



UK NEWS



Welcome to UK News 2nd November 2023
your weekly update from around Cemex UK

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HEALTH & SAFETY

5 Years Fatality Free



A message from Lex Russell, Chair of the UK H&S Committee

Last week marked the 5th anniversary of our last work-related fatality - an incident where a member of the public, Brian Riley, died when he was struck by a Readymix truck as he pushed his bike along the side of a road.



We work in an age where, rightly so, the expectation is that no one should lose their life at work. However, to put this fatality-free achievement into context, in the previous 10 years there have been 15 deaths, including the six crew of the chartered vessel, MV Swanland, which sank off the coast of North Wales. In a world where there are many distractions and demands on our time, I would ask you to please continue doing all you can to look after yourself and each other by following our Safety and Driving Essentials, Take 5 to ensure you always STOP & THINK before starting a new task, STEP IN if you see anything you think may be unsafe, and ensuring you look after your health and wellbeing.

I strongly believe that because of your leadership and commitment to making safety the number one priority, our culture has improved greatly in the last five years. Thank you for all your efforts.

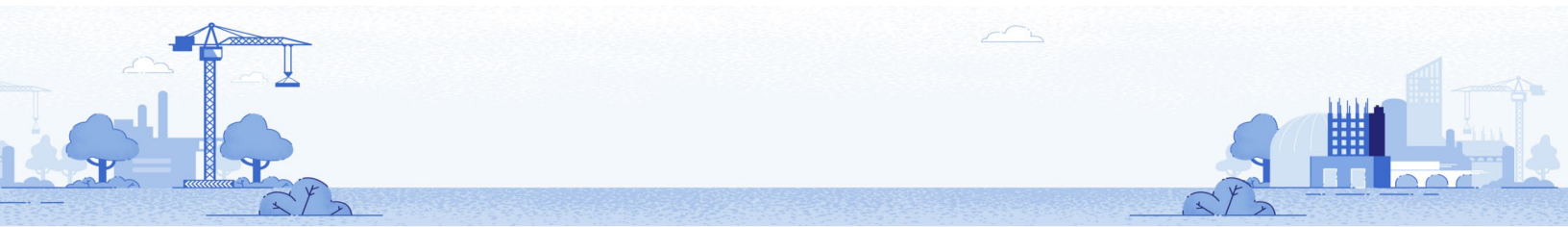
Please continue to prioritise health and safety above all else, to ensure we do all we can to build on our Zero4Life performance.

Latest UK Safety Alert



The latest UK Safety Alert relates to a High Potential (HiPo) Incident in the UK where a hinged discharge chute on a concrete plant collapsed - thankfully, there were no injuries.

The Alert outlines several learning points, which are relevant across our operations, including:



- **Inspection Schemes** – Do we ensure inspection schemes are robust and incorporate all relevant equipment, including Statutory Examinations of, for example, lifting equipment and pressure systems?
- **Risk Assessments / Safe Systems / Operators Manuals** – Have Risk Assessments and Safe Systems of Work been developed based on manufacturer's instructions? Are user manuals available for reference?
- **Suspended Loads** – Is access beneath suspended loads restricted, preferably with physical barriers?
- **"Line of Fire"** – Is everyone aware of the importance of keeping out of the "Line of Fire"?
- **STOP & THINK / STEP IN** – Do we **Take 5** before starting a new activity and **Take 5 Together** if we see anything that may be unsafe?

Please review the Alert with your teams as appropriate, encouraging discussion about whether any of the learning points are relevant to local operations and if additional controls are required. You can find the Alert at the end of this document and on the UK News website: www.cemexuknews.co.uk/downloads

Please share the Alert on all workplace notice boards.

Thanks go to the Readymix team for reporting the HiPo incident and sharing the Alert, thereby giving us all the opportunity to take preventative action, minimising the potential for future injuries.

Health and Safety information and resources can be found at the following location:

<https://cemex.sharepoint.com/sites/UKHealthandSafety/SitePages/Safety-Alerts.aspx?web=1>

Building Products Rail UK Celebrate

Congratulations to the team at Building Products Rail UK who have celebrated 7 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.



Securing Our Vacant Estate



Maintaining the security and safety of our vacant estate is a constant challenge. Urban explorers, cold water swimmers, parkour free runners, would-be thieves and the general (mis)adventure of youth have all posed difficulties across our wide variety of sites.

The UK Security team, in partnership with Site Management, and external suppliers of guards and canine patrols, recently spent a significant time at our mothballed cement plant in South Ferriby.



Amongst a variety of physical security measures, over 100 'tamper evident' TESA labels have been deployed to doors and windows. These bespoke designed labels, bearing unique serial numbers, provide 'at a glance' reassurance of the continuing integrity of access and egress points to all sorts of outbuildings and storage units. The robust stickers can be deployed across a variety of surfaces, indoor and outdoor, and will clearly display a 'VOID' warning if they are tampered with.

If you're managing a site with disused outbuildings or simply need to demonstrate a door or window has not been breached, reach out to the UK Security team for further advice.

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

Winter Driving Safety Tips



Most of us drive, whether as part of our job role, for our commute or simply for a personal trip. As the winter months become embedded, temperatures and weather conditions will deteriorate. Therefore, we need to make sure we are ready for winter; breakdowns are more common in the winter and road conditions can be really challenging, especially when snow and ice strike.

Many people underestimate the significance of seasonal changes on the driving environment and carry on driving without reminding themselves of the potential hazards.

Two of these hazards are:

- Reduced grip due to ice, snow and rain – stopping distances are greatly increased.
- Reduced visibility due to fog, sleet, snow or even low winter sun.

How to manage these potential hazards:

- To increase stopping distance, increase the gap to the vehicle in front of you (even when other drivers pull into that gap). This should be double the gap you normally give – for icy or muddy roads, make it more.
- Check your tyre tread depth. Stopping distance increase with reduced tread depth. Have you checked your tyres lately? Ideally in winter, tread depth should not go below 3mm.

Some tips for before and during your trip:

- Check your vehicle: lights, tyres, wipers, anti-freeze, engine coolant, screen wash etc.
- Carry an emergency winter car kit.
- Plan your journey.
- Ensure sufficient rest and check weather and road conditions regularly.
- Reduce travel distances and increase fatigue breaks.
- Adjust your driving to the conditions.
- Plan for slower journey times – allow time for vehicle checks / demisting.
- Stay off the roads in severe weather and stay on main roads where possible, these are the roads which are likely to be gritted.



Please share our Winter Driving Tips poster with your teams and notice boards and Drive to Arrive Safely. You can find the poster at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Action for Happiness – New Ways November



A great way to boost resilience and feel happier is to try a new activity or take a different approach.

Why not download this month's New Ways November – Action for Happiness calendar, for some great ideas of new things to try. Each day they give you a little task to try and complete. It could be anything from 'Do something meaningful for someone' to 'Share an inspirational quote'.

You can find the calendar at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

You can also watch Vanessa Kings' video explaining New Ways November [here](#).

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

Can You Improve Your Self Care?



