

CEMEX UK NEWS



Welcome to UK News 14th December 2023
your weekly update from around Cemex UK

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HEALTH & SAFETY



Save the Date – EMEA New Year Health & Safety Webinar



On **11th January 2024 at 9.00am**, there will be a Health & Safety webinar on Zoom, for all EMEA employees with EMEA Regional President, Sergio Menéndez plus other anagement 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.

Group Completes Their Safety Academy Training



The latest Safety Academy Module 3 training took place last week at Staverton Park with 19 candidates from across the business, including two visitors from Cemex Croatia. This was the last of the three modules for all candidates on the course.



This module, run by Julie Welch, Health & Safety Manager UK Supply Chain, and Ian Phoenix, Logistics Manager, was about becoming proficient in applying the Cemex Health and Safety Management System in our journey for Zero4Life.

The course is aimed at Managers and Supervisors throughout the different business streams of Cemex to help with our journey of Zero4Life.

Congratulations to everyone who completed the course.



FUTURE IN ACTION

Latest Earthly Matters

The December 2023 edition of Earthly Matters, the blog dedicated to the partnership between Cemex and the RSPB, is now available to read online [here](#).

In this month's edition:

- RSPB Update
- Hedgerow Maintenance
- Muddy Footprints
- Nature Around Cemex Europe Newsletter – Autumn 2023
- Give the gift of nature this Christmas!



Accessible to all, even those without a Cemex email address, so please do share with your teams.

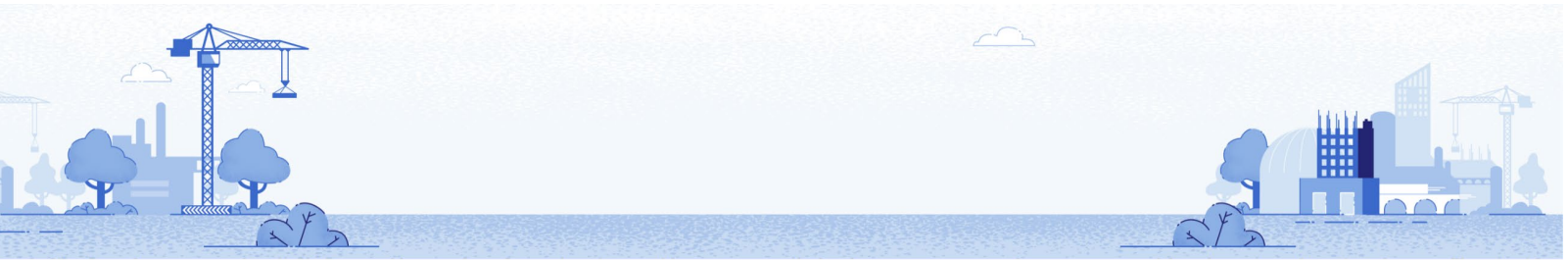
Press Release: Cement Sales Offer 55% Reduction in CO₂ Emissions



Following increased demand for its more sustainable product lines, Cemex has seen sales of its Cement, which provides the greatest reduction in CO₂ emissions, increase to now account for more than 20% of sales volumes across Europe.

Advances in product design and manufacturing technology, including the widescale use of hydrogen in our production process, has enabled this new high-performance Cement, which gives a reduction in CO₂ emissions of more than 55% compared to a traditional Type I OPC Cement*.

Additionally, the CO₂ saving achieved when using this Cement means it is already compliant with Fit for 55, the EU's target of reducing net greenhouse gas emissions by at least 55% by 2030, and Cemex's corresponding regional goal for its operations.



This Cement has now been categorised as Vertua® Supreme, the latest addition to Cemex's Vertua lower carbon cement range.

Graham Russell, Commercial Vice President for Cemex Europe, commented: "We are seeing high cut-through for our more sustainable products across the region, with particularly increased demand for our lower carbon cement range. We are therefore proud to expand this portfolio further with the introduction of Vertua Supreme, perfect for customers keen to achieve top tier CO₂ emission savings of more than 55%.

Our Vertua lower carbon cements demonstrate our focus on differentiation, continuous improvement and the quest for excellence as we strive to meet our global goal of operating as a net-zero company by 2050.

