

CEMEX UK NEWS



Welcome to UK News 11th January 2024
your weekly update from around Cemex UK

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CEMEXUK



HEALTH & SAFETY

Latest UK Safety Alerts



The latest two UK Safety Alerts relate to recent incidents in which employees have suffered injuries, one breaking a bone in his thumb and the other suffering a fractured cheek. We wish our colleagues a full recovery.

Both incidents remind us of the importance of activity specific risk assessments and safe systems of work, ensuring colleagues have the necessary training and experience, along with the correct / well maintained equipment, including PPE. The first incident also highlights the importance of reporting variations from standard working practices, so any defects can be fully investigated and resolved, rather than relying on workarounds.

You can find the two alerts at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads Please discuss the Alerts with personnel as appropriate and display them on relevant notice boards.

Health and Safety information and resources can be found [here](#).

New Assistance Systems in Admixtures Facilities

Cemex is strengthening its commitment to Health and Safety by implementing new safety assistance systems across all its European Admixtures facilities. This technology was completely installed at most of these sites by the end of 2023, with further plans for it to be rolled out in the wider EMEA Region during 2024.

The systems were first trialled at Cemex's Admixtures plant in Salzkotten, Germany. Following the trial's success, the technology has since been implemented in its plant based in Rugby, UK, with the Alicante, Spain site due to install imminently.



The technology was supplied by German manufacturer Linde Material Handling. Its features include a Reverse Assist Camera for forklifts, which detects pedestrians behind reversing forklifts. In the event of danger, the technology will alert the driver and automatically reduce the speed of the forklift. Linde will also implement its “Safety Guard System” at hall gates of buildings where forklifts can be driven; these project warnings signs to make pedestrians and other forklift operators aware that a vehicle is entering the facility.

Dietmar Voetsch, said: “At Cemex, we are always looking for new processes and innovations to ensure safety in our workplaces. Linde’s Safety Guard System and Reverse Assist Camera are ideal solutions for occupational safety in our Admixtures plants; we were immediately convinced by the technology and the feedback we’ve received from employees who have used it has been extremely positive. Once the European rollout is complete, we are excited to adapt the technology further for use in our Admixtures plants across the wider EMEA region.”

Read the full press release [here](#).

Battery Safety Awareness



Button batteries also called LR44 batteries, button cell batteries, or coin batteries, are extremely dangerous to children if swallowed. They can be found in toys, remote controls, car keys, musical greetings cards, and small electronic devices such as calculators and weighing scales.

Although a child may not choke if they swallow a button battery, the batteries can do serious internal damage. When combined with saliva, the electrical current from the battery produces caustic soda that can burn through the throat or stomach and can cause further damage to other internal organs.

RoSPA advice for keeping child safe from button batteries

- The Toy Safety Regulations require toys that use button batteries, have lockable battery compartments. Check that these are secure and undamaged and do not use toys that don't have lockable compartments. Take care when changing batteries to make sure the compartment is secured afterwards and the old battery is disposed of safely.
- Be extra vigilant with items including musical greeting cards, flameless candles, remote controls and electronic devices as most of these will not have lockable compartments. RoSPA advises that children should not be allowed to have access to these products if the battery compartment is not secure.
- Ensure that spare batteries are locked away, and used batteries are disposed of correctly as they can still cause injury. Once they are replaced, store them securely out of reach, and recycle them as soon as possible.

If you think your child may have swallowed a button battery, seek medical advice immediately. Remember that the saliva in their body will react with the battery and so time is very much of the essence. It is sometimes difficult to know whether a child has swallowed a button battery. If they are vomiting fresh, bright red blood you absolutely have to get them immediate medical help. Click [here](#) for other symptoms to look out for.



E-cigarettes battery safety

In the UK there have been reported rare incidents of E-cigarettes or “vapes” exploding and seriously injuring people. Some of the risk around vaping and e-cigarettes is related to their batteries and how they’re charged, used and stored so following the safety tips below may help you to avoid an E-cig battery fire or explosion:

- Only buy E-cigarette devices from reputable retailers. Don’t buy counterfeit goods. Fire risks around vaping often come from counterfeit or faulty products.
- Only use the charger that was supplied with the E-cigarette / battery for charging.
- Don’t charge your E-cigarette overnight and regularly check your device when it is charging.
- Unplug your E-cigarette when it is fully charged. Don’t leave items continuously on charge (after the charge cycle is complete).
- Charge your E-cigarette on a clean, flat surface and away from anything that can easily catch fire. Ensure you can clearly see your E-cigarette when it is charging.
- Do not cover batteries that are on charge, in case of overheating.
- Ensure that you read and follow the safety instructions, markings or warnings on or supplied with the E-cigarette. Contact the manufacturer if you have any further questions or if your E-cigarette wasn’t supplied with instructions.
- Consider using E-cigarettes with safety features and don’t remove or disable safety features.
- Never let your battery come into contact with metal items such as coins or keys in a pocket or bag, as this can cause a short circuit and explosion. Store removable and spare batteries in a plastic case to prevent accidental contact.
- Protect batteries against being damaged, crushed or punctured and do not immerse in water.
- Keep batteries out of the reach of children.
- Regularly inspect your E-cigarette batteries and replace your battery immediately if it is damaged, leaking or not functioning properly. Dispose of batteries at recycle or disposal points.
- Protect your E-cigarette battery from extreme temperatures by not leaving it in direct sunlight or in your car on a freezing cold night.

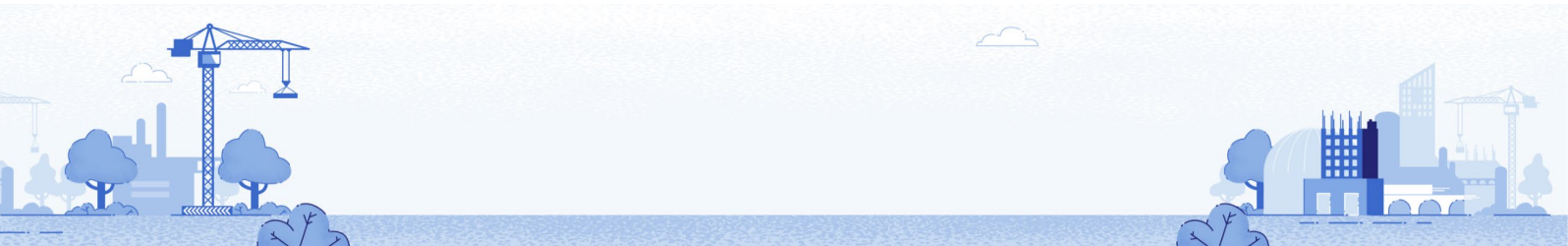
You can find more information about E-cigarette battery safety at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Action For Happiness

Do you want to be part of a happier and kinder world in 2024?

Even in uncertain times, there are lots of things we can do to stay hopeful, make progress and help others.