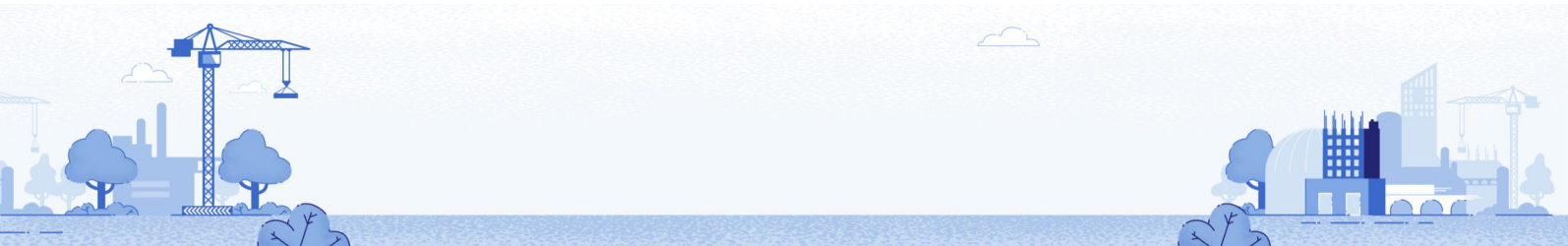
Next week is **Self Care Week**, an annual UK event that raises awareness of what we can all do to improve our physical health and mental wellbeing.

The campaign is aimed at empowering individuals to **self-care** as it has many benefits for short term and long term health. This is important since people are living longer, but not necessarily in good health. Helping people to look after their own health and their family's health also helps to manage demand on health services.

The theme this year is "Mind & Body" and you can find lots of resources on the Self Care website [here](#).

Here are some tips to consider for your own self care:

- Good nutrition and regular exercise to support general wellbeing and help maximise people's immunity.
- Adopting positive lifestyle choices.
- Increasing health literacy levels in the community and in schools.
- Supporting mental wellness by keeping connected, ensuring a sense of perspective, and taking further steps to maintain health.
- Understanding how to manage minor and long term health conditions.
- Taking vitamin D supplements, particularly important for those unable to go outside.



In the download section of the UK News website: [Exercise Self Care for Life - what to keep in your medicine cabinet \(903 downloads\)](#) and [Exercise Self Care for Life - which symptoms your local Pharmacist can help with \(900 downloads\)](#) you can find some excellent advice about what to keep in your medicine cabinet, and which symptoms your local pharmacist can help with.



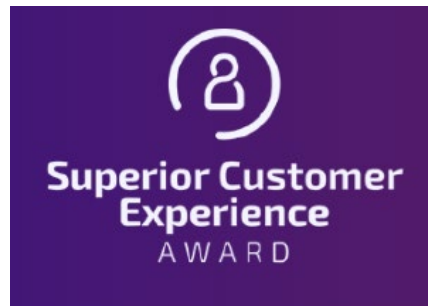
CUSTOMER CENTRICITY

Register Now for the 2023 Cemex Superior Customer Experience Awards – Dates Extended!

The 2023 Superior Customer Experience Awards are open to register – please take note of the new deadline dates.

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 **10th November**.
2. Vertua – [Sustainable Construction Projects Award](#) Registration of initiatives is open until **10th November**.
3. Digital Marketing – [Demand Generation](#) – Registration of Digital Marketing is open until **31st December**.
4. Voice of Customer
5. Cemex Go
6. Data Movers

You can register [here](#) and find full details on the poster on the UK News download page: [here](#)

Are You Ordering Admixtures?



Our Cemex UK Admixtures factory is located at our Rugby Cement Plant site where the Production team manage orders, produce and distribute the Admixtures.

We are pleased to say our most important customers are our internal colleagues and the Sales team in your area would love to hear from you. If you need any information about new or current products or would like any assistance, then please contact the Sales team or Kirsty Trundley who would welcome your call.



Please order through the factory on 01788 575850, where the Production team will take your order and advise estimated delivery times. **Please remember to allow 5 working days from the date of ordering.**

Here's a quick reminder of our Admixtures teams:

- Kirsty Trundley – Admixture Sales Administrator
- Ryan Eyre – South West
- Phil Scarlett – East Midlands, West and East Yorkshire
- Neil Mudie – South East
- Suky Bharth – North West, West Midlands, Cumbria
- Adrian Snewin – Admixture Sales Liaison Technician

Technical Team

- Paul Griffin – Admixture Technologist at Southam
- Iwan Morgan – Admixture Laboratory Technician Southam

Production team

- John Ryan – Factory Production Control Supervisor at Rugby
- Taran Gurskyj – Admixture Factory Operative at Rugby



FUTURE IN ACTION

Why Climate Action Matters

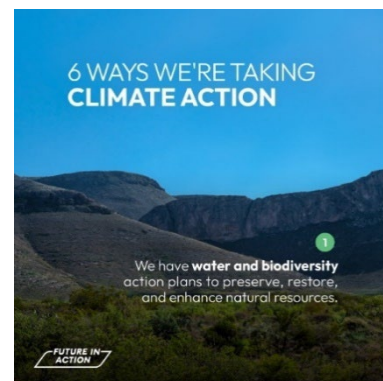
Climate Action Day is a great opportunity to look at how Cemex is addressing one of humanity's most pressing issues: **climate change**.

Guided by our commitment to building a better future, we stand at the forefront of this movement, dedicated to reducing our carbon footprint and positively impacting the environment. We aim to bridge the gap between urbanisation and environmental responsibility through our construction products and building solutions.

Our Future in Action program is our roadmap toward sustainable excellence.

With a focus on climate action, circularity, and natural resource management, our primary objective is to transform into a net-zero CO₂ company. As active members and leaders within industry associations, such as the Global Cement and Concrete Association (GCCA), we advocate for the essential role of concrete in sustainable construction.

The articles below offer insights into our ongoing work, emphasising the importance of collaborative efforts on **Climate Action Day** and beyond as we guide society toward a more sustainable future.



- [Cemex's partnership with Silverwoods helps close the loop and upvalue nearly 130,000 tons of By-Pass Dust for agricultural purposes](#)
- [Incorporating gas and electric vehicles in Colombia \(cemex.com\)](#)
- [Our most recent visit to El Carmen Nature Reserve \(cemex.com\)](#)
- [Shifting from Linear to Circular Economy: A global perspective \(cemex.com\)](#)
- [Strengthening our electric vehicle fleet in Germany \(cemex.com\)](#)
- [Cemex's water preservation goals for 2030](#)

Don't Leave Your Pumpkins Out After 31st October!



With Halloween just behind us please remember to bring your pumpkin inside once the festivities have concluded.

Over recent years we have seen an increase in social media posts encouraging people to feed wildlife with left over pumpkins. Whilst, of course, they are left with the best of intentions, such actions pose a very real threat to some wildlife. Any food item that is not part of a

natural diet has the potential to cause harm in a variety of ways, however, more specifically pumpkins are extremely problematic for the already threatened hedgehog.

Hedgehogs have to lay down considerable fat deposits to survive hibernation and unfortunately pumpkin acts as a laxative which results in a loss of condition. A loss of condition at this time of the year is extremely unlikely to be reversed, especially in hoglets, often leading to death during hibernation.

