

CEMEX UK NEWS



Welcome to UK News 18th January 2024
your weekly update from around Cemex UK

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CEMEXUK



HEALTH & SAFETY

EMEA New Year Health & Safety Webinar

Last week EMEA Regional President Sergio Menendez, plus other Management Team members, presented the EMEA New Year Health & Safety Webinar.

If you missed the webinar you can watch the recording [here](#).

You can also find a one-page summary at the end of this document and on the UK News download page:
www.cemexuknews.co.uk/downloads

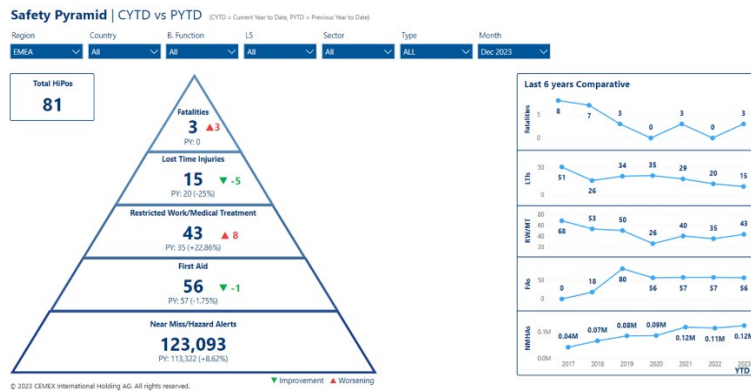


New Year Back to Work Health & Safety Sessions



During the past few weeks colleagues across the UK have been attending their Back to Work Health & Safety New Year training. Thanks go to everyone who has been involved, either as facilitators or attendees, for their hard work and commitment. Hopefully this will help focus everyone's minds on the importance of health, safety and wellbeing, and be rewarded with an injury free start to the year.

As a supplement to the New Year sessions, we are sharing an overview document which is a useful reflection of progress being made, a reminder of some of the injuries and HiPos we have sadly suffered across the region, and a summary of key priorities. The document contains the EMEA H&S performance data - comparable year end data for the UK is shown below in the image below.



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

Paul Passes His NEBOSH



Congratulations and well done to Paul Whyte, Production Supervisor at our Concrete Products plant in Buxton, who has recently passed his NEBOSH General Certificate.

NEBOSH (National Examination Board in Occupational Safety and Health) is an internationally recognised organisation that provides health, safety and environmental qualifications valued by government bodies, employers, and learners. A significant number of health and safety job adverts specify NEBOSH qualifications, demonstrating the high standard of NEBOSH courses and training.

A Safe 2024: Know Our Safety Essentials

Safety Essentials

- 1. Look after yourself and each other**
Don't let anyone act unsafely, always stop unsafe practices.
- 2. Housekeeping**
Keep designated access routes and work areas tidy and free from trip/slip hazards.
- 3. Get a Grip**
Hold handrails or step-ways and use three points of contact when getting in/out of vehicles.
- 4. Personal Protective Equipment**
Always wear the correct PPE.
- 5. Manual Handling**
Use mechanical aids or ask for help to reduce risk.
- 6. Tools and Equipment**
Use the right, well maintained, tools / equipment for the job. Never make do.
- 7. Safe Driving**
Drive safely, ensure you are authorised and that vehicles/machine plant are well maintained.
- 8. Safe Systems**
Follow safe systems of work, site rules, signage and traffic signals.
- 9. Isolation Procedures**
Never work on live or moving machinery - always 'lock out'.
- 10. Working At Height**
Use appropriate access equipment and fall protection.
- 11. Confined Spaces**
Obtain a permit to work and always follow the safety requirements.
- 12. Incident/Hazard Alerts**
Report all incidents/hazards immediately.

Our Safety Essentials are as relevant today as when they were first introduced many years ago. They are designed to combat the main incident prevention opportunities that have been identified through investigations and while the frequency of events has significantly reduced in our company over the years, the main focus points remain the same if we are going to reach our Zero4Life objective.

You are encouraged to continue to promote the Safety Essentials with all employees and contractors constantly, and to help you, we will be including information about a different Essential each month throughout 2024.

You can find these Safety Essentials in PDF format at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads



Asphalt End of Year Safety Session



In December, the Asphalt Operations Managers came together for their end of year Health & Safety meeting. The day kicked off with an overview of the Asphalt business's 2023 performance and a look to 2024 challenges and opportunities, presented by Phil Hutchinson, Head of Urbanisation Solutions EMEA.

