



UK NEWS



Welcome to UK News 1st February 2024
your weekly update from around Cemex UK

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CEMEX-UK



CEMEXUK



HEALTH & SAFETY

Latest Safety Alerts

SAFETY ALERTS

The latest Safety Alerts are related to safe operation of Mobile Elevated Work Platforms from the UK and a high potential incident (HiPo) involving a truck in Croatia.

The first Alert relates to the safe operation of Mobile Elevated Work Platforms (MEWPS) and follows an observation during a Corporate Governance Health and

Safety Audit. In addition to outlining some of the key safety requirements related to Work at Height and MEWP operation, the Alert stresses the need for all personnel within the basket of a MEWP to wear a full body harness with a **short** work restraint lanyard, secured to a suitable manufacturer provided anchorage point within the basket to stop the wearer from getting into a position where they could fall. It also highlights the need for a safety helmet and chin strap, incorporating an automatic release function, to be worn whenever working at height, including when using a MEWP.

The second Alert has been kindly shared with us by our colleagues in Croatia. It details a high potential incident (HiPo) where a truck rolled away after the driver left the cab without applying the park brake. The Alert incorporates a video, which clearly highlights not only the risks from leaving a vehicle unsecured, but also the danger to life if attempting to stop a runaway vehicle.

Please discuss the Alerts with your teams, reviewing the requirements for safe work at height and ensuring unattended vehicles are left secure.

The Alerts should also be displayed on relevant notice boards. You can find the two Alerts at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

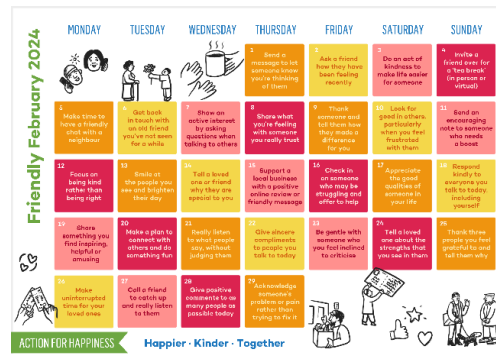


Action For Happiness – Friendly February

We all want to feel connected and supported – and for good reason. The Friendly February Calendar poster is full of actions to help you give your relationships a boost. Please share it on your workplace notice boards. You can find it at the end of this document and on UK News download page:

www.cemexuknews.co.uk/downloads

Even if we're shy or experiencing difficult relationships right now, there are still things we can do to feel more connected. Just taking a moment to send a message to an old friend or smile at someone can make a difference.



Vanessa King from Action for Happiness shares her top tips for Friendly February, based on the key of Relating (one of the 10 Keys for Happier Living). Watch [here](#).

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. Prioritising happiness and kindness influences how we approach everything – including our personal lives, families, communities, schools, and workplaces. It also shapes our views on public policy and helps us to consider the wellbeing of future generations too.

You can also be part of a kind and friendly community putting Action for Happiness ideas into practice daily [using their app](#).

Fraud, The Cyber Threat & Social Engineering

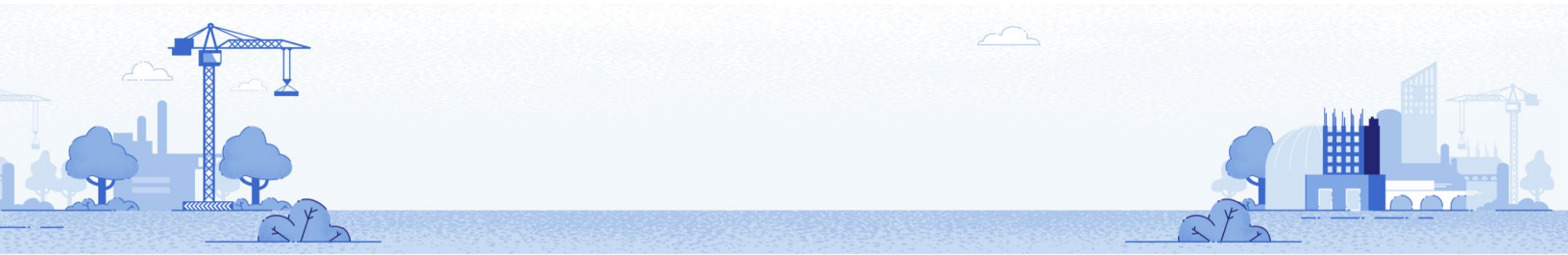


As part of our Global Secure Workplace Program and coinciding with International Global Security Week, over 250 UK based colleagues have received a personal briefing on **Fraud, the Cyber Threat and Social Engineering**.

Following a modest 'spike' in frauds and attempted frauds our UK Service Centre and many employees operating from our Head Office in Coventry have been provided with a defensive presentation.

In the same way you do not have to be a Zoologist to recognise an elephant when you see one, you do not have to be an IT or Cyber Expert to understand the cyber enabled threat and protect yourself against acts of social engineering. All colleagues should be aware, cyber enabled crime remains the single highest risk to Cemex business across the globe. Follow 'Your Safe Cyber Top 10' to ensure you continue to operate safely online.

Laptop sized reminder stickers are available from the UK Security team.





CUSTOMER CENTRICITY

Diversifying in Marine

In a challenging marketplace, the Cemex UK Marine team recognise the importance of diversifying our offering to keep our vessels operating at maximum capacity. Congratulations, therefore, go to the team who are celebrating their first success story, having completed their first diversified offering with The Port of Tilbury.

The Port of Tilbury engaged with Cemex Marine to dredge their Tilbury 2 berth to a depth of 15 metres, using our charter vessel MV Reimerswaal. As a regular River Thames user, it was easy for the team to adapt the Reimerswaal's usual schedule to complete these works, allowing us to complete the works successfully, on time, on budget and to exact client specification.



Over the course of five days, the vessel successfully extracted over 20,000m³ of spoil from the berth, and disposed of it at an approved site, 40 miles outside The Thames estuary. The project posed many challenges to the Marine team including precise dredging within a confined area, dredging to a uniform depth and dredging with and against current, plus avoiding other river traffic. The team worked closely with the Port of London Authority Hydrographic department who produced daily bathymetric pre and post dredge surveys, allowing them to fully understand their completed works and next steps.