The Action for Happiness [online program](#) is a great way to get the new year off to a happier start, with inspiring daily videos and fun actions to try out.



You can find the Happier January calendar at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads It is full of actions to get the new year off to a positive start. You can also download the app to **get daily inspiration and be part of a friendly community** putting these ideas into action.

Check out [this video](#) for some more tips for a Happier January.



CUSTOMER CENTRICITY

Another Great Month for Out of Hours Deliveries

2023 saw 10,000 Cement deliveries made out of hours to our customers (internal and external). This was achieved thanks to the fantastic collaboration between Paul Cooke's Readymix teams, Gemma Crawford's Customer Services team, Carl Milton's Logistics team and Craig Williamson's Commercial team.

Thanks to everyone for their support and the collaboration in enabling this great performance throughout 2023.



FUTURE IN ACTION

Head Office Achieves iiE Accreditation



We're getting started
by achieving

Bronze



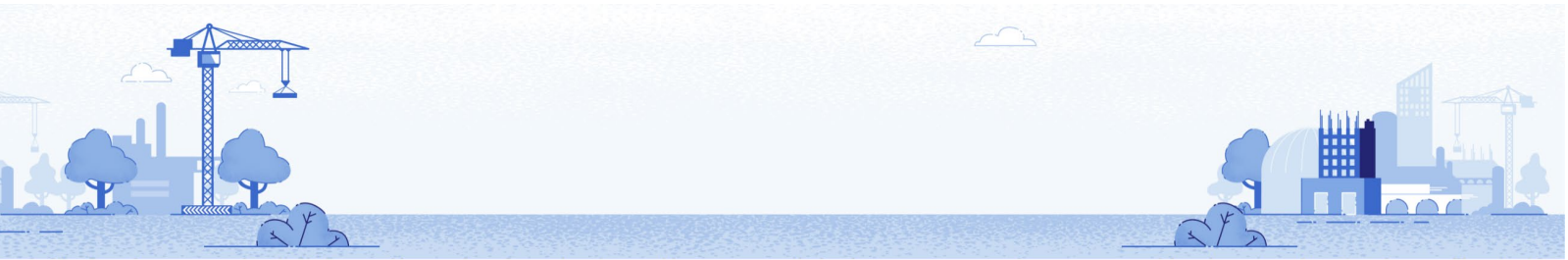
We are delighted to announce that in December Cemex UK was awarded with Bronze accreditation with the Investors of the Environment for our Head Office in Binley, Coventry.

Investors in the Environment (iiE) is a national environmental accreditation scheme designed to help organisations reduce their impact on the environment and receive recognition for their progress.

Following the Head Office move from Rugby to Binley in Coventry, the team at Binley made many positive changes and this iiE accreditation gives a stamp of approval for this fantastic work. The accreditation also ensures continuous improvement going forward.

To achieve Bronze award, the team needed to demonstrate implementation of processes, policies, and systems to manage, monitor and improve environmental performance. This included:

- Establishing environmental policy and action plans



- Gathering baseline data
- Improving how resources are used
- Managing and reducing waste
- Calculating a carbon footprint
- Communicating progress

The target is to achieve silver award at the next audit in 12 months time. This will be achieved by developing organisational changes by analysing data, making measured improvements through performance tracking, and working towards a wider sustainable development.

Well done and big thanks to Natasha Page, Facilities Manager & HR Advisor, team for her hard work at Binley, with the support from the Sustainability team.

Environmental Briefing – New Year Sustainability Refresher Training



ENVIRONMENTAL BRIEFING

The latest Environmental Briefing is about New Year Sustainability training.

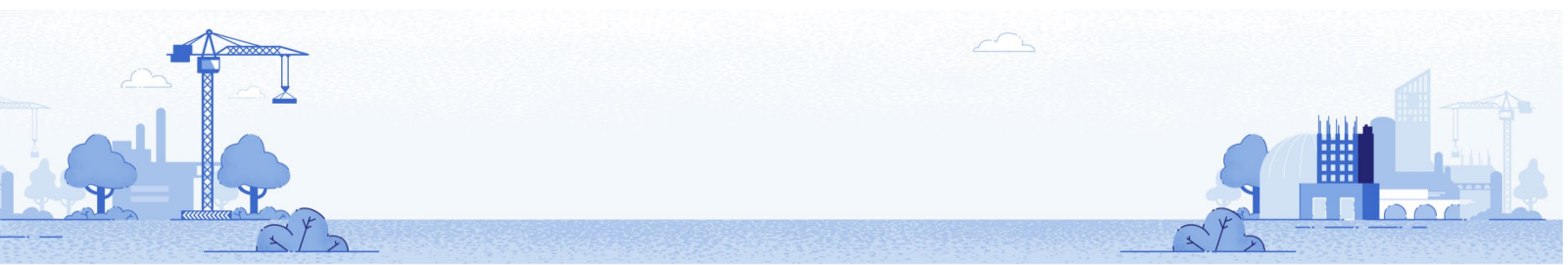
In a change to our usual new year environmental training package, for the 2024 training we would like sites to review the existing environmental training matrix and undertake any overdue environmental or energy training packages. Internal audits have highlighted that overdue environmental training is a trend across many sites so this is a useful opportunity to address the issue before our ISO 14001 environmental management auditors raise it as an area of concern.

We appreciate that the start of the year can bring additional requirements on everyone's time so this year we would like sites to review their existing site environmental training record and carry out any overdue or new training, which can be found on the Sustainability SharePoint page [here](#).

We encourage everyone to use this time to complete the ET08 Energy Efficiency training if not already done so as this is a requirement of our new ISO 50001 certification.

If you have any questions, please contact a member of the Sustainability team. We would appreciate it if you can distribute further as you feel relevant.

You can view the Environmental Briefing at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads



Adrian Wins Again!



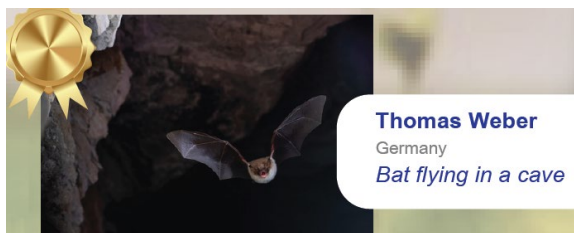
Thank you to everyone who participated in our first EMEA photo competition "Celebrating Natural Wildlife at our Sites".

We received almost 200 competition photos from all countries within the EMEA region. The photos are varied and show the beauty of the wildlife at our sites for example: animals, plants, and the landscapes you have captured through the lens of your cameras.

