forum and urged the public and private sectors to collaborate more closely to develop the regulatory ecosystem so that the cement industry can reach its full potential as a contributor to a carbon neutral society.



## Global Ethics Day



This week marks Global Ethics Day which aims to raise awareness about all sorts of difficult ethical issues in today's world, for example, how we treat each other and how we treat our planet.

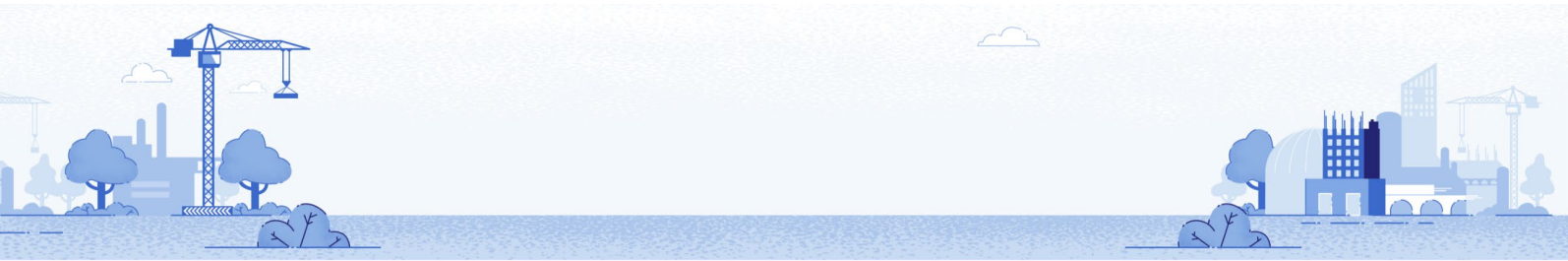
Of course, ethics is very important for all of us, in our personal lives, as well as at work. At Cemex, Our Code of Ethics underpins our company culture; it sets standards for us all, guides our decision-making and fosters a positive work environment.

### Local Ethos Committee

It is such an important cornerstone of our business that each Cemex country has a local Ethos Committee. In the UK this is chaired by Steph Horn, UK HR Director, working alongside other directors and business leaders who sit on the committee, ensuring we have a balanced and experienced group who can fully consider any issues that may be raised or need to be addressed, currently including: Lex Russell, Materials Director UK, Vishal Puri, Legal Director UK, Clare Pickering, Director R2R & Ops Support EMEA, Phil Baynes-Clarke, Cement Operations Director UK, Scott Jones, Asphalt Director EMEA Dave Hart, Supply Chain Director UK & Northern France, Rachel Saverton, Internal Control Advisor, Guillermo Garza, Enterprise Risk Manager and Liz Burns, HR Business Partner.

The committee meets quarterly, and the most important element of the committee's work is to review all complaints raised about UK ethics-related issues to ensure they are fully investigated, and appropriate actions taken. To date this year, the committee has reviewed nine cases: seven relating to employee relations, one regarding supplier relations and one about potential misuse of corporate assets. Two of these cases were partially upheld and another was fully upheld and resulted in a disciplinary sanction.

The committee also supports the roll-out of global ethics initiatives, communication, and training, for example "Doing the Right Thing" – an on-line training programme which helps us to understand our Code of Ethics better by taking us through various scenarios and giving us opportunity to consider how well the characters handle different situations and what we might do differently. We also use this forum to discuss initiatives to promote and ensure Diversity, Equity, and Inclusion (DEI), for example how best to attract more women into Cemex.



If you would like to know more about the work of the UK Ethos committee, please feel free to contact anyone on the committee. If you have any concerns about non-compliance with our Code of Ethics, please raise them with your Manager in the first instance if you can, or a member of the HR team, or raise your concerns using Ethosline.

To file a report or to make an inquiry, please reach out through:

**ETHOSline** 

**Anonymous | Confidential | Reliable**

Available **24** hours a day, **7** days a week.

Tel: 0808 234 0792 <http://wb.cemex.com/>

## Attendance at Party Conferences

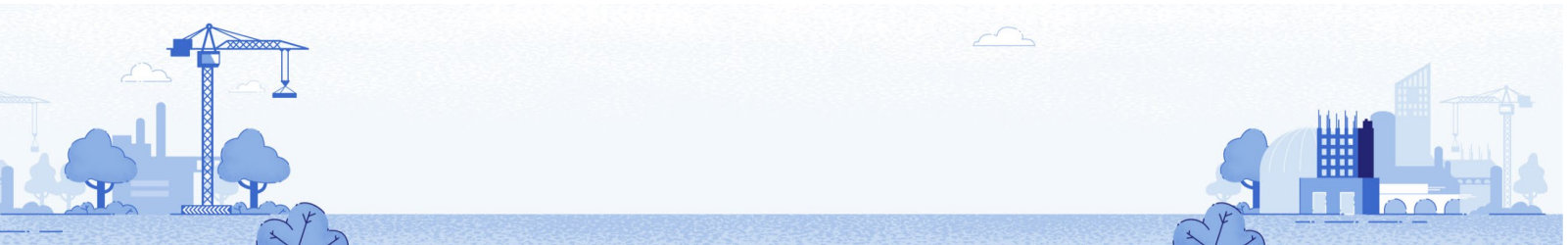


Cemex UK's Public Affairs team were delighted to be in Manchester and Liverpool over the past couple of weeks to attend both Conservative Party and Labour Party conferences.

