



UK NEWS



Welcome to UK News 25th January 2024
your weekly update from around Cemex UK

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CEMEXUK



HEALTH & SAFETY

Our 2024 EMEA Health & Safety Plan



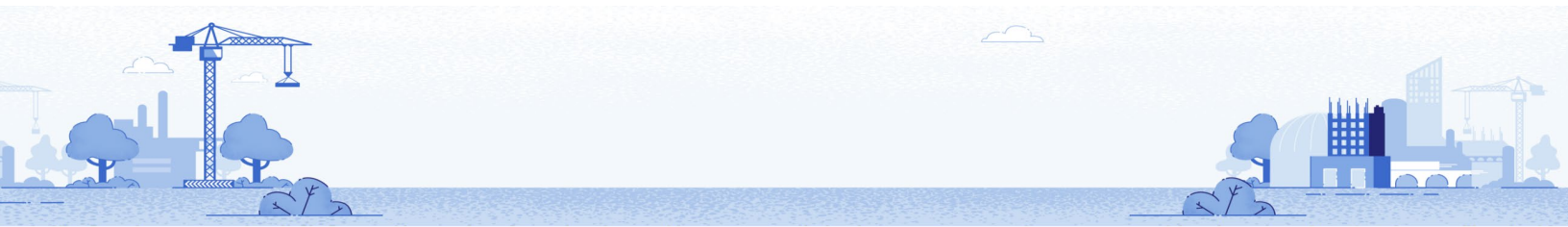
A message from our UK H&S Director, Andy Taylor

I'd like to begin by thanking everyone for their efforts in looking after themselves and each other throughout 2023, and for putting health and safety first. We wouldn't be able to keep everyone safe and maintain our safety record without the strong teamwork and commitment that runs throughout the business, from operational teams, office staff, drivers and contractors, so thank you!

Also, I'd like to ask you for your support implementing the key initiatives from our 2024 EMEA Health and Safety Improvement Plan, to help us continue on our journey to **Zero4Life**, injury free performance. Our Plan details the common initiatives for the EMEA Region which are aligned with the elements of our Health and Safety Management System and have been selected to tackle our common causes of major injury, while also including initiatives that support the growth of our safety and wellbeing culture. Pleasingly the initiatives build and reinforce initiatives we have been working on in recent years. These initiatives are intended to support our programme of wellbeing promotion, enhance visible leadership skills, reinforce working at heights requirements, embed 5S and strengthen Contractor Management through MP Connect.

Business areas should also plan additional local initiatives to close any gaps identified during the latest round of Health and Safety Management System Self Assessments.

Throughout 2024 we must all continue to **STOP & THINK** and **Take 5** before starting any new task, taking the time to ensure we have assessed the hazards and risks, and confirmed all necessary control measures are in place. If you see anything unsafe or are concerned that a safety system is impractical or cannot be followed, please speak up. Take action and **STEP IN** if you see anyone you think may be putting themselves at risk of injury and complete a **Take 5 Together** where it will help identify additional control measures. In doing so, we are truly **looking after ourselves and each other**. Report **Near Miss Hazard Alerts** and **HiPos** to help us learn from hazards and near misses, so action can be taken **before** an injury occurs. Also remember to practice safe isolation procedures **LOTOTO (Lock Out, Tag Out, Try Out)**,



Our most common cause of injury continues to result from slips, trips and falls, so please maintain high housekeeping standards and **Get a Grip** by maintaining three points of contact on steps, stairways and ladders.

Finally, please follow our [Safety Essentials](#) ensuring we can all return home safely to our loved ones.

You can find the plan at the end of this document and on the UK News download page:

www.cemexuknews.co.uk/downloads

Thank you.

2024 EMEA H&S Improvement Plan

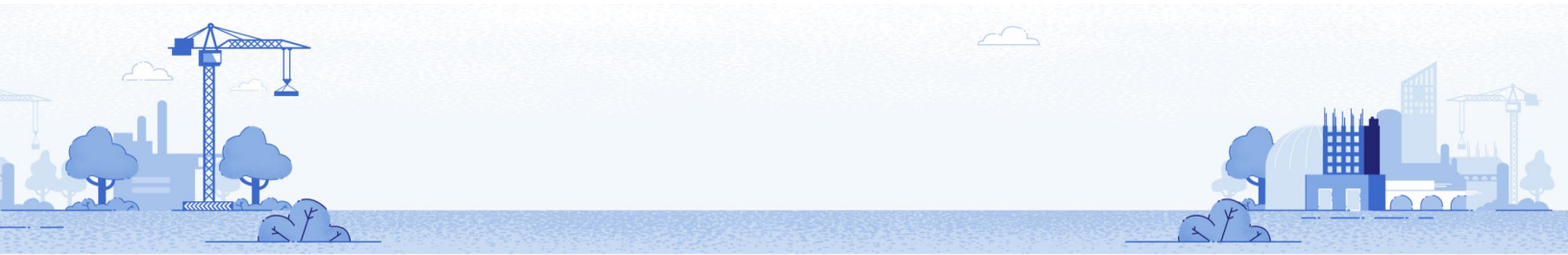
HSMS Element	Initiative Name	Actions	Date
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Element 2: Risk Management	3. Isolation	1. Close gaps identified in 2023 Site Isolation Audits	Jan – Dec
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	11. Take 5 / Risk Awareness	1. Targeted campaign on risk perception/awareness	Apr – Jun

Celebrating ZERO LTIs



Congratulations to everyone in North East Materials UK, which has reached 7 years LTI free. This is a significant milestone – well done.