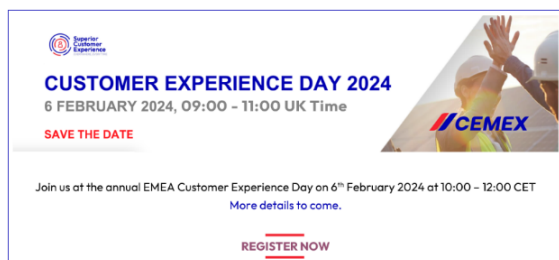
Following this the group then reviewed a variety of topics including: their recent PACs audit gaps needed to fill in 2024, cost control focused on 2024 plant fixed cost budget, break-out sessions covering the paperwork needed following an investigation with gap analysis for missing information, a session looking at the powers of an HSE inspector, factors surrounding incidents, and root cause analysis.

The day also included a back-to-basics quiz about the Asphalt business. The winner was Marc Snow, Asphalt's newest Plant Manager but returning to Cemex after eight years away. It was great to see how much he had remembered about our business! Well done Marc!



CUSTOMER CENTRICITY

Invitation to the EMEA Customer Experience Day 2024

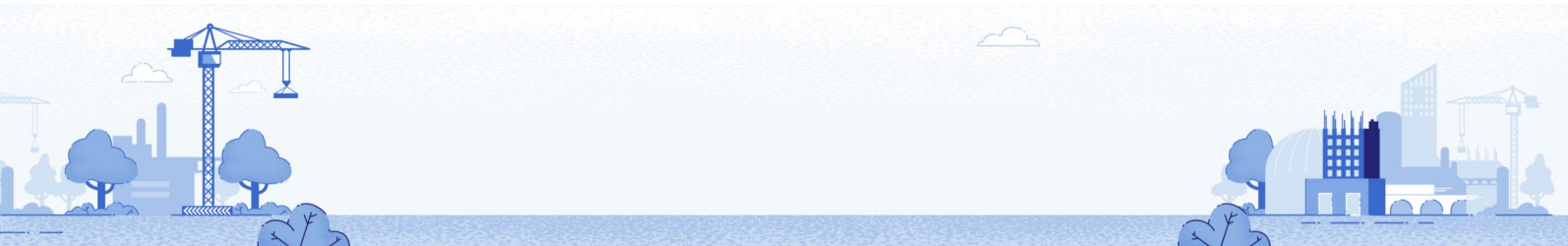


Cemex EMEA is celebrating our **Customer Experience Day on 6th February 9am – 11am.**

You are invited to take part in the Customer Experience Day webinar at with special guests and two external experts.

Register [HERE](#) to join the seminar.

The Webinar will take place on Zoom from 9am – 11am (UK time).





FUTURE IN ACTION

Volunteering for Blythe House Hospice

Four colleagues from our Concrete Products site at Buxton volunteered a day to help collect Christmas trees from around the Derbyshire area to raise funding for Blythe House Hospice.

Blythe House Hospicecare, in partnership with Helen's Trust, offers a wide range of free services to care for, and support, anyone in the High Peak, Hope Valley, Derbyshire Dales and North East Derbyshire who is affected by life – limiting illness.

Donna Woolliscroft, Jason Salt, Mark Green and Dave Robinson all gave a day to help. They travelled around the surrounding villages/towns and helped other volunteers to collect Christmas trees.

All the Christmas trees are recycled, and the volunteers managed to collect a record amount this year with over 550 trees which has raised over £8,000.

Paul Kania, Miller Operations Manager, commented: "This is a fantastic achievement and will aid the hospice to carry on doing the amazing work they do. Thanks Donna for arranging the day."



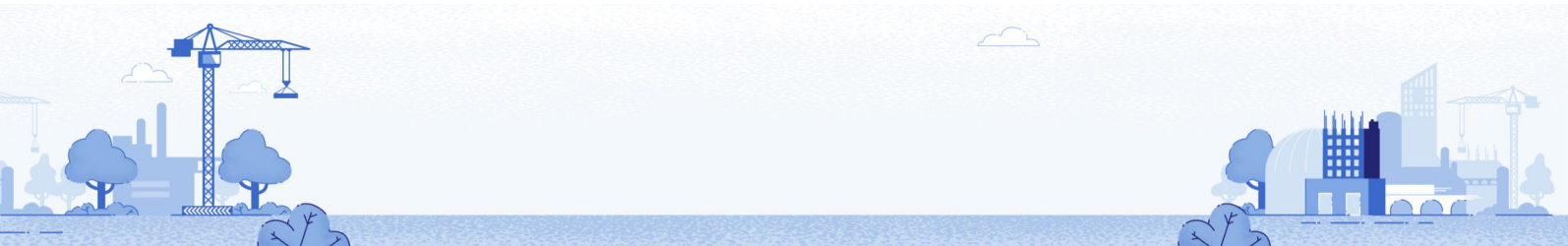
PROFITABILITY

Global Economic Outlook for 2024



Adrian de la Garza, Cemex's Chief Economist, shares his views on the major economic stories of 2023 and the challenges and opportunities expected for 2024.