The validation of this goal through the Science Based Targets initiative (SBTi) for alignment under their 1.5°C scenario, the most ambitious pathway defined for the industry, further underlines our commitment to more sustainable operations, products and solutions."

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

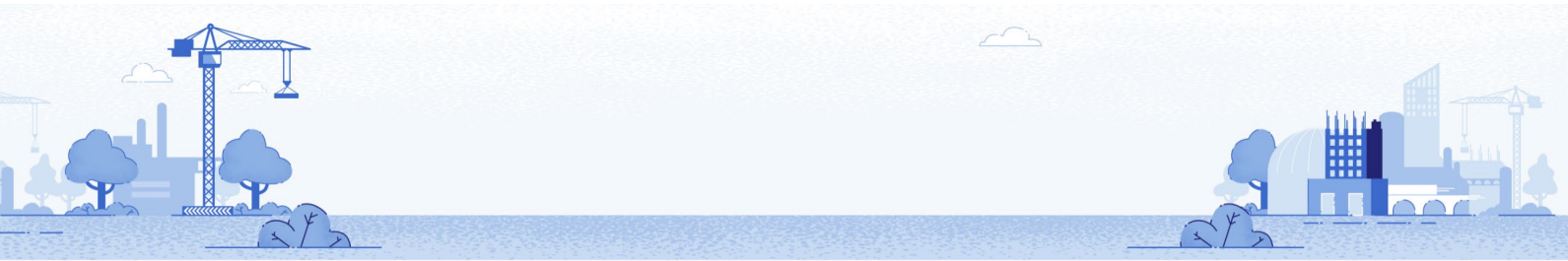
Dan Makes a Difference

In one of the final Lend a Hand volunteering activities of the year, Dan Mann, Public Affairs Analyst, joined a small team from the Crank Recreation Ground in St Helens, Merseyside. This small local charity formed to manage a recreation ground that was in a state of disrepair, but now comprises a war memorial, new pavilion, a bowling green, allotments, orchard, and a car park. Their aim is simply to make the village of Crank an environment that enhances the lives of its residents, by its appearance, and by encouraging social activity.



During the day Dan worked hard to change a rather stoney and unkempt piece of land into a cultivated public area that the team could be proud of. His help was essential, and the team were very grateful to both to Dan and to Cemex.

Dan being the great guy that he is, also agreed to run, in his own time, a charity quiz for the group. The profits from this will help us to maintain our grounds through the year, and again they were very grateful to Dan. Well done Dan!



Festive Always in Action App Challenge



To get the holiday season off to a fun start, Cemex EMEA has launched a new short **Holiday challenge** on the Always in Action app, **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>



Last Chance to Register

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 15th December 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 15th December 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. Decarbonising 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](#).



PROFITABILITY

Celebrating the IDEATION Oscars 2023

As we approach the end of the year the Operational Excellence team asked some of our Directors and Department Heads to choose their favourite idea from some of the key initiative categories in Ideation.

Here are their thoughts on the very best initiatives from 2023:

HEALTH & SAFETY

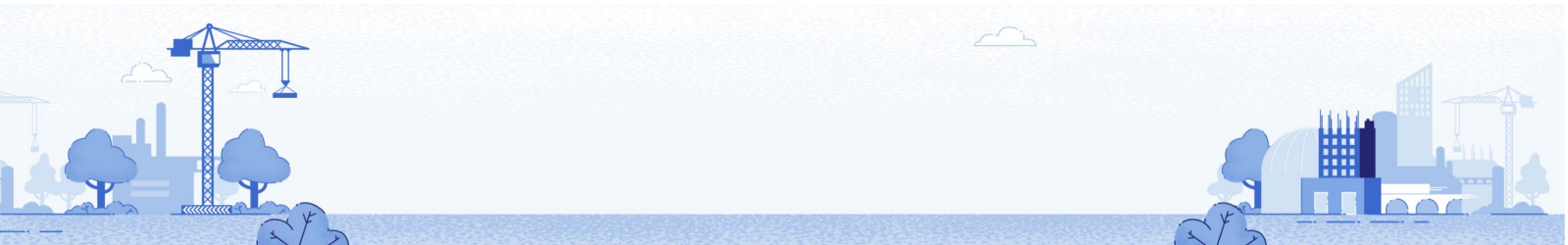
Selected by UK Health & Safety Manager, Peter Luxmore

Peter writes: "I would like to choose a joint winner this year, which just so happen to be entered by the same person; North West Operations Manager, Paul Cheeseman. For Paul to have two entries for consideration shows a commitment to continual improvement – well done Paul!"

