



UK NEWS



Welcome to UK News 16th November 2023
your weekly update from around Cemex UK

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CEMEX-UK



CEMEXUK



HEALTH & SAFETY

Latest UK Video Safety Alert

SAFETY ALERTS



The latest Video Safety Alert relates to a recent incident where a cyclist came off the pavement at a junction controlled by traffic lights, into the path of a company truck. It appears that the cyclist didn't realise the lights controlling the nearside filter lane was on green, while the traffic in the offside lane was held on a red light.

Thankfully, the truck was being driven at an appropriate speed for the conditions, and the driver was alert and able to stop quickly, as this incident had the potential to end in tragedy.

You can watch the Video Safety Alert [UK VSA03.2023 - HiPo CYCLIST COLLISION.mp4](#)

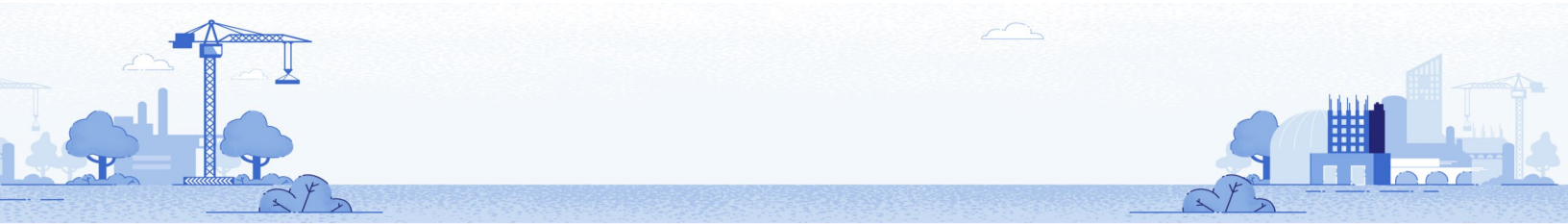
The Video Alert is a useful reminder for us all as road users:

- For vehicle drivers, in terms of being fit and alert, driving in accordance with the conditions and looking out for vulnerable road users, and
- For cyclists and pedestrians, take extra care at road junctions and use designated crossing points where possible, remain alert to other road users, wear bright / reflective clothing, use lights / torches as appropriate and, as a cyclist, wear a helmet.

Please share the Alert with your teams, including employed and contract drivers. You may also want to share it with family members.

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

Look after yourself and each other. Health and Safety information and resources can be found at the following location: <https://cemex.sharepoint.com/sites/UKHealthandSafety>



Celebrating LTI Free Milestones



Congratulations to all the staff and contractors past and present at Northfleet Wharf for reaching 18 years LTI free.

Congratulations also to the UK Concrete Products team on reaching their 5 years LTI free milestone – a fantastic achievement.

Thank you to both teams, for your commitment and focus on health & safety as our number one priority.

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.



Next Week is Road Safety Week 2023



Next week is **Road Safety Week 2023**. With the focus of this year's campaign on the topic of, 'speed'.

There will be a host of activities taking place throughout the week:

- Including a special toolbox talk across our Supply Chain teams.
- We'll be amplifying key road safety messages with posters and banners across our sites.
- We'll be featuring information from the campaign across our social media channels.
- We'll also be running a Road Safety quiz with a £50 gift voucher for the winner and £25 gift voucher for the runner up.

We've also started distributing stickers from this year's campaign across our sites and some of you may have already started to receive these. There will be an additional prize on offer for the most creatively placed sticker – to enter simply take a photo of the sticker in the location of your choosing and send a photo of this to gb-communicationsandpublicaffairs@cemex.com.

We have also produced a Road Safety Week poster which you can find on the UK News download page: [here](#) and at the end of this document– please display this on all workplace noticeboards.



International Fraud Awareness Week

This week is International Fraud Awareness Week, and a good time to remind everyone about how to protect ourselves from QR Code Phishing Attacks.

What are QR code phishing attacks?

QR code phishing attacks are a type of cyberattack that use QR codes to trick users into visiting malicious websites or downloading malware. QR codes are square-shaped images that contain encoded information, such as a URL, that can be scanned by a smartphone camera. QR codes are often used for convenience, such as accessing online menus, coupons, or contact information. However, some hackers use QR codes to lure unsuspecting users into entering their credentials, personal information, or payment details on fake websites that mimic legitimate ones.



November 12-18, 2023

How can you recognise QR code phishing attacks?