LTI and TRI milestones demonstrate that ZERO is possible, even with challenging environments and working processes. With the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.



UK Businesses Selected for 2023 Global H&S Awards



Each year Cemex celebrates global health & safety success at the Global Health & Safety Awards ceremony. This acts as a powerful way to raise the profile of health and safety within the company and recognises businesses and countries that have built and reinforced their health and safety culture to achieve the best and most improved health and safety performance, taking into account the activities of employees and contractors.

The Program is designed to stimulate interest and participation in incident prevention and to incentivise leaders and their teams to maintain a safe and healthy workplace.

The awards programme has different awards categories:

- The 'Zero4Life Contribution Award':
- Best and Most improved performance in the business sectors
- 20 'Contractor Management Awards' and 20 'Fit4Life Contribution Awards' will be available

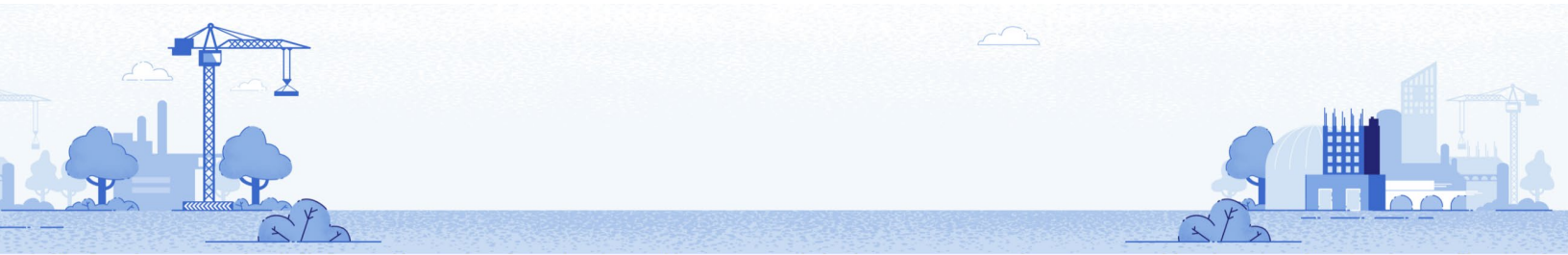
Ahead of this year's global awards ceremony we are delighted to announce the UK business areas selected by the UK Health and Safety Committee to represent our Operations in the Best Performance category for their relevant Sector.

- | | |
|------------------------------------|----------------------|
| • Cement (Grinding Plants) | Tilbury |
| • Concrete | Readymix UK |
| • Aggregates | Marine |
| • Urbanisation Solutions | Asphalt UK |
| • Supply Chain Road Transportation | UK Supply Chain Road |

This is testament to the commitment that these teams invest in looking after the wellbeing and safety of each other and their colleagues. **Thank you for all your efforts and well done!**

In addition to these Sector Award entries, all operations are encouraged to liaise with their local Health & Safety teams to identify any entries to the 'Fit4Life Contribution Awards' for Health and Wellbeing activities, and the Contractor Management Good Practices Awards. Entries for these Awards are straight forward (one slide), and it would be great to get recognition for local initiatives in these areas.

The closing date for applications is 12th February 2024. You can find two entry forms for both categories at the end of this document and [here](#).



5S in Action at Dry Mortar Sites

In 2024 two of our Dry Mortars sites have seen fantastic improvements made implements 5S projects. These have been made in line with the UK Improvement Plan which aims to complete 12 5S projects this year.

5S projects are a fantastic opportunity for sharing and learning so we are delighted to share with you two projects from Bletchley Dry Mortar depot and Via Nova, Specialist Solutions, Dove Holes.

5S in Action

Bletchley Dry Mortar Depot



This project aimed to dismantle a redundant tanker unloading system. The benefits included the opening up of a walkway along trackside making it easier for colleagues to clean under and around the raised walkway structure.



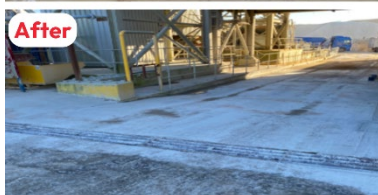
The overall cost was less than £3,000, resulting in an environment which is in order, easier to clean with less manual handling issues.

Well done to the local team for their hard work to improve their working area.

Via Nova, Specialist Solutions, Dove Holes



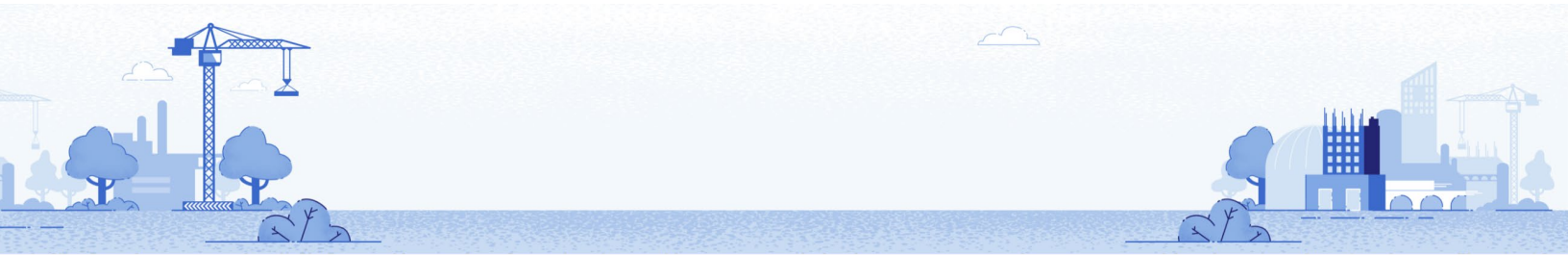
This project was aimed at excavating the ground and utilising a second-hand channel to redirect slurry.



