

CemExpress



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A WORD FROM...



**LEX RUSSELL,
MD UK MATERIALS, ON THE
FORTHCOMING AMENDMENT
TO BS 8500**

Over the previous months, the UK construction industry has been gearing up for the long-awaited amendment to the British Standard for concrete.

The British Standards Institute released a new version of BS 8500 at the end of November 2023, providing a wider range of options to concrete and cement manufacturers in the critical area of embodied carbon reduction.

BS 8500 increases the options of specifying lower-carbon concretes for our diverse customer base, providing greater availability, selection and choice across our entire portfolio, without compromising on performance.

For specifiers of our products, in simple terms, BS 8500 allows the specification of combination/ternary cements. This means that CEMII/A-L and GGBS can be combined in a wider range of exposure classes.

The amended concrete standard serves to keep us on track with our decarbonisation goals, with the primary objective to become a net-zero CO₂ company by 2050. The amendment of BS 8500 aligns with our Future in Action programme, to achieve sustainable excellence through climate action, circularity, and natural resource management. This also supports our ambitious global goal for Vertua® lower-carbon cement and concrete products to reach more than half of all cement and concrete sales by 2025. As the first company to introduce net-zero CO₂ concrete in 2020, we have an ongoing responsibility to deliver lower carbon products at scale.

The amendment to BS 8500 was discussed at the Cemex UK Readymix Commercial Conference at the end of November. We will continue to keep you updated with further BS 8500 updates from across the business as they become available.

KEEP ON MOVING

Over the past few months, the Supply Chain team has been busy introducing new trucks to the fleet – all of which are looking very swish with the new Cemex branding! As well as new cement tankers at Rugby Cement Plant, there are now new aggregates tippers plus readymix trucks at some of our other sites nationwide – don't they look great!





OUR UK WELLBEING STRATEGY GROUP



The Cemex UK Wellbeing Strategy Group was formed in 2022 to support the development of our wellbeing strategy. The 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 twice a year and plays an important role in helping to ensure that we focus on areas of wellbeing that matter most to us all.

During 2023 the group has held webinars and shared resources on the following topics; Work Life Balance, Women's Health (including Menopause), Bowel Cancer, Mental Health, Men's Health, Sun Awareness, Financial Wellbeing, Know Your Numbers and Breast Cancer Awareness.

Look out in UK News and your workplace notice boards for further resources. We are also making period products available on sites through a partnership with Hey Girls, a certified social enterprise, where 100% of the profits go to funding the fight to eradicate period poverty across the UK.

Here is a little reminder of our current group members:

- Lucy Forster – HR BP
- Chiedza Mupfumira – Specialist Social Impact UK
- Hugh Reynolds – Supply Chain Compliance Officer
- Julie Welch – H&S Manager
- Mary Ann Macinnes Collins – H&S Manager
- Matthew Bland – Marine Superintendent Fleet Development Manager
- Lianne Morgan – Customer Service Manager
- Andy Taylor – H&S Director 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

HEALTH & SAFETY UPDATE

BY ANDY TAYLOR, H&S DIRECTOR



We made a poor start to the year with seven major injuries in the first four months. Thankfully we have seen some improvement since then, but four serious injuries in the last six months reminds us that we still have some way to go on our journey to Zero4Life. Most importantly, thanks to everyone's commitment to look after themselves and each other, we reached a milestone of five years since the last fatality involving our UK operations. Our challenge now is to ensure we build on this record by always putting Health & Safety first in everything we do.

2023 IMPROVEMENT PLAN PROGRESS

Health & Safety Academy – We have delivered six courses this year, with two more planned, and trained over 100 Managers and Supervisors.

Machinery Isolation – Operational teams did a thorough job auditing machinery isolation arrangements on our sites, identifying nearly 250 improvement opportunities... Thank you! During the remainder of this year, we are requesting Managers and Supervisors support our Isolation Awareness campaign.

Zero4Life Today for Drivers – Roll out of this training programme is well underway, reaching over 20% of employed and regular contracted drivers, with a completion date of the end of 2024.

Contractor Competency – We have been leading the industry roll out of the MP Connect contractor competency platform, with over 21,000 drivers and nearly 3,000 on site contractors now registered.