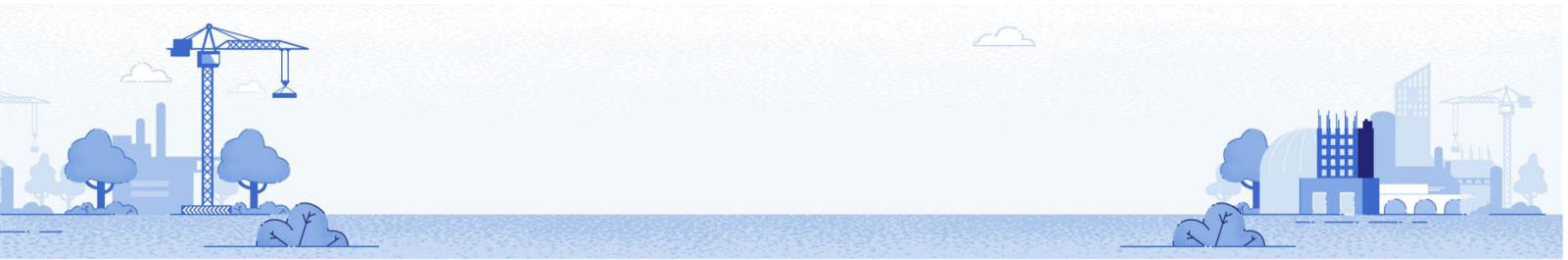
The 2023 winners have now been announced!

Big congratulations to Hereford Readymix Plant Manager, Adrian Radnor, who scooped Overall Winner for his stunning photograph of a Kingfisher.

In the Wildlife Category, congratulations go to Marcin Stefanides in Poland who came first with 'Bunny with works behind', to Ute Weilkes in Germany for second place with 'Marbled White Butterflies', and to Salvador Albuxech in France for 'Gaspard the Fox'. A Special Award was given to Thomas Weber in Germany for his 'Bat flying in a cave'.



In the Landscape Category, congratulations go to Robe de Mesa in the Philippines who came first with his 'Lake with cement plant behind', to Michal Jalocha in Poland for his 'Reedbed with sand plant behind', and to Fabijan Ruscic in Croatia for his 'Snail with cement plant behind'. A Special Award was given to Marina Stenek in Croatia for her 'Poppies at Sv Juraj'





We are pleased that Cemex actively protects and nurtures biodiversity at all sites through careful environmental management and education. Every organism is part of an ecosystem that needs protection for a richer, stable, and resilient environment as we progress towards our goal of helping achieve Nature Positive by 2030.



The next competition will be in 2024. Stay tuned!



PROFITABILITY

Thanks For Your Effort November Winners



Congratulations to the November 2023 Thanks For Your Effort winner **Claire Nellis, Senior Sales Agent – Customer Experience.**

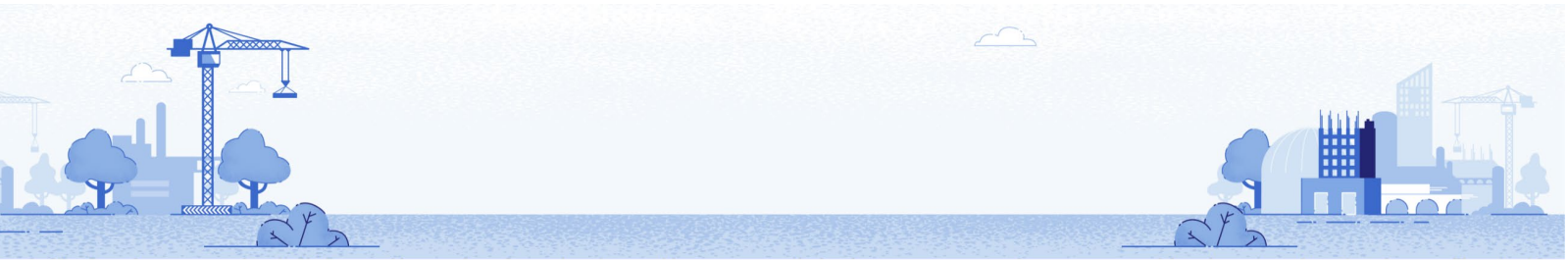
Claire won the award for living our Cemex values by focusing on customers; acting with integrity and working as One Cemex, going above and beyond to make sure that everyone has everything they need to operate without disruption.

Claire's nomination was made by Lucy Dodd, Customer Service Manager Readymix & Aggregates UK, Customer Experience, and here is why Lucy nominated her:

The Readymix Customer Service Centre was very short staffed for the first few days in October due to a combination of sickness and holidays. Claire was the one remaining contact from the team for our Northern Readymix Planning & Commercial teams across the North West, North East and Yorkshire. Claire juggled last minute jobs and mix changes from customers alongside the day-to-day incoming orders across four separate Planning teams.

Despite the extremely high level of requests, she was dealing with she was still on hand to help her colleagues in the office – she has shown absolute focus on customers, both external and internal, determined that there would be no reduction in our service. Whilst Claire is always a reliable member of the team, leading by example her dedication to the CSC she really did go above and beyond to make sure everything ran smoothly without any disruption.

Whilst customers were the focus and benefitted from Claire's behaviour, it was her colleagues that benefitted the most. The rest of the CSC supported where they were able to which also need to give thanks



for. All Planners received the support they needed, along with the Commercial teams and our Internal teams within the CSC. Claire showed complete integrity in her mindset and her dedication to our customers and teams was very much appreciated by all.

Congratulations and well done Claire.

Thanks For Your Effort November Nominees



More thanks go to our fantastic colleagues nominated for the November Thanks For Your Effort award for showing exceptional dedication and going above and beyond their day jobs. They are:

Alex Maybury and Dave Besford

Tipper Drivers in Aggregates Supply Chain. Nominated for their excellent customer service levels.

Both Drivers were delivering Asphalt to Nottingham Prison on a Saturday following a five day shift. Alex and Dave experienced customer delays and only just managed to get back to their respective sites within the 15 hour maximum working day under the driver's hours rules. Due to the prison working conditions no mobile phones were allowed in the working. Both Drivers demonstrated excellent customer focus to ensure the work could be completed but staying within the complex legalities of tachograph regulations. The customer was able to complete the work that had been scheduled and the prison was able to fully re-open all sections afterwards without leaving trip hazards if areas were not fully resurfaced.

Matthew Johnson

Plant Manager, Newport Readymix. Nominated for ensuring safety, focusing on customers, acting with integrity.

Matt went over and above his regular duties and expectations during the month of October. He has broken two plants records in one month, which included best volume month (4134m³) and best daily volume (600m³ during a large pour for Weststone Construction). Several customers were complimentary of Matt's service and product quality in what was an excellent month for Newport plant. Most importantly, Matt achieved these accomplishments whilst working in a safe manner, putting the driver's safety first on the two busiest days that the plant has ever experienced.

Herman Classen, Joe Castle, Fletcher Gould, Callum Voss and Alex Dale – The Porofoam Team

Technicians, Quality & Product Technology, National Technical Centre. The team were nominated for ensuring safety, focusing on customers.