Party conferences are a great opportunity to gauge the pulse of the national parties, giving us an understanding of the direction of policy that the government and opposition may seek, to meet with key political stakeholders from across the country, and to make the case for Cemex's business and policy priorities to political figures.

Our activities at the conferences consisted of attending fringe events, meeting industry colleagues, networking with political stakeholders and 1:1 meetings with MPs from both parties. We were also one of the select businesses to attend the business forum at Labour Party Conference.

During the conferences the team met with a variety of politicians including Shadow Chancellor of the Exchequer, Rachel Reeves, Chairman of the Conservative Party, Greg Hands, Deputy Speaker of the House of Lords, Ian McNicol, Shadow Roads Minister, Bill Esterson, MP for High Peak which includes our Dove Holes quarry, Robert Lorgan, MP for Liverpool Walton and Chair of the Mexico All Party Parliamentary Group, Dan Carden.





## 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 23<sup>rd</sup> and 30<sup>th</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 23<sup>rd</sup> 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 23<sup>rd</sup> October - @ 12pm

To register click [here](#)

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

Wednesday 25<sup>th</sup> October - @ 12pm

To register click [here](#)

#### **Understanding Care First cCBT**

Friday 27<sup>th</sup> October - @ 12pm

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

To register click [here](#)

### w/c 30<sup>th</sup> October 2023

#### **Care first Lifestyle - Your Digital Wellbeing Solution**

Monday 30<sup>th</sup> October - @ 12pm

To register click [here](#)

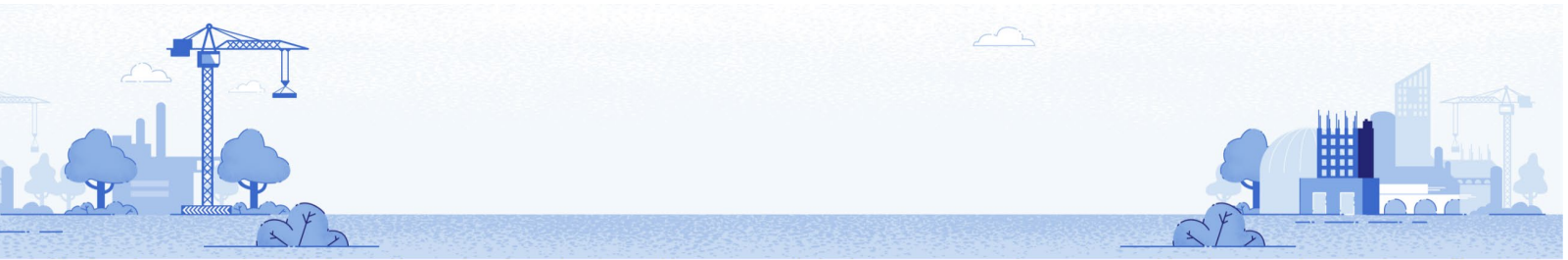
#### **How Care first can Support You**

Wednesday 1<sup>st</sup> November - @ 12pm

To register click [here](#)

#### **Menopause in the Workplace**

Thursday 2<sup>nd</sup> November - @ 12pm



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](#)

### **Stress Awareness**

Friday 3<sup>rd</sup> November - @ 12pm

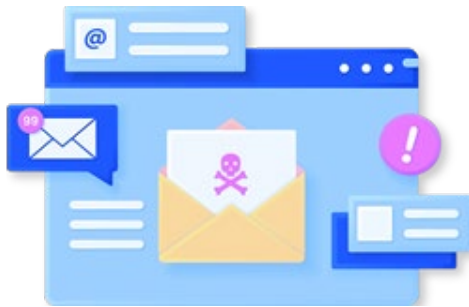
This webinar helps to raise awareness about Stress, in line with International Stress Awareness Week. We provide an overview of stress, touching on the impact on our mental health, and look at ways in which we can monitor our stress.

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).