Take 5 & Take 5 Together – We encourage everyone to Take 5 and STOP & THINK before starting a new task, and to use Take 5 Together when Stepping In if we see anything that may be unsafe.

WELLBEING STRATEGY

The Wellbeing Strategy Group is an ideal forum to consult on how we can promote wellbeing across the business. You can read more about this group elsewhere on this page.

Our focus on mental wellbeing is supported by our ongoing Mental Health Awareness training programme, with 16 courses involving 200 delegates rolled out so far with external support.

Our new programme of Safety & Wellbeing Days is underway following successful pilots earlier in the year. These sessions involve motivational speaker, Jason Anker, who talks about the link between wellbeing and safety, and how being paralysed from the waist down affected his life.

LOOKING FORWARD TO 2024

We have revamped the New Year training to include games and activities. We look forward to feedback on this new format, which is intended to further promote interaction and engagement. The 2024 EMEA Health & Safety Improvement Plan is also being finalised. In addition to continuation of existing activities, the plan will also help us focus on additional topics, such as safe work at height and site improvements from embedding 5S principles.

NEW EMEA MACHINERY ISOLATION CAMPAIGN



A new isolation campaign has launched in response to the two fatal incidents suffered in the EMEA region this year.

This campaign is intended to build on the recent isolation audits, by requesting line managers ask each of their team who isolate equipment as part of their job role, to demonstrate the isolation processes on their plant during a one-to-one discussion on site. In doing so, we are aiming to further reinforce the importance of LOTOTO (Lock Out, Tag Out, Try Out), ensure there are no gaps in knowledge or understanding, and identify any improvement opportunities.

A variety of supporting materials, featuring the eight Basic Steps of Isolation are accessible from the UK Health & Safety SharePoint site.

Roll out of the campaign is being tracked via INTELEX, with three questions relating to the EMEA 2023 Isolation Campaign Assessment. Managers are required to complete the questions in INTELEX after all relevant team members have demonstrated the isolation processes during 1-2-1 demonstrations, with one record per site. The aim is to complete the roll out before the end of the year.

Please make best use of the supporting materials and gain maximum benefit from the on-site isolation demonstrations, to ensure all relevant personnel have a deep understanding of isolation procedures and their vital importance.

ROAD SAFETY WEEK

In November, we again marked National Road Safety Week. This is an important part of our Health & Safety calendar, with a focus this year on 'Let's Talk About Speed'.

It was a great opportunity for managers and their teams to reflect on the speed they use when travelling, and discuss why managing speed correctly is an important part of safe and healthy journeys.

A series of resources were also shared with employees, plus there was an opportunity to win some prizes in the Road Safety Quiz!

Thank you to all those who participated in the week, and to everyone for your continued dedication to safe driving.



SUPPORTING HEATHROW AIRPORT WITH LOWER CARBON CONCRETE TRIAL

Cemex partnered with Heathrow airport, London, on a trial exploring the viability of lower carbon concrete at the site.

Following a series of lab and plant trials, additional tests were designed, aimed at measuring the concrete's durability and longevity in a true to life airport setting.

Initially two lower carbon solutions will be tested: a Pavement Quality Concrete (PQC) equivalent mix containing 50% GGBS, and a zero-clinker product. The lower carbon concrete will be trialled at the airport in a pouring site under the watchtower as part of a phased process to test its strength and durability in the field. The project, led by Jacobs and implemented by Cemex and Ecocem, will see the lower carbon

concrete assessed for use in main airport areas, groundworks and auxiliary purposes.

With aircraft taking off and landing every 45 seconds pre-pandemic, it is critical the concrete undergoes rigorous testing to ensure its strength and durability can withstand the pressures from the one of the world's busiest airports. The aim is for the trial's findings to be used to set out a blueprint that other airports, keen to reduce carbon from all facets of their operation, can follow.

This trial at Heathrow Airport is the latest example of Cemex's commitment to fostering partnerships with forward-thinking organisations as part of its efforts to achieve true carbon neutrality, in line with the Future in Action program.

PLASTICMIX ASPHALT HAS LAUNCHED!

September saw the launch of Cemex's latest Asphalt solution – PlasticMix Asphalt, a more sustainable asphalt solution that uses non-recyclable plastic waste.