Technicians and Apprentice Technicians at the National Technical Centre team are responsible for attending every supply of Porofoam, our highest value VAP in terms of spread premium. They attend site visits in teams of two, and add the technical foam to a base grout mix in proportions according to the product spec. Recently, the demand in the market for this product spiked and the teams were called upon to go above and beyond to help deliver record revenue. Working early/late as required as well as weekends,



they all pulled together to service the projects. This was all whilst looking out for each other, to the extent that there was a step in to prevent one of the team driving to the North West one day due to tiredness and another team member who was rested took their place.

Bill Newton

Quarry Manager, UK Materials Aggregates. Nominated for ensuring safety, focusing on customers, pursue excellence, working as One Cemex, acting with integrity.

Having established the new rail connected landfill at Parkfield Rd in Rugby, initially with one train per day, there was a requirement to ramp up to two trains per day, ahead of schedule. Having quickly and successfully put plans in place, the client and their freight operator changed the timings of the trains and method of work potentially putting our planning consent at risk and damaging community relations. Bill quickly highlighted the issue, escalated for support, managed changes and mitigations and relations with neighbours, whilst the situation was resolved. Managing a confusing and frustrating period safely and efficiently. Trains have now been running at two per day for a month without any further issues thanks to Bill's intervention and close attention to detail.



EMPLOYEES

Sergio's End of Year Message



A message from the President of the EMEA Region at Cemex

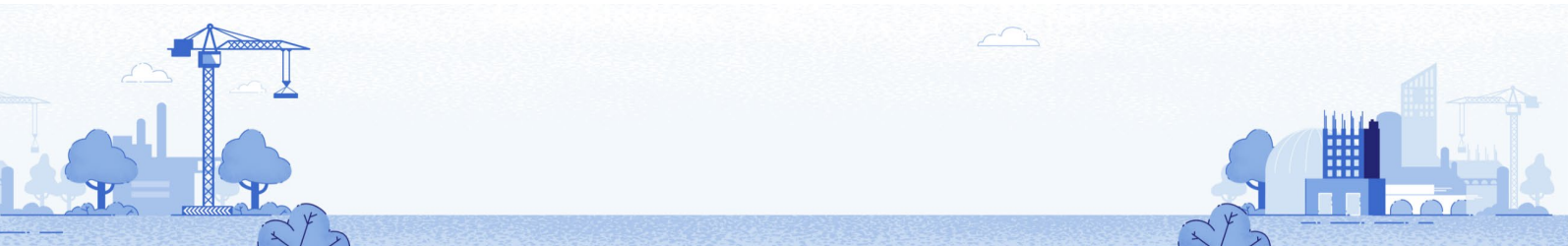
The end of the year prompts us to reflect on the past 12 months and plan for the future.

Firstly, I would like to begin by extending my sincere thanks to all of you for your daily

commitment to our business and your successful efforts. Throughout 2023, we have collaborated closely to build on our 5 key priorities of Health & Safety, Customer Centricity, Future in Action, Innovation and Growth. In a world full of tension, conflict and political turmoil, my thoughts are with all colleagues affected and I greatly appreciate the resilience of our teams in Cemex EMEA.

I would like to thank you for how seriously you have taken safety. It is very important to me that our colleagues not only prioritise their own health & safety, but also always look out for those around them.

This year, many of our sites have achieved record zero LTI and TRI milestones while 95% of sites have been injury free so far in 2023. However, tragically we have recorded three fatalities during the year. I believe that our safety management systems will ultimately help to deliver our Zero 4 Life goals, so please continuously look after yourselves and your colleagues. This is our top priority and there is nothing more important than the safety and wellbeing of all of us at Cemex.



Customer satisfaction is of paramount importance to us. Our Net Promoter Score (NPS) surveys allow us to assess the level of customer satisfaction and determine areas for improvement. This year's result of 67 is a signal to us that our products and service are very positively perceived by our customers. Each of you has contributed to the fact that Cemex is seen to be a proven and reliable partner – thank you and well done!

In addition to customer feedback, your opinion as colleagues on the workplace environment in Cemex is also very important to me. The information we obtain in this way allows us to respond effectively to the opportunities you identify and, as a result, become an increasingly better employer. We will analyse the results of this year's WE'X survey soon and implement solutions that will ensure Cemex remains a good and desirable place to work. Our initial results show that our Employee Net Promoter score from the recent survey is the highest ever at 26.

As a further demonstration of our attractiveness as an employer, we recently celebrated the anniversaries of employees who have reached 10 years or more of service in our region, showing your dedication and commitment to our business. I was delighted to recently celebrate the anniversary of over 900 of you – congratulations and thank you very much for your long service to Cemex!

Moreover, we have made strong progress on our Future in Action goals during 2023. Our CO₂ performance continues to improve with reductions across EMEA and Europe in particular is now approaching a 45% reduction. Our sales of Vertua have been ahead of target and we have extended the brand to include new attributes of recycled content, water management, design optimisation and energy efficiency. We launched a new Vertua 'Supreme' lower carbon cement with a minimum 55% CO₂ reduction, representing 20% of our cement sales in Europe.

Cemex EMEA is leading in our global aspiration to become a net zero company by 2050 and I am both grateful and proud of your achievements.

Our innovation and growth agenda continues to develop with 166 projects in progress across EMEA. These projects will deliver \$52m of additional EBITDA during 2023 and 2024, and we have a pipeline of further investments planned. My growth highlights from 2023 include several acquisitions - Kiesel in Germany, a mortars and adhesives technical leader; Shtang Recycling in Israel; a mortars plant in Madrid; and two quarries also located near to Madrid.

Aspects of our innovation programme are closely linked to Future in Action and I am pleased that we have now secured more than 15 EU funded projects to deliver on innovation, while many of our colleagues are now working on several carbon capture project funding applications for the EU Large Scale innovation fund, which will be submitted in early 2024.

Looking ahead to 2024, our priorities will remain the same. Safety and achieving zero accidents will remain our number 1 priority. While remaining optimistic for the mid-term, we do expect some market declines across our region for 2024. The key to our financial success during this time will centre around pricing, strong cost management, and optimisation of our free cash flow and I ask you all for your support in these measures. We hope for recovery during 2025 and we will remain focused on delivering on our priorities. We are very strongly positioned in our Region with the right teams of committed employees, excellent products and services, and a strong belief in continuous improvement.



Once again, I would like to thank every one of you for your professionalism, commitment and contribution to building a strong Cemex EMEA team.

I send my best wishes to you all that this coming year will be a good one for each of you individually, your families and for Cemex.

EMEA Career Opportunity - Leader Digital Commerce Europe



The Customer Experience Team have an EMEA careers opportunity for a 'Leader Digital Commerce Europe'.

