

CEMEX UK NEWS



Welcome to UK News 7th December 2023
your weekly update from around Cemex UK

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CEMEX-UK



CEMEXUK



HEALTH & SAFETY

Latest UK Safety Alert

SAFETY ALERTS



The latest UK Safety Alert describes an incident where an employee required three stitches to his forehead, after he was struck by a screen motor suspended from a telehandler.

There are several learning points from the incident, including:

- The requirement for thorough planning of lifting operations, with effective risk assessments, method statements and lift plans.
- The importance of relevant competence for those involved in lifting operations.
- Selection of the most appropriate lifting equipment.
- Awareness of the need to stop and reassess the method of work if a job isn't going to plan.
- Ensuring everyone keeps "Out of the Line of Fire".

Please discuss the Alert with personnel as appropriate, considering how it could have been avoided and whether there are any improvement opportunities to local arrangements to reduce the potential for future injuries.

You can read the Global Alert at the end of this document and on the UK News download page [here](#). Please share this Safety Alert on all workplace noticeboards.

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>

Ding Dong Merrily No Crime!

The bank holiday configurations during this years' Christmas and New Year holidays again means many of our sites may be closed for a longer period than usual.

This year, we have the additional contention of the cost of living crisis and as such our assets, in particular fuel could be at risk of theft. It's critical, therefore, to think ahead and prepare our sites for the break.



At the end of this document and on the UK News download page [here](#) you can find our guidance poster. Please share and follow the guidance, to minimise our exposure to thefts and intrusions and reduce opportunities for would be offenders.

Here's Ho.. Ho.. Hoping for a safe and secure Christmas!

Save the Date – EMEA New Year H&S Webinar



On **11th January 2024 at 09:00am**, there will be a H&S webinar on Zoom, for all EMEA employees with EMEA Regional President, Sergio Menendez plus other management team members as presenters.

Here is the Zoom link for the seminar:
<https://cemex.zoom.us/j/81965063765>

You will receive a diary invite early next week from the Comms team so please look out for this. We hope you can join Sergio and his team for this important webinar.

Action for happiness – Do Good December



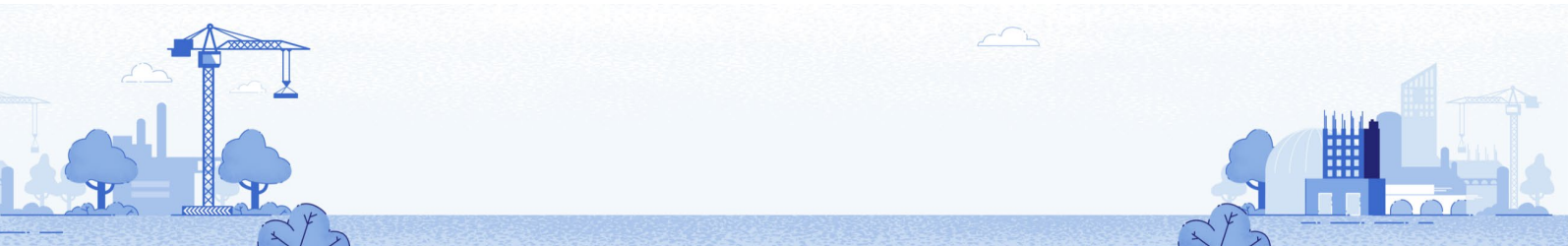
This final month of the year can be a joyous time as we celebrate Christmas with our loved ones, but the pressures of the festive season can also make it stressful.

Don't forget to prioritise your mental health and wellbeing throughout this busy month. A quick and easy way to be more mindful is by following the latest calendar from Action for Happiness. This month, the theme is **Do Good December**, encouraging us all to take a small action every day that shows

kindness and generosity to all. Find out more [here](#).

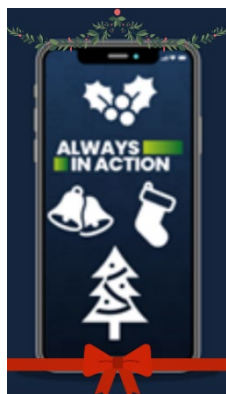
You can find the calendar at the end of this document and on the UK News download page [here](#).

Remember that small actions can help to change the world!





Festive Always In Action app challenge



To get the holiday season off to a fun start, Cemex EMEA is launching a new short **Holiday challenge** on the Always in Action app – launching this **Monday 11th December**, running until **20th December**.

Join us for this very special EMEA challenge by uploading your **sustainable festive actions and photos** (Click [here](#) to see actions that will count towards the challenge) in the app.

Don't have the Always in Action app yet? You can download it using the QR codes below – **we hope you enjoy this festive challenge!**

Download using QR code or via: <https://cemex.joulebug.link/yVsy>



Registration is still open for Sustainability Best Practices 2023!

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

Who can participate?

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

What is the process to participate?

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

Which categories participate??



All the six Future in Action pillars are categories:?

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

Submit your initiative [HERE](#).

If you have any questions please contact sustainability.information@cemex.com

Find out more on our poster [here](#).

Please support Mark's Polar Bear Challenge



Mark Voigt, a Workshop Supervisor at Dove Holes Quarry, is completing a Charity open water swimming event over the Winter and he would appreciate any support for this fantastic cause.

Mark and his friends Darren and Ruth are hoping to raise some money for the charity Mind. In September their friend Marcus Fielden, was lost to suicide. This had a devastating effect on his family, children, friends and colleagues. After

discussions the friends decided to use their talents for swimming in freezing water to try and raise awareness of Men's Mental Health.

They have chosen to raise some money for Mind, the mental health charity, working across England & Wales, in the hope that they can help prevent such tragic occurrences in the future.

The group of friends have therefore signed up to the Polar Bear Challenge where they need to swim a certain distance over many weeks from November to March.

If you'd like to support Mark's challenge please click [here](#) to donate on his JustGiving page. Thank you.