QR code phishing attacks can be hard to spot, especially if the QR code is embedded in an email or a document that appears to come from a trusted source, such as your employer, your bank, or a reputable company. However, there are some signs that can help you identify a QR code phishing attack, such as:

- The email or document contains spelling or grammatical errors, or uses an unusual tone or language.
- The email or document urges you to scan the QR code quickly, or warns you of negative consequences if you don't, such as missing a deadline, losing access, or facing legal action.
- The email or document does not address you by your name, or uses a generic salutation, such as "Dear Customer" or "Dear User".
- The email or document does not match the sender's domain name, or uses a spoofed email address, such as support@cemex.com.co instead of support@cemex.com.
- The QR code does not have a clear label or description of what it contains or where it leads.
- The QR code takes you to a website that does not have a secure connection (https) or has a different domain name than the one you expected.
- The website asks you to enter your username, password, or other sensitive information, or prompts you to download or install something.

How can you protect yourself from QR code phishing attacks?

QR code phishing attacks can be prevented by following some simple steps, such as:

- Verify the email's or document's sender. If you are not sure, contact the sender directly using a different channel, such as a phone call or a text message.
- Only scan QR codes from trusted sources. If you are unsure whether a QR code is safe, do not scan it.
- If you are scanning a QR code, before clicking the URL, verify that it matches the legitimate organisation that you are intending to access.
- Use a QR code scanner app that has security features, such as checking the URL for malicious content, or displaying the URL before opening it.
- Do not enter your credentials, personal information, or payment details on any website that you do not trust, or that looks suspicious.



- If you think you may have fallen victim to a QR code phishing attack, immediately change your password and contact your IT Support or Security team.

QR code phishing attacks are a serious threat that can compromise your online security and privacy. By being aware of the signs of a QR code phishing attack, and following the recommendations above, you can protect yourself and your data from hackers.

“Think before you click ... plan before you scan!!”



FUTURE IN ACTION

UK Materials Achieves ISO 50001 Certification



We are delighted to announce that Cemex’s Material UK business has achieved achieved ISO 50001 – Energy Management – certification following the Stage 2 site and system audits over the past few months.

Certification covers UK Materials sites, as well as Tilbury grinding mill.

It was a very successful round of audits with only five Opportunity for Improvements (OFIs) and one non-conformance raised, all of which were closed prior to the end of the Stage 2 audits. A huge thank you to everyone involved in the audits across all sites.

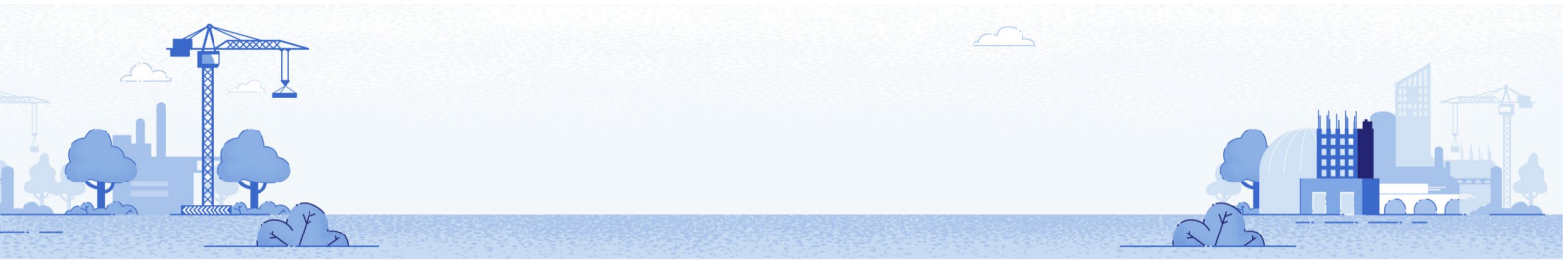
ISO 50001 certification replaces the requirement for certified sites to undergo ESOS audits as has been the case in previous years.

Thank you all for your support in ensuring we secured certification.

Dan Goes Back to School

Last week, Dan Mann from Cemex’s Public Affairs team, was invited to return to his old Runshaw Sixth Form college in Leyland. He spent time with the students and gave a presentation to the Social Sciences and Humanities students about studying politics at university, careers in politics and how young people can get involved in politics.

Dan was delighted with the student’s responses, bombarding him with questions at the Q&A following his presentation. They were keen to discuss many topics such as, the impact of artificial intelligence on careers in politics and its impact on job security, ethical lobbying and the



implications of policy change, the range of career choices available to politics graduates, university module choices, and how to make connections to work in the political field.

Dan was very grateful to Runshaw College to be invited to give this alumni presentation, and has been invited back to meet with students again in 2024.

Nature Around Cemex Europe Newsletter – Autumn 2023



The Autumn 2023 edition of the European nature newsletter, Nature around Cemex Europe, is now available to read. This is a collection of short stories which give a snapshot of what the Sustainability teams from across Europe have been doing, based around the topic of Biodiversity.