The plant at Dove Holes is at the bottom of a hill and every time it rained slurry was washed to where the trucks get loaded causing slip, trip and fall hazards, plus a manual handling hazard effecting all staff, drivers, fitting staff and visitors.

Following a £12,000 CapEx investment the loading area is now much easier to keep clean and the drainage now diverts any slurry to an area where a machine can deal with it. A win win for everyone.

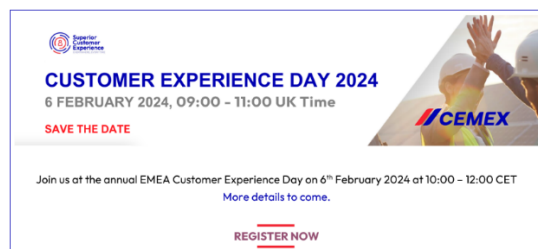
Well done to the local team for their hard work to improve their working area.





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

Do You Know the Sand Martin Code?



Natural Sand Martin nesting habitat has reduced dramatically leading this iconic species to seek refuge in our quarries. As an industry, we must welcome nature into our working practices and do everything we can to protect this species.

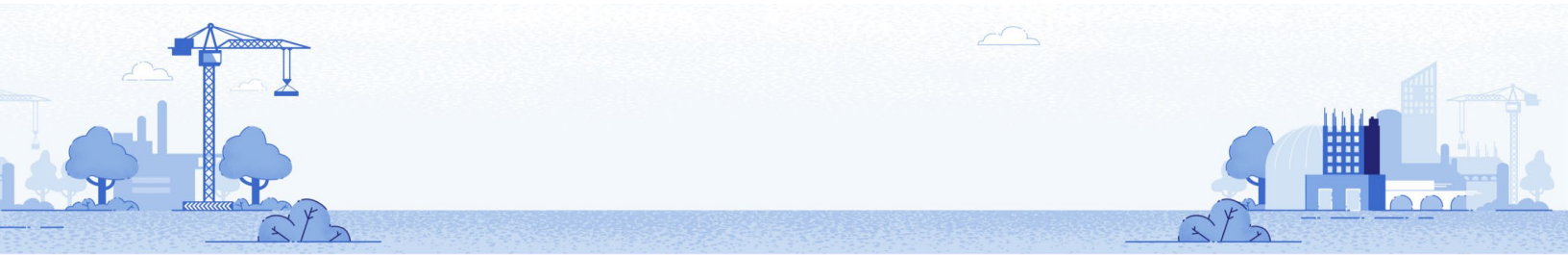
If Sand martins colonise an active quarry face, sand or dust stockpiles then **all work must stop between March and August inclusive**. All birds and their nests are fully protected

under the Wildlife & Countryside Act 1981 which makes it an offence to intentionally kill, injure or take any wild bird.

In 2023 together with the RSPB, Cemex updated our Sand Martin code. Please ensure that all personnel are aware of individual and company obligations prevent harm to this iconic species.

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

On all sites with sand piles, please display on all workplace notice boards.



Please Support the Climate Action Readiness Assessment

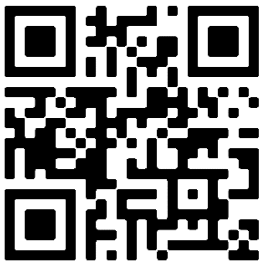


Aligned with our commitment to building a better future and advancing our Future in Action strategy, we invite you, as we do every year, to participate in the **Climate Action Readiness Assessment (CARA) 2024, which launches today.**

The survey will help us understand our current level of climate change awareness and improve our change management initiatives. It is crucial that you share your current knowledge and feelings with us.

Feel free to participate, even if there are specific topics about which you may not have complete information. All responses will remain confidential and anonymous.

This year it's a shorter survey with just 10 questions, so quicker to complete. **We encourage you to take the survey before 2nd February.**



You can access the survey at the following link or using the QR code here:
<https://survey.alchemer.eu/s3/90656667/Pulse-CARA-CEMEX-2024>

If you have any questions or comments, please feel free to reach out to Claudia Cuellar at claudia.cuellargl@cemex.com

Registration is Still Open for Sustainability Best Practices 2023!



Do you have an initiative that contributes to any of our Future in Action six pillars? Has this initiative been planned or deployed during 2023? If yes, your idea can participate in the 2023 Sustainability Best Practices campaign!

The deadline to register your best practices has been **EXTENDED to 31st January.**

This is the last chance to participate and have the chance to be recognised!

To participate, register your initiative to the Sustainability Best Practices campaign through [this link](#), enter the requested items shown in the submission form, and submit it.

For more information about the campaign visit the [Global Sustainability SharePoint](#). For questions related to the campaign, please contact Sustainability.Information@cemex.com



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.

Winners will be announced at the 2024 Global Awards event.

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

Join the RSPB's Big Garden Birdwatch 2024 Tomorrow!



As the world wakes up to the importance of preserving biodiversity, there is a simple yet impactful way for you to contribute - by participating in the RSPB Big Garden Birdwatch 2024. This annual event not only provides valuable data for bird conservation but also offers a unique opportunity to connect with nature right in your own garden, balcony, or park.