Reduction of Plant Mixer Confined Space Entry by Reducing Material Build Up

Entry to mixers remains one of our higher risk activities in Readymix, and anything that can reduce the need for entry has got to be beneficial. Ensuring effective coverage of mould oil is often overlooked as part of mixer maintenance, and this initiative provides a more reliable solution, helping with the cleaning by pressure washers.

Read all about the idea here: [Reduction of Plant Mixer Confined Space Entry by Reducing Material Build Up - Ideation \(idhall.com\)](https://www.idhall.com/Reduction-of-Plant-Mixer-Confined-Space-Entry-by-Reducing-Material-Build-Up-Idation)



LOTOTO - Personal Key Retention. Lock off and Isolation is a key safety process that needs to be followed exactly to prevent risk. This is a simple solution to ensuring personal lock keys are retained by individuals and less likely to be lost. It enables a quick check to ensure everyone involved in a LOTOTO event has their key on them.

Read all about the idea here: [LOTOTO - Personal Key Retention - Ideation \(idhall.com\)](https://idhall.com/ideas/lototo-personal-key-retention)



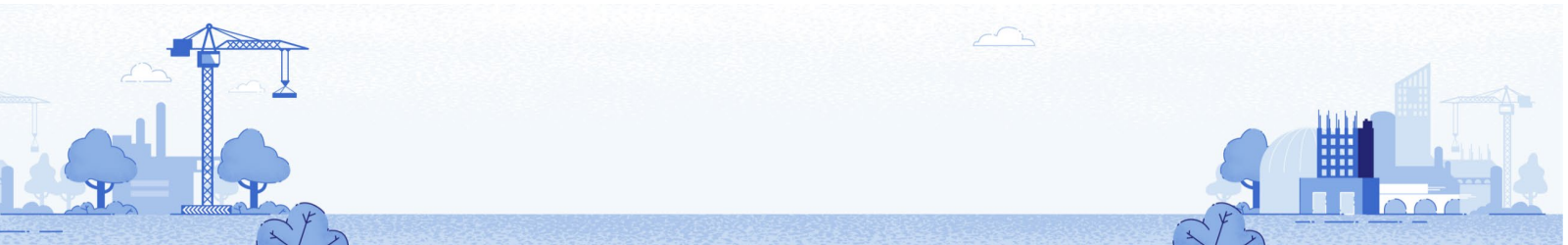
EFFICIENCY

Selected by Operational Excellence and Business Development Director, Laurence Dagley

Laurence writes: “My choice in the efficiency category is the “fibre adding platform” from Yorkshire Readymix Operations Manager, Gordon Renshaw. One of the cornerstones of our lean strategy is to eliminate waste and I’ve long had the concern that we are losing significant quantities of fibres by not storing them properly. Gordon and the team have come up with a great solution as it keeps the fibres safe and dry, and also close to the point of use. They have also solved a safety challenge by reducing manual handling and providing a safe way to introduce the fibres into the concrete. The self-contained nature of the solution also means that this is something we can easily replicate across other sites in the UK.

Well done to the team and to everyone that submitted ideas into our Ideation system during 2023.”

Read all about the idea here: [Fibre adding platform - Ideation \(idhall.com\)](https://idhall.com/ideas/fibre-adding-platform)



ENVIRONMENTAL

Selected by UK Sustainability Manager, Miranda Clegg

Miranda writes: "There were some great ideas in this category, but the winning environmental idea has got to be converting redundant IBCs into wildflower planters, by North West Readymix Relief Plant Manager, Gary Wellsbury. This is beneficial not only to improving local biodiversity, particularly on urban sites where space may be limited, but also with regards to circular economy as the reuse of containers that would otherwise become waste contributes to our circular economy commitments. Additionally, it saves money on considerable IBC disposal costs as well as the purchase of new planters. Hopefully, we will see these IBC planters on many more of our sites."