If you have left over pumpkins you might want to consider offering them to a local animal rescue centre or alternatively leave them in a high location in your garden for birds and squirrels to enjoy for a few days, though remember to remove them before they begin to rot!



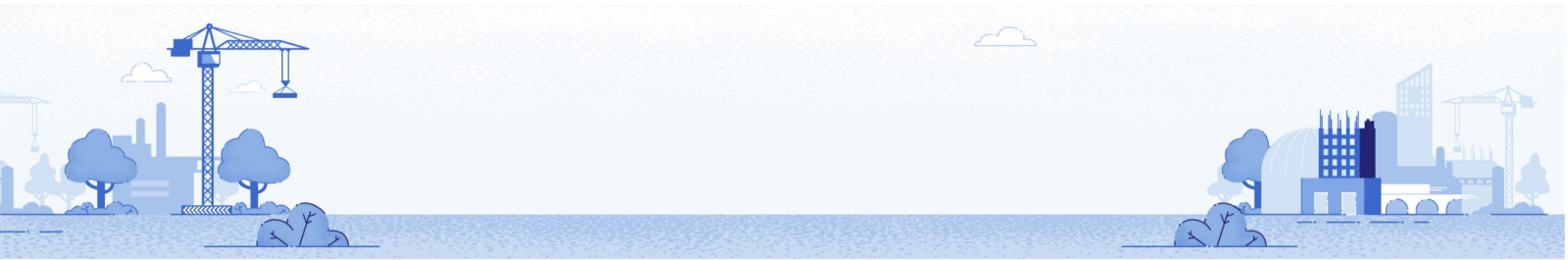
PROFITABILITY

Major Refurbishment Completed at Angerstein



The team at Angerstein Wharf, close to the Thames barrier in London, has recently completed phase one of a major project to replace the enormous tripper conveyor, which offloads sand and gravel from ships, into the plant.

The aging conveyor was replaced with a new steel structure over two ten-day shut down periods. The project was amazingly completed ahead of schedule, under budget and with no effect on sales – all due to a fantastic 'One Cemex' cross team working together.



Congratulations and well done to everyone involved in the completion of this project.



EMPLOYEES

Your Chance to Have Your Say... Coming Soon



Our 2023 Global Workforce Experience (WE'X) Pulse Survey is launching on Monday 6th November.

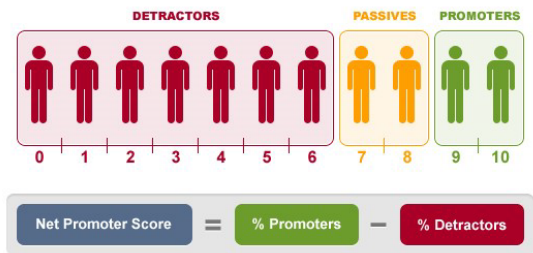
This is your chance to have your say about working for Cemex. The survey will open from Monday 6th November until Friday 17th November, it will contain 13 questions and should take around 8 minutes to

complete. It's confidential and all employees across Cemex UK are invited to complete the survey. You will be able to access the survey either by the personalised link sent to your Cemex email address, or by QR code and via URL on any smart device or computer (for those without a Cemex email address).

It is administered by a third-party company called Qualtrics, so **please look out for the email from workforceexperience@qualtrics-survey.com**

A Key measure of the WE'X Pulse Survey is Employee Net Promoter Score (eNPS) – here's how it works

It works by subtracting the percentage of detractors from the percentage of promoters. The diagram to the right demonstrates how the scoring system works in terms of identifying promoters and detractors.

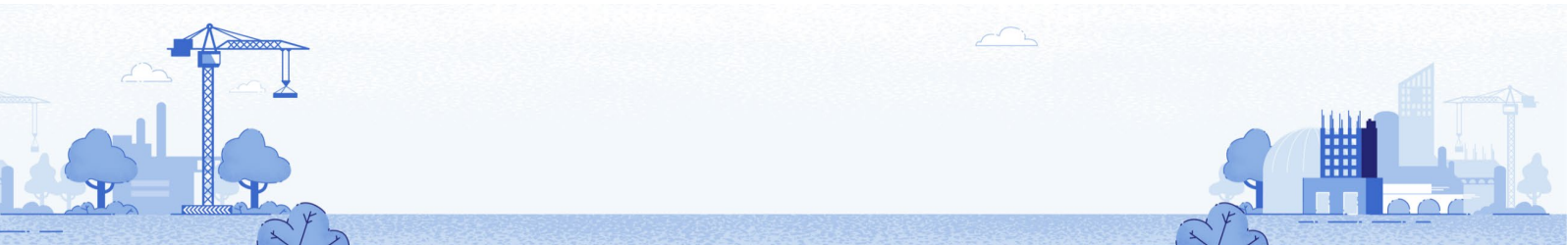


Only scores of 9 or 10 (which are classed as 'promoters') and scores of between 0 and 6 (which are classed as 'detractors') are used when calculating our overall eNPS score. Scores of 7 or 8 (which are classed as 'passives') are not included in the calculation.

Cemex UK 2023 Highlights

We would also like to take this opportunity to remind you of some of the Cemex UK highlights from 2023 and to thank you for your efforts in contributing to these throughout the year.

UK CEMEX 4YOU	5 years Fatality free in the UK	£100m investment in the UK	+70% alternative fuels at Rugby
98% of UK sites Lost Time Injury (LTI) free	+70% on site improvements	-45% CO2 reduction in the UK (since 1990)	
in 2023 Competitive salary review to support with cost of living and online payslips for all	49 Internal job promotions	72 Customer Net Promoter Score for Q3 Our best ever feedback (+15 since Q2)	829 Lend-a-hand volunteering hours across our local communities
16,500 Training hours	17% of our workforce represented by women (+1% on 2022)	+500 Colleagues attended our UK Roadshows with Lex Russell	+10 New wellbeing campaigns (inc. menopause awareness, men's health and work life balance)



Your chance to have your say

This is your chance to have your say, so be sure to complete the survey from Monday 6th November 2023 and help us to better understand what we're doing well and where we can make improvements – together we can create a positive change.

Movember: Changing the Face of Men's Health



Movember is a global movement that raises awareness and funds for men's health issues, including prostate cancer, testicular cancer, and mental health and suicide prevention.



Men are dying too young, and the Movember campaign is working to change that. Men's health issues are often overlooked and misunderstood, but Movember is helping to break the silence and raise awareness of these important issues. By getting involved in Movember, you can help to make a difference in the lives of men everywhere. You can help to fund research into new treatments and cures for prostate cancer and testicular cancer, and you can help to provide support to men with mental health problems.

During Movember, men grow moustaches (or Mo's) to raise awareness and money for these important causes. Women can also get involved by supporting the men in their lives, or by becoming 'Mo Sistas' and raising funds themselves.

Movember UK has raised over £400 million since 2003, funding more than 1,200 innovative men's health projects across the UK. This funding has helped to improve the diagnosis and treatment of prostate cancer and testicular cancer, and to provide support to men with mental health problems.