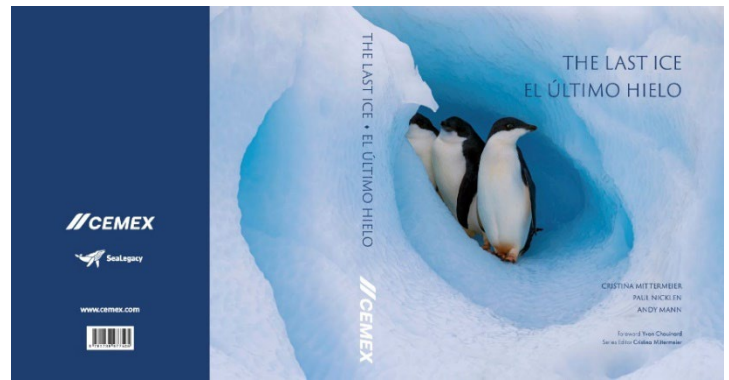
Cemex presents 30th edition of conservation book series

Cemex has release of the 30th edition of the Cemex Nature Book Series: 'The Last Ice'. Through inspiring images of majestic frozen landscapes, this milestone edition of Cemex's celebrated Nature Books emphasizes the urgent need to protect our polar regions and mitigate climate change.

'The Last Ice' combines visuals captured by world-renowned photographers and commentary from conservation experts, focusing on the critical importance of polar ice caps for the future health of the planet. This volume aims to inspire and elevate the collective voice to address the global environmental crisis resulting from a warming world, the erosion of biodiversity, and the escalating impact of human beings on our planet.

"In the pages of 'The Last Ice', readers will not only travel to some of the most remote frozen lands but also comprehend the vital importance of preserving the integrity of polar ecosystems, while grasping the magnitude of this global challenge," said Fernando A. González, CEO of Cemex. "As global leaders convene at the COP28 Climate Summit in Dubai to drive global climate actions, this year's book responds to this challenge and underscores Cemex's commitment to protecting our natural heritage."

You can read the full press release [here](#).



What is going on at Cop 28



Member countries that have signed the UN's Framework Convention on Climate Change (UNFCCC) convene each year to determine ambition and responsibilities, and to identify and assess climate measures.

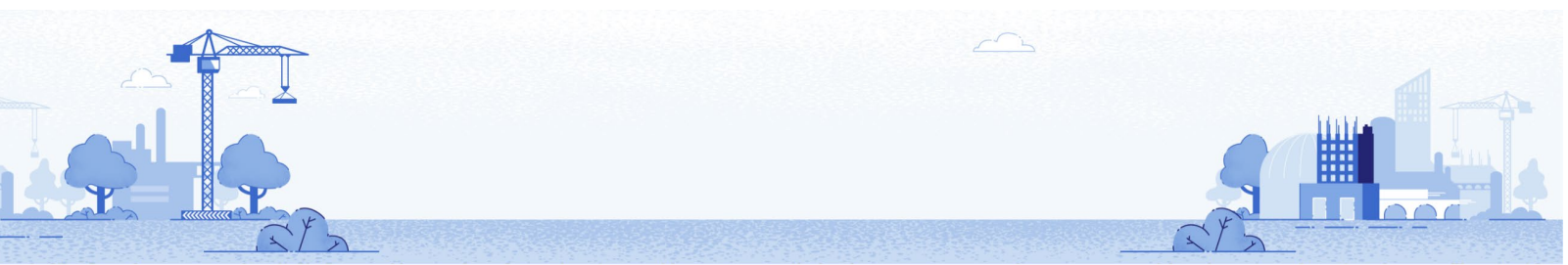
Fernando Gonzalez, CEO of Cemex and President of GCCA is at COP28 in Dubai with other business leaders that share our commitment to addressing climate change.

Fernando is speaking at several events with a focus on accelerating the use of existing decarbonization levers and investing in innovative solutions that will enable Net Zero. You can follow his progress on LinkedIn [#CemexAtCOP28](#)

You can also follow along with Fernando's agenda during COP 28 on Yammer [here](#)



CUSTOMER CENTRICITY



Cemex welcomes the updated BS8500



On Thursday 30th November the UK construction industry welcomed the long-awaited update to the British Standard for concrete – BS8500.

The British Standards Institute (BSI) is introducing an updated version of the British Standard for concrete, to provide even greater options for concrete and cement manufacture, in the critical area of reducing the embodied carbon.

BS8500 will increase the options of specifying lower-carbon concretes for our diverse customer base, providing greater availability, selection and choice across our entire portfolio, without compromising on performance.

For specifiers of our products, in simple terms, BS 8500 will now allow the specification of ternary cements (cements and combinations containing three main constituents instead of just the two allowed up until now) and mixer combinations. This means that CEMII/A-L (a type of cement that incorporates between 6-20% limestone, reducing the portion of clinker and subsequently the embodied CO₂) and GGBS (Ground Granulated Blast-furnace Slag), can be combined in a wider range of exposure classes, and in the future, when they are made available, factory produced ternary composite cements.

The amended concrete standard will serve to keep us on track with our decarbonisation goals, with the primary objective to become a net-zero CO₂ company by 2050. It also aligns with our Future in Action programme, to achieve sustainable excellence through climate action, circularity, and natural resource management.

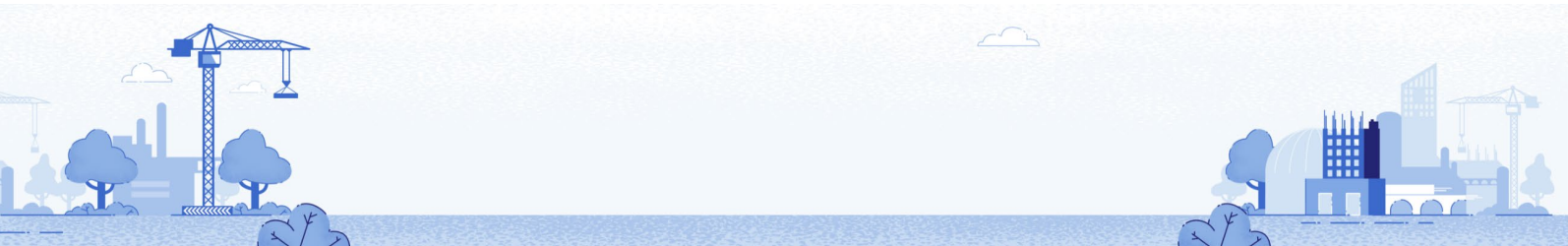
The amendment to BS8500 strongly supports our ambitious global goal for Vertua lower-carbon cement and concrete products to reach half of all cement and concrete sales by 2025. As the first company to introduce net-zero CO₂ concrete in 2020, we have the ongoing responsibility to deliver lower carbon products at scale.