Chris Grosscurth, Marine Commercial and Logistics Manager, said: “The project was a complete success and now opens up many other opportunities for Cemex Marine, complementing our normal Aggregate delivery work. Thank you to everyone involved in this challenging but successful project.”

Invitation to the EMEA Customer Experience Day 2024



EMEA Customer Experience Day 2024
6 FEBRUARY 2024, 09:00 – 11:00 UK Time

Join us for the annual EMEA Customer Experience online event.

Our Speakers

 Sergio Menendez EMEA President	 Elise Jouffrey Customer Experience Director EMEA	 Marcelo Catalá VP Urbanisation Southern EMEA	 Michel André VP Materials West Europe	 Graham Russell VP Cement Commercial Europe	 Rüdiger Kuhn VP Materials Central Europe
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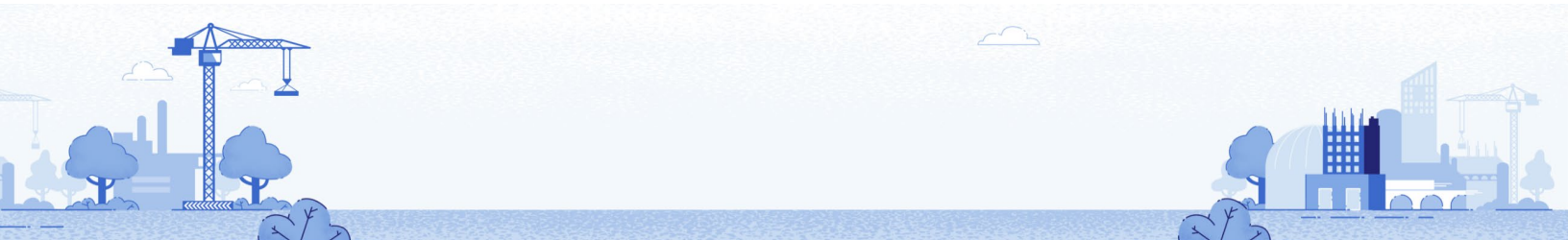
[Click here to join the meeting](#)

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).



Managing Email Recipients

We wish to remind everyone about the importance of **carefully managing recipient lists** in our email communications, particularly when interacting with our Cemex customers, or large groups of colleagues internally.

Although we might want to keep customers and colleagues informed throughout a process or situation by including them in email threads, it is important to remember that including a customer or colleagues in the "Cc" field of an internal email, particular one which has passed between different people across Cemex, can inadvertently expose sensitive or personal information they shouldn't see.



Do not 'Reply to All' unless you are confident that the content of the full email thread is appropriate for all recipients. Here are some important points to consider when sending emails both internally and externally to colleagues and customers:

- Confidentiality breaches: Internal discussions about pricing strategies, competitor analysis, or personnel matters could be unintentionally revealed to customers, damaging trust and compromising company practices.
- Unprofessionalism: Internal jokes or casual language might appear unprofessional if seen by a customer.
- Confusion and frustration: Long email threads with numerous recipients can be difficult for recipients to follow, leading to confusion and frustration.

Please consider using 'Reply' instead. This will ensure that you are responding to specifically communicating with – this also ensure that the response is then only seen by you as opposed to everyone on the Cc.

Please ensure you continue to protect our company's and our colleague's reputation, ensuring that we are not having email conversations with colleagues, customers or external third party's with potentially sensitive information included as part of the thread. Thank you.



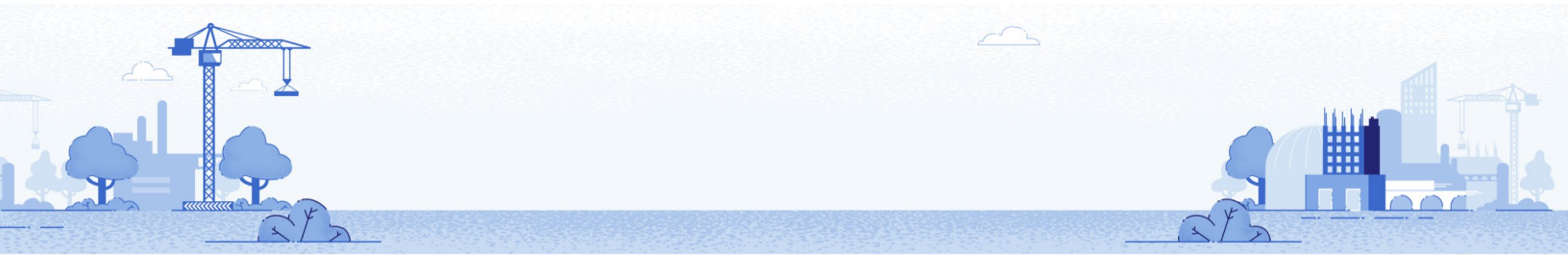
FUTURE IN ACTION

Environmental Briefing - ISO 14001 and ISO 50001 Certificates



The latest Environmental Briefing is about our ISO 14001 and ISO 50001 certificates, as well as Environmental and Energy policies.

During 2023 we successfully achieved ISO 50001 across the majority of our sites, and we successfully retained our ISO 14001 certification. Please find copies of the



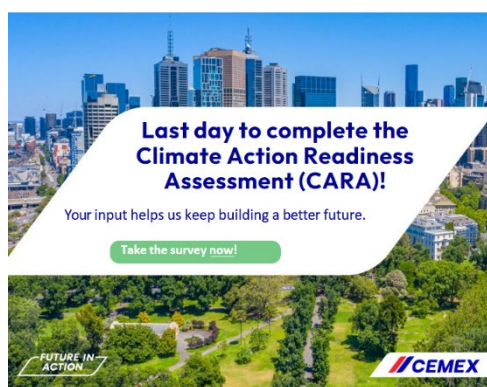
current certificates and Sustainability policies on the Sustainability SharePoint page [here](#). Please note the previous ISO 14001 certificate has now expired.

Many sites capture evidence of communication of environmental briefings for the purposes of showing continued training and awareness as part of the Cemex EMS. The Communication Form [here](#) can be used for this purpose.