How you can get involved in Movember

Grow a Mo: If you're a man, grow a moustache for the month of Movember. You can register on the Movember website [here](https://www.uk.movember.com).

- Move for Movember: If you're not able to grow a Mo, you can still get involved by moving for Movember. This could involve running, cycling, swimming, or any other form of exercise. You can set yourself a challenge, such as running a 5K race or cycling 100 miles, and ask your friends and family to sponsor you.
- Host a Mo-ment: Host a fundraising event for Movember, such as a quiz night, a karaoke evening, or a bake sale.
- Donate: If you can't grow a Mo, move for Movember, or host a Mo-ment, you can still support the campaign by donating.

On Friday 10th November - @ 12pm you can tune in to a Care First webinar about **Movember - Men's Mental Health Awareness**. This webinar is in line with Movember and aims to raise awareness about Men's Mental Health and the support available through Care first. To register click [here](https://www.carefirst.co.uk)

We have also shared some posters with details on how to grow a mo, how to support the campaign and some further Men's Health resources – please take a look [here](https://www.carefirst.co.uk).



Here are some further links to help you support Movember UK:

- Movember UK website: <https://uk.movember.com/>
- Movember UK fundraising page: <https://uk.movember.com/get-involved/fundraising-resources>
- Movember UK Move for Movember page: <https://uk.movember.com/>
- Prostate Cancer UK Movember page: <https://prostatecanceruk.org/about-us/movember/>
- Testicular Cancer UK Movember page: <https://uk.movember.com/mens-health/testicular-cancer>

Marine Academy

The Marine team in the Southampton, UK office have developed a Marine Academy space in what was an under-utilised part of the building.

The Marine Academy provides facilities for individual or small group training in several areas, including health & safety, and Operational Excellence. The facility can be made available to other parts of the business when it is not being used.

The computer systems were refurbished from equipment removed from the Welsh Piper prior to sale, keeping cost to a minimum and reducing electronic waste.

The computers are isolated from the Cemex network to ensure cybersecurity and allow a fast connection for online training without affecting other office users.



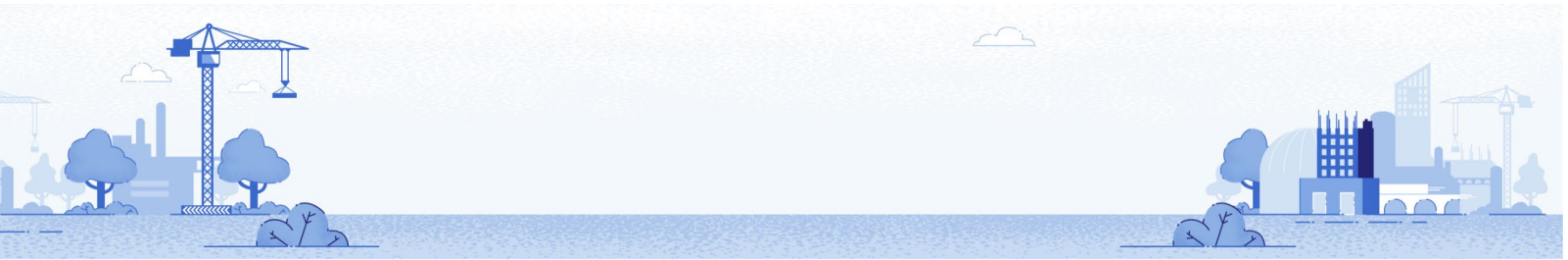
Alex Completes Apprenticeship



At Cemex the development of our teams remains an important focus. One way we are doing this in the UK is through our Technical Apprenticeship Programme. We offer both L3 and Degree level apprenticeships through Tiro, working to blend academic and workplace experience to build a career in materials technology.

Back in 2022 we shared how Alexander Dale was the first apprentice to join the programme and we are delighted to now share that Alex has completed the Cemex L3 Technical Apprenticeship, in just 12 months, the shortest time this can be achieved. Alex has already embarked on his four year Degree Apprenticeship, working towards a long career with Cemex.

Mike Higgins, UK Technical Manager, said: “Congratulations Alex, the skills learned are already making real a difference in your day-to-day work. Keep up the good guys and well done Alex.”



15 Years Long Service for Tomasz



Congratulations goes out to Tomasz Kulla, Bosun on board Cemex Go Innovation, who celebrated his 15 years Long Service Award in the company, on 15th October 2023.

Well done Tomasz on your achievement!

Image: Tomasz in the Chair with Captain Tom Breen and Crew

25 Years Long Service Awards



We would like to send huge congratulations and thank you to the following colleagues who are all celebrating 25 year long service milestones in October 2023.

We appreciate all your contributions and hard work over the years:

- Paul Brecht, Process Controller, Warwickshire
- David Bold, Asphalt Plant Manager, Liverpool
- Tony Jackson, Plant Manager, West Yorkshire

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 through November.

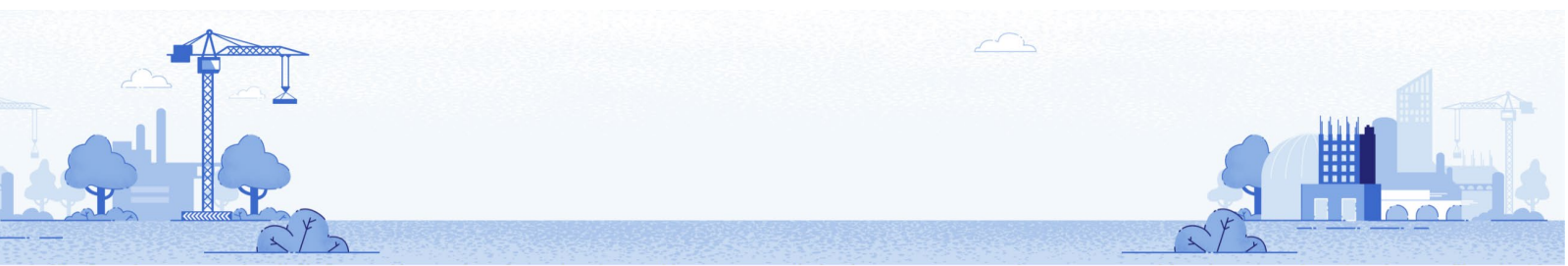
You can find links to all previous seminars on the weekly calendars shared on the UK News download page [here](#).

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

w/c 6th November 2023

What is Short Term Solution Focused Counselling

Monday 6th November - @ 12pm



This webinar provides further information on short term solution focused counselling and 'in the moment' support provided by Care first.

To register click [here](#)

How Care first can Support You

Wednesday 8th November @ 12pm

To register click [here](#)

November – Men's Mental Health Awareness

Friday 10th November – @ 12pm

This webinar is in line with Movember and aims to raise awareness about Men's Mental Health and the support available through Care first.

To register click [here](#)

[w/c 13th November 2023](#)

Kindness and Mental Health

Monday 13th November – @ 12pm

This webinar is in line with World Kindness Day and aims to discuss the importance of kindness on our mental health.

For more information click [here](#).