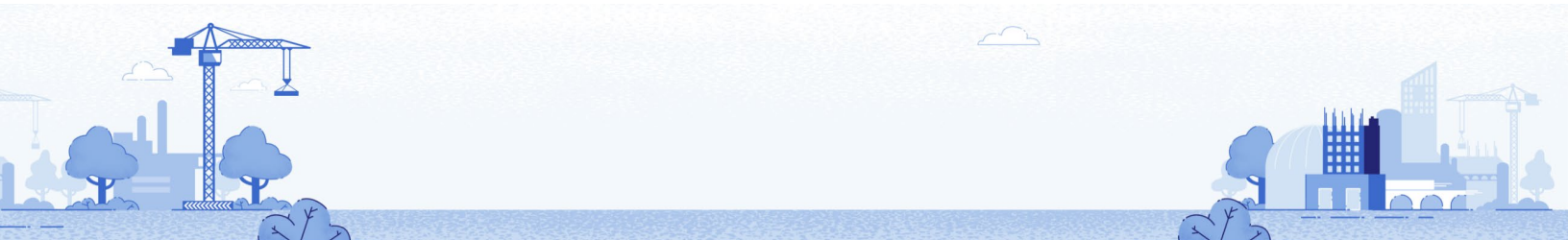
The RSPB's Big Garden Birdwatch is the largest citizen science project in the world, where people from all walks of life come together to observe and count the birds in their gardens or local green spaces. By taking one hour out of your weekend to note down the various bird species you see land in your chosen area you could contribute crucial data that contributes to the understanding and conservation of our beloved bird species.

One of the most appealing aspects of the Big Garden Birdwatch is its accessibility. You do not need to be an ornithologist or travel to remote locations to make a meaningful contribution. By simply observing and recording the birds in your garden or local green space, you become an integral part of a global effort to protect biodiversity.

Beyond its scientific importance, the Big Garden Birdwatch offers a unique chance to experience the joy of nature. Whether you are spotting the vibrant colours of a robin, the acrobatics of a blue tit, or the majestic flight of a sparrowhawk, each observation adds a layer of connection to the natural world. It is an opportunity to slow down, appreciate the beauty of your surroundings, and foster a sense of responsibility towards the creatures that share our environment.

How to Participate:

- Getting involved in the Big Garden Birdwatch is easy. Visit the [RSPB website](#), sign up for the event, and get your free digital information pack designed to help you recognise the birds you might see, plus discounts on bird food.
- Choose an hour between 27th and 29th January 2024, to observe and count the birds in your chosen location.
- Tell us what you saw (even if that is nothing at all)! You can submit your results online or by post.



By dedicating a small portion of your time to this event, you become part of a global network of individuals working towards a common goal—protecting and celebrating the incredible diversity of birdlife.

So, grab your binoculars, find a cosy spot, and let the magic of nature unfold.

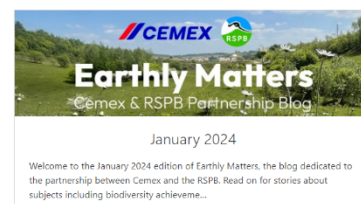
Latest Earthly Matters Blog

The January 2024 edition of Earthly Matters, the blog dedicated to the partnership between Cemex and the RSPB, is now available to read online [here](#) or use the QR code.

In this month's edition:

- RSPB Update
- Do you know the Sand Martin Code?
- Winter Warrior Wellness: Nurturing Mind and Body in the Chill
- Join the RSPB Big Garden Bird Watch

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

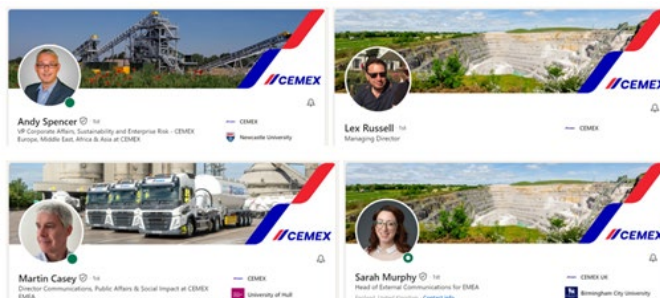


EMPLOYEES

Update your LinkedIn Profile

Social Media is an intrinsic part of today's world with huge followings across a number of different platforms worldwide:

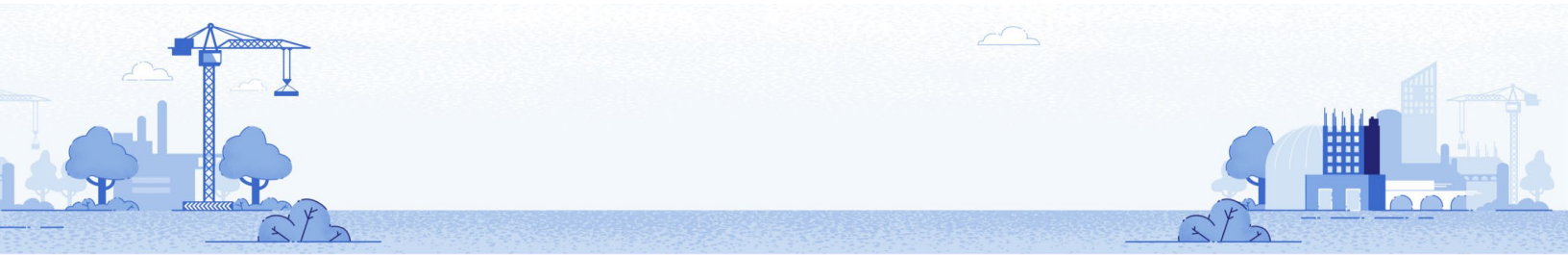
- Facebook – 3.05 billion users
- Instagram – 2 billion users
- Tik Tok – 1.21 billion users
- LinkedIn – 0.95 billion users
- X (formerly known as Twitter) – 0.6 billion users



Building our brand across LinkedIn

Here at Cemex we play an active role in building our brand across our social media channels, ensuring that we're able to promote our products and build our brand narrative around the topics we want to be known for such as wellbeing, health and safety, sustainability, products and innovation.