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

Last Day to Complete the Climate Action Readiness Assessment

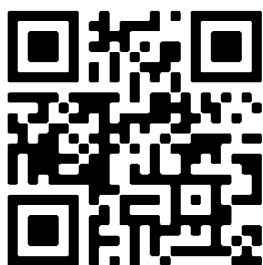


Aligned with our commitment to building a better future and advancing our Future in Action strategy, we invite you, as we do every year, to participate in the **Climate Action Readiness Assessment (CARA) 2024**.

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.

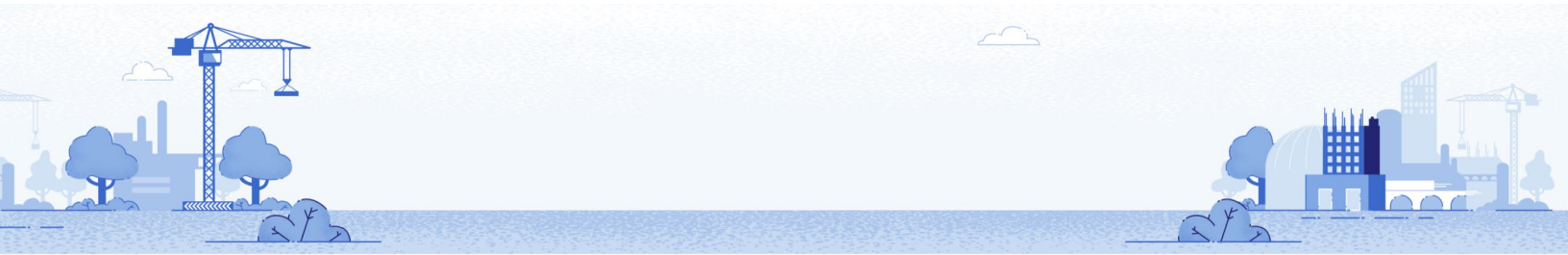
Feel free to participate, even if there are specific topics about which you may not have complete information. All responses will remain confidential and anonymous.

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





PROFITABILITY

Further Improvements at Angerstein

The team at Angerstein Wharf on the River Thames in London is now enjoying the successful completion of improvement works to the site.

Following Scan Market tenders launched in 2023 and collaboration between Cemex UK Procurement and Engineering teams, Angerstein now has new welfare facilities, car parking (EV Charge Points to come), lighting, fencing, Armco barriers, replacement section for conveyor ship to shore section, electrical ducting and wedge pit foundations being placed for Readymix section.

By working together, the teams have made procurement savings of £40,000, improved site efficiency and most of all, safety re-enforced, thanks to great team work and continued collaborations.



EMPLOYEES

Time To Talk Week 5th – 9th February

As outlined in our 2024 Wellbeing Plan shared [here](#), February is our Mental Health Awareness month and during the month our UK Wellbeing Strategy Group is launching 'Time to Talk Week' followed by resources about Financial Wellbeing.

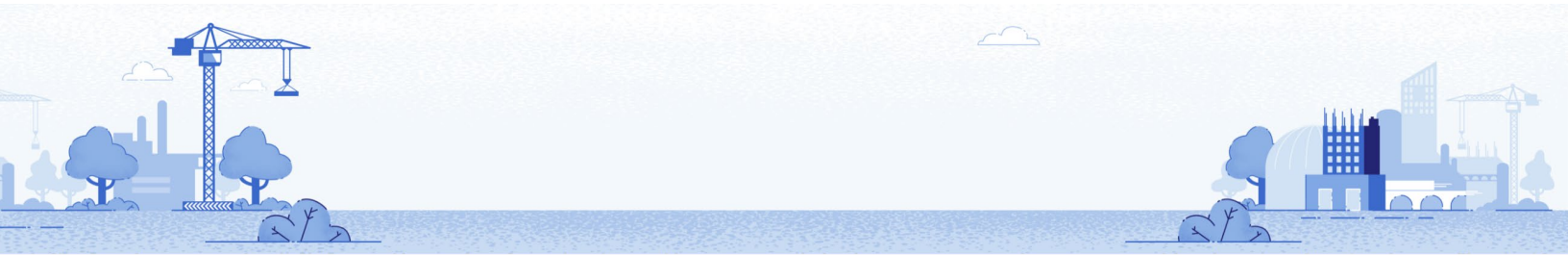
Time to Talk Week launching NEXT MONDAY 5th February.

Next week, Monday 5th to Friday 9th February, is our **Time to Talk Week**.

During this week (and beyond) we are encouraging all employees to take time out to spend some time talking to colleagues about our mental health.

It's a chance for our workplaces to come together to talk, listen and change lives. The more conversations we have, the better life is for everyone. Talking about mental health isn't always easy and sometimes it's even harder to say how you really feel. But a conversation has the power to change lives. **Time to Talk Week** is the perfect opportunity to start a conversation about our mental health – but not just next week – keep those conversations going beyond next week.

We are providing a range of resources to support you during this campaign, including:



Posters for displaying on all work place notice boards, wellbeing boards, break areas

- Time To Talk Week (with QR code to all resources)
- Tips for helping someone open up when something's up
- Details about Lifestyle Support – our Employee Assistance Programme
- Useful weblinks for further support
- Can you spot the signs – video link?
- Children's Mental Health week support resources
- 3 x MIND 'How's it going' posters

Other resources

- Email banner GIF for you to add to your email signatures.
- Static email banner PNG file
- Email banner instructions on how to add to email signatures.

You can access and download all of the above resources [HERE](#) or using the QR code in the image.

Every day next week we will be sharing a different poster to support you and your colleagues to take **Time to Talk** – please use and share our resources with all your colleagues.

To all Plant and Site Managers – please ensure a selection of our posters are displayed on your local notice boards/break areas from Monday onwards and ensure our offline colleagues are included in our Time to Talk campaign.