Non-recyclable plastic waste is a significant problem for the environment, causing long-term harm. By finding new ways to use this waste we can reduce the amount that ends up in landfill or being burnt in incinerators, which in return lowers carbon emissions.

PlasticMix Asphalt (PMA) utilises this non-recyclable plastic and gives it purpose, using it to construct vital infrastructure for local communities, including supermarket car parks, local roads, industrial areas, and essential road maintenance.

Learn more about PlasticMix Asphalt here: www.cemex.co.uk/plastic-mix-asphalt



TESTING, TESTING...



The UK LabExperts team have been busy supporting DSM & Urbanisation Solutions with a full range of sprayed concrete testing, from early age pen and stud driving testing, through to hardened compressive strength. Mike Higgins, Technical Manager, said: "It's great to be involved in these types of contacts and support development across the organisation."

Mike May, Sales Manager for Mortars Europe, added: "The support from the LabExperts team was much appreciated and vitally important in determining our way forward with this product which delivers the business so much value. Thanks to these trials we will shortly be able to announce a new variant, which will develop that value even further whilst improving our carbon footprint."

NPS SCORES ON THE DOORS

The NPS results for Q3 are in and there have been some real improvements. The UK's overall score is 72, a significant increase on the Q2 result of 57.

Looking more closely, Materials received an all-time record of 67, a fantastic result! Urbanisation Solutions also saw an incredible

increase of 12 between Q2 and Q3, achieving 76. Well done also to Cement, which received a high score of 73.

Despite the challenges we are facing it is great to see such strong NPS results, which demonstrates our commitment to exceptional customer service. Well done everyone!

CEMEX EXPANDS VERTUA® PRODUCT PORTFOLIO



Cemex has significantly expanded its Vertua portfolio of sustainable products to include a comprehensive range of asphalt solutions, lower carbon mortar solutions, and a new Vertua Supreme cement offering.

SUSTAINABLE ASPHALT

Cemex's VIALOW, VIAFLOW®, and VIACOURT® asphalt, plus newer products that use a lower carbon bitumen, now form a new series of high-performance asphalt solutions which have been stringently classified to join the Vertua product family, as part of Cemex's Vertua brand expansion programme.

All Cemex products which carry the Vertua brand must meet strict criteria for at least one of five sustainable attributes ranging from lower carbon emissions, increasing energy efficiency, water conservation, through to incorporating recycled materials and design optimisation. These attributes have been identified in line with Cemex's dedicated Future in Action climate action strategy.

Scott Jones, Director of Asphalt and Paving Solutions for Cemex EMEA, said: "Our comprehensive range of Vertua asphalt solutions allow customers to measure the sustainable impact of their projects because the attributes are now verifiable. This can be reflected both in the product manufacturing process and in the useful life of the project. Vertua's single-minded ambition is to extend its value to all products in Cemex's portfolio, leveraging cutting-edge technology and pioneering innovation to help clients meet their construction needs sustainably."

LOWER CARBON MORTAR SOLUTIONS

Cemex has also reduced the embodied carbon of its mortar range by over 30%*. The carbon saving has been achieved by incorporating Cemex's high performance CEM II A-L 52.5N Vertua® cement alongside new admixture technology, plus an enhanced production process with a more efficient drying process. Cemex's Vertua cement products offer a unique composition, containing the highest quality

ingredients to reduce the carbon footprint of the finished product.

This reduction applies to all Cemex's dry mortar range of products, including the extensive range of coloured mortars which have proven particularly popular with developers of projects including the Kia Oval in Surrey and Queen Elizabeth Olympic Park development in London.

Andy Bright, Mortars Production Manager for Cemex Europe, commented: "By utilising designed mortar formations, we have been able to make a considerable carbon reduction to the products in our mortars range. These products are prized by our customers because of their strong performance and strength, flexibility of supply and wide range of colours, and we are confident they will appreciate the opportunity to choose a more sustainable product too."

* Compared to the carbon content of mortar produced by Cemex UK in 2020. Industry available reference baseline – EC3 – Product EPDs.

VERTUA SUPREME CEMENT

Cemex has seen a high demand for lower carbon cement across the region in recent months. Therefore, the Cement team is proud to expand Cemex's portfolio further with the introduction of Vertua Supreme, perfect for customers keen to achieve top tier CO₂e emission savings of more than 55%.