You can download it to read at the end of this document and on the download section of the UK News website: www.cemexuknews.co.uk/downloads

Please feel free to share or print off for noticeboards.



EMPLOYEES

Christmas at Cemex



As a gesture of appreciation for everyone's work and commitment over the past year, employees will receive a £25 gift voucher.

These will be sent to your home address and should arrive during the week of the 11th December 2023.

Local Christmas events, providing the opportunity for you to celebrate the festive period with your colleagues, can also be organised as usual. Please talk to your Manager about arrangements.

This year Cemex UK will be supporting Save The Children's Christmas Jumper Day on 7th December. Full details of activities and competitions will be shared next week – watch this space!



Don't Miss Your Chance to Have Your Say

Our 2023 Global Workforce Experience (WE'X) Pulse Survey is OPEN!



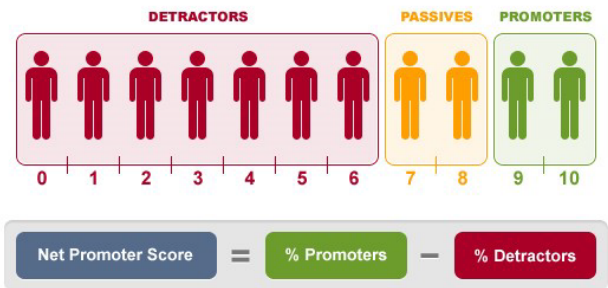
Don't miss your chance to have your say about working for Cemex. The survey contains 13 questions and should take just a few minutes to complete. It's completely confidential and all employees across Cemex UK are invited to complete the survey.

You will have received an email from a third-party company called Qualtrics, so **please check for an email from workforceexperience@qualtrics-survey.com**

We would encourage you to use the link contained within the email from workforceexperience@qualtrics-survey.com. If you access the survey via QR code you will need to use your employee number and in some cases you may need to omit the initial 'O' when entering your employee number.

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 attached diagram 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.

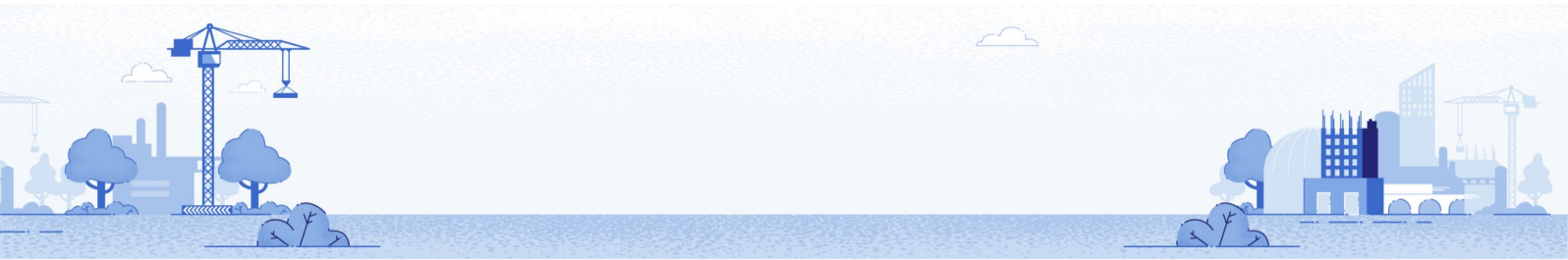
Cemex UK 2023 Highlights

	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	829 Lend-a-hand volunteering hours across our local communities
16,500 Training hours	Our best ever feedback (+15 since Q2)		
17% of our workforce represented by women (+1% on 2022)	+500 Colleagues attended our UK Roadshows with Lex Russell	166 Colleagues being recognised for long-service at our Career Awards Ceremony	+10 New wellbeing campaigns (inc. menopause awareness, men's health and work life balance)

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.

Your chance to have your say

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



Diabetes Awareness Month – Dispelling Some Myths

THE TOP 10 DIABETES MYTHS DEBUNKED!

The 14th November is World Diabetes Day, while some countries recognise November as Diabetes Month. For this reason, we are focussing on diabetes throughout November to raise awareness of this condition.



Throughout November we will share information and resources about: common symptoms, myths and looking at how we may be able to prevent getting Type 2 diabetes. This week will focus on **dispelling myths**.

The following Myths and FAQs have been shared by <https://www.diabetes.org.uk/diabetes-the-basics/myths-and-faqs>

Top 10 Myths

Knowing the facts about diabetes is important when it comes to managing the condition. There is so much information out there, but it is not all true. It is often difficult to know what is right and what is not. It is important to help dispel some of the most common myths about diabetes:

1. Myth: Type 2 diabetes is a mild form of diabetes

There is no such thing as mild diabetes. All diabetes is serious and, if not properly controlled, can lead to serious complications. [Differences between Type 1 and Type 2 diabetes](#)

2. Myth: People with diabetes cannot have sugar

Having diabetes does not mean you have to have a sugar-free diet. People with diabetes should follow a healthy balanced diet – that is low in fat, salt and sugar. You should still be able to enjoy a wide variety of foods, including some with sugar.