BS8500 was discussed at length last week at the Cemex UK Readymix Commercial Conference, where key stakeholders across the Cemex business received updates on how the update will impact their respective business areas. We will continue to keep you updated with further BS8500 updates from across the business as they become available.

In the meantime, the MPA has provided a webinar which provides information on the main revisions to the standard and how the method of specification has changed to facilitate the wider range of lower carbon concretes that will be available.

A recording of this event is now available on demand, on the MPA

website: [https://www.concretecentre.com/CPD-Events/Events/Sustainability-Series-Lower-Carbon-\(Week-3\).aspx](https://www.concretecentre.com/CPD-Events/Events/Sustainability-Series-Lower-Carbon-(Week-3).aspx)



Cemex UK issued a press release on Friday 1st December which you can read [here](#).
UK Concrete also issued a press release on Monday 4 December and you can read this [here](#)

Concreting relationships

This week the UK Readymix Commercial team came together for the first time since before the pandemic for the Cemex UK Readymix Commercial Conference at Ashorne Hill in Warwickshire.

The two-day conference was the first time the entire Readymix Commercial team have been together in over seven years and as Cemex UK faces some challenging market conditions in 2024, it was an important opportunity to share a common understanding of the challenges ahead and how they can be faced together as a team.



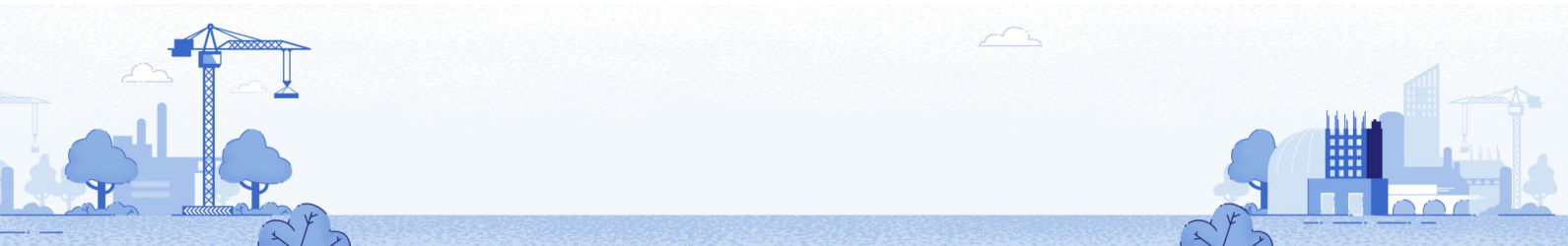
With almost 80 colleagues, day one's packed agenda began with some excellent information and advice about Mental Health Wellbeing from Lex Russell, MD UK Materials. This was then followed by presentations covering Customer Services, Cement outlook and strategy, the imminent amendment to BS 8500, a VAP and Specification update, and finally an update on the Circular Economy and recycled aggregates.

After a relaxed evening of catching up with old acquaintances and meeting new ones, day two kicked off with a 2024 Outlook from Lex. This was followed by presentations about the credit outlook and the UK Economy, a security update about fraud and social media, our decarbonisation strategy and water, the dos and don'ts of using LinkedIn, an update from marketing, and ended with an update on sales tools and reports and 'how to get the most out of them'. Damon Montgomery closed the event with a positive reminder that being a strong team, with excellent people, they will weather the forthcoming challenges successfully together.

Lex Russell, Managing Director Materials UK, commented: "It was fantastic to see our Readymix Commercial teams all together again. We shared some excellent business updates and some valuable social time to catch up with colleagues as well as meet new ones. The commercial team can be very proud of their performance over the last 12 months and it was a pleasure for me to be able to thank everyone in person. Many thanks to all of our presenters, Marcuss and Damon for organising the conference and to everyone for taking part in the open and varied discussions."



PROFITABILITY



100th train to Parkfield

Friday 1st December marked the 100th train into Parkfield Rd since its first train on 1st August. You can read all about the Parkfield Road Restoration Project [here](#).



So far we have safely accepted and offloaded 160,000 tonnes of spoil which has removed approximately 8,000 trucks from the road. Using trains brings significant CO₂ savings by removing trucks off the roads. By using alternative transports methods demonstrates Cemex's Future in Action commitment to net zero CO₂ by 2050.

This has only been achieved with the close cooperation between Operations, Supply Chain Rail Team and Commercial colleagues. Well done to everyone involved.

Looking for spare parts for your plants?

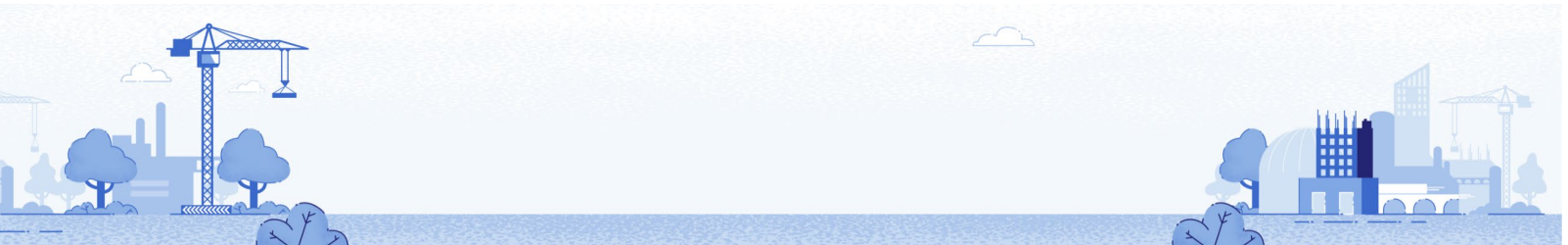
Did you know that Cemex UK owns a large secure warehouse in Mansfield, fully stocked with spare parts for our Cemex plant equipment.