Read all about the idea here: [Boosting Biodiversity - Converting redundant IBCs into wildflower planters - Ideation \(idhall.com\)](https://www.idhall.com/boosting-biodiversity-converting-redundant-ibcs-into-wildflower-planters)

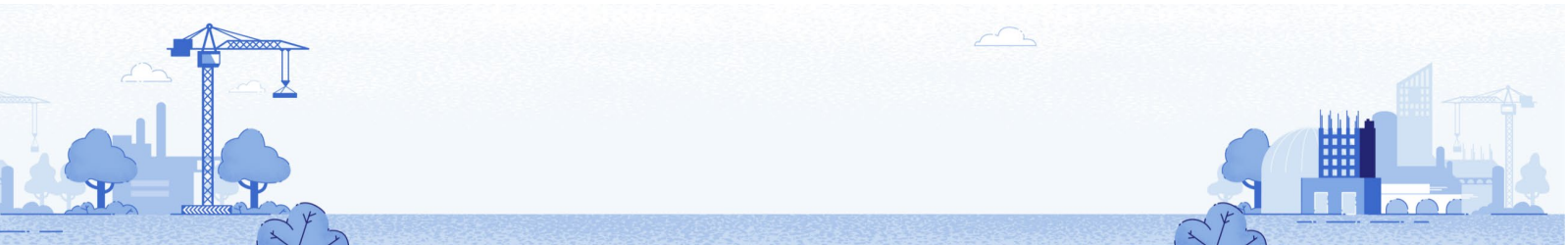


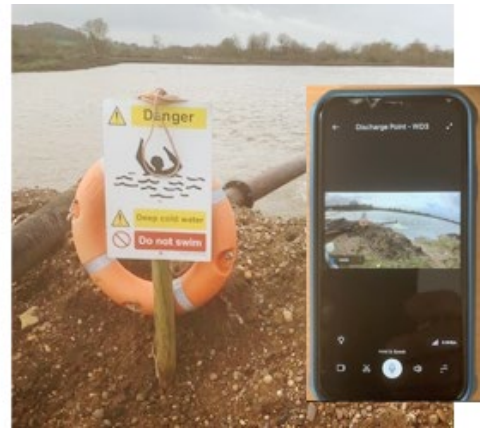
SECURITY

Selected by UK Security Manager, Colin Jones

Colin writes: "My preferred idea with a security impact for 2023 is Midlands Quarry Manager, Bill Newton's 'remote CCTV monitoring of the water pump and discharge point' at Willington. The reason I've chosen Bill's initiative is simple: Using off the shelf technology it touches so many important and topical issues for us; energy efficiency, lone working and risk reduction in health and safety, cost savings, work and home life balance improvements, reduction in carbon footprint, water management and of course security; mitigating against the risk of cold water swimming and misadventure. A simple and inexpensive solution with numerous benefits. Great idea!"

Read all about the idea here: [Remote CCTV monitoring of water pump and discharge point. - Ideation \(idhall.com\)](https://www.idhall.com/remote-cctv-monitoring-of-water-pump-and-discharge-point)





So, there you have it, the 'Ideation Oscar' winners for 2023!

Congratulations again to the winning teams and thank you to everyone who has recorded an improvement initiative in the Ideation tool this year. As we enter the winter period our focus remains on site safety and security, and on energy awareness, particularly at evenings and weekends. If anyone has any new ideas on any of those topics, please do visit <http://cemex.idhall.com> to register them in the Ideation platform.

Midlands Aggregates Team Scoops Idea of the Month



On behalf of the Management team, another big 'Thank You' goes out to everyone for continuing to develop and implement their ideas that will help make Cemex a Safer place to work, with better Quality and greater Efficiency / Effectiveness.

The following summary gives a brief overview of the two ideas from the November 2023 competition:

Midlands Aggregates Area

When accessing the sizing screens for inspections and maintenance, individuals experience restrictive movement due to the personal harnesses being attached to a fixed point and the lanyard length.