This position reports directly to Félix Martínez (EMEA Digital Commerce Manager) and could eventually be located anywhere in the Region. Key role mandates include:

- Define & implement the Customer adoption strategy for orders, EPOD, Invoices...
- Increase Customer adoption of digital tools with the aim of expanding monetising opportunities.
- Collect new functionalities needed in Cemex Go in Europe.
- Lead the customer integration strategy & support country leaders during implementation.
- Track with management in European countries the evolution of adoption and opportunities of improvement

You can find further details on the poster at the end of this document, and on the UK News download page here: www.uknews.co.uk/downloads

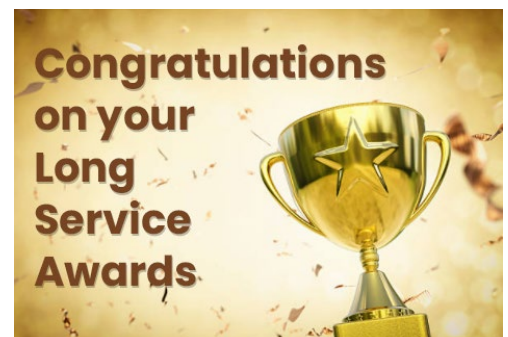
To apply please contact Catalina Beltran - auracatalina.beltran@cemex.com

Long Service Awards

We would like to send huge congratulations and thank you to the following colleagues for reaching long service milestones in November and December 2023.

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

- John Green, Plant Manager, celebrated 40 years
- David Williamson, Technical Manager, celebrated 40 years
- Christopher West, Asphalt Plant Manager, celebrated 25 years
- Patrick Worwood, Foreman Fitter, celebrated 25 years
- Amanda Morrall, Inbound & Site Security Coordinator, celebrated 25 years
- Melanie Routledge, Operations Planner Team Leader, celebrated 25 years
- Marianne Smith, Statutory Reporting Manager, celebrated 25 years



Mark Celebrates 15 Years Long Service



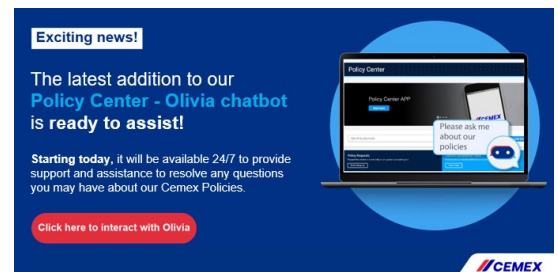
Congratulations goes out to Mark Williams, Fleet Engineering Manager at Cemex UK Marine, who celebrated his 15 years Long Service Award in the company, on 2nd January.

Kurt Cowdery, UK Marine, said: “Thank you Mark for all your hard work and commitment, we look forward to your continuing support.”

Latest News from Policy Centre

The Policy Centre has introduced Olivia Chatbot. This service is available 24/7 to provide support and assistance to resolve any questions you may have about Cemex Policies.

Click [here](#) to interact with Olivia.



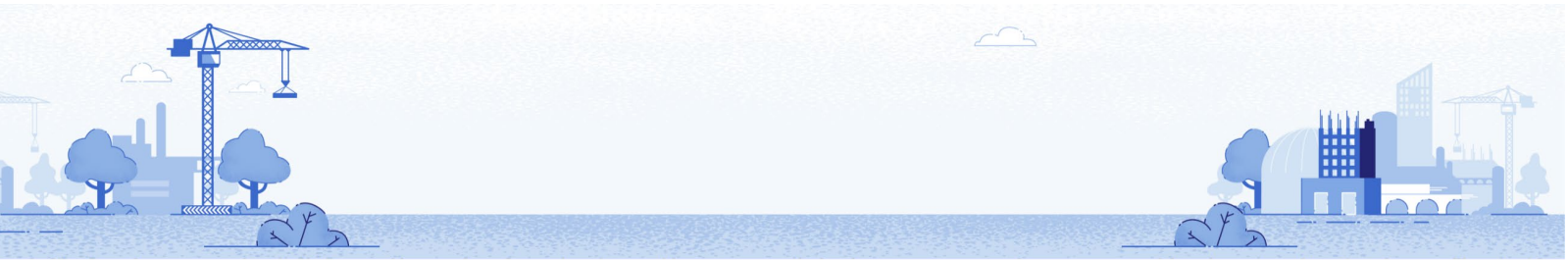
MP Visits Jarrow Wharf



In December, the Cemex UK Public Affairs team were delighted to welcome MP for Jarrow, Kate Osborne, and Labour Candidate for the Mayor of the North East, Kim McGuinness to our Jarrow Wharf for a tour of our operations, and for a discussion about the vital role that the site plays in construction and building sector in the region.

Kim McGuinness commented about how it was “great to hear about Cemex’s progress in making their business and supply chain Net Zero, their work with North East organisations and the investment they are making in the North East in Jarrow, Peterlee and Durham too”, and Kate Osborne had echoed this saying how it was, “really interesting to visit Cemex Aggregates in Jarrow today alongside Kim McGuinness to hear more about Cemex’s plans for net-zero whilst investing in the North East”, and that it was “brilliant to see investment put into our communities”.

We look forward to working with Kim and Kate closely going forward and are grateful for their support in delivering the shared goals that we need for the continued success of our site, Jarrow, and for the region.



Raising Donations for Homeless Veterans



In June 2023 we shared Leon Richards' story in UK News – about how he has been promoting PTSD awareness. Leon, a haulier for BMD Distribution, was diagnosed with PTSD in 2013 after deployment to Afghanistan. Leaving the Army he embarked on a new challenge in the haulage industry to when he joined BMD Distribution. You can read his story [here](#).

Leon decided he wanted to be able to promote PTSD awareness by telling his story using his truck. He started attending charity truck shows to raise awareness and raise money for such worthy causes.

Leon's is now raising money for homeless veterans. He is hoping to raise £3,000 to buy sleeping bags, clothes and warm mugs. If you would like to support Leon's cause you can donate via his JustGiving page [here](#). Thank you.

Kindness Starts with One

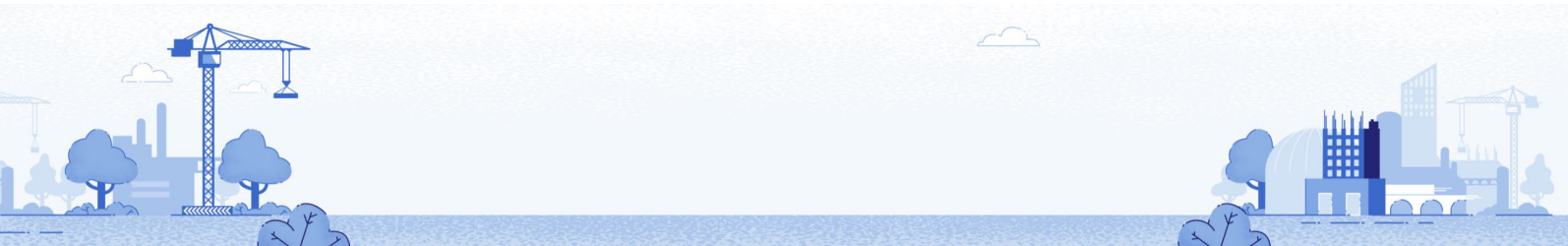
Thanks to Paul Cheesman, Operations Manager NW Readymix, for sharing this heartwarming story with us.