3. Myth: People with diabetes should eat 'diabetic' foods

'Diabetic' labelling tends to be used on sweets, biscuits and similar foods that are generally high in fat, especially saturated fat and calories. Diabetes UK does not recommend eating 'diabetic' foods, including diabetic chocolate, because they still affect your blood glucose levels, they are expensive, and they can give you diarrhoea. So, if you are going to treat yourself, you should go for the real thing.

4. Myth: People with diabetes eventually go blind

Although diabetes is the leading cause of blindness in people of working age in the UK, research has proved you can reduce your chances of developing diabetes complications – such as damage to your eyes – if you:

- control your blood pressure, glucose, and blood fat levels
- keep active
- maintain your ideal body weight
- give up smoking



5. Myth: It's not safe to drive if you have diabetes

Providing you are responsible and have good control of your diabetes, research shows that people with diabetes are no less safe on the roads than anyone else. Nevertheless, the myth that people with diabetes are not safe persists.

Diabetes UK is working with the Driver and Vehicle Licensing Agency (DVLA) in England, Scotland and Wales and the Driver and Vehicle Agency (DVA) in Northern Ireland to ensure that the process for applying and reapplying for driving licences is fair, safe and transparent.

[More on driving and diabetes](#)

6. Myth: People with diabetes can't play sport

People with diabetes are encouraged to exercise as part of a healthy lifestyle. Keeping active can help reduce the risk of complications associated with diabetes, such as heart disease. Steve Redgrave, Olympic gold medal-winning rower, has achieved great sporting achievements in spite of having diabetes.

However, there may be some considerations to take into account before taking up a new exercise regime. Talk to your healthcare team for more information.

7. Myth: People with diabetes are more likely to get colds and other illnesses

Not true. While there is some medical research that may suggest people with diabetes are at higher risk of developing illnesses, there's nothing to prove this conclusively. But there are certain illnesses that are more common in people with diabetes, and diabetes may also alter the course of an illness – for example, a person with diabetes may become more unwell or be unwell for longer than a person without diabetes.

8. Myth: Having diabetes means you can't do certain jobs

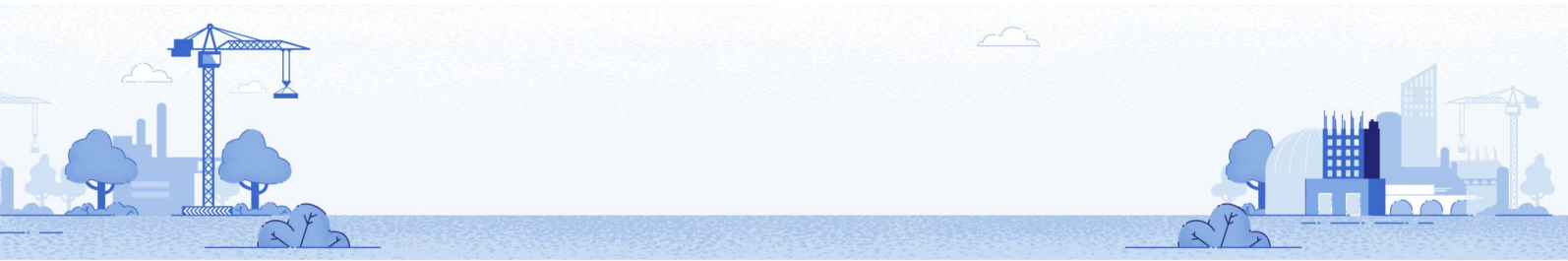
Having diabetes should not stop you from getting and keeping a job. However, despite the Equality Act 2010 (Disability Discrimination Act in Northern Ireland), people with diabetes still face blanket bans in some areas of employment, including the armed forces. Diabetes UK campaigns to lift discriminatory blanket bans.

9. Myth: People with diabetes can't wear flight socks

Many flight socks carry the warning that they are not suitable for people with diabetes. If you have any circulatory problems or complications with your feet, such as ulcers, then speak to your GP before using them. If, however, your feet and legs are generally healthy and you are normally active, using flight socks is unlikely to do you any harm.