To help minimise this, the team fabricated and installed a simple fall arrest catenary cable which is above head height of the individuals accessing the screens allow attachment of the harness lanyard before accessing the screens, also whilst on the screens it allows full length access to the whole screen without unclipping/reclipping the carabiner of the lanyard. This can easily be replicated across multiple sites.

South Coast Aggregates Area

To overcome ongoing issues with the belt drive system and inefficient older motors, the team have started to install Direct Drive motors.

This will increase efficiency, lower energy use and reduce downtime which will lead to increased production and OCF results.



Our congratulations go out to Phil McComb and our Midlands Aggregates team who took the Top Award this month!

At the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads, you can find details of the winning idea. And if you want further information on any of the Ideas, please visit the Ideation platform via the links here:

- Midlands Aggregates Area - https://cemex.idhall.com/idea/view.php?ide_id=395&vw_ccache=6576f4c5-1
- South Coast Aggregates Area - https://cemex.idhall.com/idea/view.php?ide_id=393&vw_ccache=6576f465-1

Here is a direct link where you can search for any topic... <https://cemex.idhall.com/>



EMPLOYEES

WE'X Survey Thank You!

During November we conducted our annual companywide WE'X employee experience Pulse Survey.

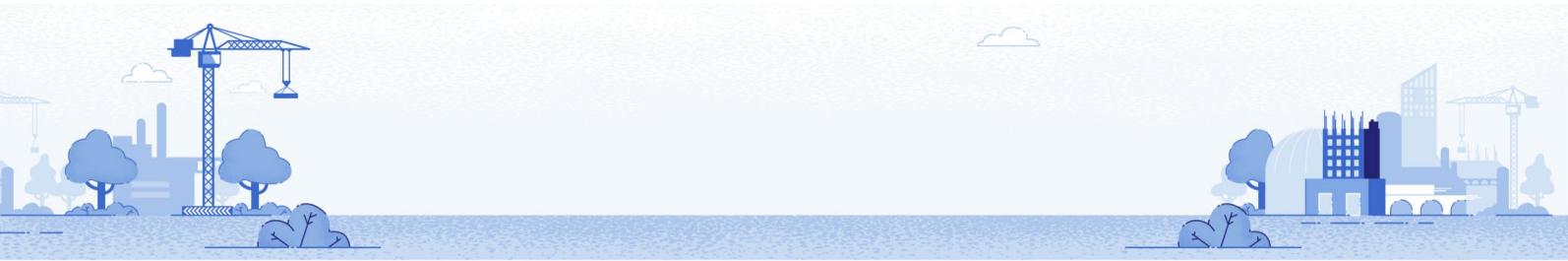
Thanks to you, we reached an incredible **78% participation rate here in the UK!**

This is the highest participation rate we've achieved in like-for-like surveys in the last five years and compares favourably against the EMEA average of 74% and the global average of 84%. Thank you to everyone who completed the survey and used this opportunity to have your say on how we can work together to make Cemex the best place to work.

We're really proud of this participation rate as it demonstrates that colleagues across our UK operations took the opportunity share their views with us. It means that when we look at your responses and the findings in more detail, we can do so with the confidence that the results genuinely represent the views of the vast majority of our colleagues in the UK.

From this we hope to understand more about what's working well and where we need to put action plans in place to address the opportunities we have to make improvements. We'll share more information on the findings from the 2023 WE'X Pulse Survey in the New Year.

For now, we hope all of our colleagues in the UK and beyond, enjoy the Christmas break and have a happy and prosperous New Year.



Happy Retirement Graham



After a career spanning over 40 years Graham Singleton, Resource and Systems Manager at Cemex Marine, retires next week. We wish Graham all the best in his retirement.

Kurt Cowdery, UK Marine, seen here in the photo with Graham, shared these words of thanks to his friend and colleague: “Graham has provided invaluable expertise and support in his role to our business throughout the years. He has built and developed a team to be proud of and recognised as leading within our industry. The role is very strategic and central in the development of our Mineral Reserves. He is great professional, committed and dedicated but

above all else, a great guy. Enjoy your retirement, keep healthy and good luck.”

Graham’s career in Marine has been long and interesting so we wanted to share it here with you.