The warehouse is operated by Jason Sparrow from our UK Procurement team and has now been open for one year. So if you are responsible for ordering spare parts for any of our sites/plants/quarries or wharfs, get in touch with Jason to see if he can help – before going to an external supplier.

Service levels are very good, with deliveries normally next-day if the items are on the shelf. The warehouse is also directly linked to our Reliability Centred Maintenance strategy, which many operations managers are enrolled in for Q4 2023 and into 2024.

The Procurement SharePoint (link below) contains the Mansfield inventory/stock level info, which is updated daily so check it out if your are looking for spare parts

<https://cemex.sharepoint.com/sites/PROCUREMENTOPSUK?market=en-US>





EMPLOYEES

Christmas Jumper Day is TODAY!



Let's get festive for Save the Children

This festive period, Cemex UK is raising money for **Save The Children** NEXT WEEK **Thursday 7th December**, which is officially **Christmas Jumper Day!**

We are challenging all of you Cemex Elves to get creative and don your most colourful, festive outfits to raise money for a fantastic cause this Christmas.

If you are wondering why SAVE THE CHILDREN..... Over the course of this year Cemex has supported various charities. As we enter the Festive period, we want to extend the joy of the festive season to children in various parts of the world. Any support we give contributes to improving learning for children during their crucial early years – around the world and among the UK's poorest communities and this is when it can make the biggest difference.

How can you help?

Christmas Jumper Day is Save the Children's annual event which raises money for the children who need it most. The annual event has raised over £35 million for children in the UK and around the world since it began in 2012! Every December, millions of people across the United Kingdom (and beyond!) put on a festive knit at their workplace, school or with friends and make a donation to help give children the magical future they deserve.

In it to win it!

Across all our sites we encourage you to get festive on 7th December and enter our **Most Creative Outfit Competitions** to win some fantastic prizes! We are inviting you to both enter and vote for your favourite outfits.

We have two categories:

- **Individual Festive Spirit Award** – winner will win an Amazon Echo Show (a smart speaker with touchscreen display)
- **Team Festive Spirit Award** – winner will win a hamper of festive goodies to share with your team

How to enter

1. Ask a colleague to take a photo of you/your team wearing your festive outfits.
2. Email us your photos, along with your names and business areas, by **Close of Business on 7th December**, to: gb-communicationsandpublicaffairs@cemex.com



3. On Friday 8th take part in the judging process by **voting for your favourite** outfits – we will share a SWAY of all the photos and a form to vote on 8th December.
4. We will announce the winners in **UK News on Thursday 14th December.**

Three Ways to donate



Whether you are dressing up or just enjoying the fun, please take a moment donate to Save The Children this year – there are three easy ways to do this:

1. Click [HERE](#) to open our Christmas Jumper Day JustGiving webpage.
2. Send a text saying **CXJUMPER** to 70050 to make a £5 donation – **please use personal mobiles only!**
3. Scan the QR code here to open our JustGiving webpage.

A Christmas Jumper Day poster can be found on the UK News download page [here](#).

Merry Christmas and enjoy the fun!

Cemex Lifestyle – rebranding from Sodexo to Pluxee

With effect from 1st Jan 2024 our Employee Benefits Platform provider, Sodexo, is rebranding to **Pluxee UK Ltd.**

This won't affect day-to-day usage of our Cemex Lifestyle benefits platform, but there will be a new look and feel to the platform. Emails and communications sent by Sodexo (Pluxee) will also have a new look as the branding is rolled out. If you're not already receiving their emails, you can choose to opt into marketing by visiting the platform [here](#), going to 'My Account', 'Your Preferences' and selecting 'Yes' to stay up to date. You can of course unsubscribe at any time.

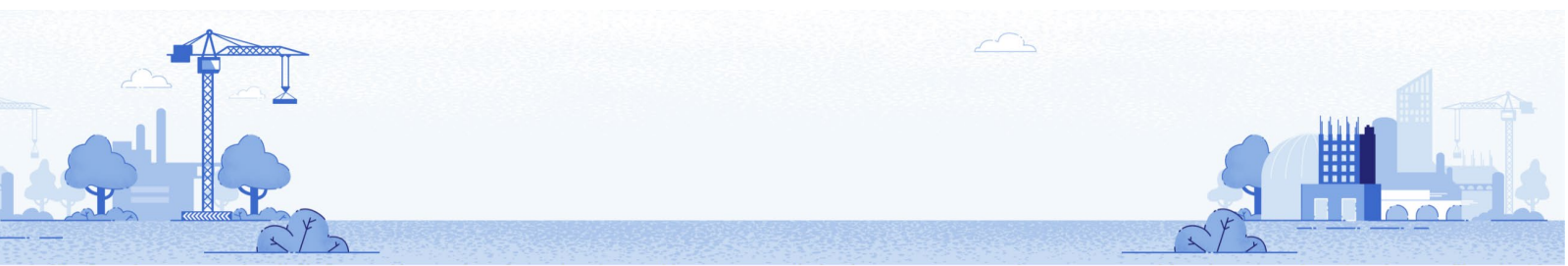


Have you had your flu jab yet?

With temperatures dropping as we go into October, why not be prepared by going and getting your flu jab?

Flu is an unpredictable virus that can cause mild or unpleasant illness in most people. It can cause severe illness and even death among vulnerable groups including older people, pregnant women and people with an underlying health condition.

Over time, protection from the injected flu vaccine gradually decreases and flu strains often change. So new flu vaccines are produced each year which is why people advised to have the flu jab need it every year too.



So, now is the time of year when people are advised to have a vaccination jab to help protect from or reduce the symptoms of flu. Some people in the higher risk categories get the immunisation free via the NHS. For others the jab is widely available through local pharmacies or local GPs.