10. Myth: People with diabetes can't eat grapes, mangoes or bananas

People sometimes think that if they have diabetes they can't eat grapes and bananas as they taste sweet. But if you eat a diet that includes these fruits, you can still achieve good blood glucose control. In fact, grapes and bananas, like all fruit, make a very healthy choice. Fruit is high in fibre, low in fat and full of vitamins and minerals. It helps to protect against heart disease, cancer and certain stomach problems.



Useful Resources

For more information about diabetes, including symptoms, management, and support, please visit the following resources:

- Diabetes UK: <https://www.diabetes.org.uk/>
- NHS Diabetes <https://www.nhs.uk/conditions/diabetes/>

Rochester's Wellbeing Corner



Well done to the team at Cemex Building Product's Rochester site, where they manufacture concrete sleepers for Network Rail and London Underground. The team have been very proactive by creating a Wellbeing Corner in the office to share Wellbeing resources.

Catherine Bath, Production Administrator at the site, said:

"The team at Rochester are passionate about circulating the importance of wellbeing and mental health, and I am shortly going to be completing my mental health first aid course to make sure the staff on site have further access if needed."



Alongside the site's Wellbeing Corner on site, which includes a blood pressure monitor, information and resources on wellbeing techniques, they also have a suggestion box for employees to submit ideas on improvements to make the workplace better for wellbeing.

The Cemex Wellbeing Strategy Group loves to see local initiatives such as these, so if you have something similar at your site, please share some photos with us – send to gb-communicationsandpublicaffairs@cemex.com

Remembering Merchant Seafarers

On Sunday, UK Marine's Captain Matt Bland, was honoured to lay a wreath on behalf of Cemex at the Tower Hill Memorial, as part of a Service of Remembrance organised by The Honourable Company of Master Mariners.

The Tower Hill Memorial commemorates men and women of the Merchant Navy and Fishing Fleets who died in both World Wars and who have no known grave. It stands on the south side of the garden of Trinity Square, London, close to The Tower of London.

With Matt in the photograph is Sarah Treseder, CEO of UK Chamber of Shipping, the trade association and voice of the UK shipping industry, representing around 200 member companies, of which Cemex is one.



Changes to Mobile Services Partner – Support Contact Details



Air Telecom selected as our new mobile services partner – here's what you need to know:

Cemex UK have recently selected Air Telecom as our new partner for mobile services. This contract gives Cemex several benefits, including more flexibility to use different carriers.

We will continue to use Vodafone for our voice services, but we now have the option to be able to use EE for data connections at our operating plants to complement fixed link networks.

If current users of mobile phones and tablets need IT related support, the following channels should be used:

1. For new connections and devices (i.e. new mobile phones, SIM activations, any IT purchases): Local IT should be contacted as usual through gb-itprocurement@cemex.com
2. For support and connection requests for existing mobile phone and tablet connections and service management (i.e. no service on phone, loss of service locally, voicemail password resets and Wi-Fi calling not working, roaming), please contact Air Telecom support directly on the details below:

Support hours are Monday – Friday 09.00 – 18.00

General Support: 0121 366 0068

Email: support@air-telecom.com

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.

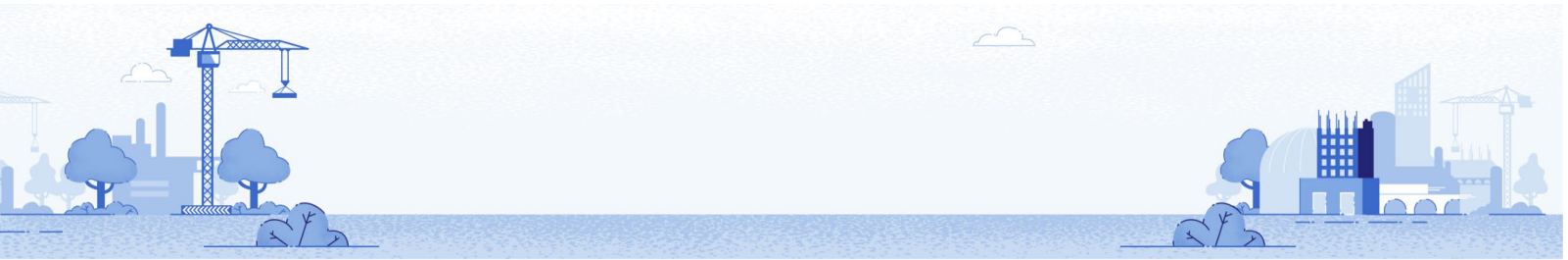
Lifestyle Support offers a series of seminars free to access for all Cemex employees.

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 13th November 2023](#)



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](#).