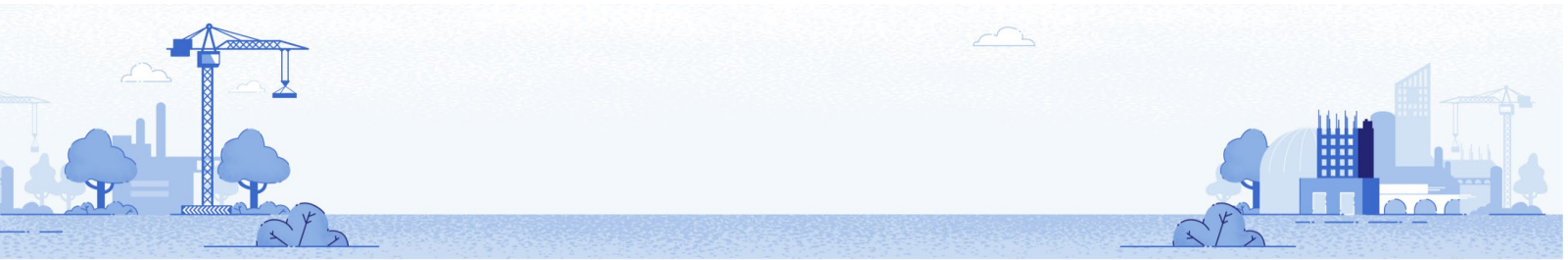
After leaving school Graham joined the Merchant Navy as a deck cadet, sailing ‘deep sea’ on a variety of cargo vessels in international waters. After four years at sea, achieving a Second Mate’s certificate, he came ashore to study for a degree in Maritime Geography at Cardiff University, and for his dissertation, many days were spent surveying various sandbanks in the Bristol Channel.

During the surveys he noticed the sand dredgers plying their trade and became aware of the wider marine aggregate dredging industry. After gaining his degree in 1984, he was able to join one of the companies in that industry, South Coast Shipping (SCS), part of RMC and subsequently Cemex.

Graham’s early years at SCS involved surveying most of the existing licence areas and prospecting for new areas in the seas around the UK and near continent. Offshore surveys took anything from a few days to several weeks, using a variety of ever-developing geophysical and sampling techniques. When not offshore Graham attended training sessions at Thorpe to learn about the technical aspects of aggregates, the basics of concrete and over time, many other topics.

Graham was also involved in updating the navigational systems on board our dredging vessels, from ‘WW2-era’ systems to more modern hydrographic survey-standard systems, and ultimately DGPS systems. Together with the advent of marinised PC plotters, this enabled cargos to be dredged more consistently and efficiently.

In time, new areas were applied for, to maintain our reserves. This required the management of environmental assessments and evolving application procedures, dealing with various Regulators and The Crown Estate. During this time, Graham was able to undertake an MSc in Coastal and Marine Resource Management which helped him keep abreast of evolving marine planning and regulatory frameworks. Given the regional and national aspects of many of the environmental issues to be considered, the marine section of our trade association (now BMAPA) played a strong role in the various regulator and advisor consultations, and he participated in the marine environmental and planning committee.



More recently, Graham took on the role of Resource and Systems Manager at Cemex Marine and assisted the shore and seafarer teams in managing the SMS requirements of the International Safety Management (ISM) Code. When communications technology allowed, we transitioned from a paper-based SMS system to an electronic ship-shore system. Data gathering and management continues to be a theme for both the Resource and SMS systems, wherever possible integrating with wider Cemex systems.

The developments above, and those in the pipeline, could not have occurred without the fantastic cooperation, input, and ideas of the resource & systems teams and of all the related shore and ship-based teams, for which Graham would like to give many thanks to all involved.

EMEA Career Awards 2023



Across the EMEA Region this week colleagues attended an on-line Career Awards ceremony to recognise their long service with Cemex.

Hosted by Sergio Menendez, President for EMEA Region and Derek O'Donnell, EMEA VP Human Resources, colleagues were congratulated for achieving 15, 20, 25, 30, 35, 40 and 40+ years' service this year.

Various celebrations were organised around the UK, where we celebrated over 150 employees and a good time was had by all who attended.

Congratulations to everyone involved!

It's Not Too Late for Discounts

Over on our Cemex Lifestyle discounts platform there are many discounts available to help you and your families have a magical time this festive season.