“Meet Roxy, Roxy is the daughter of my Area Relief Plant Manager, Gary Wellsbury. Roxy has for the past couple of years been making gifts for the homeless and handing them out on the streets of Chester and Liverpool in the days before Christmas. This year, Roxy came to me and asked if we could help in any way with her gift packages and we were happy to support by donating thermal gloves and hats to include in her Christmas presents for the homeless. In turn, when Linda Fullwood at National Safety Supplies heard of Roxy's act of kindness, they also donated some handwarmers, snoods, thermal socks and fleeces for Roxy to include when wrapping the gifts.



So, Roxy, with her little helpers, Dante the dog, Dad Gary and Mum Maxine and with an ample supply of dog biscuits in pockets, will be handing out Christmas care packages to some of those less fortunate sleeping rough on the streets of Chester.

Well done Roxy, your kindness started with one and is now growing on and on.”



Family Day at the Panto

During the Christmas break Concrete Products Buxton arranged a family day to the Panto.

Paul Kania-Miller, Operations Manager Concrete Products, commented: “It was great to see the children enjoy themselves getting into the panto spirit. The cast of Cinderella at Buxton Opera House were amazing as usual. It was great to get the families together over the Christmas period, have a catch up and enjoy the afternoon out together.



Thanks to Donna Woolliscroft for arranging the event.”

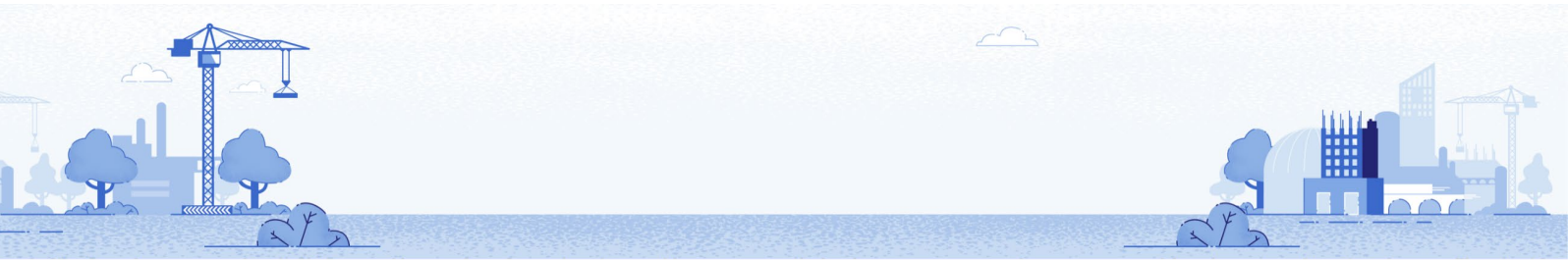
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
02-01-2024	Fitter – (Temporary position 6 months)	Materials - Aggregates	Raynes Quarry	18/01/2024
03-01-2024	Area Sales Manager – North West	Urbanisation Solutions – Building Products	Dove Holes	22/01/2022

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 BROKEN THUMB

DETAILS OF THE INCIDENT

The Tension Head Machine at a Rail Sleeper Factory was stuck against the sleeper mould. An employee isolated the machine correctly, before attempting to free the machine from the mould using a pry bar. On releasing the machine from the mould, the employee became unbalanced and lost control / grip of the bar, which struck the top of his thumb.

The employee received First Aid treatment, before visiting the local hospital where an X-Ray confirmed he had a broken a bone in his thumb.

Housekeeping in the work area was of a good standard, and not the cause of the employee losing his balance.

The employee returned to work later the same day with some restrictions to his normal duties.

HOW COULD THIS HAVE BEEN AVOIDED

- The stuck Tension Head was a recurring issue and overcome using a pry bar. The problem should have been investigated to identify the root cause and the most appropriate corrective actions to prevent having to use a workaround.

KEY REVIEW POINTS

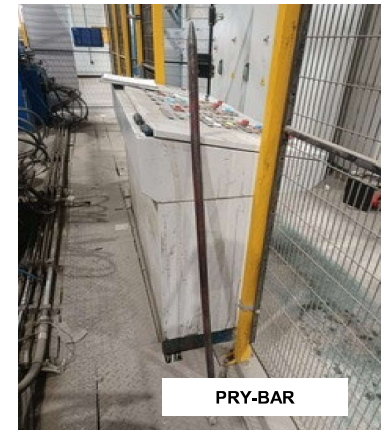
- Are Risk Assessments and Safe Systems of Work in place for all relevant activities and effectively communicated?
- Do personnel have the necessary training and experience?
- Do we always use the right, well maintained, tools / equipment for the job and never make do?
- Are personnel encouraged to report variations from standard working practices, so they can be investigated and resolved?
- Are maintenance routines and inspections carried out in accordance with the required programme?
- Do we STEP IN and Take 5 Together if we see anyone at risk of injury?

KEY FINDINGS

✗	Risk Assessments and Method Statements were not available for this specific task.
✗	Tools / Equipment – A pry bar was not a suitable tool for the task.
✗	The stuck Tension Head is a recurring issue, but had not been fully investigated to eliminate the problem.
✓ ✓ ✓	<ul style="list-style-type: none"> A Permit to Work and Take 5 was completed prior to work starting. Isolation LOTOTO procedure correctly followed. Correct Personal Protective Equipment, PPE, (gloves) worn.



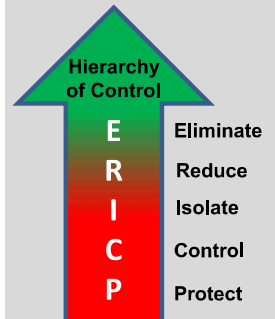
TENSIONING MACHINE



PRY-BAR

Display Until
16.02.24

CEMEX



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

SAFETY ALERT

EMPLOYEE FRACTURED CHEEK

UK SA02/2024 – 04.01.24

DETAILS OF THE INCIDENT

Cement Plants typically incorporate a preheater tower (PHT) which raises the temperature of the raw material mix, using heat produced by combusting fuel or from hot gases fed from the kiln exhaust. This pre-heating drives off carbon dioxide and water in the raw mix before it enters the kiln. Due to chemical influences, material build-up occurs in the tower ducts. This build up is an inherent part of the process. To counter this, almost 200 air cannons are used at this particular cement plant to clear build-up in a controlled and automated manner. This reduces to the minimum the need for lancing. Water jetting (lancing) is a task that is undertaken multiple times per shift and is critical to the safe operation of the kiln system. These lances discharge water at 1,500 bar pressure.

An experienced preheater tower operative (employee) was undertaking his normal duties to clear a preheater door of build-up to allow for the safe execution of water jetting activities within the preheater tower.

Whilst clearing the door with the specifically designed tool, a lump of build-up fell within the PHT duct and hit the bar, causing the end that the injured person (IP) was holding to deflect towards his face, resulting in a fracture to the cheek bone.