One of the key social media channels for us is LinkedIn, where our audience includes current and potential customers, current and potential employees plus key stakeholders across Government and the wider building materials, construction and infrastructure sectors.



One of the ways we want to strengthen our brand identity across LinkedIn is by introducing profile backgrounds for use by employees who have a LinkedIn account – should you wish.

Updating your LinkedIn background

We've designed a range of templates that can be found [here](#). It's really easy to update your LinkedIn profile background – if you're unsure, we've created a [guidance document](#) to support you that shows you how to do this in 7 simple steps. Please note the guidance is best applied using a laptop or desktop device rather than a mobile device. Once you have updated your profile background you will need to refresh your screen to see the image updated on your LinkedIn profile.

It's a relatively low-effort approach with a high-impact potential, creating positive brand recognition and association for Cemex with everyone who comes into contact with your LinkedIn profile – it helps us to stay front of mind with prospective customers and provides a strong first impression for future recruits who use LinkedIn.

We'd encourage you all to use the [templates provided](#) to update your LinkedIn profile background – let's turn LinkedIn red and blue!

Links and other info

[Link to templates](#)

[Link to guidance document](#)

*If you or any of your teams would like further support with how to get the most from using LinkedIn in the form of hints, tips, do's and don'ts then please get in touch with a member of the Comms team or email: gb-communicationsandpublicaffairs@cemex.com and we can arrange workshops to support you with your requirements.

Wellbeing Seminars



As part of our Wellbeing Strategy Plan this year, we have organised some further webinars in February for you to sign up for around the topics of sleep and anxiety.

Places are limited so if you are interested in joining, please sign up as soon as you can.

To register, please click the links on the dates you are interested in:

Sleep For a Better Tomorrow Webinars

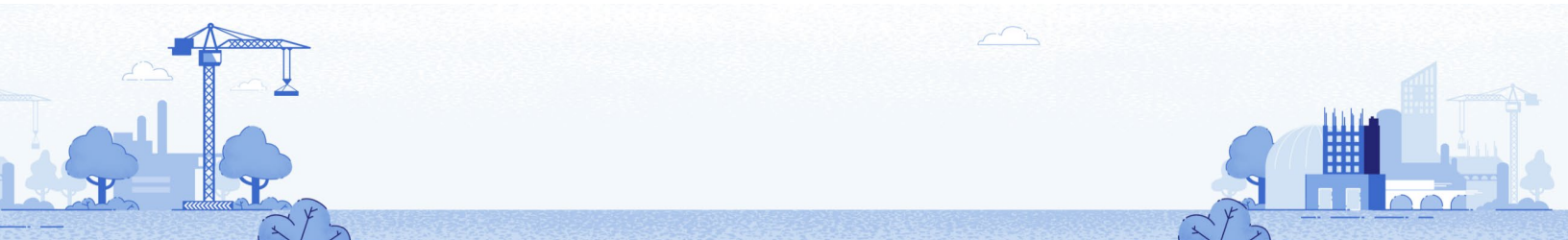
7th Feb 14.00 – 15.00pm: <https://wellbeingbooking.co.uk/events/WUBJVK>

23rd Feb – 14.00 – 15.00pm: <https://wellbeingbooking.co.uk/events/DCSMHP>

Change, The Future and Managing Anxiety Webinars

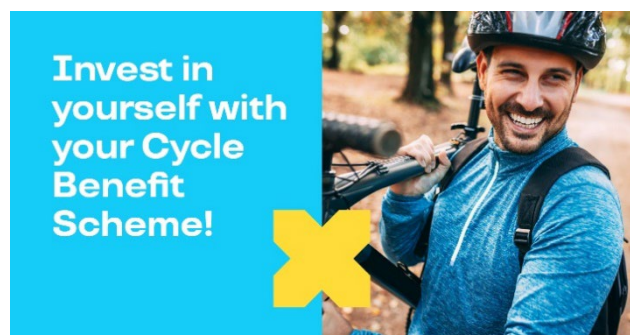
19th Feb – 10.00 – 11.00am: <https://wellbeingbooking.co.uk/events/AD4EM2>

27th Feb – 10.00 – 11.00am: <https://wellbeingbooking.co.uk/events/MSGXS>



You can also find QR codes for registering, on the poster which you can find at the end of this document and on the UK News download page [here](#). **Please display on all workplace notice boards.**

New Year, New You, New Bike



Are you considering a healthier, more sustainable way of travelling in 2024? If so, then Cemex Cycle to Work scheme may be just what you are looking for!

The scheme is now permanently open so you can apply to the scheme at any time, without the need to rush to do this within a window of time.