Advances in product design and manufacturing technology, including the wide scale use of hydrogen in our production process, has enabled this new high-performance cement, which gives a reduction in CO₂e emissions of more than 55% compared to a traditional Type I OPC cement.

Graham Russell, Commercial Vice President for Cemex Europe, said: "Our Vertua lower carbon cements demonstrate our focus on differentiation, continuous improvement and the quest for excellence as we strive to meet our global goal of operating as a net-zero company by 2050."



SUPPLY CHAIN DRIVER OF THE YEAR 2023

We recently held our first annual Driver of the Year Awards since pre-Covid. The event was hosted at the Millbrook vehicle testing centre in Bedfordshire, where 15 of our drivers from across the Aggregates and Cement operations were put through their paces in a series of challenges, to crown the CEMEX UK Supply Chain Driver of the Year 2023.

The day is held in memory of Keith Lacey, a former colleague, who sadly passed away 10 years ago and was a big advocate of safe and efficient driving in the days before telematics were commonplace across the sector.

The 15 drivers in attendance were selected based on their safe and efficient driving performance over the past 12 months. They were split into five teams of three and then put through a series of challenges in order to determine the 2023 Driver of the Year.

After taking part in all five challenges, drivers were then given an overall score before Rob Wilkinson, UK Logistics Manager Aggregates and Asphalt, announced the winner and runner-up at the end of the day. This year, Tim Eley was crowned the overall winner, with Andy Rivers awarded the runner-up prize.

Dave Hart, UK Supply Chain Director, commented: "It was fantastic to be able to celebrate the success of our drivers from across UK Supply Chain over the past 12 months. The awards provide a great opportunity to recognise and reward drivers who have performed to a high-level within the areas of safe and efficient driving. The day itself is great fun but also carries an important underlying message that promotes two of our key business philosophies around safety and sustainability."

LEX APPOINTED MPA CHAIR



Congratulations to Lex Russell, MD UK Materials, who has been appointed as Chair to the Mineral Products Association (MPA) for the next two years. The MPA is the trade association for the aggregates, asphalt, cement, concrete, dimension stone, lime, mortar and industrial sand industries.

The role of MPA Chair is a non-executive position responsible to the MPA Board, whilst also leading and managing it. The Chair is the guardian of members' interests, working closely with the Chief Executive to ensure that the association pursues its agreed objectives.

Lex commented: "I am very proud to have been appointed as Chair of the MPA. It is certainly a challenging time, but there are also many opportunities to make our industry stronger and ensure that we are part of the solution to future more sustainable construction in the UK. I feel indebted for everything that this industry has given me and I am therefore keen to support the MPA and its members to ensure its ongoing success."



POLICE TRAINING AT SOUTH FERRIBY

Over the last two years, the mothballed South Ferriby Cement Plant has had a second lease of life, supporting Humberside Police Firearms and Police Marine teams with their training.

Earlier this year, Stuart Blackburn, Site Coordinator, was approached by Humberside Police regarding 'Protester Removal Training'. Rugby Cement Plant had hosted a similar event previously with Mary-Ann Macinnes Collins, Regional Health & Safety Manager, suggesting that South Ferriby may also be of interest to the British Transport Police (BTP) for future training.

The South Ferriby event was held in late

September, with over 40 Police officers from various areas of the country attending. As part of the training, three separate areas of the main site were chosen for removal of "protestors" from heights. All tasks were successfully completed and all the "protestors" were removed from various objects safely.

Stuart commented: "I can assure you that the BTP have the means and expertise to remove anyone causing obstructions! We are receiving very positive feedback from the emergency services regarding the range of training opportunities available at South Ferriby and in return we enjoy a free security deterrent thanks to the presence of the emergency services."



'HOW TO INNOVATE' SESSIONS SUCCESS

As part of this year's Smart Innovation campaign, around 80 UK employees from across all business areas recently participated in four 'How to Innovate' interactive workshops.

The sessions included some innovation theory, before the participants split into groups to focus on our four key innovation pillars; Circular Economy, Operational Excellence, Decarbonisation, and Product Development.

To get everybody into an 'innovative' frame of mind, the teams undertook a challenge which used an AI app to generate an activity based entirely on 'live' suggestions from the attendees, which means each session had a completely different exercise, all of which we can definitely say had never been done before!