Lex's First 100 Days as MPA Chair

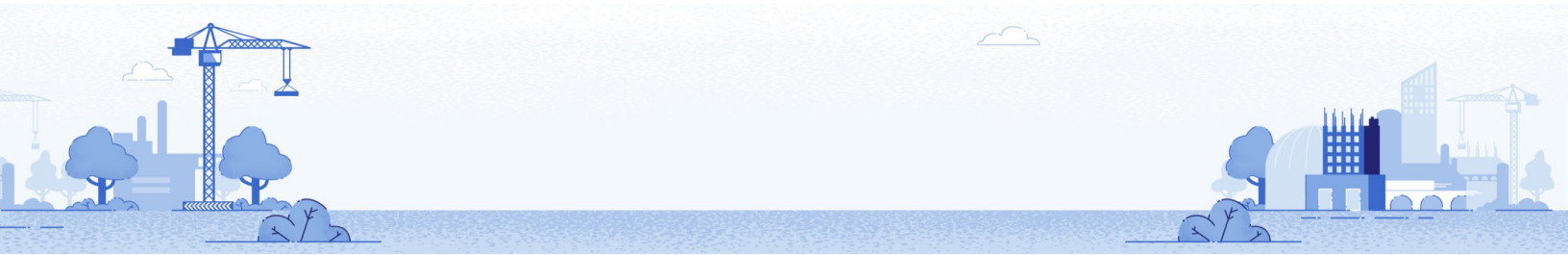


In September 2023 Lex Russell, Cemex UK's UK Materials Managing Director, was appointed as Chair of the Mineral Products Association (MPA). As Chair, Lex is the guardian of members' interests, working closely with the Chief Executive and Board to ensure that the association pursues its agreed objectives.

The MPA is the trade association for the aggregates, asphalt, cement, concrete, dimension stone, lime, mortar and industrial sand industries. It represents 80% of mineral businesses in the UK. Included are most of the independent SME quarrying companies throughout the UK, as well as the major international and global companies. It covers 100% of UK cement and lime production, 90% of GB aggregates production, 95% of asphalt and over 70% of ready-mixed concrete and precast concrete production.

After completing his first one hundred days as MPA Chair, the Comms team caught up with Lex to find out more about his new role as MPA Chair.

Q: During your first 100 days, what has been your focus?



Lex: “My main focus has been gaining an understanding of how the MPA functions through dialogue with members, employees and other stakeholders. It is surprisingly complex, with a large diverse membership and many working groups and committees. I’ve also been getting to know the MPA CEO Jon Pritchard, so we can work effectively together on behalf of our members.”

Q: What are the biggest challenges for the MPA in 2024?

Lex: “In 2024 our main focus areas will be lobbying Government in competitive industrial decarbonisation, planning reform and better delivery of major projects.

One of our biggest challenges will be in the Carbon Board Adjustment Mechanism (CBAM). The EU CBAM is a tool, due to start charging in 2026, to put a fair price on the carbon emitted during the production of carbon intensive goods that are entering the EU, and to encourage cleaner and safe industrial production in non-EU countries – this will hopefully reduce imported materials flooding the EU market. The UK Government has just announced plans to introduce a UK CBAM in 2027 to protect the UK from significant volumes of imports and the MPA’s focus will be on lobbying the government to bring that forward to 2026, to align with the EU CBAM.

Another challenge for the MPA will be lobbying the UK Government in carbon capture, to support the decarbonisation of our businesses. It is vital that MPA members, with energy-intensive industrial sites, are supported by enabling Government policy and business models for carbon capture, use, and storage, to decarbonise and grow the market for domestically produced low-carbon products. The MPA will be working hard on behalf of our members, to push for policies on both carbon capture and UK CBAM.”

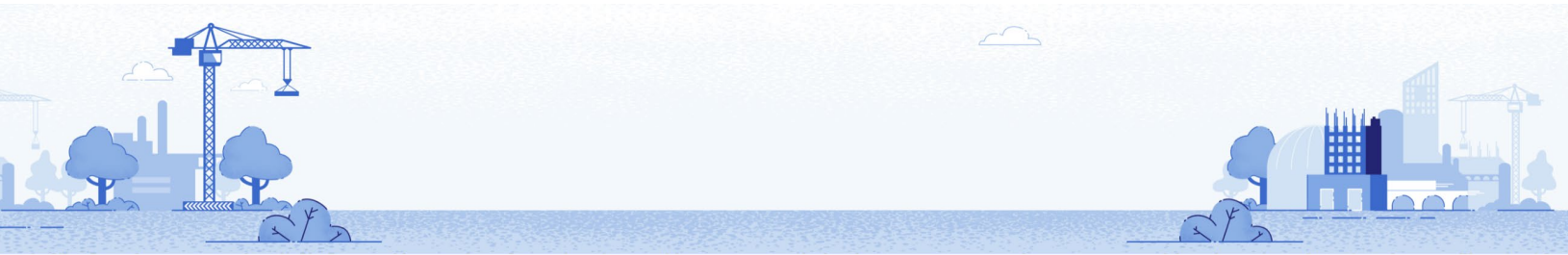
We need a planning system that supports growth. The current system is unsustainable as we are not replenishing reserves at the rate, we are using them. Society is dependent on minerals for hospitals, schools, roads and to facilitate global decarbonisation and we need systems and policies to back us.

It can take many years from identifying a new mineral resource to starting production, so we need to plan well ahead to invest in people and skills, plant and sites to ensure that essential mineral products are available in the right place and at the right time. The reliable delivery of national infrastructure would enable the industry to plan with confidence, but all too often projects are delayed, descope or cancelled. Even when projects do proceed, they have often not engaged the material supply chain early enough, leading to inefficient outcomes. The infrastructure pipeline needs to be much more dependable and transparent with realistic milestones set and stuck to. This will allow the mineral products sector to supply these projects in the most cost-effective and sustainable way which will allow investment in jobs and reduce costs.”

Q: What do you hope to achieve in your role as MPA Chair?

Lex: “My role is to evaluate the current and future market conditions and to steer the MPA’s priorities so that we can continue to maximise our value for our members. We will be supporting them through the changing economic conditions and global impacts affecting our UK Minerals businesses. Together with our members and the fantastic team at MPA, I hope we can have a healthier and safer industry, increase our market share over timber and steel, reduce planning permission and permitting time, decarbonise our businesses and make the UK an attractive market for international investors.”

Q What does this role mean to you, personally?



Lex: "I am extremely proud to have been appointed Chair of the MPA for the next two years. I see this role as an opportunity to make a positive difference to an industry that I care passionately for. It allows me to make a real difference, at a time when we need a strong trade association more than ever.