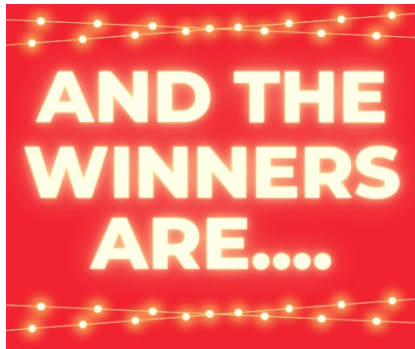
Click [here](#) to find how much you can save in supermarkets, last minute gifts or even a few treats for yourself – go on – you've worked hard all year – you deserve it!

**HAND-PICKED
OFFERS**

Stretch your money
further with discounts
via your platform...



And the Winners Are....



Last week many of us donned our festive outfits for the Save The Children Christmas Jumper Day and had holly good time!

We asked you to share your Christmas outfits with us, and while some of you were too shy, we did get a few elves willing to send in their sparkly outfits. Thank you to everyone who did!

Hundreds of you got involved in the voting process so a big thank you to everyone who voted for their favourites!!

We can now reveal the results and we're happy to share that in both categories, they were run away winners!!

And the winners are:

Individual Festive Spirit Award



The winner is... Graham Jinks, Facilities Assistant at our Stockton Office

Many congratulations Graham – we all loved your wonderful festive jumper and your festive display!!

Your Amazon Echo Show is on its way soon!!

Team Festive Spirit Award

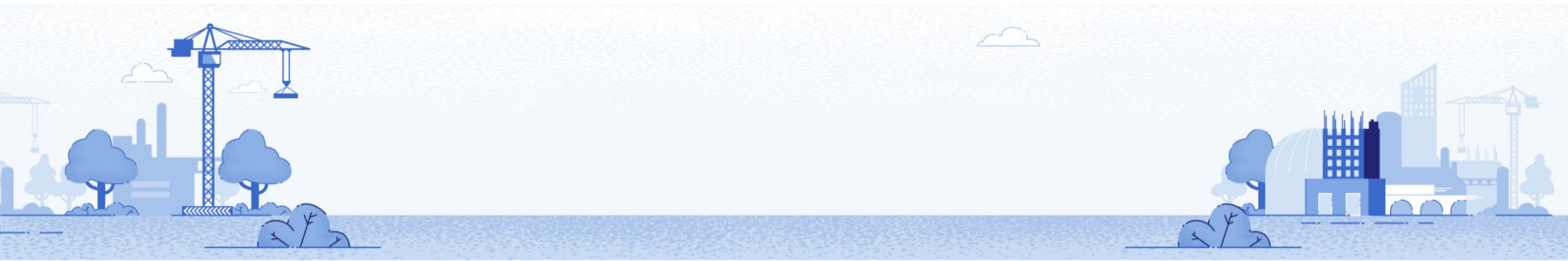


The winning team is the Bulk Cement team from our Binley Head Office

Many congratulations team – we loved your team spirit, your festive vibe and all that sparkle!!

Your hamper of festive goodies is on its way!

Thank you to everyone who got involved in our festivities this Christmas time, we hope you enjoyed them!



Three ways to donate



There is still time to donate to Save The Children this festive period.

There are three easy ways to do this:

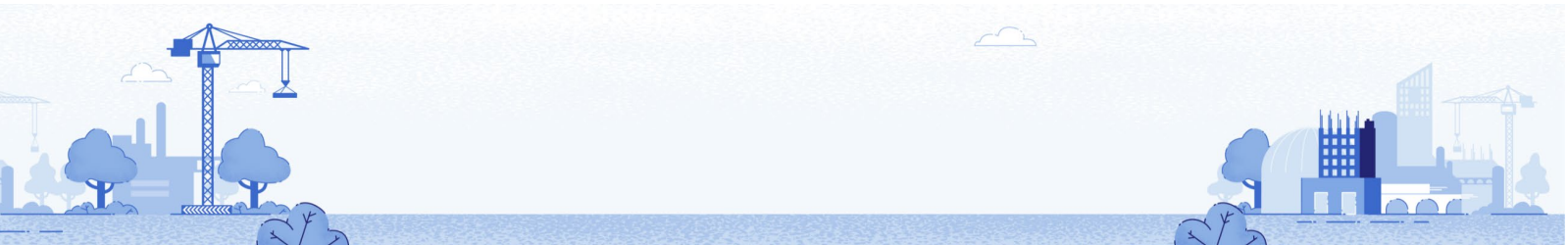
1. Click [HERE](#) to open our Christmas Jumper Day JustGiving webpage.
2. Send a text saying **CXJUMPER** to 70050 to make a £5 donation – **please use personal mobiles only!**
3. Scan the QR code here to open our JustGiving webpage.