Details of scheme

The cycle benefit scheme is a great way to get a new bike of your choice and save as much as 42% of the usual cost! Watch this video to find out how more about the scheme:

https://youtu.be/J_7fOwvG0os?si=Dpcd2oKHjQ6WzR5e

The scheme works by allowing you to purchase a new bike and accessories through salary sacrifice, meaning you don't pay tax on the amount you have spent, saving you up to 42% on your new cycling gear. The cost is deducted from your salary over 12 months. The maximum amount that you can spend on a bike and/or accessories is up to £3,000. This will allow those looking to purchase electric bikes to choose from a wider selection.

Our agreement is with Cycle2work from Halfords. You can choose from shopping in Halfords stores, Halfords online, Tredz.co.uk or one of over 800 independent retailers, or visit www.cycle2work.info to see your local options.

Decide what value you want to spend on your bike and safety equipment. You can choose to take between £100 and £3,000 in increments of £5. To register for the scheme please visit www.cemexlifestyle.co.uk or call 01908 303 498.

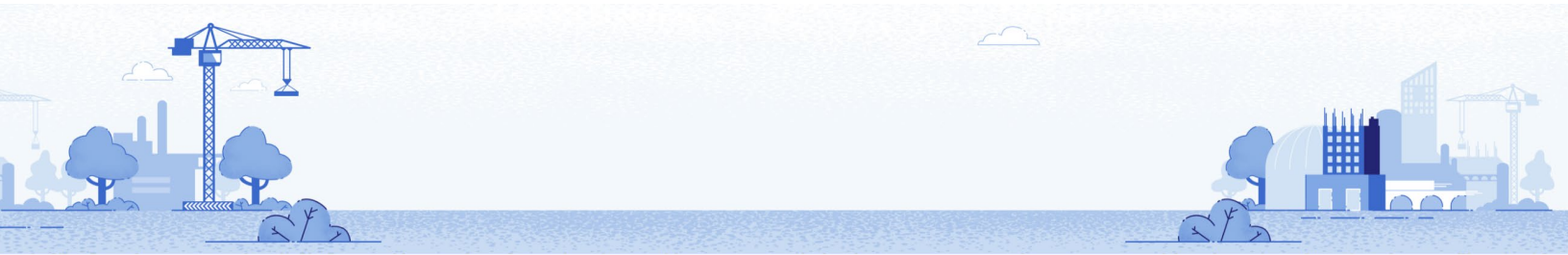
Once your application is approved then your Letter of Collection (LOC) is issued within 48 hours and you can go and collect your bike and equipment.

If you encounter any issues accessing the portal please use this link:

<https://cemex.salarydeductplatform.com/Welcome>

Some common questions

Do I have to cycle to work every day, and do I need to record when I use the bike? Simple answer is No! You can cycle all or part of a journey – to the station, to meet a colleague or client, from site to site etc. You can cycle just when it suits you – just on Fridays or in the summer months. You don't have to keep a record of



when you cycle. You can use the bike for leisure purposes – pit stop at the café or pub makes it all worthwhile!

Further information and a guide to how to make an application can be found [here](#)

You can find a poster with a QR code to register, at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads Please also download this [poster](#) for your noticeboards.

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.

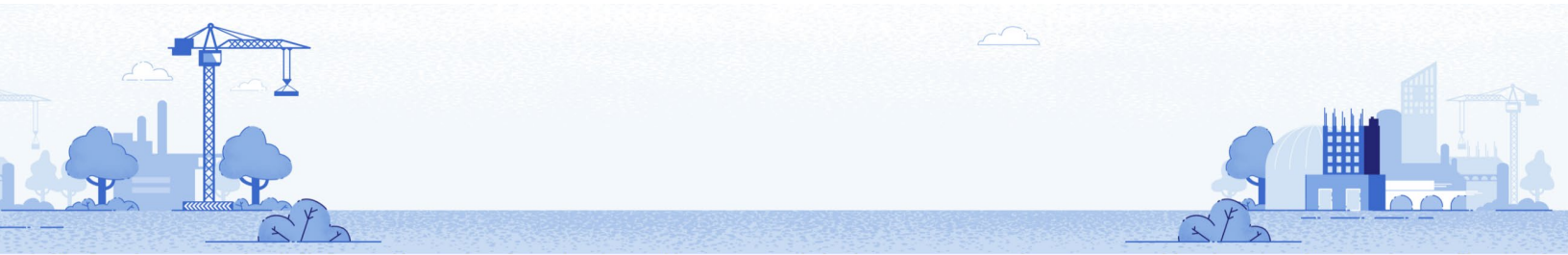
Below you can find details of the seminars running for next several weeks. You can find links to all previous seminars on the weekly calendars shared on the UK News download page [here](#).

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](#).

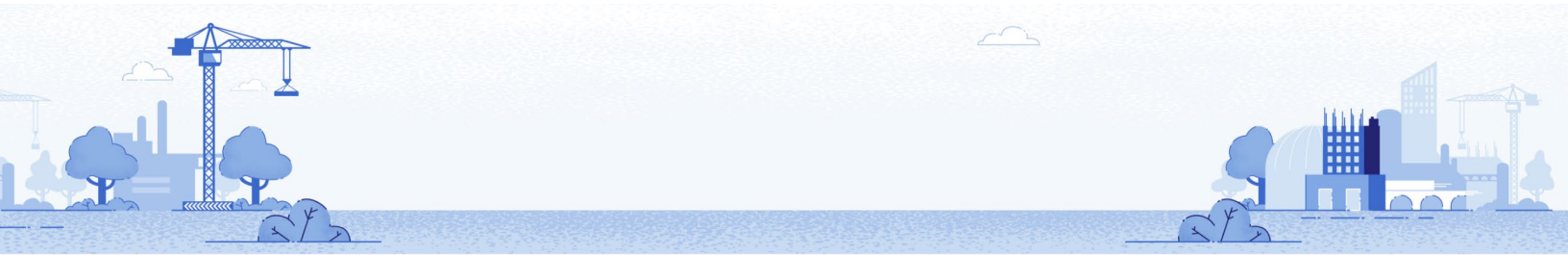
- **Care first Critical Incident Support**

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](#).