To register click [here](#)

How Care first can Support You

Wednesday 15th November – @ 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](#)

Care first Management and MHFA Support

Friday 17th November – @ 12pm

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

To register click [here](#)

[w/c 20th November 2023](#)

What to Expect when you call Care first

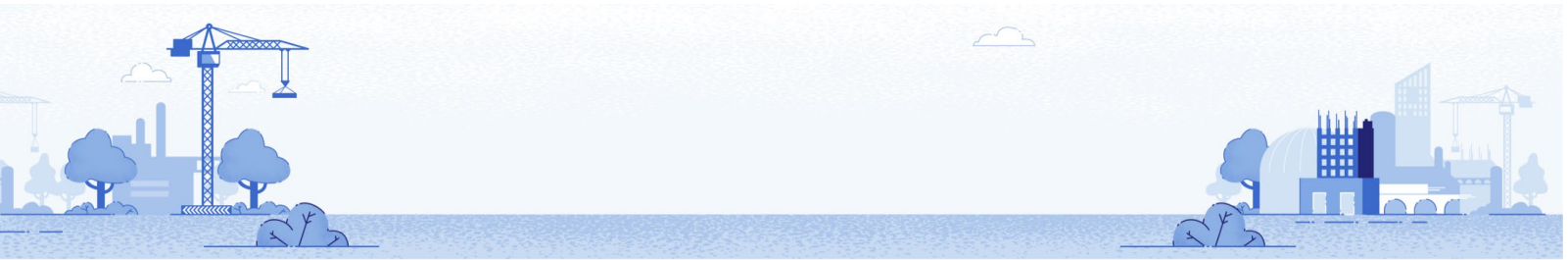
Monday 20th November – @ 12pm

To register click [here](#)

How Care first can Support You

Wednesday 22nd November – @ 12pm

To register click [here](#)



Understanding Domestic Violence

Friday 24th November - @ 12pm

A light touch session on domestic violence, noticing the signs and how you and Care first can support those affected. This webinar is in line with the 16 Days of Action Against Domestic Violence which starts on 25th November.

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).

Lifestyle Platform – Firework Frenzy



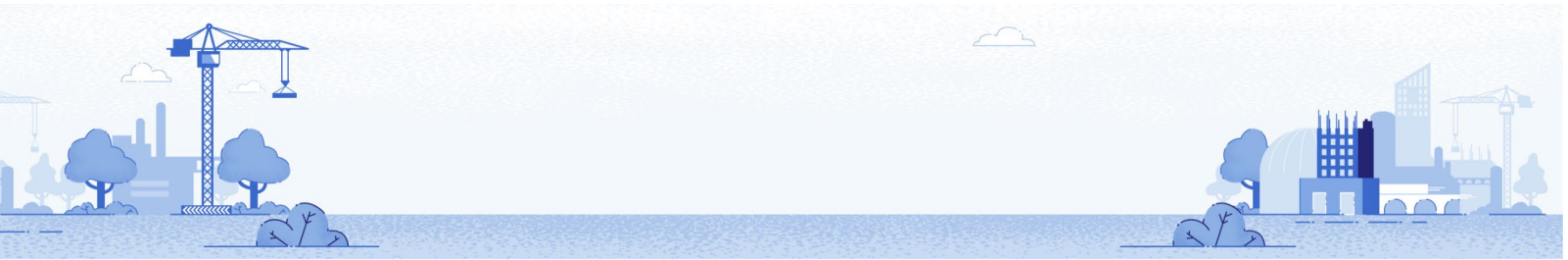
Until 5th November 2023 you can make explosive additional savings at 15 fab retailers via your benefits platform. A good opportunity to start your Christmas shopping!

What's more? If you spend over £50 on any of our participating Firework Frenzy retailer eVouchers throughout the week, you will also be entered into a prize draw to win a £500 hotel stay voucher supplied by Buyagift.com! Terms & Conditions apply.

Visit your benefits platform for more info [here](#)

Here are some of the participating retailers:

- Tesco
- Airbnb
- Halfords
- Lastminute.com
- Clarks
- Costa Coffee
- Carpetright
- Wickes
- The White Company
- The Dining Out Card
- Laithwaites Wine
- Sky Store
- National Book Tokens
- GoApe
- Pooch & Mutt



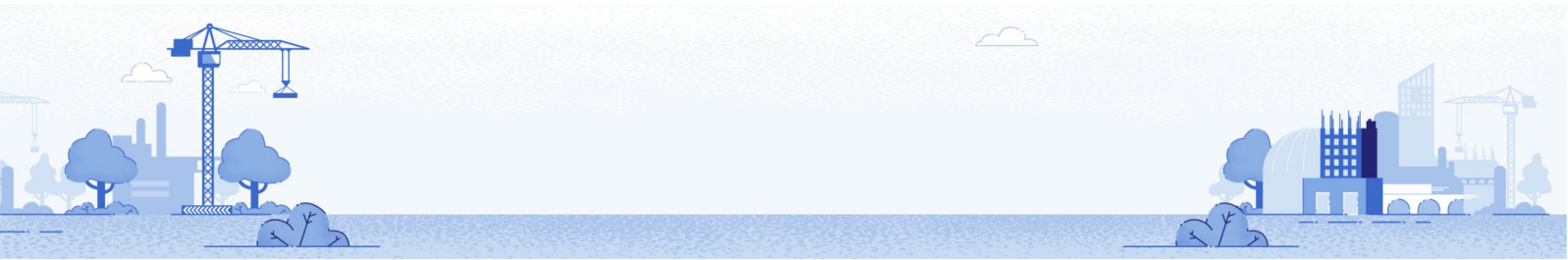
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
240-10-2023	Technical Administrator – (Fixed term contract role for 12 months)	Materials – Quality and Product Technology	Binley	06/11/2023
241-10-2023	Operator/Maintainer	Cement Operations	Rugby Cement Plant	06/11/2023
242-10-2023	Plant and Field Technician	Materials – Quality and Product Technology	Moreton Valence	07/11/2023
243-10-2023	Regional Environment Manager	Sustainability	Binley/Hub Office	07/11/2023
244-10-2023	Internal Control Advisor	GES	Binley	08/11/2023
245-10-2023	Financial Accounting Manager	GES	Hub Office	08/11/2023
246-10-2023	Sales Executive – (Maternity cover for up to 12 months)	Materials – Aggregates	North West	10/11/2023
247-10-2023	Relief Plant Manager	Materials – Readymix	Hereford	05/11/2023

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.

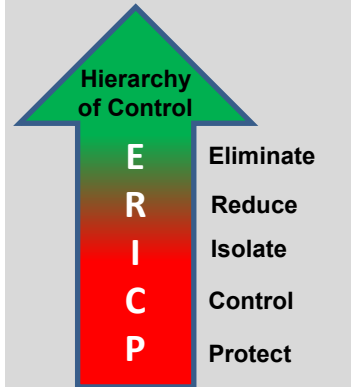


SAFETY ALERT

HIPO – MECHANICAL FAILURE OF READYMIX PLANT

UK SA07/2023 – 30.10.23

Display Until
30.11.23



DETAILS OF THE INCIDENT

The discharge cone on a RMX plant was being lowered for cleaning purposes. The cone, which is attached to a frame, was released from its four locating pins. The Plant Manager lowered the cone until it was resting on the winch and two hinge pins in the cleaning position. He had walked away to get tools to clean the cone when he heard a loud crash. He returned to the loading area to find the frame and discharge cone had fallen to the ground; it is estimated that the combined weight of the assembly was 350kg. Initial investigations indicate that the split pins had sheared off the pivot point, combined with possible distortion in the frame, which allowed movement and the frame to detach from the pivot point. Fortunately, the Plant Manager was not in the line of fire when the failure occurred.