I am also very proud to be the first MPA Chair from Cemex (and RMC) and while the position is a wonderful opportunity for me personally, it also benefits Cemex and I hope through my leadership at the MPA and the priorities we focus on, I can play a part in ensuring the long-term sustainability of Cemex as a leading player in our industry.

As well as being Chair of the MPA, I also represent the cement and concrete sector at the Government's Net Zero Carbon Council. The Council includes some of the most senior business and finance leaders in the country and is Chaired by Government Minister Graham Stuart. The key objective of the council is to ensure sectors and companies have a clear pathway to net zero.

In addition to my appointment at the MPA, our Cemex CEO, Fernando González was elected President of the Global Cement and Concrete Association (GCCA) in October this year. As a Cemex employee it is great to see that our Company encourages us to be influential in the future of our industry and society."

Q: Are there any final remarks you would like to make?

Lex: "I would like to take this opportunity to thank the incredible Cemex UK Materials team, plus the many colleagues from the wider organisation, who have all supported me both professionally and personally in my new role as MPA Chair. I couldn't have done this without their continued hard work, enthusiasm, and commitment, supporting both me and our company. I'd also like to thank both Michel Andre and Sergio Menendez for their personal support, enabling and encouraging me to take on the additional role as MPA Chair."

Creating Positive Changes for Cemex - WE'X 2023 Results

Based on the findings from our WE'X surveys, we consistently uncover and address the evolving needs within the company. These insights guide the development of new initiatives aimed at enhancing the work experience at Cemex.

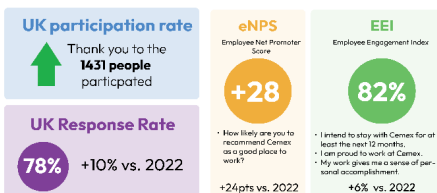
1,431 of us participated in the WE'X survey in the UK and as a THANK YOU a matched amount has been donated to our five UK nominated wellbeing charities.

As part of this ongoing process, we're sharing some of the results from our WE'X Pulse 2023:

In the UK:

- A very encouraging set of results for the UK, including the highest eNPS, Employee Engagement Index (EEI) & Response Rate (RR) for the last five years.
- Employee Net Promoter Score - eNPS+28 for the UK (EMEA eNPS+26) +24points vs 2022 WE'X Survey.
- Employee Engagement Index - EEI 82% for the UK (EMEA eNPS 79%) +6 points vs 2022 WE'X Survey.

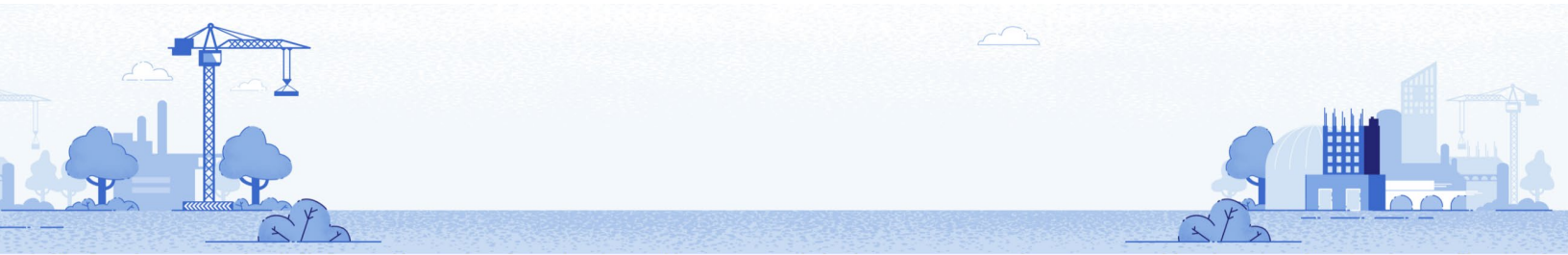
WE'X Pulse 2023 - UK Results Summary



Main attributes results - UK



*Comparison category is unavailable due to simplification of items considered in this pulse survey.



- Response Rate - RR 78% for the UK audience (EMEA RR: 74%) +10% points higher than the 2022 WE'X Survey.

Local results reports for Functional Areas across the UK are currently being produced and will soon be available, so we can all begin to identify further actions to help maintain this positive momentum in our Workforce Experience.

Wellbeing Seminars – Sleep and Anxiety



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 work place notice boards.**

Latest Care First Seminars



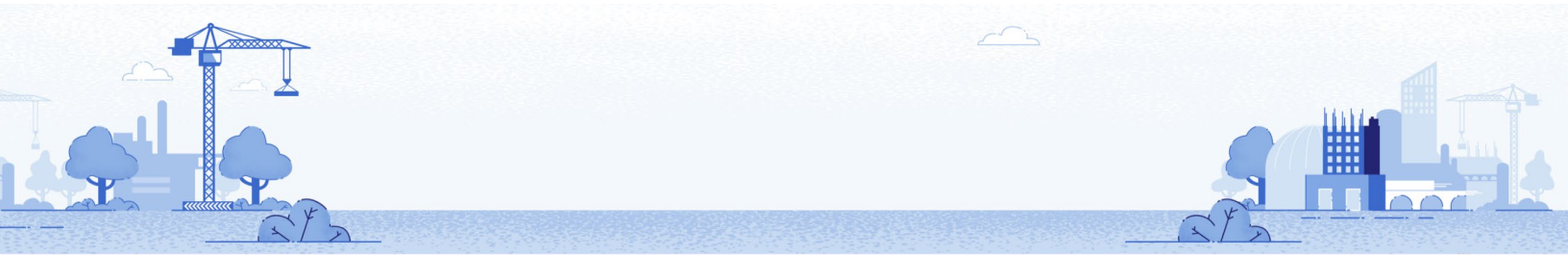
Cemex offers all employees a free, confidential Employee Assistance Programme (EAP) called Lifestyle Support, operated by Care first.

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 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 – @ 12pm – 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 – @ 12pm – 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](#)

w/c 12th February – click [here](#) for QR codes to seminar links

- **Understanding Care first cCBT**

Monday 12th February – @ 12pm

This webinar provides further information on Care first's own modular cCBT (computerised Cognitive Behavioural Therapy) course.