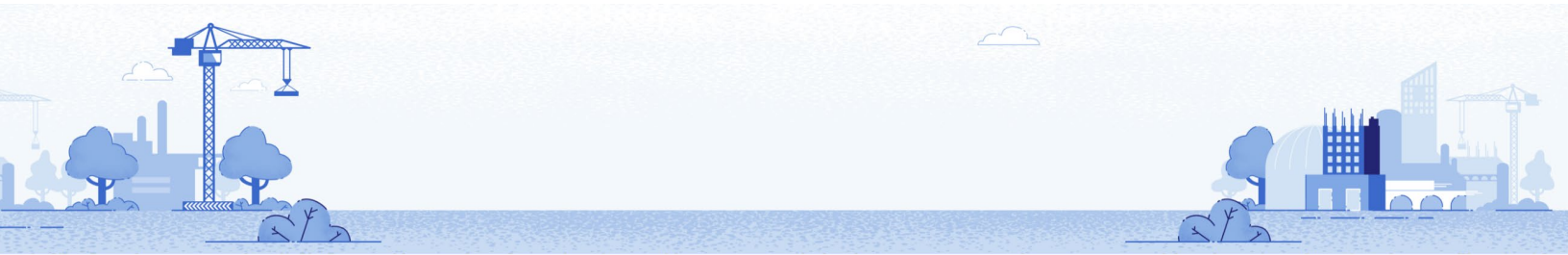
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
10-01-2024	Operative	Urbanisation Solutions - DSM	Buxton	01/02/2024
11-01-2024	Plant Manager	Urbanisation Solutions - DSM	Braintree	02/02/2024

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.



2024 EMEA H&S Improvement Plan



HSMS Element	Initiative Name	Actions	Date
Element 1: Leadership & Accountability	1. Enhancing Leadership	1. Undertake 1-2-1 engagement/coaching sessions with all relevant L1 – L3 managers 2. Campaign for leaders focused on ensuring Take 5 use & effectiveness	Jan – Jun Apr – Jun
Element 2: Risk Management	2. Machinery Guarding	1. Close prioritised gaps identified in Site H&S Inspections and existing action plans	Jan – Dec
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Element 4: Driving Safety	6. Zero4Life Today for Drivers	1. Rollout program to drivers as per local plan	Jan – Dec
	7. Vehicle Safety Features	1. Install VSF items as per local plan	Jan – Dec
Element 5: Contractors Safety Management	8. Contractor Management	1. Identify & address top 2/3 main contractor management challenges/opportunities 2. Hold at least one Contractor H&S engagement event in each business sector	Jan – Feb Jan – Dec
Element 6: Occupational Health & Wellbeing	9. Health & Wellbeing	1. Implement Global Wellbeing model as per local plan	Jan – Dec
Element 7: People, Training and Behaviors	10. Zero4Life Today 2.0 (Name TBC)	1. Rollout program to all employees	Jun – Dec
	11. Take 5 / Risk Awareness	1. Targeted campaign on risk perception/awareness	Apr – Jun

Health Awards 2023

[Insert country name]

[Business name]



Guideline



From	
Country:	xxxx
Contact:	(enter name here)
Details	
<ul style="list-style-type: none"> • XXXXX • XXXXX • XXXXX 	

One slide for each initiative based on the following:

Ensure that the initiative was implemented in 2023, was of high impact and can be replicated somewhere else.

- ✓ It is important to note that this section must only include actual health (not safety) initiatives/innovations.
- ✓ An applicant is also able to submit a Good Practice that they have replicated from another operation outside of their country. This must be made clear in the slide. Examples like these are encouraged because it shows that Good Practices are being cascaded in the organization and evaluations made to determine how it can be implemented locally.

Each initiative will be evaluated considering:

- **Innovation:** level of creativity.
- **Impact:** the effect that the initiative has in health benefits and the number of people that can participate in the initiative.
- **Engagement:** level of involvement by leaders in motivating people and evidence of front-line workers participation.
- **Transferability:** how easy it is for the other business sectors, operations and countries to replicate the initiative.

Examples of Health Issues to Combat	
Cardiovascular	Gastrointestinal
Cancer	Ear nose throat
Musculoskeletal	Neurological
Mental health	Skin (dermatologic)
Lung respiratory	Genitourinary
Eyes	Infectious Diseases
Dental	COVID-19
Diabetes	Others

Drug & Alcohol Prevention

From

Country: France

Contact: Isabelle Vincent (HR)/ Stéphanie Godicheau (H&S)

Details

Context:

- On 17th June 2014 : Organization of the 4th CEMEX France H&S Day , focused on Drug and Alcohol Addictions.
- Main reasons to focus on addictions :
 - This initiative is a part of the human theme of CEMEX France Sustainability policy.
 - Some accidents are probably due to drug and alcohol

Description:

- Employees received information about addictions :
 - What are addictions ? Information about illegal drugs, alcohol and medications
 - CEMEX current rules.
 - The taboo doesn't help colleagues.
 - How to help a colleague: how to talk with him/her, who are the contacts to help him/her.