KEY FINDINGS

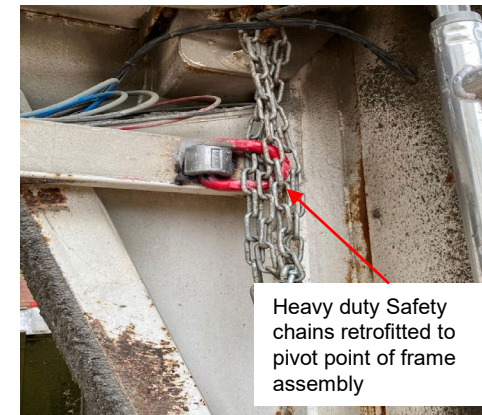
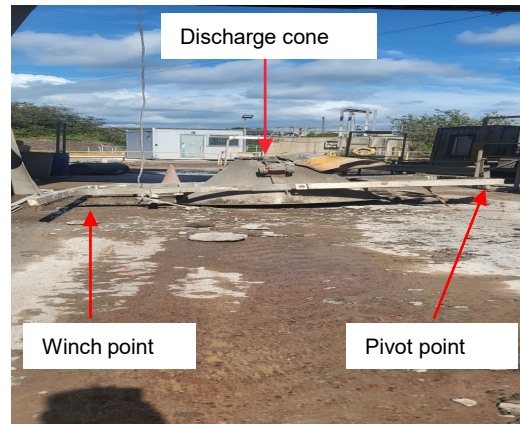
Preventative Maintenance	<p>It is believed the split pins on the pivot end of the frame had sheared off through wear and tear and regular lowering of the frame assembly</p> <p>Manufacturer's recent PMI inspection did not identify any issues with the cone/frame assembly</p>
Operating Procedures	<p>The operating manual prohibits the discharge cone from being lowered for cleaning purposes when significant build-up of concrete is present in the discharge cone as this would risk exceeding the Safe Working Load of the winch</p>
Statutory Inspection	<p>The electric winch had not been subject to the required statutory examination regime (LOLER)</p>

HOW COULD THIS HAVE BEEN AVOIDED

- Ensure maintenance regimes are effective and all load bearing parts of equipment such as pivot hinges are subject to routine inspections in accordance with manufacturer's specification
- Split pins must be checked for wear to ensure equipment remains in alignment

KEY REVIEW POINTS

- Consider installation of secondary safety chains with adequate Safe Working Load on the pivot sides of similar plants with a winch operated loading chute
- Ensure plants are operated in strict accordance with manufacturer's guidelines
- Ensure winches and fixing points are subject to required statutory inspection regimes
- Are preventative maintenance regimes effective in highlighting defects to critical components?
- Control access to areas ensuring operators are not in the 'line of fire' when operating plant/equipment, consider exclusion zones/barriers
- Do we ensure people STOP & THINK/Take-5 before completing tasks?



Look after yourself and each other

Don't let anyone act unsafely, always stop unsafe practices.

Tools and Equipment

Use the right, well maintained, tools/equipment for the job. Never make do.

Safe Systems

Follow safe systems of work, site rules, signage and traffic signals.



STOP THINK ACT

WINTER

DRIVING TIPS



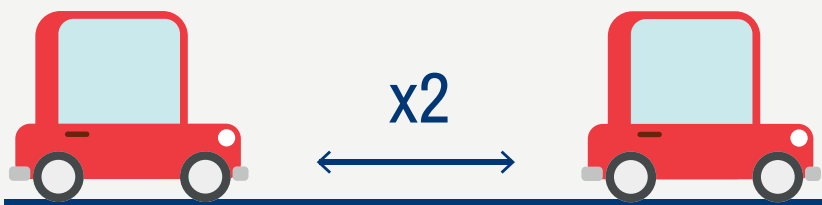
Plan Your Route

Always complete your pre-journey vehicle safety checks.

Allow a little extra time for your journey and arrive safely.

Use Major Roads

Keep to major roads - they are always gritted first.



Double Distance

Increase your safety gap - Don't follow too close.

Be Visible

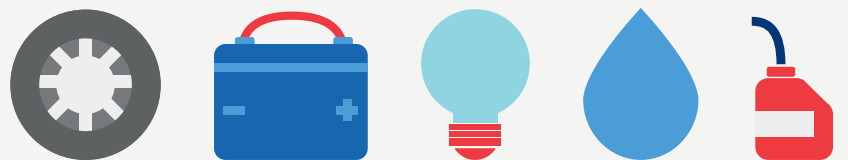
Be prepared to clean your lights, windows and mirrors at the start and during the journey.

Local News

Listen to local radio for up to date traffic information.

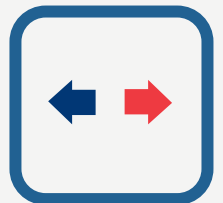
Emergency Kit

Always carry an emergency kit.



Signal Early

Ensure you always give clear, early signals to other road users.



Control With Care

Accelerate, brake and steer carefully - use all controls.

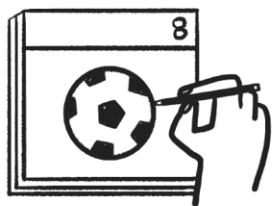
Large Vehicles

Take extra care when driving high-sided vehicles in windy conditions.



New Ways November 2023

MONDAY



TUESDAY



WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY

1
Make a list
of new things
you want to do
this month

2
Respond to
a difficult
situation in a
different way

3
Get outside
and observe
the changes
in nature
around you

4
Sign up to join
a new course,
activity or online
community

5
Change
your normal
routine today
and notice how
you feel

6
Try out a
new way of
being physically
active

7
Be creative.
Cook, draw,
write, paint,
make or inspire

8
Plan a new
activity or idea
you want to try
out this week

9
When you
feel you can't do
something, add
the word "yet"

10
Be curious.
Learn about a
new topic or an
inspiring idea

11
Choose a
different route
and see what
you notice on
the way

12
Find out
something new
about someone
you care about

13
Do something
playful outdoors
- walk, run,
explore, relax

14
Find a new
way to help or
support a cause
you care about

15
Build on
new ideas by
thinking "Yes,
and what if..."

16
Look at
life through
someone else's
eyes and see
their perspective

17
Try a new way
to practice self-
care and be kind
to yourself

18
Connect
with someone
from a different
generation

19
Broaden your
perspective: read
a different paper,
magazine or site

20
Make a
meal using
a recipe or
ingredient
you've not
tried before

21
Learn a
new skill from a
friend or share
one of yours
with them

22
Find a
new way to tell
someone you
appreciate them

23
Set aside
a regular time
to pursue an
activity you love

24
Share with
a friend
something
helpful you
learned recently

25
Use one
of your
strengths in
a new or
creative way

26
Try out a
different radio
station or new
TV show

27
Join a
friend doing
their hobby and
find out why
they love it

28
Discover
your artistic
side. Design
a friendly
greeting card

29
Enjoy new
music today.
Play, sing,
dance or listen

30
Look for new
reasons to be
hopeful, even in
tough times



ACTION FOR HAPPINESS

Happier · Kinder · Together



MOVEMBER®



HOW TO
GROW IN
MOVEMBER

MEN ARE FACING A HEALTH CRISIS THAT ISN'T BEING TALKED ABOUT. THEY'RE DYING TOO YOUNG. MUCH BEFORE THEIR TIME.