The teams were then given a mysterious 'shape-shifting' box and were tasked with morphing it into an innovative new shape. They then had to create a persuasive pitch to convince the room why their shape was the best. We saw everything from drone prototypes and phone holders, to animals

and scale models of buildings, but the winning shape from the four sessions was definitely the 'humane mouse trap' designed by Gemma Jones and Alex Salisbury!

Finally, the groups then brainstormed new ideas for their particular innovation pillar, and had to pitch them to members of our senior leadership team in the 'Shark Tank'.

Commenting on the sessions, Andy Richmond, UK Communications Manager said: "The innovation workshops allowed us to understand more about the subject of innovation and how we can better implement this at CEMEX. The group activity provided a great opportunity to work with colleagues from across different areas of our business to tackle a real-life issue and put forward potential solutions that CEMEX could take forward, as we continuously seek to innovate how we work."

The workshops are now being rolled out in France and Spain, and next year the shortlisted projects will be taken forward for further development.

LEND-A-HAND IN YOUR COMMUNITY

Cemex takes pride in its commitment to community support through our Lend-a-Hand volunteering programme and these activities play a pivotal role in our positive influence on local communities. In 2023, we've dedicated 829 hours to Lend-a-Hand initiatives, surpassing the success of 2022, when we collectively contributed nearly 800 volunteer hours.

Whilst our Lend-a-Hand efforts enhance our standing in the community, they also provide opportunities for team cohesion and employee wellbeing. Engaging in causes that resonate personally with team members, as well as alignment to the strategic priorities such as sustainability, circular economy and education, is at the heart of these activities.

We wish to express our deepest gratitude to each and every team member for generously sharing their time and resources with their communities.

We'd like to remind all CEMEX employees that you're entitled to one day of volunteering each year and we encourage you to utilise this opportunity to get involved and Lend-a-Hand in your community.

If you haven't yet participated in a Lend-a-Hand activity this year, there's still time to get involved. Contact Chiedza Mupfumira, our Social Impact Specialist, for help organising your Lend-a-Hand: chiedza.mupfumira@cemex.com





RSPB / CEMEX PARTNERSHIP UPDATE

Since our last issue of CemExpress there have been a number of changes at the RSPB, with our main RSPB contacts being moved into the Policy and Advocacy team. As part of the restructure, they have reviewed our RSPB/ Cemex partnership, streamlining their work into a programme of workstreams to help manage the partnership more effectively.

In the summer, the RSPB was delighted to welcome Miranda Clegg, UK Sustainability Manager, as the Cemex lead contact for the RSPB/Cemex partnership going forward. Miranda and Jo Garrad, RSPB Conservation Advisor, now meet regularly to discuss the prioritisation of work undertaken by the partnership.

As well as commenting on restoration plans and biodiversity action plans, a key focus for the partnership going forward will be completing their review of the restoration work undertaken by Cemex on active and historic sites. This habitat audit involves digitising the current restoration work being undertaken by Cemex UK. This information is required by the MPA and feeds into Cemex's own sustainability reports, so is essential going forward.

This summer we also launched our Quarry Garden Competition and were delighted that eight quarries signed up! Each site has been sent a large water butt for saving rainwater and £200 worth of nectar rich plants. The plants have been planted into upcycled items found on the sites, such as old tyres, containers and boots to create wellbeing areas for onsite colleagues to enjoy, and to encourage more insects, bees and butterflies. In Spring 2024, the gardens will be judged so look out for the winners announcement in our RSPB Partnership Blog – Earthly Matters!

Finally, last month Mark Gough, Quarry Manager at Kensworth Quarry, welcomed some visitors of a fluffy kind. 17 Herwick sheep are now settling into their new temporary home on the grasslands of the restored area at Kensworth. Coordinated by the RSPB and The Wildlife Trust, this grazing trial will hopefully encourage biodiversity on the site. Grazing is essential in maintaining the low nutrient levels required by the plant species present in this beautiful habitat. The random grazing pattern of livestock creates vital structure within the grassland, producing micro habitats, each of which have their own microclimate – more micro habitats means more insects, and more insects mean more birds and mammals!



CEMEX WORKS WITH UN ON SUSTAINABLE DEVELOPMENT GOALS

Cemex has recently reaffirmed its commitment to the UN's Sustainable Development Goals (SDGs) through a series of collaborative efforts that seek to accelerate progress and inspire others in the private sector.