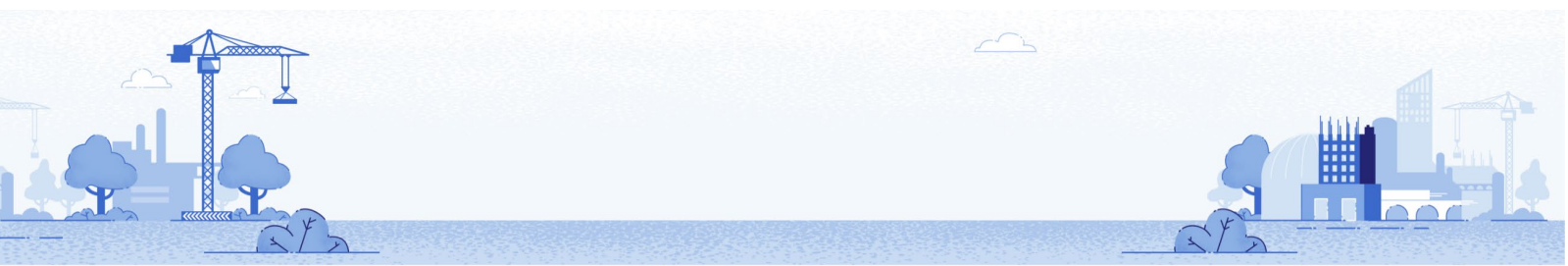
Lifestyle Support is easy to access, available 24/7 and can provide help and support with a wide range of issues or concerns such as family matters, debt, relationships, bereavement, depression and anxiety. It is run by a separate provider and not part of Cemex – we don't receive any employee specific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

EMEA Career Opportunity



The EMEA Reliability & CAPEX Projects team have an opening for a **Maintenance Planning & Administration Manager EUROPE - Cement Operations**.

The role, reporting reports directly to Heriberto Gallardo (Cemex EMEA Director Reliability & CAPEX Projects), will involve supporting the Maintenance Departments around the region and developing plans consistent with Health & Safety, Environmental, Production, Quality and Financial objectives. It will require the creation and utilisation of internal Key Performance Indicators (KPIs) that will help drive plant improvement through the maintenance computer system in European plants.



If you are interested, for further details. please check out the poster at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads To find out more you can also contact auracatalina.beltran@cemex.com

#ConcretelnLife2023



The Global Cement and Concrete Association (GCCA) have been running a photography competition across their social media channels and have just announced that they are extending their #ConcretelnLife2023 photography competition!

If you are interested in entering, you can now submit your photos until 31st December 2023.

The competition is open to professionals, amateurs or anyone with a smart phone. Entries can be submitted over X (Twitter) or Instagram.

To enter the competition, upload a photo of concrete in life using the hashtag #ConcretelnLife2023 along with the hashtag of the category you are entering and the photo location.

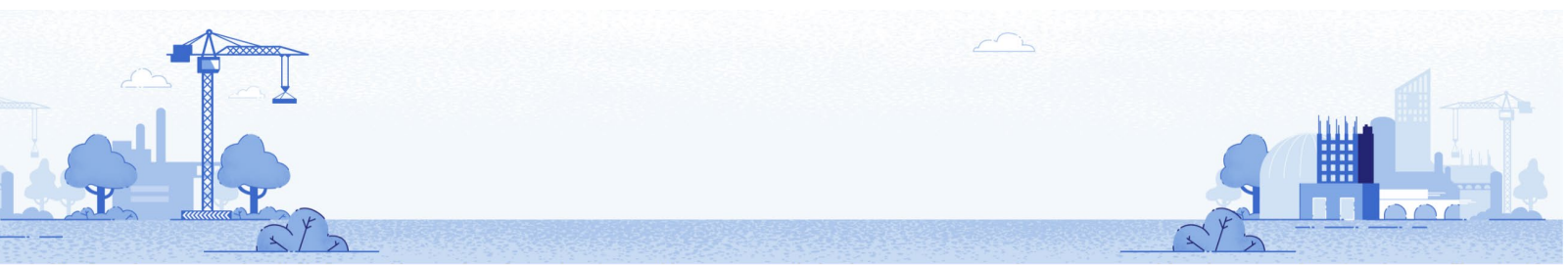
This year's entry categories are:

- #UrbanConcrete – images of the city landscapes and buildings around us, both well-known and hidden away.
- #ConcreteInfrastructure – photographs of our infrastructure, in our cities and rural, above and below ground.
- #ConcretelnDailyLife – the human side of concrete and how it's used and interacted with daily.
- #ConcreteBeautyAndDesign – showcasing beautiful uses concrete in the world around us – such as stunningly designed buildings, sculptures or landmarks.

This year, there is no amateur and professional distinction.

The winning photo will receive \$10,000 and the remaining category winners will each receive \$2,500. This year the GCCA have also introduced a brand new “peoples vote” category for a special \$5000 prize. This will ask the public to vote for their favourite photo from the shortlist, with the aim of increasing the reach of people who see our competition as our shortlist encourages their followers to vote for them.