To register click [here](#)

For more details click [here](#).

- **How Care first Can Support you**

Wednesday 14th February – @ 12pm – 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](#).

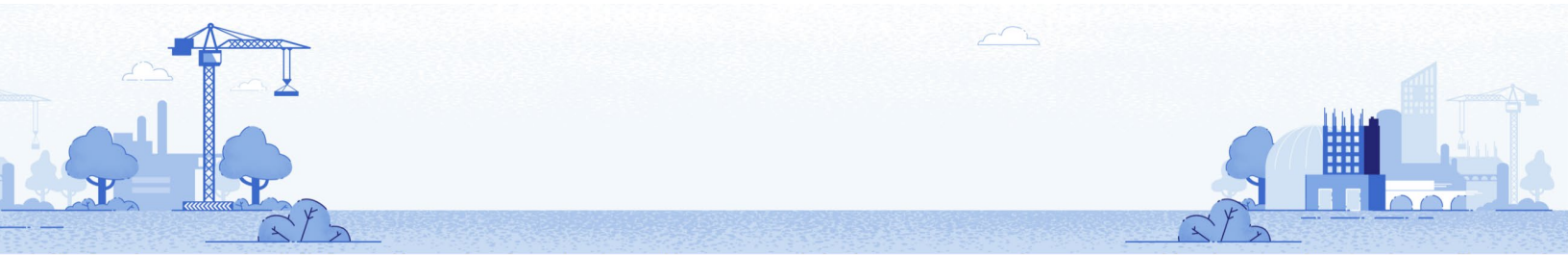
- **Random Acts of Kindness**

Friday 16th February – @ 12pm

This webinar is in line with Random Acts of Kindness Day and aims to discuss the importance of kindness on our mental health.

To register click [here](#)

For more details click [here](#).



w/c 19th February – click [here](#) for QR codes to seminar links

- **Care first Lifestyle - Your Digital Wellbeing Solution**

Monday 19th February - @ 12pm

This webinar walks you through the Lifestyle website, with details and demonstrations of the tools on offer and how to access it.

To register click [here](#)

- **How Care first Can Support you**

Wednesday 21st February – @ 12pm - 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](#).

- **The Benefits of Being Outdoors**

Friday 23rd February - @ 12pm

This webinar explores the positive impact spending time outdoors has on our mental health.

To register click [here](#)

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

Long Service Awards

We would like to send huge congratulations and thank you to the following colleagues for reaching long service milestones in January 2024.

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

- Mark Williams, Fleet Engineering Manager in Hampshire, celebrated 25 years
- Mark Kelly, Planning Manager in Surrey, celebrated 25 years



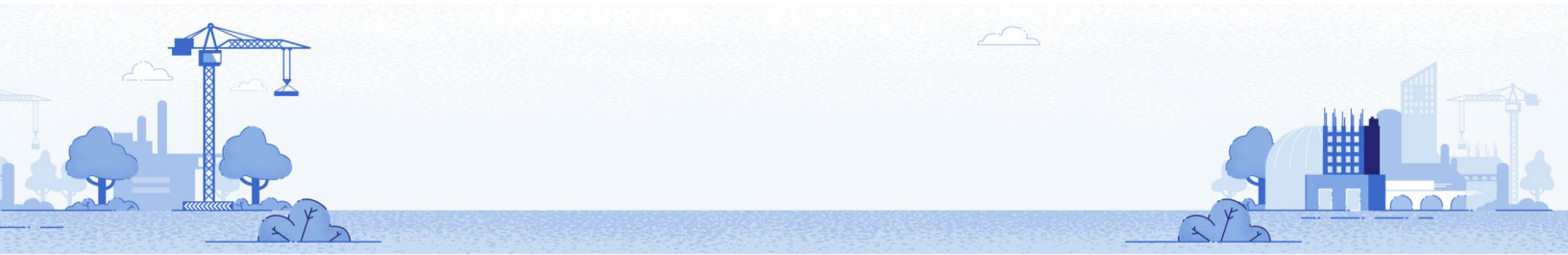
Enjoy Discounts on Your Half Term Get Aways



Yes, school half term is not far off and for those of you looking to book a last minute get away with the children, our Cemex employee benefits platform has plenty of travel booking offers you can't miss!

Check them out [here](#)

You could save 7% off Airbnb eVouchers, 30% off airport parking, 10% off TUI, Easy Jet and Jet2Holidays.



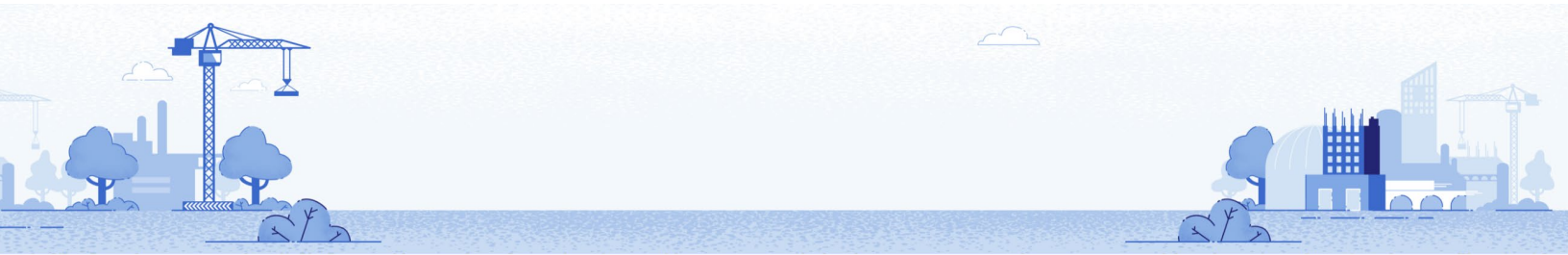
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
12-01-2024	Plant and Field Technician	Materials – Quality and Product Technology	Weeford/ Alrewas	09/02/2024
13-01-2024	Relief Plant Manager	Materials – Readymix	South Coast	12/02/2024
14-01-2024	Plant Manager	Materials – Readymix	Basingstoke	13/02/2024
15-01-2024	Laboratory Technician	Materials – Quality and Product Technology	Southam	13/02/2024

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.