You can watch this [here](#) or review the presentation: [Economic Outlook 2024, Nov23 ExCo meeting.pptx](#)





EMPLOYEES

Our 2024 Wellbeing Plan

Our Wellbeing Strategy Group UK has now finalised our 2024 Wellbeing Strategy Plan and we are delighted to share it with you.

In 2024 the group will move to bimonthly campaigns, to generate greater engagement, alongside Work Life Balance activities throughout the year.



Our 2024 Wellbeing Plan

January/February: Mental Health Awareness

March/April: Women's Health

May/June: Men's Health

July/August: Alcohol & Drugs

Sept/Oct: Respiratory Health

Nov/Dec: Movember, Neurodiversity and Loneliness

Details of the plan will evolve throughout the year but be sure to check UK News and your workplace noticeboards for the resources and activities we will be sharing and running.

Your Wellbeing in 2024 – how can we support you?

Although we have a high level plan, we are also keen to hear your views about what Wellbeing resources would benefit you to help focus our efforts throughout 2024. We have created a quick form, and we invite you to take two minutes to let us know the wellbeing topics that are of interest to you, and that you would like to have more information about in 2024. You can access the short survey [here](#). Thank you, we appreciate your feedback.

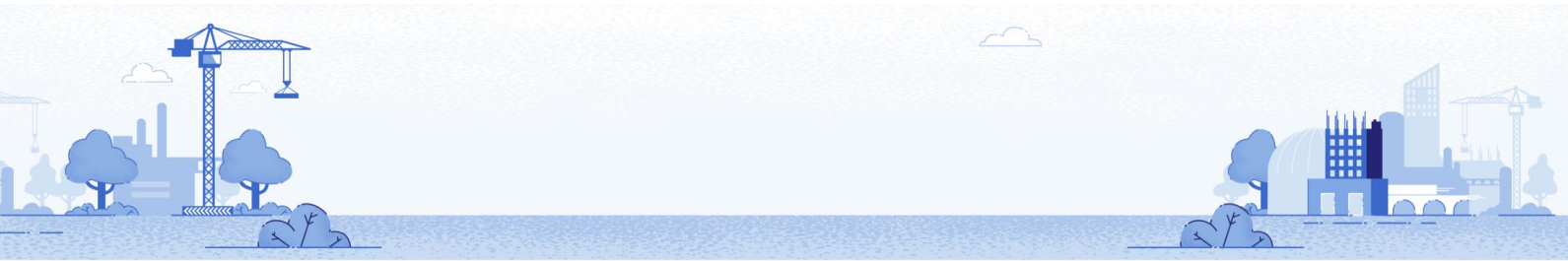
Coming Up!

Coming up in January and February, our focus is Mental Health Awareness and we have some great new **webinars** available for you to join. Look out in next week's UK News for more details. In February we are planning to run a **Grab a Brew Week** 5th–9th February where we will be encouraging you to take time out with your colleagues to talk about how things are going at work and at home. Having someone to listen can help you work through what's going on and feel better able to cope if things are getting tough. We don't have to be experts to help our colleagues open up when something's up. We will be sharing some tips which will help you to spot when someone may be struggling, open up a conversation and be a good listener.

Wellbeing Group Members

The Wellbeing group is chaired by Lucy Forster, HR Business Partner, and is made up of members from across our Cemex UK businesses, alongside representatives from Health & Safety, HR, Communications and Social Impact. The group meets regularly and plays an important role in helping to ensure that we focus on areas of wellbeing that matter most to us all.

Here is a little reminder of our current group members:



- Lucy Forster – HR BP
- Andy Taylor – H&S Director UK
- Chiedza Mupfumira – Specialist Social Impact UK
- Gary Donnelly – Logistics Supervisor at Dove Holes
- Hugh Reynolds – Supply Chain Compliance Officer
- Julie Welch – H&S Manager
- Lianne Morgan – Customer Service Manager
- Mary Ann Macinnes Collins – H&S Manager
- Matthew Bland – Marine Superintendent Fleet Development Manager
- Mike Higgins – Technical Manager Laboratories & Products Development UK
- Natasha Page – Facilities Manager & HR Advisor
- Nicola Drabble – Rail Logistics Coordinator
- Phil Repton – Asphalt Plant Manager
- Richard Jenkins – Tanker Driver
- Richard Kelly – Operations Manager (Readymix)
- Tina Baxter – Communications Adviser
- Vanessa Smithson – Quarry Manager
- Vicki Elliot – National Commercial Manager for Cement