As usual, Cemex will reimburse the cost of the vaccination for those that are not entitled to a free jab. Just provide your Line Manager with an itemised receipt and they will arrange for you to be reimbursed the cost of up to a maximum of £20.

Flu jab side effects

Serious side effects of the injected flu vaccine are very rare. You may have a mild fever and aching muscles for a couple of days after having the jab, and your arm may be a bit sore where you were injected.

There is also evidence to suggest that the flu jab can reduce your risk of having a stroke.

As well as flu vaccinations, you should make sure all your 'jabs' are up to date; not only those you had as a child, but if you are planning to travel abroad. Ask your doctor which vaccines are right for you.

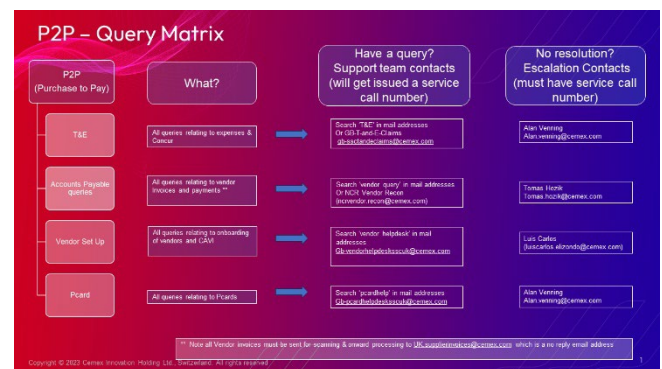
Please display the Health Essential Poster and brief your teams in the importance of keeping vaccinations up to date.

Note for Managers: Requests for reimbursement should be sent to the HR Admin team using the form available via this link [Flu Jab Form – September 2023.doc](#).

Some important reminders about travel & expenses

We would like to remind you about your main first point of contacts for issues and support relating to Expenses, Concur, Vendor Invoices and payments, onboarding of vendors and CAVI and Pcards.

It is very important that you contact the correct team to action your enquiries. You can find the list at the end of this document and on the UK News download page [here](#).

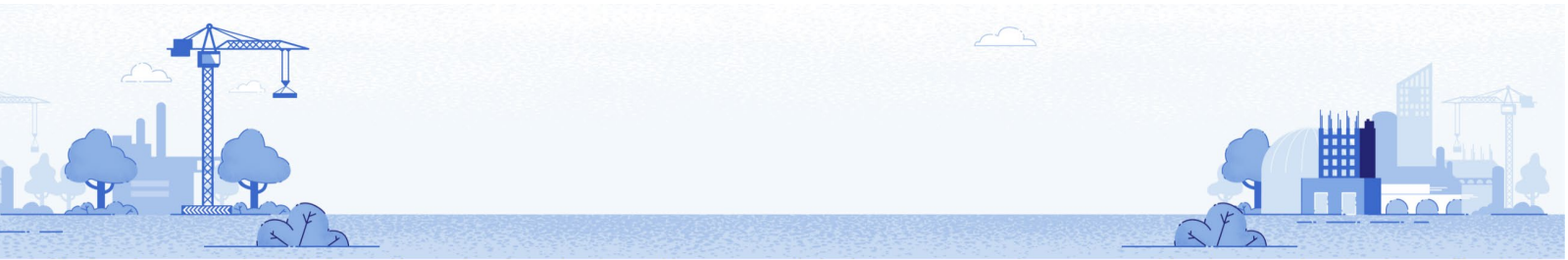


Contacts to use:

For all things Travel & Expenses (expenses/card applications/queries) please contact gb-ssttandclaims@cemex.com. You can also use t&e-uk@cemex.com or tande-uk@cemex.com – they will all go to the same inbox.

Hotel VAT invoices

Cab we also remind you that it is necessary for you to get a VAT invoice from any hotel you are staying in. This is something that is requested in the policy and something that all employees should check with the hotel in advance.



Business Miles

Similarly with Business Miles. In order for Cemex not to lose out on the VAT we need Fuel VAT receipts covering the journeys made so Cemex can claim the VAT back.

Concur

A variety of prepared and updated manuals are available that can help you and make your work with Concur easier, which can be found [here](#). To support you as you submit expenses claims through Concur, we have prepared a set of FAQs with answers. Employees often ask about the Concur login link, mileage, missing receipt declaration form, etc. so hopefully this will help make it easier for claims to be completed.

Please take a look at the FAQs and other documents [here](#).

If you have any doubts or questions, your first contact should be the T&E helpdesk [gb-ssctandclaims@cemex.com](mailto:ssctandclaims@cemex.com).

Suppliers Payment Process

A message from EU Accounts Payable team

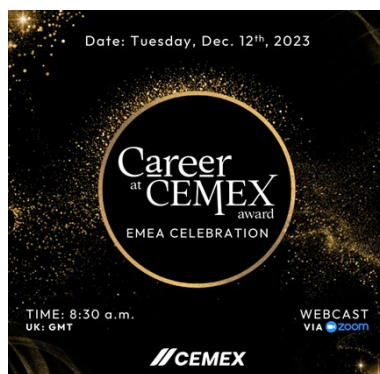


We would like to introduce Monica & Sebastian – Virtual Members of the EMEA Accounts Payables Team!

They are here to guide you **through the payment process to suppliers**, in an easy and informative way with the video below.

Don't miss out – check out the videos [here](#)!

EMEA Career Awards 2023



The EMEA Region is holding an on-line Career Awards ceremony to recognise long service with Cemex. It will be hosted by Sergio Menendez, President for EMEA Region and Derek O'Donnell, EMEA VP Human Resources. We want to congratulate everyone who has achieved 15, 20, 25, 30, 35, 40 and 40+ years' service this year at the ceremony.

There are various celebratory events being held around the business, please dial in and join the Zoom meeting celebration or speak to your Manager about any events which may be taking place near you.

The celebration takes place on 12th December 2023 at 8.30am via Zoom.