The winners will be announced in early 2024.



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
249-11-2023	Asphalt Plant Manager	Urbanisation Solutions - Asphalt	Nottingham	23/11/2023
250-11-2023	Plant Manager	Materials - Readymix	Berkswell	23/11/2023
251-11-2023	Commercial Development Manager	Materials - Readymix	North West	24/11/2023
252-11-2023	Quality Coordinator	Materials - Quality and Product Technology	Southam	24/11/2023
253-11-2023	Operative	Materials - Aggregates	East Leake Quarry	27/11/2023

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.



Let's talk about...

SPEED



**We're
taking
part in** **ROAD
SAFETY
WEEK**

**5 people die on
UK roads every day**

Please put safety first! Plan safe journeys
and never encourage your drivers to speed.

Whoever you are, however you travel,
we need to talk about speed.

www.brake.org.uk/RoadSafetyWeek



Join the conversation

www.brake.org.uk/RoadSafetyWeek

#RoadSafetyWeek

CEMEX

Welcome to our ninth edition of Nature around CEMEX Europe - Newsletter.

UK – Denge – Creating a nature reserve in partnership with the RSPB.

Cemex UK are now making plans to transfer ownership of a working quarry called Denge, in Kent. Situated on the coast the quarry is adjacent to the National Nature Reserve at Dungeness Point. The site has a Biodiversity Plan which was written by our wildlife partner the RSPB. So, work to create nature friendly habitats is already well under way. The site has also preserved over 16 ha of a coastal vegetated shingle habitat. The restored Lake and Islands already attract a host of birds including migratory species. The habitats also support rare plants, including species such as sheep bit and red hemp nettle. Working with the RSPB plans are being put in place to transfer management to the RSPB by 2025.



Germany – Nature a key component to delivering Sustainability

Cemex has an initiative called "Future in Action" which is designed to deliver on our Sustainability Commitments and Targets. Water and Biodiversity are a central pillar and key to help deliver for Nature is a **Nature Positive** approach. One where nature is not negatively impacted by our operations. Site restoration is an opportunity to enhance and improve Biodiversity by creating priority habitat that can support rare or endangered species. The German team highlight this approach in a recently published poster designed to raise awareness for employees and stakeholders.



Someone who has been voluntarily given up on for hours or even months in the summer months to avoid working in the full midday heat knows this. It is much easier to adapt to conditions and act with nature than to fight against it. The more we understand about our products, the more we understand the value of nature. In the long term, in order to continue to make a future-proof, it is important for a variety of reasons to act in a very targeted manner – with a positive attitude towards environmental and nature conservation issues.

ALL NATURAL EXTRACTS
Cemex has been a pioneer in the use of natural extracts in its products. The company has been working on this for many years, and the results are now being used in a variety of ways. The company has been working on this for many years, and the results are now being used in a variety of ways. The company has been working on this for many years, and the results are now being used in a variety of ways.

CEMEX

Educational activities on the nature trail in Bierawa

Nearly 60 primary school students from the vicinity of the Bierawa Gravel Pit visited the educational path

"**Bierawa - a mine restored to nature**" in autumn and took part in workshops on ecological succession in post-mining areas.

Each workshop began with a lecture by a representative of Cemex, who explained to the students how the deposits are exploited and introduced them to the plant's operation. Then, accompanied by an educator, the students went to explore the educational path around the post-exploitation reservoirs. During the walk, the children saw how nature returns to the previously exploited Gravel Plant.

Thanks to the workshops and educational materials provided, students gained valuable knowledge about the characteristic species of plants, birds, amphibians, and mammals found on the trail. They were also able to see and learn about the bog wood, which is a local attraction.



FRANCE – Biodiversity Commitment

Cemex France has successfully renewed its **ECOCERT** accreditation. Ecocert is a French accreditation which looks at Biodiversity Management including impacts and monitoring. After 12 site audits including head office, Cemex France had their certificate renewed for the next three years. The certification covers all quarries, concrete plants, ports and head office – très bien.

The quarry at Chateaubourg completed a well-constructed bat shelter during 2023. Bat species have legal protection across Europe and the quarry has a legal requirement to construct the shelter. The shelter comprises two tunnels which have been designed to produce different ambient temperatures. A cooler tunnel for hibernation and a warmer tunnel for breeding. Monitoring has just started but it's hoped the shelter will support a significant bat colony.



Croatia: Mapping Habitat to create a Biodiversity baseline.