Resources/How to roll-out:

- Organization of this event :
 - 290 managers trained (4hrs) between March and June by a specialized consultant.
 - On the 17th June : Managers were deployed in all production and administrative sites (340 sites) to talk with employees.

Benefits / Results:

- Most successful H&S Day in the last 4 years.
- They proposed some actions to be implemented during next months/years

Health Issues to Combat: List the ones applicable, examples: cardiovascular, mental health, neurological, others.



Initiative Name



From

Country:

Contact:

Details

Context:

-<why did we undertake the initiative>

Description:

-<what is the objective>

-<what is the audience>

-<how to engage target group to participate>

Resources/How to roll-out:

- <resources needed to roll-out: people, budget, external consultants>

- <what steps are necessary to roll-out initiative>

Benefits / Results:

- <what were the benefits/results>

- <how did we measure results>

- <how many persons participated/have been affected>

Health Issues to Combat

- < List the ones applicable (refer to guideline).>

Photo

Photo



2023 Contractor Management Awards



Guide line



From	
Country:	xxxx
Contact:	(enter name here)

Details
<ul style="list-style-type: none">• xxxxx• xxxxx• xxxxx

One slide for each initiative based on the following:

Ensure that the initiative was implemented in 2023, was of high impact and can be replicated somewhere else.

- ✓ It is important to note that this section must only include actual Contractor Management initiatives/innovations.
- ✓ It is also important to note that this section must only include initiatives/innovations rather than details about routine work that should be in place anyway e.g., machinery guarding, etc.
- ✓ An applicant is also able to submit a Good Practice that they have replicated from another operation outside of their country. This must be made clear in the slide. Examples like this are encouraged because it shows that Good Practices are being cascaded in the organization and evaluations made to determine how it can be implemented locally.

Contractor Management – Safety School for Contractors

From

Country: Costa Rica

Contact: Pamela Gonzalez



Details

Context:

The importance of having a formal training process for contractor personnel, which impacts their way of thinking and brings them closer to the goal of zero4life made us create a safety school for contractors, where they undergo a process of awareness, training and evaluation, practice of procedures.

Description:

-The safety school for contractors has managed to raise the knowledge, commitment and safety culture in each of them, making them adapt safety as their priority, there is no difference between the CEMEX culture and that of a contractor.

-Sensitization program

Why safety should be my priority

At home they wait for me

A secure legacy

My future

-Resources/How to roll-out:

Special technical training to identify risks

Special works with electrical risk

Confined spaces, etc.

Benefits / Results:

- Zero incidents of contractor employees

- 52% less defaults to processes

- 35% more participation in NMHA

- 25% improvement in ILS (Index of leadership in security)

- Greater productivity in each task



Driving simulator and digital certification APP



Digital center and practical tests



Awareness program



Technical programs

Contractor Management – *Name of Initiative*

From

Country:

Contact:



Details

Context:

-<why did we undertake the initiative>

Description:

-<what is the objective>

-<what is the audience>

-<how to engage target group to participate>

Resources/How to roll-out:

-<resources needed to roll-out: people, budget, external consultants>

-<what steps are necessary to roll-out initiative>

Benefits / Results:

-<what were the benefits/results>

-<how did we measure results>

-<how many persons participated/have been affected>

Photo

Photo



Sand Martins



Cemex UK Sand Martin Code



Natural Sand martin nesting habitat has reduced dramatically leading this iconic species to seek refuge in our quarries. As an industry, we must welcome nature into our working practices and do everything we can to protect this species.

Legal Requirement

If Sand martins colonise an active quarry face, sand or dust stockpiles then all work must stop between **March and August inclusive**. All birds and their nests are fully protected under the Wildlife & Countryside Act 1981 which makes it an offence to intentionally kill, injure or take any wild bird.

It is also an offence to intentionally take damage or destroy their eggs or nests while they are in use or being built, **this includes their scratching behaviour at the start of the nest building process**.

Nesting burrows can be up to 1m in length, and therefore vehicle movement must be stopped above the vicinity of the colony as this could cause the tunnels to collapse, potentially making the face unstable.

THE SANDMARTIN CODE

1 Before each nesting season, **set aside** a suitable vertical face for sand martins. This should *ideally* be a different face than one used in previous years, and must be away from the main quarrying areas to avoid any potential conflict.

2 Before each nesting season, re-profile **active faces to 45°** to make them less attractive to Sand martins. This may have to be done on a daily basis, as Sand martins may colonise a face over-night.

3 Place **netting** over those active faces that it is not practical to re-profile. This should discourage sand martins from becoming established.

4 **Regularly check** all operational faces for evidence of sand martin nests, particularly after quarry closures e.g., Easter. Remember, **Sand martins are protected while they are showing their scratching behaviour during early nest building**.

5 Clearly **mark out areas** which must not be disturbed with cones, tape and signs and routinely monitor activities, making changes to these marked areas as necessary.

6 Consider the effect of passing **machinery** to ensure that it does not cause damage / disturbance through vibrations.



Ensure that all personnel are aware of individual and company obligations prevent harm to this iconic species.

WELLBEING WEBINARS

CHANGE, THE FUTURE AND MANAGING ANXIETY

19th Feb
10:00 – 1100am



27th Feb
10:00 – 1100am



SLEEP FOR A BETTER TOMORROW

7th Feb
14:00 – 1500pm:



23rd Feb
14:00 – 1500pm:





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