Head Office Supports Local Charities



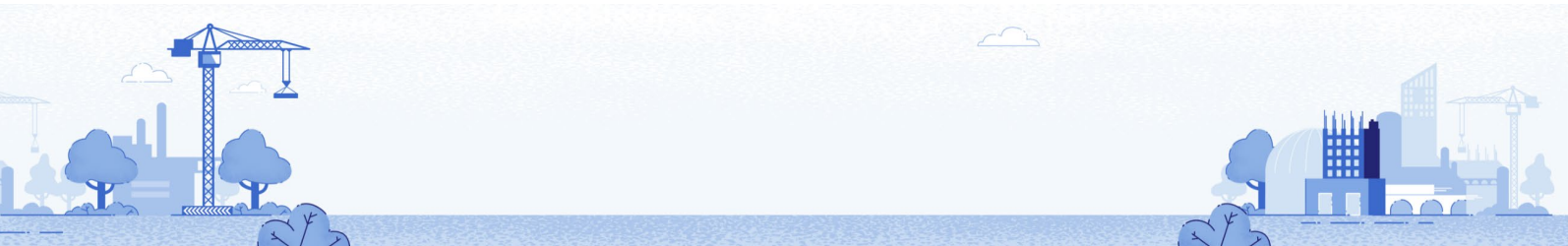
Running up to Christmas colleagues at our Head Office in Coventry took part in our 'Countdown to Christmas'. In the four weeks leading up to the Christmas office closure, each week they collected items to donate to four different local charities, benefitting communities around our Cemex operations. They had an incredible response and each week the collection boxes were overflowing with donated items.

With four weeks to go they collected over 80 selection boxes for the Salvation Army's Christmas Present Appeal, to help

spread the joy of Christmas to families whose children would otherwise not receive a gift.

With three weeks to go they collected almost 150 second-hand books which have been sent to our Cemex colleagues in Spain. They are supporting [Senegal Sonríe](#), a Spanish non-profit organisation whose objective is the development of dental and educational activities in the field of cooperation in developing countries.

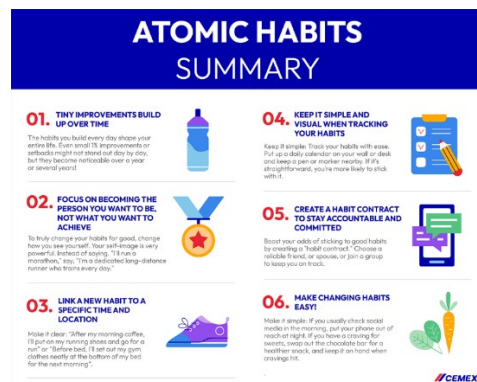
With two weeks to go they collected a huge amount of baby items for [Baby Godiva](#), a charity based in Coventry, supporting families with young children in their time of need. They collect and sort items from the local community and then redistribute them to families that are experiencing financial or personal difficulties.



With one week to go they collected 67kg of essential food items for the Coventry FoodBank which is located just a few minutes from Cemex House. It is the biggest warehouse in the Feed the Hungry Network and is currently feeding 2,500 people per month (three days provision of food) and relies on food donations.

Well done and a huge thank you to our head office colleagues for the generosity and Christmas spirit during the four weeks Countdown to Christmas. The donations will have made a real difference to families at need over Christmas.

Have You Heard of Atomic Habits?



As we kick off the new year the familiar call of "New Year, New Me" prompts us to embrace personal growth. In 2024, consider adopting the principles from James Clear's "[Atomic Habits](#)" a guide for building good habits, breaking bad ones and mastering small behaviours for big results.

Make positive habits enjoyable and rewarding. By linking positive emotions to desired habits you increase the likelihood of making them stick. Along with building good habits comes breaking bad ones. Free yourself from detrimental habits by understanding triggers, swapping negative behaviours for positive ones, and overcoming obstacles to

change. This book gives us practical strategies for identifying and adopting these habits effectively.

As you start 2024 let "New Year, New Me" be a commitment to intentional growth, guided by the principles of "Atomic Habits." Embrace small changes and watch as they pave the way for a new you. Cheers to a year of positive transformation!

You can see the six Atomic Habits at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Latest Care First Seminars

Care first Lifestyle Support SEMINARS

Cemex offers all employees a free, confidential Employee Assistance Programme (EAP) called Lifestyle Support, operated by Care first.

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

Below you can find details of the seminars running for next several weeks.

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

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



w/c 22nd January – [click here for QR codes to seminar links](#)

- **What to expect when you call Care first**

Monday 22nd January – @ 12-12.30pm

This webinar provides an overview of what you can expect when making a call to the counselling help line.

To register click [here](#).