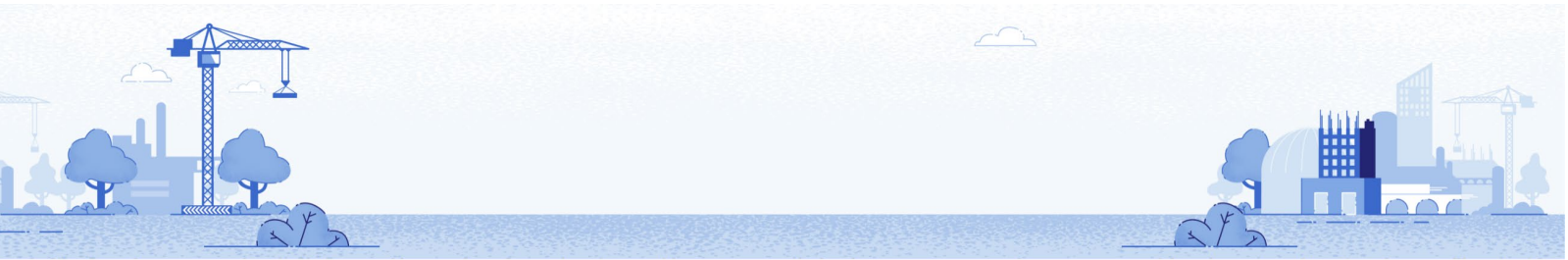
### **Phishing – Think Before You Click**



Be aware when you open emails that are "urgent" or contain unsolicited files, links, or QR codes. Every time you receive a new email, please look out for the following:

- Always check the display name to determine whether the sender's email address matches the name of the sender. In addition, review that the company's internet domain is correct.
- When you hover over a link, a small window pops up to show you where the link really goes. If the real link doesn't match the sender or doesn't match what you expect, be cautious.
- In some attacks, criminals devise subject lines that intrigue the recipient or create a sense of urgency, but the content of the email includes only an attachment or a link.

Please take a moment to watch the video [here](#) about Phishing.



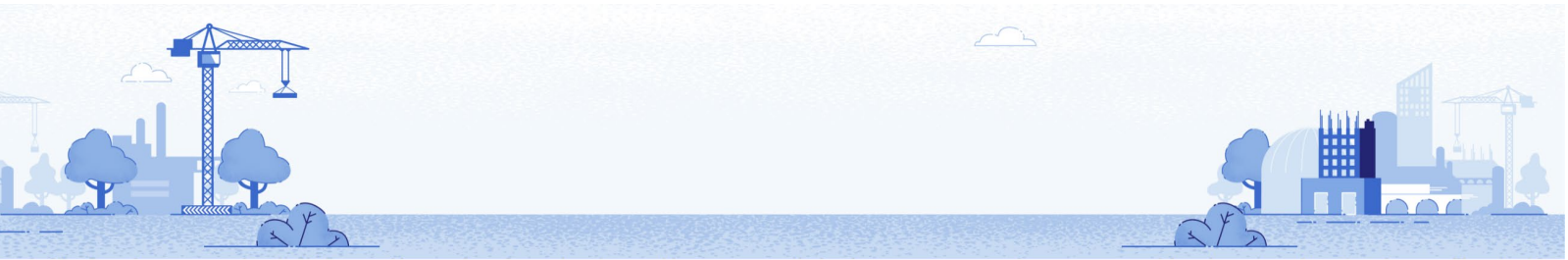
## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
236-10-2023	Analyst Corporate Affairs, Sustainability & ERM	Sustainability	Binley	31/10/2023
237-10-2023	Trainee Health and Safety Advisor	Health & Safety	Rugby Cement Plant	31/10/2023
238-10-2023	Operative	Urbanisation Solutions – Building Products	Wick	27/10/2023
239-10-2023	Quarry Manager	Materials - Aggregates	Berkswell	31/10/2023