Click [HERE](#) to register your participation at the event. You will then receive an e-mail from Zoom with an attachment that you can open and save to your calendar. The link to join on the day will be in that calendar invite. **Congratulations to all our long servers!!!!**



Cemex Holiday Ecards Now Available

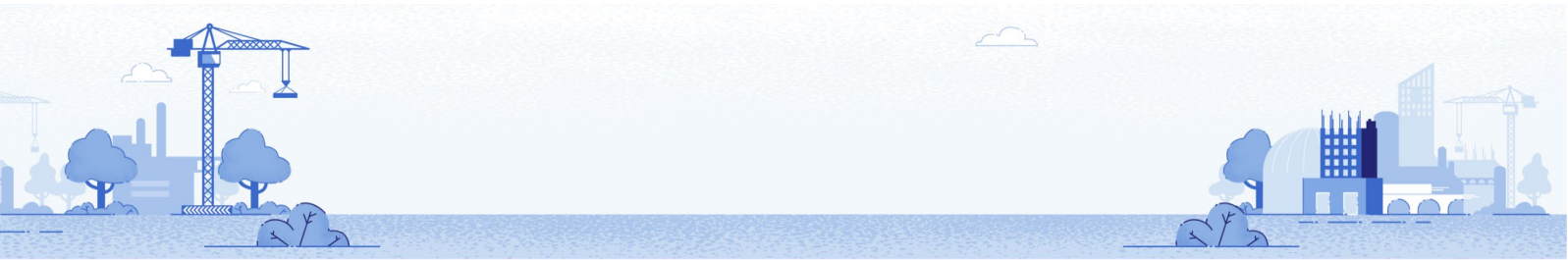
Follow these simple steps:

1. Click on the Cemex eCard link: <https://cmx.to/ecards>
2. Select the available option
3. To personalise and send a new ecard, click on the "+"
4. Add up to 50 multiple emails separated by coma, with NO spaces
5. Personalise the subject and message
6. Select the language of your ecard and pick a design
7. Preview and send your card
8. You can view the status of your sent cards in the "MY ECARDS" section



Internal Vacancies

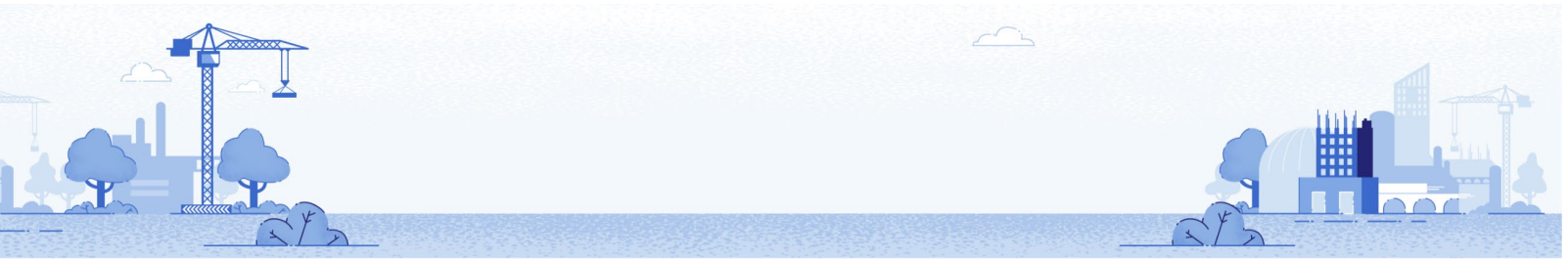
IVC Ref	Position	Company	Location	Closing date



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

EMPLOYEE STRUCK BY SUSPENDED LOAD

DETAILS OF THE INCIDENTS

The motor on a mobile screen on a Wharf was leaking hydraulic oil. The Wharf Foreman was asked to remove the motor prior to the attendance of contractors, to allow them to fit another motor from consignment stock; a task that had been carried out on previous occasions. The Foreman had been advised to get assistance from a Site Operative. The weight of the motor was supported by a telehandler. The incident occurred when the final bolt was released from the motor. As the motor was pulled back, it snagged on the torque plate brace. The Operative tried to release the snag and the motor freed and then, because it was attached to strops suspended from the telehandler, it rotated anti clockwise hitting the Operative's safety helmet, which pushed into his forehead causing a laceration. The motor continued to rotate, with the torque plate striking the right-hand side of the Operative's nose. He was taken to hospital where he required 3 stitches.

KEY FINDINGS

Safe Systems	There was no specific Risk Assessment, Method Statement (RAMS) or Lifting Plan for the activity.
Lifting	There were lifting certificates for the strop and telehandler.
Isolations	Manager in Charge Isolation padlocks and tags were in place on the mobile screen isolator.
Take 5	Undertaken before commencing the activity by both the Foreman and Operative.
Communication	The two staff were communicating through the open telehandler window.
Personal Protective Equipment (PPE)	Both person were wearing full PPE.

HOW COULD THEY HAVE BEEN AVOIDED

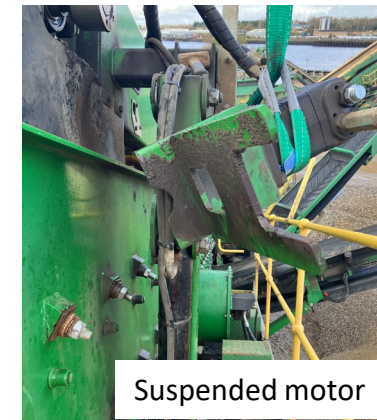
- Specific RAMS and Lift Plan should have been in place to identify the most appropriate method of work, and ensure when the task didn't go to plan, it was stopped allowing the RAMS and Take 5 to be reviewed.
- The weight of the motor was being supported by a strop wrapped around the motor attached to the telehandler. The Foreman operating the telehandler and Operative were communicating through an open window. Use of a Hiab may have improved communication and allowed the person guiding the lift to stand on the work platform; alternatively, use of a pull lift would have provided greater control of the tension placed on the motor.
- Rather than attempting to release the motor by hand, use of a guide rope would have avoided the need to be "in the line of fire".