For more details click [here](#).

- **How Care first Can Support you**

Wednesday 24th January – @ 12-12.30pm

A webinar to raise awareness of the service and information on how to access the EAP support provided by Care first.

To register click [here](#)

For more details click [here](#).

- **Tips for a good night's sleep**

Friday 26th January – @ 12-12.30pm

A webinar offering tips for how you could improve your sleep and highlighting how a good night's sleep can improve your wellbeing.

To register click [here](#)

For more details click [here](#)

w/c 29th January – [click here for QR codes to seminar links](#)

- **Practical Information and Advice through Care first**

Monday 29th January – @ 12-12.30pm

This webinar provides detail about who our Information Specialists are and their role as part of your EAP service.

To register click [here](#)

For more details click [here](#)

- **Time to Talk 2024**

Wednesday 31st January

This webinar highlights that talking about how we are feeling about certain situations and life events can improve our overall wellbeing. In association with Time to Talk Day 1st February 2024.

To register click [here](#)

For more details click [here](#)

- **How Care first Can Support you**

Friday 2nd February – @ 12-12.30pm

A webinar to raise awareness of the service and information on how to access the EAP support provided by Care first.

To register click [here](#)

For more details click [here](#).



w/c 5th February – click [here](#) for QR codes to seminar links

- **Understanding Sexual Abuse**

Monday 5th February

A light touch session on sexual abuse, noticing the signs and how you and Care first can support those affected. This webinar is in line with Sexual Abuse and Sexual Violence Awareness Week between 5th February 2024 and 11th February 2024.

To register click [here](#)

- **How Care first Can Support you**

Wednesday 7th February – @ 12-12.30pm

A webinar to raise awareness of the service and information on how to access the EAP support provided by Care first.

To register click [here](#)

For more details click [here](#).

- **Care first Critical Incident Support**

Friday 9th February – @ 12-12.30pm

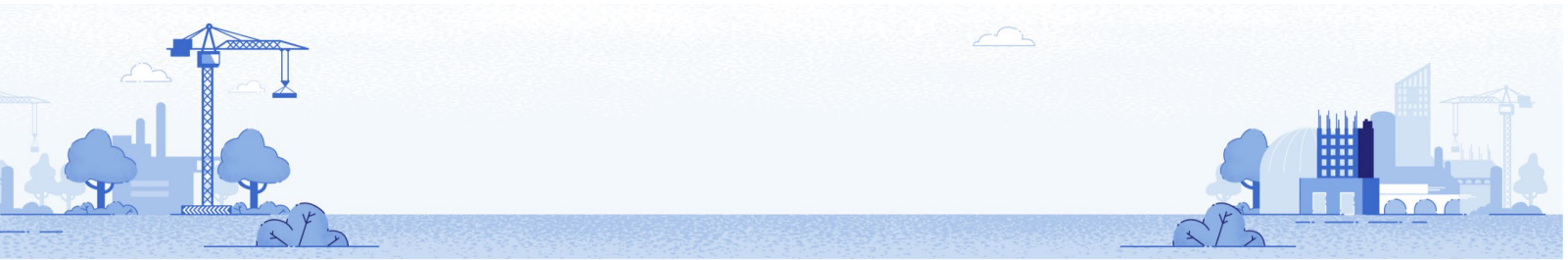
This webinar provides details of the support Care first can offer that might be relevant following a traumatic incident in the work place.

To register click [here](#)

You can find full details about all the seminars [here](#).

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
04-01-2024	Operative	Materials - Aggregates	East Leake Quarry	25/01/2024
05-01-2024	Operative	Materials - Aggregates	Brighton Wharf	25/01/2024
06-01-2024	Operative	Materials - Aggregates	Alrewas Quarry	25/01/2024