SAFETY ALERT

SAFE MEWP OPERATION

UK SA03/2023 – 29.01.24

Display Until
29.02.24



DETAILS OF THE INCIDENT

During a recent site visit, carried out as part of a Corporate Governance Health and Safety Audit, the Auditors commented that a lanyard available for use with a Mobile Elevated Work Platform (MEWP), which included an energy absorbing device, may be too long.

Falls while working at height are the most common cause of workplace fatalities across UK industry. Steps should be taken to minimise the need for Work at Height where practicable; however, where Work at Height cannot be avoided, it must be effectively managed.



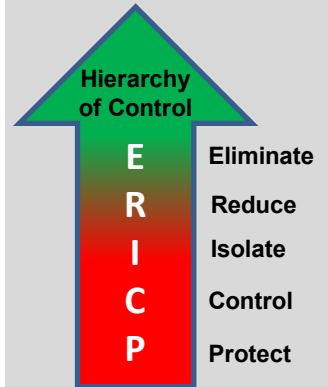
A fall restraint system, a shock lanyard or a lanyard with a shock absorber short enough to restrain the wearer within the platform must be worn with a full body harness in a MEWP



Safety belts are
PROHIBITED

KEY REVIEW POINTS

- Work at height is work where, if precautions were not taken, a person could fall a distance liable to cause personal injury. It must be properly planned, supervised and carried out in a safe manner. Formal risk assessment and safe systems of work (method statements) must support the process.
- The risk assessment and selection of control measures must be based on the work at height hierarchy of controls, beginning with the question, can the work be done safely from the ground?
- A High-Risk Permit to Work must be used to control Work at Height.
- All personnel, including Managers and Supervisors, Contractors and Contract Supervision must be adequately trained and competent for the specific method of work, to ensure they use equipment correctly; Mobile Elevated Work Platform (MEWP) operators should have attended a recognised training course and received a certificate, card or 'licence', listing the categories of MEWP they are trained to operate.
- It is important to select the right MEWP for the job and site and to have a plan for rescuing someone from a MEWP and practise it.
- MEWP platforms must be fitted with effective guard rails and toe boards; keeping the platform tidy will reduce the risk of the operator tripping or losing balance while in the basket.
- Ground conditions should be firm and level. Any temporary covers should be strong enough to withstand applied pressures.
- **Cemex requires all personnel within the basket to wear a full body harness with a short work restraint lanyard, secured to a suitable manufacturer provided anchorage point within the basket to stop the wearer from getting into a position where they could fall; the lanyard may contain an energy absorbing device, provided it is short enough to restrain the wearer within the platform.**
- **A safety helmet and chin strap, incorporating an automatic release function, must be worn whenever working at height, including when using a MEWP.**



**Look after yourself
and each other**

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

**Personal Protective
Equipment**

Always wear the correct PPE.

Working At Height

Use appropriate access equipment and fall protection.



STOP THINK ACT

SAFETY ALERT HIPO Rollaway incident

DETAILS OF THE INCIDENT

The customer's driver approached the scale of the Sveti Juraj cement factory with the aim of weighing a truck for bulk cement in order to take over the order and load the cement into the tank of the truck. Approaching the scales, he parked his truck, and got out of the truck to take the delivery note. At that moment, the truck was started, which slipped off the scale without the supervision of the driver. The driver then noticed that the truck had started on its own, so he ran and jumped into the cabin of the vehicle in a rather risky operation, and stopped the truck.

KEY FINDINGS

Supervision	No continuous supervision in the scale of the Sveti Juraj Cement Plant. Reinforce the STEP IN culture whenever unsafe behaviours increase the risk of injury/accident.
Safe Systems of Work	Implemented by line managers and achieved by all operations to ensure safe and effective isolation practices are in place for working on or around vehicles. Additional requirements within local legislation must also be complied with at all times.
Process	Vehicles was parked on level ground with, the engine was not switch off, parking brake was not applied. Wheels chocks was applied to the rear axle. The ignition/start key was not removed from the vehicle
Housekeeping	The area was clear and well maintained

HOW COULD THIS HAVE BEEN AVOIDED

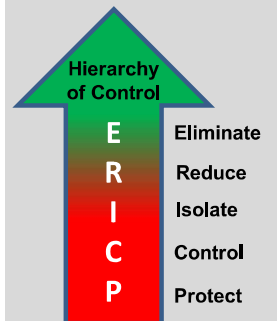
- Apply the parking brake
- Stop the engine
- Remove the keys
- Lock the doors
- Apply wheel chocks if vehicle been left unattended

KEY REVIEW POINTS

- The driver did not engage the parking brake and turn the engine off...
- There was no attempt to secure the vehicle with wheel chocks
- PPE was not used



Display Until
29.09.23



Look after yourself and each other

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Incident/Hazard alerts

Report all incidents/hazards immediately.

Safe Systems

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



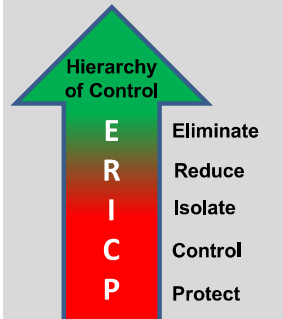
STOP THINK ACT

Croatia SA 05/2023 – 11.12.23.

SAFETY ALERT HIPO Rollaway indident



Display Until
29.09.23



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STOP THINK ACT

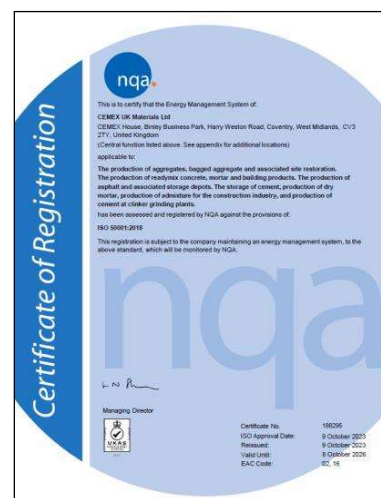
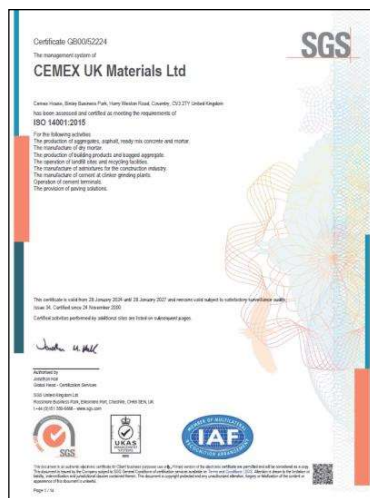