A problem this size calls for big minds, and big solutions. But there's a smaller, hairier solution to the men's health crisis. A solution you can Grow yourself. A solution that's sitting right under your nose.

Grow a Mo this Movember to raise funds and awareness for men's health. Stop men dying too young.

HERE'S HOW:

01
SIGN UP AT MOVEMBER.COM
Choose to Grow this Movember.

02
START GROWING
Start clean-shaven, then let your Mo take the spotlight and start conversations.

03
MAKE IT COUNT
Ask friends and family to back your Mo by donating. Together, we can stop men dying too young.

TIPS TO HELP YOU GROW

01
BE PREPARED
Choose the moustache that will grace your face. Trucker, regent, connoisseur or wisp? Check out the options at movember.com.

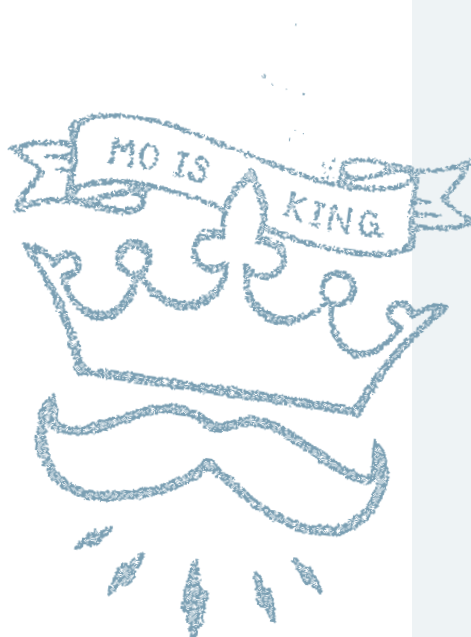
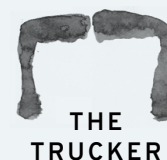
02
BE BRAVE
The first few days, even weeks, can be uncomfortable as your Mo takes shape. Ride it out to encourage donations.

03
IGNORE THE ITCHING
Remind yourself that men have endured worse in the past. You can stand a little face tickle.

04
SHAPE YOUR MOUSTACHE
Get across all the proper grooming techniques. A great Mo comes down to great grooming.

05
NURTURE IT AND KEEP IT CLEAN
Look after your Mo, and your Mo will look after you.

MO STYLE GUIDE



Need support? Get in touch at info.uk@movember.com and we'll give you a hand.

1 IN 8 MEN WILL GET PROSTATE CANCER

It could be a friend, a family member, a colleague, or even you.



CHECK YOUR RISK



or visit
prostatecanceruk.org/risk-checker



TESTICULAR CANCER IS THE MOST COMMON CANCER OF MEN AGED 15 – 49 IN THE UK



A painless lump in one of the testicles



A painless swelling in one of the testicles



A change in shape or texture of the testicles



A dull ache in the testicles or scrotum

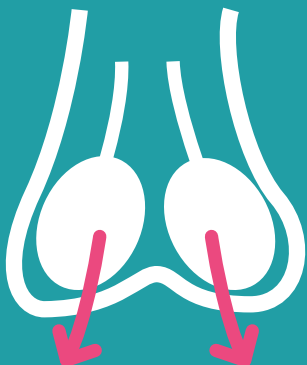
HOW TO CHECK



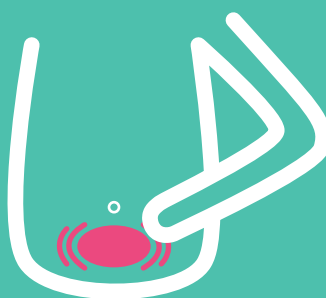
or visit
itsinthebag.org.uk/ball-checking/why-check/



A sharp pain in the testicles or scrotum




A feeling of heaviness in the scrotum



Pain in your lower back or abdomen



An increase in the firmness of a testicle



A MAN DIES BY SUICIDE EVERY 2 HOURS IN THE UK

If you're struggling, or if you're
worried about someone else,
help is available.

SPEAK TO SAMARITANS

116 123

or visit www.samaritans.org



Eat a Balanced Diet



Ensure a good night's sleep



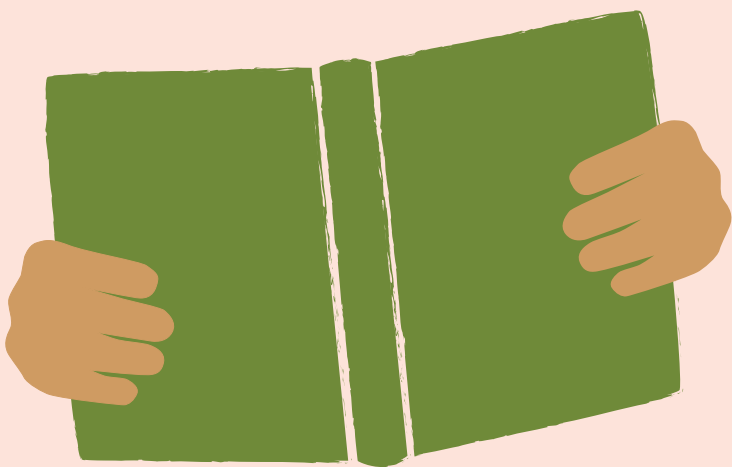
13-19th November



Notice Nature



Make time for friends



Get lost in a Book



*Count
your steps*



Listen to Music

The POWER of Self Care

You've got the POWER to take control of your life

P
Personal Wellbeing

O
Out & about & Exercise

W
Weight Awareness

E
Eating & Diet

R
Risks & Prevention

Personal Wellbeing



Mental health and wellbeing

The 5 ways to personal wellbeing will help improve your mental health.

- Take small steps. Pick one or two things that feel achievable at first.
- Give yourself time to figure out what works for you going at your own pace.
- Only try what feels comfortable.