These efforts include Cemex's participation in the UN's Forward Faster initiative as an early mover in the building materials sector and co-leading the UN Global Compact's Sustainable Supplier Impact Program.

Cemex is among the first companies to join Forward Faster, an initiative that aims to bring businesses together to accelerate their contribution to society in five action areas – gender equality, climate action, living wage, finance & investment, and water resilience. The UN Global Compact focused on these areas where the business sector can uniquely and powerfully drive progress across all 17 SDGs. Participants will each choose public targets in one

of the action areas. Cemex was invited to join due to its "leadership on Sustainable Finance, Just Transition, Climate, and other issues." Forward Faster officially launched on 18th September, during the UN General Assembly week.

"Our company is committed to building a better future, one that is more sustainable, circular, and creates a supportive environment for people to thrive," said Fernando A. González, CEO of Cemex. He participated in a panel during the UN Private Sector Forum, an event hosted annually by the United Nations Global Compact (UNGC) on behalf of the UN Secretary-General that brings the voice of business to the UN through leading CEOs and investors, heads of states and governments, and civil society representatives. "The SDGs provide a great blueprint to effect this change, but progress is not happening fast enough. The public and private sectors must join to map an equitable transition to the sustainable world of tomorrow."



WORKING ON SUNSHINE

Good progress continues to be made at our sites across the country, as we look to maximise the use of renewable energy.

Brighton Wharf has recently had 66 solar panels installed on the roofs of its main offices and weighbridge. Between August and October, we generated 8.5Mwh of solar energy from Brighton, saving us 1.5 tonnes of CO₂ – the equivalent of planting 97 trees compared to using fossil fuels. This is also having a significant reduction in our energy costs while contributing to both our Future in Action strategy and Shoreham Port's decarbonisation plans.

Additionally, flexible solar panels have just been installed at Chichester Readymix Plant. This is a slightly different concept, where the panels are placed along the conveyor, helping to reduce the

site's overall energy consumption.

Next up, Avonmouth will have solar PV plus a wind turbine installed, with the aim of making the site self-sufficient. Additionally, the Operational Excellence team is working on a renewable container with Solar PV panels on the top and batteries inside, which could reduce generator use at certain sites.

A planning application has also been submitted for a larger solar farm at Swindberby Quarry, with potentially 250kW to be installed next year.

Other renewable energy options are currently under review, CapEx-dependant. In 2024 we are working towards generating 500MWh through already installed solar projects and new projects for 2024 – watch this space!

NEAR TO ZERO WASTE TO LANDFILL AT HEAD OFFICE

Did you know? UK landfills account for roughly 20% of UK methane emissions. Methane traps more heat in the atmosphere per molecule than carbon dioxide (CO₂), making it 80 times more harmful than CO₂ for 20 years after it is released.

To reduce our head office waste going to landfill Natasha Page, Facilities Manager & HR Advisor, together with Miranda Clegg, UK Sustainability Manager, have been running a project 'Near to Zero Waste to Landfill'. This ongoing project is aimed at reducing, recycling and reusing waste produced from our Coventry office and contributed significantly to the office being recently ISO 14001 certified, along with many of our other Cemex UK sites.

The 2022 move from the Rugby office to Coventry presented a great opportunity to make changes and encourage a 'less waste' mindset. Along with many other initiatives, some measurable actions to reduce waste included:



- Removing the under-desk bins
- No more paper and plastic cups
- Limiting the storage availability
- Lessening printers/photocopiers (12 at Rugby to 5 in Binley)

To share the great progress so far, Natasha and Miranda have completed a series of short information sessions with colleagues based at our head office, to inform them about progress and to encourage best practice around recycling, reusing and reducing our waste. They shared some great tips for us all to put into practice both at work and at home.

Here are a few ideas we can all take on board:

- Think before you print (work and at home) – Does that need to be printed? In colour?
- Avoid single-use food and drink containers – Use reusable bottles/cups/tubs and bags.
- Avoid food packaging made from plastics.
- Be an example, make a difference and people will follow!

CEMEX INVESTS FURTHER IN UK ASPHALT BUSINESS

Cemex is making strong progress with a significant investment programme into its UK Asphalt operation. This includes the opening of a new plant in Birmingham, as well as developments at several locations to ensure a more efficient and more sustainable operation with smoother product delivery for customers.