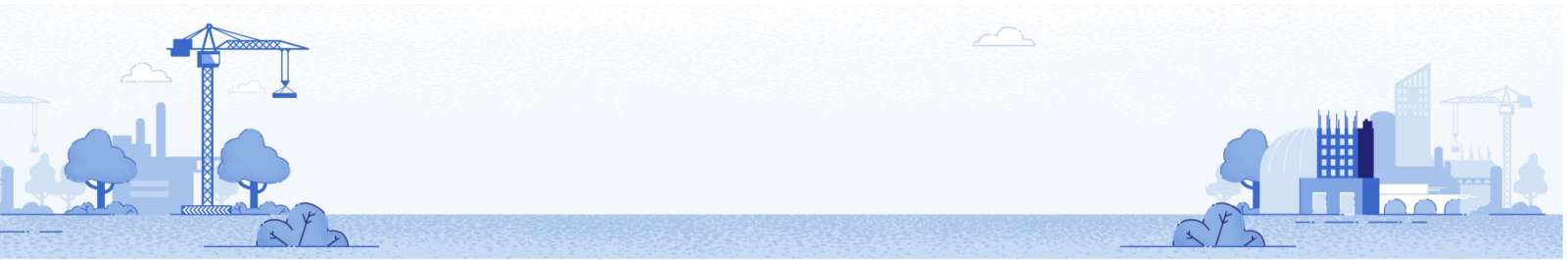


07-01-2024	Operative	Materials - Aggregates	Bramshill Quarry	19/01/2024
08-01-2024	Multiskilled Operative	Urbanisation Solutions - Asphalt	Bletchley	26/01/2024
09-01-2024	Sales Executive	Materials - Readymix	Oldbury	26/01/2024

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.





Health & Safety
our TOP priority

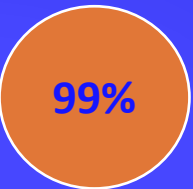
New Year Briefing

look after yourself and each other



Health and Safety is our number one priority, and no business or production related activity is worth any injury. Together, we must and will prevent incidents of all kinds to achieve our **Zero4Life** goal.

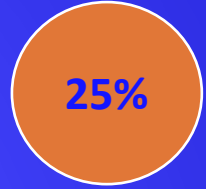
Achievements in 2023



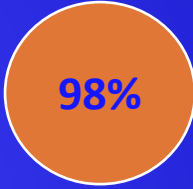
Sites
Fatality
& LTI Free
in 2023



LTI's –
lowest ever
in EMEA



Employee
LTI Rate
reduction
(to 0.3)



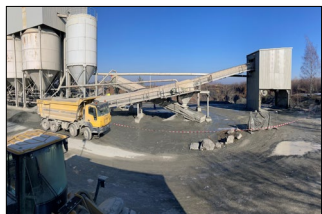
Close out
of NMHA
reports



NMHA
reports

- Improved site standards, including **guarding, isolation, traffic management and housekeeping**
- Continued to build our '**looking out for ourselves and each other**' culture through a focused campaign on '**Take 5**' and '**Take 5 Together**' using movies, toolbox talks and other materials.
- Strengthened leadership towards H&S through the relaunch of the **Health and Safety Academy** and targeted **VFL training**
- Launched a dedicated **isolation campaign** aimed at ensuring understanding of the processes and to prevent further incidents involving moving machinery
- Successfully launched the **Zero4Life Today** program for truck drivers.
- Reached over **4,000 people** across the Region in our Vulnerable Road Users engagement programs

Employee Fatality



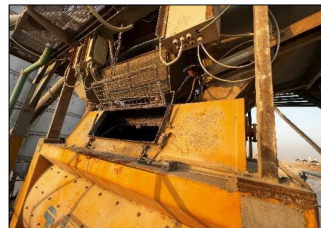
Our colleague was found engulfed by material inside the hopper that is used to load trucks.

Third Party Fatality



On the way to a construction site, while turning left the readymix truck collided with a private car.

Contractor Fatality



The operator started Plant mixer while there was an employee inside.

Contractor LTI



Contractor fell through an unprotected area of a conveyor walkway 9 metres onto a stockpile and suffered fractured vertebrae and a bleed on the brain.

Employee LTI



Employee suffered an eye injury when hitting a pin with a hammer.

Contractor LTI



Contractor readymix driver climbed down from his truck cabin on a construction site, lost his grip on the last step, fell and broke his arm.

Common Injury Trends



30% Slip, Trips & Falls



33% Hand Injuries

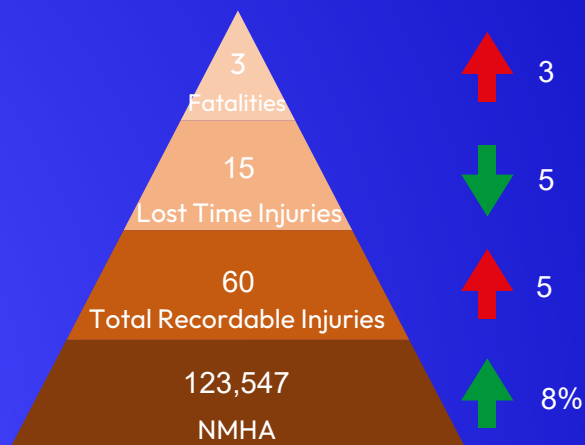


30% RMX operations



81% of all incidents occurred on Cemex sites

2023 vs 2022



High Potential Incidents



- The cylinder supporting the raised tank broke causing the cistern to lose stability and roll over.
- A load being moved by crane unexpectedly swung causing the sling to snap. The load fell to the floor from a height of 5 meters.
- While unloading sand the trailer lost its balance and fell on the side.
- Employee of external company buried partially in hopper of the mill.
- The customer truck rolled away on the weighbridge. Despite heavy winds, the handbrake and chocks were not applied.