See: <https://www.nhs.uk/mental-health/self-help/guides-tools-and-activities/five-steps-to-mental-wellbeing/>

Sleep

Good sleep is vital to personal and mental wellbeing. Help by establishing a routine at night, avoid using screens, try to wind down, make your sleep environment comfortable. See <https://www.mind.org.uk/>

Spirituality

Spirituality is a feeling of connection with something greater than ourselves and search for meaning in life. Explore the positives of your belief on your mental wellbeing: <https://www.rcpsych.ac.uk/mental-health/treatments-and-wellbeing/spirituality-and-mental-health>

Managing illness

Know how to look after yourself and loved ones during periods of illness. The Self Care Forum's fact sheets tell you how to do this and when to seek help for a range of common illnesses. <https://www.selfcareforum.org/fact-sheets/>

Out and about and Exercise

EXERCISE - some is good, more is better

Exercise improves sleep, helps maintain a healthy weight, reduces the risk of many diseases, helps manage stress and improves your quality of life

Starting out - Exercise

You don't have to be an olympic athlete to be fit- Start with 10 minutes of brisk walking twice a day and you are nearly there! The NHS Active 10 App can help




Starting out- Counting steps

To count your daily steps, use the free apps Google Health on Android phones and Apple Health on iPhones or use a cheap pedometer


- Check your daily step count on a quiet day - it may be between 2500 to 4000 steps already
- Start by aiming for a couple of thousand steps a day extra – 10 minutes brisk walking twice a day will give you this
- Then try to achieve 7500 steps a day

AIM FOR:

150
minutes
moderate intensity
a week
If you can talk but can't sing,
it's moderate



75
minutes
vigorous intensity
a week
If you can't sing or talk,
it's vigorous





Why not try the **NHS Couch to 5K App?**
It takes 9 weeks.
No previous running experience is necessary

Build strength
on at least **2** days a week
to keep muscles, bones & joints strong



Minimise sedentary time
Break up periods of inactivity

Less:   More: 

Weight Awareness

Get to know your Body Mass Index (BMI)

Below 18.5	Underweight Speak to your GP	BMI
18.5 to 24.9	Healthiest weight Try and keep it there	
25 to 29.9	Overweight Try to get to a healthier weight	
Above 30	Obese See your GP for help with weight loss	

BMI ranges are slightly different for people from S. Asian, Chinese, African-Caribbean and Black African backgrounds. The NHS BMI calculator takes these issues into account.

Being underweight or overweight can affect your health. If your BMI is 25 or over, you can reduce your risk of developing serious diseases such as cancer and heart disease just by losing weight.

- BMI takes into account your weight and height
- Be aware of your BMI, but don't judge yourself or let others judge you
- This information is for you to use to achieve the healthiest weight you feel you can
- Start with something achievable. Even a 5% weight loss can have significant benefits
- Go to the NHS website for a free BMI calculator and fill in your height and weight

The NHS Weight Loss Plan

Will help you to:

- set weight loss goals
- use the BMI calculator to customise your plan
- plan your meals
- make healthier food choices
- get more active and burn more calories
- record your activity and progress

The NHS 12 Week Weight Loss Plan is a great place to start. It's available as an app or as a pdf.



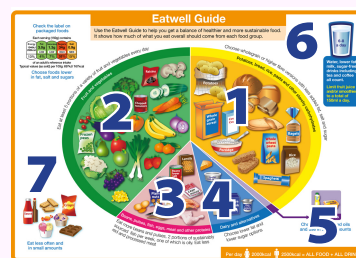
Eating and Diet

Use the **NHS Eatwell Guide** to help you get a balance of healthier and more sustainable food. It shows how much of what you eat overall should come from each food group.

From: <https://www.nhs.uk/live-well/eat-well/the-eatwell-guide/>

- 1 Base meals on 1/3 starchy carbohydrates e.g. potatoes, bread, rice, pasta - wholegrain if possible
- 2 At least 5 portions of fruit and vegetables every day
- 3 Eat some protein - beans, pulses, fish, eggs, meat including 2 portions of fish, one oily, every week
- 4 Dairy or alternatives (such as soy drinks); choose lower fat and lower sugar options

- 5 Unsaturated oils and spreads - small amounts
- 6 Drink 6-8 glasses of fluid a day
- 7 If having foods and drinks high in fat, salt or sugar eat in small amounts and less frequently
- 8 Maximum recommended daily calories:
Females: 2,000, Males: 2,500



Risks and Prevention

Help your heart and your health

• Start exercising

This reduces the risks of: Diabetes, heart disease, falls, depression, joint and back pain, many cancers

• At the same time become Weight Aware

Increasing weight above a BMI of 25 increases your risks of: Heart disease, Stroke, diabetes, many cancers, including breast cancer, bowel cancer and oesophageal (gullet) cancer

• Stop smoking (there is no safe level)

• Watch your alcohol intake

Men and women are advised not to drink more than 14 units a week on a regular basis

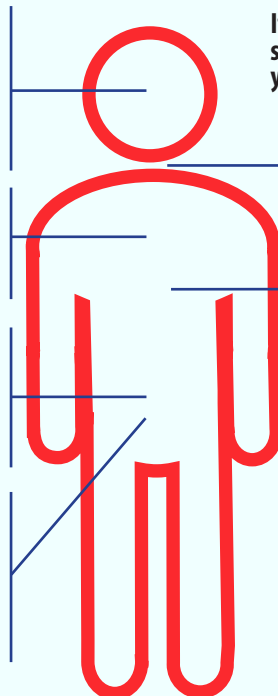
• Check your Blood Pressure - Know your numbers!

The BHF says: "Unless your doctor says otherwise, blood pressure should be below 140/90". <https://www.bhf.org.uk/information-support/heart-matters-magazine/medical/high-blood-pressure-latest-news>

• Ask for your NHS health check if you are aged 40 to 75

Watch for these symptoms of possible cancer

- Croaky voice, hoarseness or cough for more than 3 weeks
- Coughing up blood
- Mouth or tongue ulcers that last longer than 3 weeks
- Unusual changes to the size, shape or feel of breasts, including nipple or skin changes
- Change in bowel habits such as constipation, looser poo or pooing more often
- Blood in your poo
- Unexplained vaginal bleeding including after sex, between periods or after the menopause
- Blood in your pee
- Problems peeing



If you have any of these symptoms, call 111 or see your GP

- Difficulty swallowing
- Persistent heartburn or indigestion

- Appetite loss
- Persistent bloating

General symptoms

- Heavy night sweats
- Appetite loss
- Fatigue
- unexplained weight loss
- unexplained pain or ache
- unusual lump or swelling anywhere in your body
- new moles or changes to a mole
- sores that won't heal

Based on: <https://www.cancerresearchuk.org/about-cancer/cancer-symptoms>

These websites have specific localised advice:

Scotland <https://www.nhsinform.scot/>

Northern Ireland <https://www.publichealth.hscni.net/>

Wales <https://www.wales.nhs.uk/>

What I'd like to do and by when

Take small steps. Pick one or two things that feel achievable, before moving on to other new things.

Fact Sheet No 20 The POWER of Self Care

Produced by and © The Self Care Forum www.selfcareforum.org Contact: selfcare@selfcareforum.org

In addition to highlighted information, includes text from the NHS, PHE and CRUK



Self Care Forum
Helping people take care of themselves



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

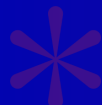


This award recognizes the very best **Demand Generation Campaigns**: Customer-Based campaigns, Lead Acquisition campaigns, and Brand Positioning & Awareness campaigns.

Registration of Digital Marketing is open until December 31.

[REGISTER HERE](#)

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



[CLICK HERE](#)