KEY FINDINGS

Safe Systems	A thorough Safe System of Work and Risk Assessment were in place for the task. Investigations confirm full compliance with procedures.
Isolation	The required equipment (air blasters) were isolated, and the section of ducting above had been cleared to minimise the risk of material falls within the pre-heater tower. This is as per procedure.
Competency	Pre-heater tower cleaning requires specialised training. The IP is trained and competent in the task and he has been carrying out these activities for over 5 years.
Tools & Equipment	The IP was using the specifically designed rodding equipment for the task. The tools were in good condition.
PPE	The IP was wearing the correct PPE for the task, including face visor. This ultimately reduced the severity of the injuries sustained.
Housekeeping	Housekeeping in the area was excellent, which eliminated additional risks from slips, trips and falls during the incident.

HOW COULD THIS HAVE BEEN AVOIDED

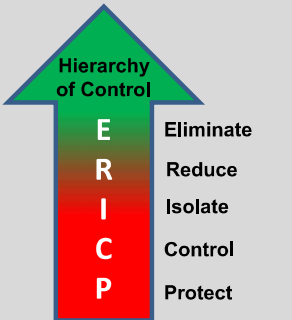
- No specific action has been identified to reduce the likelihood of this occurrence. The preheater process was operating in steady state. The cleaning activity was completed as per procedure.
- Remote or robotic equipment that would reduce the need for human interaction in this task would eliminate the risks associated. Whilst technology is advancing rapidly, there is currently no remote or robotic solution available on the market that would work in the high temperature environment of the pre-heater ducting.
- Due to the fundamental design of this preheater tower (2 stage with twin double deflectors), plus 80% + alternative fuel usage, it is acknowledged this increases the risk for buildup and material falls in the PHT.

KEY REVIEW POINTS

- **Safe Systems** - Are all Safe Systems of Work followed and all specified PPE worn? Adhering to processes, procedures and PPE requirements can reduce the severity of any injuries, as this incident has shown.
- **Competency** – Do you and your team have the necessary training for the specialised activities you undertake?
- **Tools / Equipment** – Are only approved and authorised tools used for tasks?
- **Housekeeping** – Is housekeeping a priority in your workplace? A clean work area is imperative for safe working. Apply 5S methodology.



Display Until
16.02.2024



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.

Personal Protective Equipment

Always wear the correct PPE.



STOP THINK ACT



Office for Product
Safety & Standards



Button batteries Be aware!

We rely on button batteries to power everyday objects like car key fobs, remotes and children's toys. But did you know that if they are swallowed they can badly injure, or even kill a child?

This advice will help you to keep your child safe.

The dangers of button batteries

Button batteries react with saliva to create caustic soda – the chemical often used to unblock drains. If a child swallows a button battery and it gets stuck in their food pipe (oesophagus), it can burn a hole and cause internal bleeding, or even death.

Larger lithium ‘coin cell’ batteries (about the size of a five pence piece) are the most dangerous, but it is best to keep all button batteries out of a child’s reach. Smaller batteries can be inserted into places such as ears and noses, causing serious injuries if undetected.



How to keep children safe

Store spare batteries securely

Store spare button batteries securely and out of children’s reach. Don’t leave them loose in drawers or on surfaces. Watch out when opening multipacks of button batteries in case they fall on the floor.



Know which toys and gadgets use button batteries

These include everyday toys and gadgets, such as: kitchen or bathroom scales, thermometers, gaming headsets, slim remote controls, car key fobs, key finders, flameless nightlights, novelty items like flashing wands or light-up headbands, robot bug or fish toys, fidget spinners with LED lights, calculators, watches and hearing aids.

Under product safety regulations, button battery compartments in toys are required to be secured.



Check your home

If you find things powered by button batteries where the battery compartment isn't secured, move them out of reach of small children. If the item is faulty, get it fixed or get rid of it safely. You can also report faulty toys to your local Trading Standards.



Get rid of 'dead' button batteries immediately

Children often find discarded button batteries lying around or under sofa cushions. 'Dead' button batteries can still have enough power to badly hurt a small child. When you remove one, store it securely and recycle it properly and promptly.



Teach older children the dangers

Tell older children why button batteries are dangerous, and why they shouldn't play with them or give them to young children.



If you suspect your child has swallowed a button battery

Symptoms may not be obvious. Your child might be coughing, gagging or drooling, or pointing to their throat or tummy. Unclear or fluctuating symptoms mean it's important to be vigilant.

If you think your child has swallowed a battery, take them straight to the nearest A&E department or call 999 for an ambulance.

Do:

- take the battery packaging, toy or gadget – if you can – to help staff identify the battery
- trust your instincts and act fast, even if there are no symptoms

Don't:

- let your child eat or drink
- make your child be sick



E- Cigarette battery bursts into flames whilst in engineer's pocket

WHAT HAPPENED

This incident reinforces the potential hazards presented by E-cigarette batteries and the importance of using them safely with particular regard to how they are charged and stored, both at home and in the workplace to keep yourself, your colleagues and families safe.

An air conditioning engineer received a minor burn to his thigh and carpet tiles were burnt / scorched after an e-cig battery in his pocket instantaneously heated up and burst into flames.

- An air conditioning engineer was on site at the company's offices to carry out routine servicing of the sites AC systems.
- He had been inducted and authorised to work on site and had been working for approx. 1.5 hours and was on the first-floor corridor when suddenly an e-cig battery in the right-hand pocket of his shorts overheated instantaneously, making a hissing and popping sound.
- The heat was so intense that it melted through the pocket and fell to the floor where it burst into flames.
- The H&S Manager heard this and on leaving his office to investigate instructed the AC Engineer to grab a nearby CO fire extinguisher which he did and proceeded to extinguish the flames. This took a couple of attempts as the battery re-ignited.
- The battery was then safely placed outside to cool down.
- The heat from the battery caused a minor burn to the AC Engineers thigh and subsequent battery fire burnt and scorched several carpet tiles.
- A great deal of smoke was raised from the battery fire which activated the fire alarm with the Sales Office promptly evacuating to the Assembly Point and others in the building informed that the fire had been dealt with successfully.
- Once the smoke had been cleared from the corridor persons were advised that it was safe to re-enter the building.
- An investigation found that the e-cigarette battery was most likely defective and/or faulty as the only other items in the same pocket were a mobile phone, in a plastic case and plastic pen.

The images below show the size of the battery after the fire and the normal size for this type of battery.