EMEA H&S priorities in 2024

helping us make the next step change in our performance



Enhancing Leadership -
Undertake 1-2-1
engagement /coaching
sessions



Continuous improvement of
site standards including **Isolation,
Guarding, & Working at Heights
and 5S implementation**



**Promoting Health
& Wellbeing**



New 'Zero4Life Today'
program for all employees
and continue rollout of
Zero4Life Today for Drivers



Strengthening **Contractor
Management** through
specific actions &
engagement events

Everyone can make a difference!

ALWAYS FOLLOW OUR SAFETY, DRIVING & HEALTH ESSENTIALS

TAKE 5
BEFORE
STARTING
AN ACTIVITY

LOOK AFTER EACH
OTHER – STEP IN IF
SOMEONE IS AT RISK

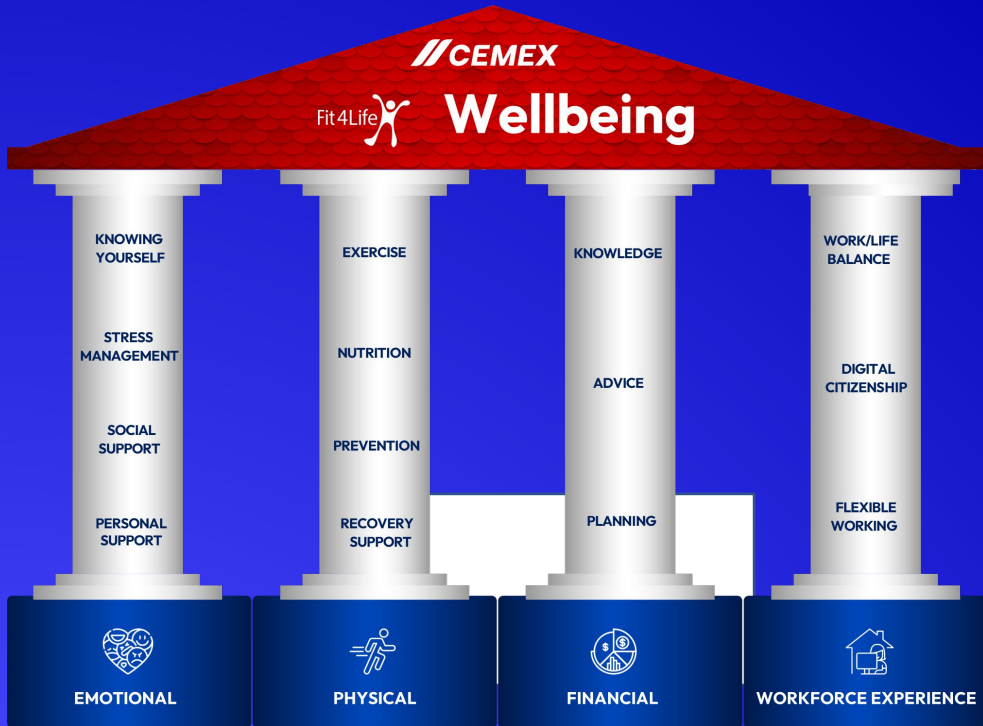
REPORT NEAR MISS/
HAZARD ALERTS –
THEY COULD
PREVENT AN INJURY!

STOP THINK ACT

ALWAYS STOP,
THINK & ACT

ALWAYS FOLLOW
SAFETY ESSENTIAL
RULES INCLUDING THE 8
STEPS OF LOTOTO

Global Wellbeing Model



At CEMEX our wellbeing is of the utmost importance. We are implementing the Global Wellbeing Model that offers a mix of resources to better manage **our physical & emotional health, our finances and workforce experience.**

Regional Health Talks

A series of webinars with Dr Hosam Zanaty, MD on:

Physical Activity -
balance your day with
food and play

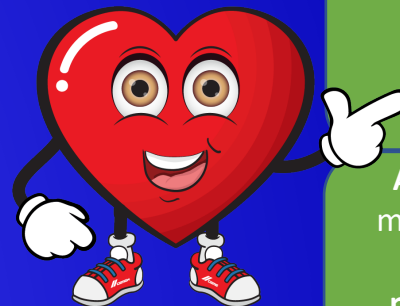
Musculoskeletal Risks

**Stress Recognition
& Management**

For those interested, all materials are available in English

Take care of yourself with **Cardi-O**

By following **Cardi-O**'s tips you take care of your mental and physical health, including changing your habits and maintaining a work-life balance