KEY REVIEW POINTS

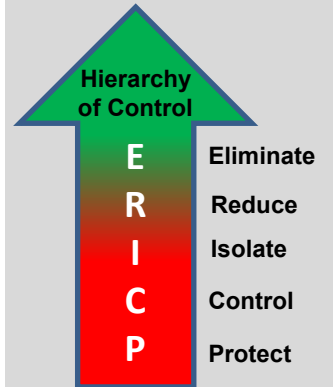
- **Safe Systems** – Is there sufficient planning of activities, with RAMS, lifting plans, etc. in place before work starts?
- **Management of Change** – If a task isn't going to plan, do we stop and reassess the method of work?
- **Competence** – Is everyone involved in lifting operations competent for the work? The Operative had only been in position for 6 months.
- **Tools / Equipment** – Do we always use the right tools / equipment for the task?



Motor in usual position



Suspended motor



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



CEMEX SECURITY

KEEP SAFE THIS CHRISTMAS



- Where appropriate, ensure company cash is banked prior to the holiday and not taken home for safe keeping or left in the safe. If an onsite safe is otherwise empty, leave the door obviously ajar.
- Ensure all windows and doors are closed and locked. Lights and electric heaters are turned off unless there is a pressing reason for leaving them or lights are part of the night time security measures.
- Any site, mobile plant and vehicle keys are preferably taken off site or suitably secured preferably in a safe.
- Safe keys are taken home and not hidden. Site radios and chargers should be hidden or locked in the safe.
- Gate and office keys should not be hidden outside. If an authorised member of staff needs access to the site they should take a key with them.
- For CCTV sites monitored at Coventry, ensure your key holders are notified to the control room (ukcctv.security@cemex.com).
- Per usual practice, staff on site during the holidays must notify the control room when they enter and leave the site. Failure may result in the police or key holder being called.
- **The Coventry CCTV Control Room** will be staffed throughout the holidays, from 1800hrs **Friday 22/12/22** to 0600hrs **Tuesday 2/1/23**. (Tel: **01788 517377**)
- Where possible, valuable personal possessions and tools should be taken off site, (they are not covered by the Company insurance) including, personal possessions in trucks and company car.
- Laptop computers should not be left in car boots or behind the back seat. This applies at all times, especially if socialising after work or visiting the shops or gym on the way home.
- If you have gas oil or fuel tanks on site, leave as little as possible in the tank, and don't get a delivery just prior to the holiday. Move any bowers into as secure a location as possible and secure any containers (water canisters, ad mixtures containers etc..) and wheelbarrows that could be utilised to carry away syphoned fuel. If containers are not otherwise recyclable, consider puncturing to prevent misuse.
- Vehicles, trucks, and mixers...leave as little fuel in as possible. If able to do so move vehicles off unmonitored sites. Vehicles left on site should be parked tank-to-tank or battery-to-battery to frustrate offender access.
- Take steps to bury and protect all cabling and other copper assets. Cabling not in use should not be stored on site.
- If an intruder alarm is fitted to a building make sure it is set and operates correctly. If the gate is secured by a combination padlock ensure that Coventry CCTV office has the correct code (ukcctv.security@cemex.com).











If in doubt contact your security team:









07387 252978 (Colin Jones)

07557 318391 (John Sweeting)

CCTV Control: **01788 517377 / 378**



	Buy Recycled Plastic	Need inspiration for a sustainable holiday gift? Looking for items made from recycled plastics is one way we can make eco-friendly choices to reduce greenhouse gas emissions and slow the spread of plastic waste.
	Unpackaged Produce	Goin' for grocery shopping to prepare the holiday feast? Instead of buying packaged fruit and vegetables, why not buy them loose and save on the plastic? Log every time you buy unpackaged fruit or vegetables
	Grow more trees	Thinking about the perfect Christmas tree this year? Share a picture! And why not buy a Christmas tree in a pot. After the holidays, just go ahead it plant it in the garden. Taking good care of the new buddy, you might re-use it next year. Carbon fuels climate change. Trees chew up carbon. Make a commitment to support trees by helping the experts plant, protect and restore our forests. Credible organisations carefully consider the type of tree, location, and the impact on nature and local communities. They also report their impact, so you can see how your actions have helped.
	Eat more veggies	Looking for a vegetarian holiday feast option? Try something tasty. Make a commitment to cut down on the amount of meat you eat each week by trying meals packed with tasty fruits, vegetables, grains and pulses. Log this action when you've enjoyed a meat-free day. Depending on what you currently eat, you may not need to find other protein substitutes for the meat you replace. The average daily protein requirement is 51g (1.8 ounces) per person, but in many countries we consume well above that.
	Cut food waste	Leftovers from the holiday feast? Make a commitment to cut down on food waste in your own home by making sure you only buy what you need, eat the food you have and compost anything left. Worried you've ended up with more food than you can eat? Look up convenient local donation options with a quick online search, or find ways to freeze, pickle or ferment it.
	Connect With Others	The holiday season tends to be stressful at times, but it is truly about enjoying time with others. Many of us feel the need to discover more. Host a virtual meeting with a few close friends to discuss a book, podcast or other diversity-focused resource and what you learned.
	Cook a New Recipe	Our cultural dishes map who are, where we come from, and what happened to us along the way. Travel without leaving your kitchen. Cook an authentic recipe from a culture other than your own and try new preparation styles, ingredients and flavor combinations.
	Coworker Lunch	Proximity breeds empathy. Take a coworker you don't know well to a socially-distanced or virtual lunch. Ask what experiences have shaped them into who they are today. You might be surprised to find things you have in common and things you can learn from discussing your experiences!
	Disconnect	Take time away from all screens to read a book, play cards, journal, work on a puzzle, walk, etc. Aim for an hour every day.
	New Recipe	Mix up your meals by cooking a new recipe. It's a great way to add variety to your diet and learn new cooking skills at the same time.