LEARNING POINTS / ACTIONS TAKEN

In the UK here have been other reported rare incidents of E-cigarettes or “vapes” exploding and seriously injuring people. Lots of the risk around vaping and e-cigarettes is related to their batteries and how they’re charged, used and stored so following the safety tips below may help you to avoid an E-cig battery fire or explosion:

- Only buy E-cigarette devices from reputable retailers. Don't buy counterfeit goods. Fire risks around vaping often come from counterfeit or faulty products.
- Only use the charger that was supplied with the E-cigarette / battery for charging.
- Don't charge your E-cigarette overnight and regularly check your device when it is charging.
- Unplug your E-cigarette when it is fully charged. Don't leave items continuously on charge (after the charge cycle is complete).
- Charge your E-cigarette on a clean, flat surface and away from anything that can easily catch fire. Ensure you can clearly see your E-cigarette when it is charging.
- Do not cover batteries that are on charge, in case of overheating.
- Ensure that you read and follow the safety instructions, markings or warnings on or supplied with the E-cigarette. Contact the manufacturer if you have any further questions or if your E-cigarette wasn't supplied with instructions.
- Consider using E-cigarettes with safety features and don't remove or disable safety features.
- Never let your battery come into contact with metal items such as coins or keys in a pocket or bag, as this can cause a short circuit and explosion. Store removable and spare batteries in a plastic case to prevent accidental contact.
- Protect batteries against being damaged, crushed or punctured and do not immerse in water.
- Keep batteries out of the reach of children.
- Regularly inspect your E-cigarette batteries and replace your battery immediately if it is damaged, leaking or not functioning properly. Dispose of batteries at recycle or disposal points.
- Protect your E-cigarette battery from extreme temperatures by not leaving it in direct sunlight or in your car on a freezing cold night.

LOCATION:	OFFICE	ALERT STATUS:	Normal
ACTIVITY:	POWER TOOLS AND BATTERY SAFETY	DATE ISSUED:	08/01/2024 18:26:30
SUB ACTIVITY:	NO SUB ACTIVITY AVAILABLE	INCIDENT No:	03689

Happier January 2024

SUNDAY



MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1 Find three things to look forward to this year

2 Make time today to do something kind for yourself

3 Do a kind act for someone else to help brighten their day

4 Write a list of things you feel grateful for and why

5 Look for the good in others and notice their strengths

6 Take five minutes to sit still and just breathe

7 Learn something new and share it with others

8 Say positive things to the people you meet today

9 Get moving. Do something active (ideally outdoors)

10 Thank someone you're grateful to and tell them why

11 Switch off all your tech at least an hour before bedtime

12 Connect with someone near you - share a smile or chat

13 Take a different route today and see what you notice

14 Eat healthy food which really nourishes you today

15 Get outside and notice five things that are beautiful

16 Contribute positively to your local community

17 Be gentle with yourself when you make mistakes

18 Get back in contact with an old friend

19 Focus on what's good, even if today feels tough

20 Go to bed in good time and allow yourself to recharge

21 Try out something new to get out of your comfort zone

22 Plan something fun and invite others to join you

23 Put away digital devices and focus on being in the moment

24 Take a small step towards an important goal

25 Decide to lift people up rather than put them down

26 Choose one of your strengths and find a way to use it today

27 Challenge your negative thoughts and look for the upside

28 Ask other people about things they've enjoyed recently

29 Say hello to a neighbour and get to know them better

30 See how many people you can smile at today

31 Write down your hopes or plans for the future



ACTION FOR HAPPINESS

Happier · Kinder · Together




ENVIRONMENTAL BRIEFING

Sustainability Training – New Year Refresher

Overview

In a change to our usual new year environmental training package, for the 2024 training we would like sites to review the existing environmental training matrix and undertake any overdue environmental or energy training packages. Internal audits have highlighted that overdue environmental training is a trend across many sites so this is a useful opportunity to address the issue before our ISO 14001 environmental management auditors raise it as an area of concern.

We appreciate there are many time-constraining pressures early in the new year so the Sustainability training review can be carried out any convenient time in January or February.



Training Register

SR05

Revision 5

DATE

Training Needs Identification Matrix/Record

Job role (Adapt as appropriate)	ET01 - Environmental Awareness & New Starter Induction	Environmental Awareness (DVD)	ET02a, 02b, or 02c - Environmental Permit Training	ET03 - Waste Management Duty of Care	ET 05 - Oil Storage Regulations	ET06 - Water and Effluent Management	ET08 - Energy Efficiency	Manual 4 Operational Work Instructions	Energy Audit Training	New Year Training
*Operations Manager	Y	Y	Y	Y	Y	Y	Y	Y		
**[insert name]										
Energy Auditor									Y	
**[insert name]										
*Site Manager	Y	Y	Y	Y	Y	Y	Y	Y		
**[insert name]										
Assistant manager	Y	Y	Y	Y	Y	Y	Y	Y		
[insert name]										
Foreman	Y	Y	Y	Y	Y	Y	Y	Y		
[insert name]										
Filter	Y	Y	Y				Y	Y		
[insert name]										
Site Operative	Y	Y	Y				Y	Y		
[insert name]										
[insert name]										
[insert name]										
Weighbridge Clerk	Y	Y	Y	Y			Y	Y		
[insert name]										

*Against each job role insert "Y" in the appropriate box of the matrix to indicate that training is required.

** insert the name of the job role holder and enter the date when required training is given

Suggested timescale for repeat - every 3 years

Suggested timescale for repeat - every 5 years

As a quick reminder, the ET08 Energy Efficiency training package was updated in 2023 and is a requirement of our new ISO 50001 energy management certification. For any sites that have not completed this training, please use the new year opportunity to undertake this package.

For any sites that have no overdue training, please take this time to review the packages on the Sustainability SharePoint as some have been updated in 2023 and may now be significantly different.

All Sustainability training packages can be found on the Sustainability SharePoint [here](#).

Key Points

- For the Sustainability New Year training please review your existing environmental training matrix and undertake any overdue training by the end of February,
- Take this opportunity to ensure the ET08 Energy Efficiency package is completed as required by our ISO 50001 energy management certification,
- Some training packages have been reviewed in 2023 so may be different to what has been communicated previously.

WE CREATE OPPORTUNITIES FOR YOU TO CONTINUE GROWING AT CEMEX



Leader Digital Commerce Europe Customer Experience

Role Summary

Responsible for increasing the adoption of digital tools with the aim of increasing the monetizing opportunities and collect new functionalities needed in CXGo in Europe, and leading the customer integration strategy In the region. Additionally, the position to work closely with other departments of the company at European.

Profile



Education

- Bachelor Degree : Administration, Systems, Telecommunications, Economy, Marketing, Engineering
- Knowledge of PC Programs :Word, Excel, PowerPoint, MS Outlook, PowerBi
- Very fluent in English written and spoken

Experience

- Experience of 3 years in digital business strategies.
- Experience in areas such as planning, sales, or similar roles.

Customer Experience Director EMEA

Digital Commerce Manager EMEA

Leader Digital Commerce
Europe



Félix Martínez Cuat

“ Join us in building a better future while enhancing our digital business strategies ”

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 all have the opportunity to develop and move along.
- Confidentiality in all our requests.

If you are interested in this role

- To apply contact **Catalina Beltran**
auracatalina.beltran@cemex.com
- Deadline: **January 15th, 2024.**



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

For more information about this hiring process, click below:

Leader Digital Commerce Europe