Be active and
regularly
exercise

Get enough
sleep each day

Take care of
your **mental**
health, avoid
stress

Have a
healthy,
balanced diet

Avoid too
much sugar,
salt and
processed
food in your
food

Avoid smoking
and harmful
use of alcohol

Do regular
medical
checkups

Maintain a
healthy **body**
weight

- What has worked well during 2023 in terms of H&S on our site?
- What are the remaining key challenges/opportunities to further improve H&S?
- What else can we do to look after ourselves and each other?
-
- Are we making the most of our Take 5 and Take 5 Together processes?
- Can we do more to proactively report NMHA's?
- What other aspects of H&S do you feel we need to work on in 2024?
- Do you feel we are doing enough towards Health? What else can/should we do?

Safety Essentials



1. Look after yourself and each other

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



2. Housekeeping

Keep designated access routes and work areas tidy and free from trip/slip hazards.



3. Get a Grip

Hold handrails on stairways and use three points of contact when getting into/out of vehicles.



4. Personal Protective Equipment

Always wear the correct PPE.



5. Manual Handling

Use mechanical aids or ask for help to reduce risks.



6. Tools and Equipment

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



7. Safe Driving

Drive safely, ensure you are authorised and that vehicles/mobile plant are well maintained.



8. Safe Systems

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



9. Isolation Procedures

Never work on live or moving machinery – always 'lock out'.



10. Working At Height

Use appropriate access equipment and fall protection.



11. Confined Spaces

Obtain a permit to work and always follow the safety requirements.



12. Incident/Hazard Alerts

Report all incidents/hazards immediately.

Our No 1 Priority

There is no operational need that is worth an injury of any kind!

Dear Colleagues,

Thank you for your continuous efforts and dedication to building a safe workplace. Adopting correct behaviours are key to minimise the risk of incidents in our company. Many of our plants have been successful for several years without incidents and this would not have been possible without your commitment.

This year we will be carrying out a number of activities, but above all we will be focusing on priorities:



Enhancing Leadership
- Undertake 1-2-1 partnering / coaching sessions



Continuous improvement of site standards including **Isolation, Guarding, Working at Heights and 5S** implementation



Promoting Health & Wellbeing



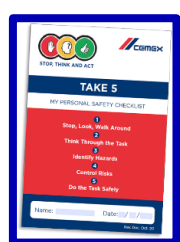
New 'Zero4Life Today' program for all employees and continue rollout of **Zero4Life Today for Drivers**



Strengthening **Contractor Management** through specific local actions & engagement events

Every day before you start work, remember that safety is our top priority and together we need to prevent all types of injuries and achieve our **Zero4Life goal** everywhere.

We can all make a difference!



TAKE 5 BEFORE STARTING AN ACTIVITY



ALWAYS FOLLOW THE SAFETY & DRIVING ESSENTIALS



REPORT NEAR MISS/ HAZARD ALERTS - THEY COULD PREVENT AN INJURY!



ALWAYS STOP, THINK & ACT



ADOPT HEALTHY HABITS & ENCOURAGE OTHERS TO AS WELL

Local issues and challenges but universally we can all do the same – **look out for each other!**

Let's have a safe year together



ATOMIC HABITS SUMMARY

01. TINY IMPROVEMENTS BUILD UP OVER TIME

The habits you build every day shape your entire life. Even small 1% improvements or setbacks might not stand out day by day, but they become noticeable over a year or several years!



02. FOCUS ON BECOMING THE PERSON YOU WANT TO BE, NOT WHAT YOU WANT TO ACHIEVE

To truly change your habits for good, change how you see yourself. Your self-image is very powerful. Instead of saying, "I'll run a marathon," say, "I'm a dedicated long-distance runner who trains every day."



03. LINK A NEW HABIT TO A SPECIFIC TIME AND LOCATION

Make it clear: "After my morning coffee, I'll put on my running shoes and go for a run" or "Before bed, I'll set out my gym clothes neatly at the bottom of my bed for the next morning".



04. KEEP IT SIMPLE AND VISUAL WHEN TRACKING YOUR HABITS

Keep it simple: Track your habits with ease. Put up a daily calendar on your wall or desk and keep a pen or marker nearby. If it's straightforward, you're more likely to stick with it.



05. CREATE A HABIT CONTRACT TO STAY ACCOUNTABLE AND COMMITTED

Boost your odds of sticking to good habits by creating a "habit contract." Choose a reliable friend, or spouse, or join a group to keep you on track.



06. MAKE CHANGING HABITS EASY!

Make it simple: If you usually check social media in the morning, put your phone out of reach at night. If you have a craving for sweets, swap out the chocolate bar for a healthier snack, and keep it on hand when cravings hit.