ENVIRONMENTAL BRIEFING

ISO 14001 & ISO 50001 Success

Summary

In 2023 our external environmental auditors carried out the ISO 14001 re-certification audits at our Binley Head Office and the majority of our operational sites. We are pleased to confirm that the audits went very well and we have successfully retained our ISO 14001 certification. ISO 14001 is the international standard for Environmental Management Systems. This success compliments the success we achieved obtaining ISO 50001 certification for our Energy Management System for the materials business in the UK. Our new ISO 14001 and ISO 50001 certificates are available on the [UK Sustainability SharePoint](#) and should be displayed on site noticeboards. These certifications help us to demonstrate our sustainability credentials to customers, regulators and other stakeholders.



During 2023 a new Energy Policy was issued and the Environment and Responsible Sourcing Policies were updated. These are also all available on the UK Sustainability SharePoint and should replace older versions on site noticeboards. All three policies feature wind turbines.



Thanks to everyone who contributed to these successes in 2023. As always we will need to keep up the good work to retain these certifications. We will be audited again in 2024 to ensure that we are continuing to manage our energy and environmental aspects.

Key Points

- In 2023 we successfully gained certification to ISO 50001 and retained our ISO 14001 certification.
- New Energy, Environment and Responsible Sourcing Policies were issued in 2023.
- All certificates and policies are available on the [UK Sustainability SharePoint](#).
- Please update noticeboards with the latest certificates and policies.
- Thanks to everyone who contributed to these successes and let's keep up the good work in 2024.

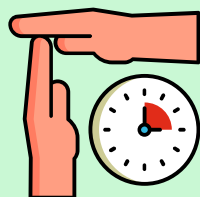
TIME TO TALK WEEK



Scan for all
resources

5-9TH FEBRUARY

TAKE TIME OUT TO REACH
OUT WITH COLLEAGUES.



TAKE
TIME
OUT

ASK IF THEY
WOULD LIKE
SOME HELP



START A
CONVERSATION

BE A GOOD
LISTENER



Friendly February 2024

MONDAY



5 Make time to have a friendly chat with a neighbour

12 Focus on being kind rather than being right

19 Share something you find inspiring, helpful or amusing

26 Make uninterrupted time for your loved ones

TUESDAY



6 Get back in touch with an old friend you've not seen for a while

13 Smile at the people you see and brighten their day

20 Make a plan to connect with others and do something fun

27 Call a friend to catch up and really listen to them

WEDNESDAY



7 Show an active interest by asking questions when talking to others

14 Tell a loved one or friend why they are special to you

21 Really listen to what people say, without judging them

28 Give positive comments to as many people as possible today

THURSDAY

1 Send a message to let someone know you're thinking of them

8 Share what you're feeling with someone you really trust

15 Support a local business with a positive online review or friendly message

22 Give sincere compliments to people you talk to today

29 Acknowledge someone's problem or pain rather than trying to fix it

FRIDAY

2 Ask a friend how they have been feeling recently

9 Thank someone and tell them how they made a difference for you

16 Check in on someone who may be struggling and offer to help

23 Be gentle with someone who you feel inclined to criticise

SATURDAY

3 Do an act of kindness to make life easier for someone

10 Look for good in others, particularly when you feel frustrated with them

17 Appreciate the good qualities of someone in your life

24 Tell a loved one about the strengths that you see in them

SUNDAY

4 Invite a friend over for a 'tea break' (in person or virtual)

11 Send an encouraging note to someone who needs a boost

18 Respond kindly to everyone you talk to today, including yourself

25 Thank three people you feel grateful to and tell them why



ACTION FOR HAPPINESS

Happier · Kinder · Together

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:



Care first Weekly Publicity Calendar

Care first
Part of **PRIORY**

Day/date/time	Daily Theme	Article	Webinar	Join
Monday February 12 th , 2024 12pm-12.30pm	Service Awareness	Understanding Care first cCBT	LINK: https://attendee.gotowebinar.com/register/612140341209119322 This webinar provides further information on Care first's own modular cCBT (computerised Cognitive Behavioural Therapy) course.	
Wednesday February 14 th , 2024 12pm-12.30pm	Care first Awareness	How Care first Can Support you	LINK: https://attendee.gotowebinar.com/register/3589679401877291861 A webinar to raise awareness of the service and information on how to access the EAP support provided by Care first.	
Friday February 16 th 2024 12pm-12.30pm	Mental Health	Random Acts of Kindness	LINK: https://attendee.gotowebinar.com/register/6647343173396978011 This webinar is in line with Random Acts of Kindness Day and aims to discuss the importance of kindness on our mental health.	

'GoToWebinar' software is needed to join/view these webinars and may need to be downloaded – there could be restrictions through your organisation.




Please be assured that registrant information is held confidentially and your organisation is not notified of your attendance/non-attendance to these webinars.

Note that these themes and events may be subject to change without notice.



Care first Weekly Publicity Calendar

Care first
Part of **PRIORY**

Day/date/time	Daily Theme	Article	Webinar	Join
Monday February 19 th , 2024 12pm-12.30pm	Service Awareness	Care first Lifestyle – Your Digital Wellbeing Solution	LINK: https://attendee.gotowebinar.com/register/7673677904456894560 This webinar walks you through the Lifestyle website, with details and demonstrations of the tools on offer and how to access it.	
Wednesday February 21 st , 2024 12pm-12.30pm	Care first Awareness	How Care first Can Support you	LINK: https://attendee.gotowebinar.com/register/4073837252699560541 A webinar to raise awareness of the service and information on how to access the EAP support provided by Care first.	
Friday February 23 rd , 2024 12pm-12.30pm	Mental Health	The Benefits of Being Outdoors	LINK: https://attendee.gotowebinar.com/register/5334588962154393944 This webinar explores the positive impact spending time outdoors has on our mental health.	

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