	Make a Donation	Give money to a cause you are passionate about. If you visit charitynavigator.org , you can find information about 5,500 of the largest charities, rated by category, as well as tips for donors.
	Local Markets	For the freshest produce at the best price, shop local! Check out your nearest farmer's market and learn what is in season. You may discover a new vegetable, or find inspiration for a new recipe.
	Visit the Park	After all the good food: This one's a walk in the park. Visit a public park near you and Log this Action. After all your help preserving nature, now get out and enjoy it!
	Leftovers	The average person wastes 210 lbs of food a year. Eat last night's leftovers for lunch to Log this very important action.
	Thrift Shopping	Buying a gift for yourself or others? Need something new? Got something you no longer need? Get it from second hand or donate it and Log this Action.
	Reusable Shopping Bag	With all the holiday shopping, you don't want to use a plastic bag every time. Got your reusable bag? Step 2 is: Use it. Log this Action every time you say, 'No bag, thanks' at the store.
	Local Produce	Eating fresh, local produce is a great way to support the economy. Log it every time you buy local produce.
	Dress for the Winter	Yes, we want to see the most beautiful Christmas sweater here! Instead of hiking the thermostat, take a hike to the sweater store: Log it when you dress warmly.

December Kindness 2023

MONDAY



4 Support a charity, cause or campaign you really care about

TUESDAY



5 Give a gift to someone who is homeless or feeling lonely

WEDNESDAY



6 Leave a positive message for someone else to find

THURSDAY



7 Give kind comments to as many people as possible today

FRIDAY

1 Spread kindness and share the December calendar with others

SATURDAY

2 Contact someone you can't be with to see how they are

SUNDAY

3 Offer to help someone who is facing difficulties at the moment

11 Buy an extra item and donate it to a local food bank

12 Be generous. Feed someone with food, love or kindness today

13 See how many different people you can smile at today

14 Share a happy memory or inspiring thought with a loved one

15 Say hello to your neighbour and brighten up their day

16 Look for something positive to say to everyone you speak to

17 Give thanks. List the kind things others have done for you

18 Ask for help and let someone else discover the joy of giving

19 Contact someone who may be alone or feeling isolated

20 Help others by giving away something that you don't need

21 Appreciate kindness and thank people who do things for you

22 Congratulate someone for an achievement that may go unnoticed

23 Choose to give or receive the gift of forgiveness

24 Bring joy to others. Share something which made you laugh

25 Treat everyone with kindness today, including yourself!

26 Get outside. Pick up litter or do something kind for nature

27 Call a relative who is far away to say hello and have a chat

28 Be kind to the planet. Eat less meat and use less energy

29 Turn off digital devices and really listen to people

30 Let someone know how much you appreciate them and why

31 Plan some new acts of kindness to do in 2024

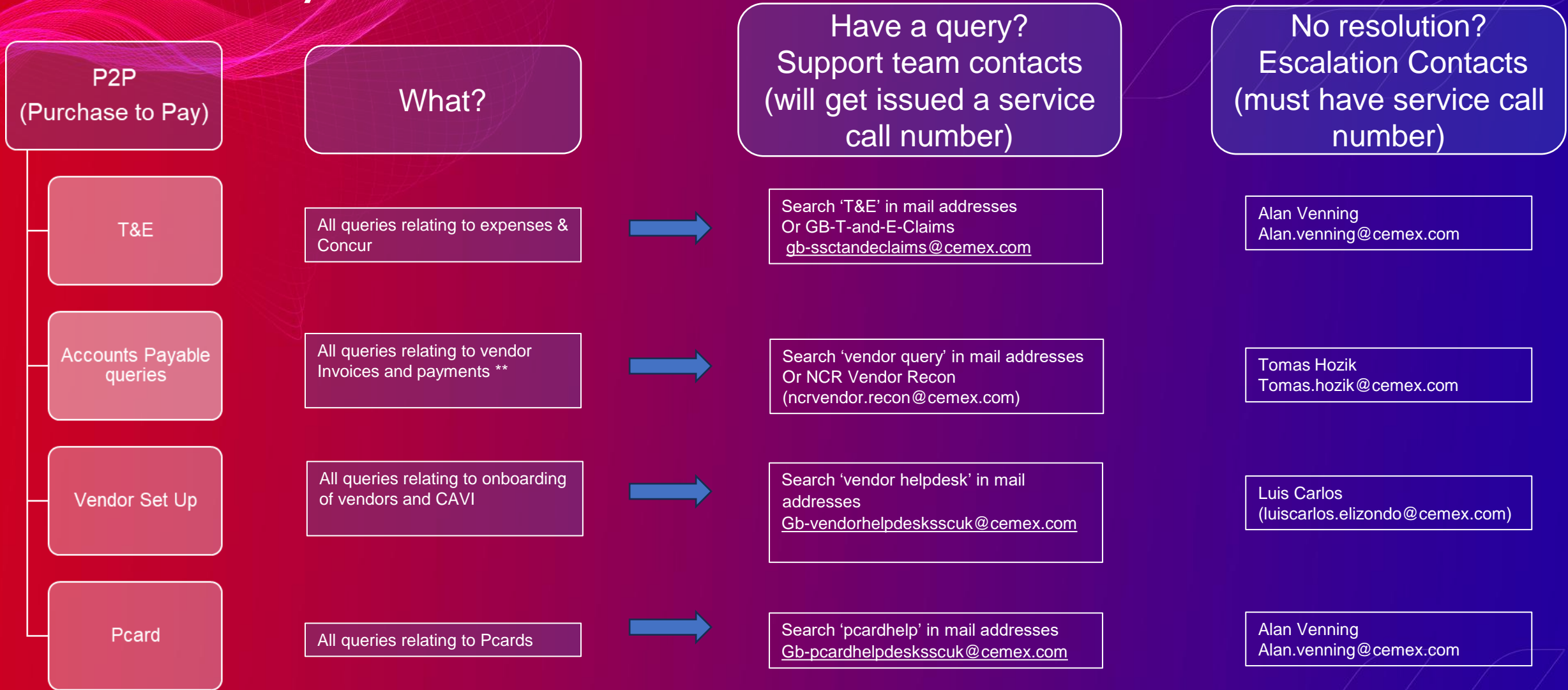


ACTION FOR HAPPINESS

Happier · Kinder · Together



P2P – Query Matrix



** Note all Vendor invoices must be sent for scanning & onward processing to UK.supplierinvoices@cemex.com which is a no reply email address