**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](mailto:gb-communicationsandpublicaffairs@com)

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



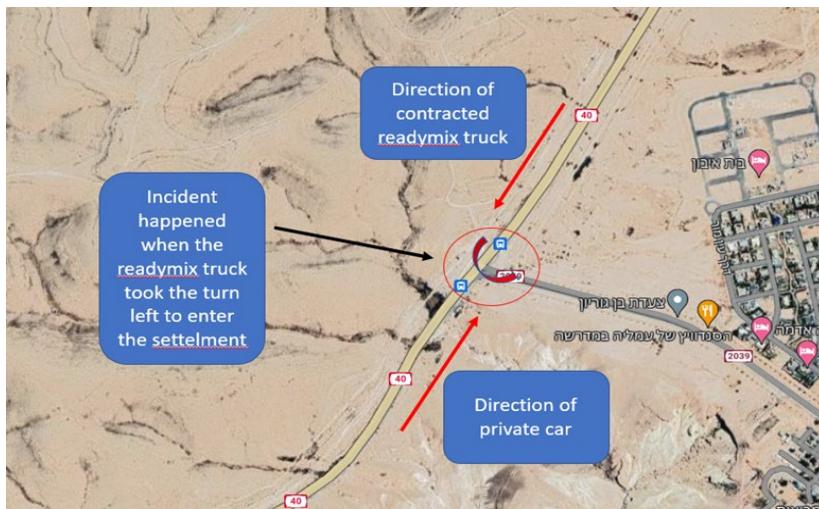


# GLOBAL SAFETY ALERT

## MEMBER OF PUBLIC FATALLY INJURED AT ROAD JUNCTION

### INCIDENT DETAILS

A contractor was driving a mixer truck on the way to a customer's site and while attempting to make a left turn into a road, a collision occurred with a private car. As he turned left at the junction and crossed the separating line of the opposite carriageway, the car, which was travelling towards the truck, was unable to stop in time.



### KEY FINDINGS

- The truck driver had a field of view of 300 metres towards the opposite lane and he said he didn't see the car approaching.
- The left turn was made without making sure there was sufficient time to complete the manoeuvre and that nothing was coming from the opposite direction.
- The junction is a traffic incident hot spot and several other incidents have occurred there.

### MANAGERS – KEY POINTS TO CHECK

- All drivers are trained in defensive driving techniques and ongoing reminders and awareness raising campaigns are in place.
- Delivery routes are assessed, there is a process to report, and where possible avoid, known problems and drivers are alerted accordingly.
- VFL exercises by leaders include discussions with drivers about safe practices, the precautions to take and the need to always be alert to other traffic.

### ALL PERSONNEL – ACTION TO TAKE

- Always be alert to other traffic and road conditions and double check it's safe to manoeuvre, especially when making turns and crossing junctions.
- Always be sure there are no other vehicles approaching and that you have enough time to turn when crossing a road, taking into consideration the length of your truck and whether you are loaded or unloaded.
- Always check which is the safest route for your trip and report any hazards that you identify.



Journey Planning



Respect the Law  
and other Drivers



Remember

# World Menopause Day 2023

Wednesday 18<sup>th</sup> October



## Menopause Myths

### Everyone will get the main symptoms

Most women will experience some menopausal symptoms. Some will get few or no symptoms, and some will experience severe symptoms. There are a wide-range of common symptoms, so if you suspect that your symptoms could be related to menopause, it's important to speak to your GP.

### Menopause happens in your 50s

Menopause is caused by a change in your body's hormones. This occurs as you get older, usually post-45. It can happen earlier or later, though, for a variety of different reasons. In other words, age is just a part of the process, and not a definitive cause.

### There are no treatments for menopause

There are a lot of lifestyle changes that you can make to ease the various symptoms of menopause, including eating well, exercising and looking after your mental wellbeing. Additionally, there are multiple treatments available, including Hormone Replacement Therapy (HRT), which is a safe and effective treatment for most.

### Menopause is just a physical condition

Most people are familiar with the common symptoms like hot flushes and mood swings. But did you know that menopause also affects mental health? It can lead to conditions such as low mood and anxiety, as well as memory problems and brain fog.

### WATCH: Menopause Myths

Learn more about menopause and the various myths surrounding it. Scan the QR code to see the video.

Or visit <https://youtu.be/uol9wrUZwHM?si=zjtaPCBXsWRbXpSC>





## 2023 Superior Customer Experience Award



*Dear Colleagues,*

*As we all know, taking care of our Customer's needs is one of our most important goals, giving direction to our daily work.*

*We make every effort to care for our Customer Experience with the highest quality of service.*

*On this occasion, I want to invite you all to take part in **this year's Superior Customer Experience Award**, bringing us closer to our efforts in caring for the Customers.*

*We all take part in this process, proving every day how important our values are.*

*Sergio Menendez  
President Region EMEA*

### CURRENTLY OPEN REGISTRATIONS:

#### BEST INITIATIVES IMPLEMENTED



We recognize actions that **improve moments along our Customer Journey** directly or indirectly, shifting our center of gravity towards our customers and inspiring our peers to do so. English is the preferred language, but if you're having any trouble with it, please don't hesitate to contact the Customer Experience team.

**Registration of initiatives is open until October 27.**

[REGISTER HERE](#)

#### VERTUA



The Vertua Award aims to recognize commercial teams who **transform customer projects into sustainable ones** and **sell more Vertua products**.

**Registration of Sustainable Projects is open until October 27.**

[REGISTER HERE](#)

#### DIGITAL MARKETING



This award recognizes the very best **Demand Generation Campaigns**: Customer-Based campaigns, Lead Acquisition campaigns, and Brand Positioning & Awareness campaigns.

**Registration of Digital Marketing is open until December 31.**

[REGISTER HERE](#)

**VISIT OUR HUB TO LEARN MORE ABOUT THIS YEAR'S CATEGORIES!**



[CLICK HERE](#)





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**