The new plant, located on Doris Road in Birmingham, will allow Cemex to better target this key urban market with its array of asphalt solutions.

Products that will be produced on site include RUBBERMIX ASPHALT (RMA), which incorporates crumb rubber granules taken from used tyres into the mix, helping to offset the environmental impact of highway maintenance activity through the circular economy; and VIALOW, Cemex's low temperature, reduced carbon asphalt which comes with the option to offset residual CO₂ to make it a CarbonNeutral® product, in accordance with The CarbonNeutral Protocol, will also be produced at this new location. Further trials are underway on other more

sustainable asphalt products that prioritise circularity.

The new Birmingham site will operate as a local asphalt plant, providing a dedicated service for customers that require small tonnage collections and deliveries, stocking everyday essentials such as tools and equipment needed to provide a first class service.

Further investment has been made into the wider Cemex UK Asphalt business, with the installation of multiple new bitumen tanks at Cemex's Stourton, Preston and Dove Holes sites. These tanks have a higher capacity than those previously in place, which will enable an increased production speed, increased mix options, plus a more flexible supply.

Additionally, the new tanks are more energy efficient, helping Cemex to run a more sustainable operation, in line with its dedicated climate action strategy, Future in Action.

This is the latest stage of Cemex's plan to replace all of the bitumen tanks at its UK asphalt locations with newer, more efficient models.

RAYNES QUARRY COMPLETES SIGNIFICANT IMPROVEMENT PROGRAMME

Cemex has completed an improvement programme at Raynes Quarry, in Conwy, North Wales.

The programme was undertaken to enhance the working environment while offering improved plant efficiency. Work included the replacement of four conveyor units, dating back to before the 1960s. In addition, some of the quarry's traditional ladders have been replaced with modern stairways to increase accessibility and safety around the plant.

David Hakes, Senior Project Manager, commented: "The refurbishment at Raynes Quarry was conducted during a four-week production shutdown. Sales were maintained by road and sea during the works and underpinned by excellent communication and coordination



between Supply Chain, Operations and Engineering teams over several months of planning. Critically, the works were completed safely with up to 12 contractors on site at the same time."

Mick Ripley, Quarry Manager, added: "The conveyors at Raynes Quarry had reached the end of their serviceable life and needed to be replaced. One of the conveyors removed we believe is more than 60 years old and representative of the rich history and longevity of production at the site, as well as the quality of the plant equipment and machinery at Cemex, which is built to last. Today's modern day replacements will be no different in terms of the exacting standards and high performance specification for resilience and endurance."

A WARM WELCOME TO OUR NEW DRIVER APPRENTICES

We recently welcomed our latest group of Supply Chain Driver Apprentices from Rugby Cement Logistics, Dove Holes Quarry, Angerstein Wharf and Halkyn Quarry.

The drivers took part in an onboarding event at Cemex House in Binley, Coventry where they were able to meet with Matt Wild, Vice President Supply Chain & Procurement EMEA as well as Dave Hart, Supply Chain Director UK & France North.

Their induction covered an insight into Cemex and our business, an overview of the Driver Apprentice Programme, an introduction to our commitment to Health & Safety, and our focus on sustainability and environmental objectives.

A tour around Rugby Cement Plant followed with Jamie Jordan, Environmental Manager,



providing a fantastic insight into how cement is produced, alongside the technological advancements and work being implemented to continue to reduce our environmental impact.

Carl Milton, Cement Logistics Manager, commented: "It was great to introduce this year's Driver Apprentices to Cemex. Since the first pilot in 2014, this will be the seventh group to be welcomed to our industry leading scheme. It's a great way of introducing new talent to the company and rewarding for our team of buddy drivers and mentors who pass on skills and help navigate the apprentices through their course to become fully skilled HGV drivers."

A warm welcome to (L to R) Leanne Marriner, Kirtus Grimmer, Ian Sammons, Kyle Defty, Ryley Stevenson, Chloe Walker and Aaron Keohane.