Internal Vacancies

| IVC Ref | Position | Company | Location | Closing date |
|-------------|-----------------------|---------------------------------|---------------------|--------------|
| 264-12-2023 | Operative | Materials - Aggregates | West Deeping Quarry | 21/12/2023 |
| 265-12-2023 | Sales Agent | Customer Experience - Materials | Binley | 18/12/2023 |
| 266-12-2023 | Development Manager | Materials – Aggs Permitting | Binley | 25/12/2023 |
| 267-12-2023 | Operative | Materials - Aggregates | Sandgate Quarry | 25/12/2023 |
| 268-12-2023 | Weighbridge Operative | Materials - Aggregates | Northfleet Wharf | 25/12/2023 |
| 269-12-2023 | Relief Plant Manager | Materials - Readymix | South Coast | 26/12/2023 |



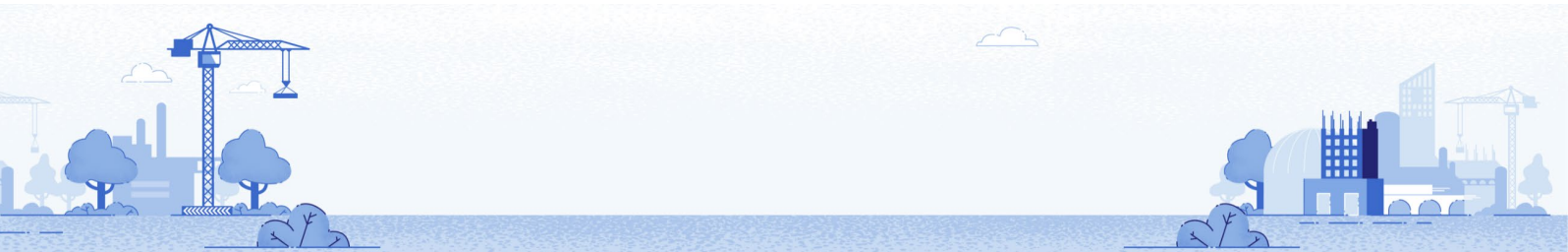
Merry Christmas and a Happy New Year from your Cemex UK Communications team



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.



Safe Screen access fall arrest

Philip McComb | 27 Nov 2023 | ID395

🚩 Idea of the Month Competition Nominees

🟢 Closed with success by Philip McComb

Approver: Philip McComb

Implementation coordinator: Mark R Brown

Plan: Quick Wins

Class: Health & Safety

Problem, context, environment, status

When accessing the sizing screens for inspections and maintenance, there is restrictive movement due to the personal harnesses being attached to a fixed point and lanyard length,

Description of the initiative

Fabrication and installation of a simple fall arrest catenary cable which is above head height of the individuals accessing the screens allow attachment of the harness lanyard before accessing the screens, also whilst on the screens it allows full length access to the whole screen without unclipping/reclipping the carabiner of the lanyard

Expected benefits

Safe freedom of access to all areas of the screen without restrictive movement

Financial analysis

| Title | Impact distributed over time | Forecast amount |
|---|------------------------------|-----------------|
| Fabrication of fall arrest anchor and purchase of eye bolts, winch cable, turnbuckle etc | 01-11-2023 | £500.0 |
| Installation labour | 01-11-2023 | £1,000.0 |
| Total cost amount | | £0.0 |
| Total gains amount | | £1,500.0 |
| ROI | | £1,500.0 |
| Profitability | | – |

Small expenditure for improvement of safe access

Philip McComb – 27 Nov 2023