A key component to developing Biodiversity Plans and demonstrating Nature Positive is to understand the **biodiversity baseline**. Once this is understood it's possible to develop restoration plans designed to show a net gain in natural habitat. Analysis also includes field studies which give an insight to the habitat quality. Mapping the habitats is a key process and one which has been developed within Cemex using GIS software. After a recent visit to Croatia the team were able to input into the creation of habitat maps for quarries in the country. Croatia becoming the first country within EMEA Central Europe Region to complete this process and only the second country within Cemex globally.



SPAIN – Naturalizing drainage networks to promote Biodiversity

In the **Can Xumeu Quarry**, some stormwater run-off issues needed to be addressed at the quarry, so a drainage network was created to slow and manage the run-off water, using a design based on ecological principles. Also, a network of temporary ponds was created.

Temporary ponds are important for biodiversity. They fill with rainwater during the rainy season and dry up during the dry season. This cycle is essential for the Balearic toad (an endangered species), which needs to breed in shallow water. The ponds also provide habitat for other species, such as birds, amphibians, and reptiles.

The naturalization of the drainage network has improved water management and promoted biodiversity in the surrounding area. The ponds have become a point of attraction for birds, mammals, and insects, which satisfy their needs for water and food.

This action is an example of how technical actions can be used to promote biodiversity. By combining ecological and technical needs, it was possible to create a drainage network that is both effective for the quarry and beneficial for biodiversity.



Czech Republic – Náklo Gravel Pit – Open Day Event

An open day event was held at Náklo Gravel Pit so local people could see the site and the plans for when the site closes. Stakeholder Engagement is an important part of the Cemex Biodiversity Standard, and the event represents a good example of how to conduct these types of day. The event was well attended with good responses from the public to the proposed plans.



We would be pleased to hear from you and receive any pictures of nature you spot on your sites. Please email your country Sustainability Manager. Thanks CEMEX Europe Sustainability Team.



WE'X

Our 2023 Pulse Survey is here!

8 minutes, 13 questions

are all it takes to contribute to shaping
a great place to work.

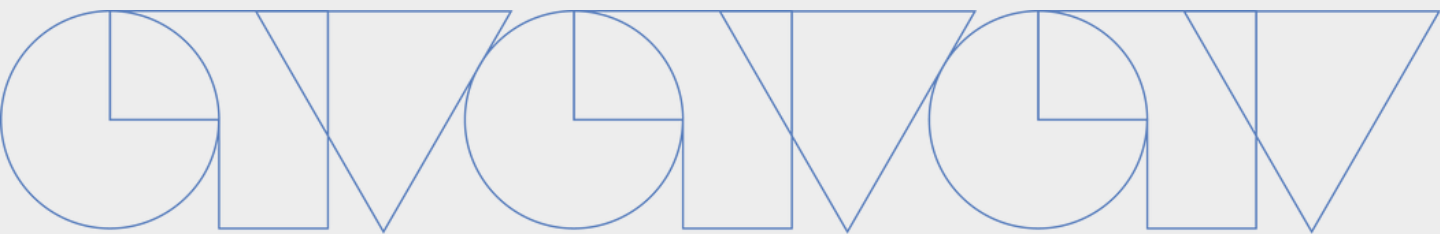


Take the survey

Together,
we can create a positive change.



November
6 to 17



WE CREATE OPPORTUNITIES FOR
YOU TO GROW AT CEMEX



Maintenance Planning & Administration Manager EUROPE - Cement Operations

Role summary



Support the Maintenance Departments around the region and develop plans consistent with Health & Safety, Environmental, Production, Quality and Financial objectives. Will require the creation and utilisation of internal Key Performance Indicators (KPI's) that will help drive plant improvement through the maintenance computer system in European plants.

Profile



Education

- Bachelor Degree, Master Degree Administration, Mechanical Engineer, Mec & Elect Engineer
- Very fluent in English and Spanish written and spoken

Experience

- +3 Years of experience in Maintenance in Cement plants, Mechanical/ Electrical maintenance activities & works, Maintenance Planning & administration, Predictive & Preventive Maintenance, Experience in management, preparation and repair of major maintenance works

VP Operations & Technology EMEA

Director Reliability & CAPEX Projects
EMEA

Maintenance Planning & Administration
Manager EUROPE



Heriberto Gallardo

“ Join the cement
operations projects
team and let's
continue building a
better future ”

Our commitments in the selection processes:

- Objectivity and transparency: In the selection matrix you can consult the criteria on which the best talent is chosen.
- Diverse and inclusive environment: We offer opportunities to develop your career.
- Confidentiality in all our requests.



If you wish to report any irregularity in this process, you can do so through ETHOS.

If you are interested in this role

- To apply, update your Success Factors profile and click here to apply
- Deadline: **November 20th, 2023.**
- Human Resources Contact: **Catalina Beltran**
auracatalina.beltran@cemex.com