PYFORD AND PARKFIELD NOW IN OPERATION

Pyford Brook Quarry (also known internally as Alrewas Quarry), northeast of Lichfield, has recently opened and operations are now underway. At this brand-new site, sand and gravel will be excavated and processed through the new processing plant and will feed mainly into the new Pyford Readymix Plant, also on site, and into nearby Weeford Readymix Plant.

A new aggregates plant has also been built on the Pyford Brook site and its foundations were built using 100% Cemex Vertua® lower carbon concrete. The site includes unique designs and multiple new Health & Safety improvements in line with H&S standard BS1009, including safer access to maintenance for operators and more ergonomic processing equipment.

Operations at our Parkfield Road Restoration Project next to our Rugby Cement Plant also started recently. Parkfield Road Quarry was previously operated by the Rugby Cement Plant until the 1970s. In 2022 work began

to turn the former quarry into a restoration site for tunnelling arisings from a major construction site in London. The original rail siding link running alongside the quarry has been renovated and a new platform has been built for offloading the material from the wagons – this has also been constructed from Cemex Vertua® low carbon concrete.

The first train arrived on 1st August and the site is now receiving two trains per day, each with up to 22 wagons, bringing 1,600 tonnes of restoration material to the site. Using trains brings significant CO₂ savings by removing 100 trucks/per train off the roads.

The restoration operation is scheduled to take place over a period of five years with the final restoration being completed during the following twelve months. This will transform the quarry void into an accessible community space for local residents. The creation of such a space will provide amenity, ecological and environmental benefits to this area of Rugby.

SUCCESS OF UK TECHNICAL APPRENTICESHIP PROGRAMME

Cemex is celebrating the growth and success of its Technical Apprenticeship Programme, based at our National Technical Centre.

Following the initial programme launch in May 2022, four apprentices have enrolled. The first apprentice to join the scheme has successfully completed Level 3 and is starting a new Cemex apprenticeship degree course. Cemex is delighted to welcome new starters Callum Voss, who joins Alex Dale on the Cemex Degree course, and Fletcher Gould, who joins Level 3 along with Cameron Davies, who is already 12 months into the programme.

The Cemex Technical Degree Apprenticeship is a four year long Level 6 programme, which



enables the apprentices to undertake modules focussed on core topics such as Health & Safety and Sustainability, as well as multiple topics surrounding Materials Science and Technology. At the end of the programme the apprentices will have achieved a degree (BSc) in Construction Materials Science & Technology.

Mike Higgins, National Technical Manager, commented: "Our bespoke programme is designed to enable us to grow our own specialist technicians who will learn to work to a high standard, contribute to real life workplace scenarios, and embody Cemex values. We are extremely proud of our apprentices' achievements to date."

INTRODUCING CEMEX TO MARINERS OF THE FUTURE

A team from Cemex UK Marine recently attended the Solent University Maritime Open Day.

In conjunction with our training partner, Chiltern Maritime, the team had the opportunity to discuss 'careers at sea' with the potential next generation of ship's officers. During the day the team were able to share information about our Cemex UK Marine operations, and what it is like to have a career working in such a diverse and dynamic business within the construction industry. For the Marine team, the focus point



for recruitment in the immediate future is Engineering.

In the photo, supporting on the day were (L to R) Matt Bland – Marine Superintendent Fleet Development Manager, Ben Manfield – Superintendent Engineer, Mark Williams – Fleet Engineering Manager, Andy King – Project Manager, and Craig Coates from Chiltern Maritime.



CONGRATULATIONS ROY!

Sending very best wishes to Roy Lloyd, who has started his well-deserved retirement at the age of 90! Roy was previously Assistant Manager at Raynes Quarry. He initially retired from the quarry 25 years ago but then looked after the caravan park attached to the quarry until earlier this year.

Lex Russell, MD UK Materials, commented:

“Thank you to Roy for his dedicated service over the years. Roy was a great support for me when I worked in the quarry. I learned so much from him and he was a fantastic mentor. His friendship and his legendary cup of tea (paned o de, in Welsh) got me through some very tough days. It has been a privilege to work with Roy and I wish him and his wife Joan many happy days ahead with their lovely family.”

THANKS FOR YOUR EFFORT

LATEST WINNERS

Gemma Crawford, Customer Service Manager Cement and Paul Cooke, Readymix Freight Manager, Materials Supply Chain.

Gemma and Paul won the award for collaboration & exceptional professionalism over an extended period of supply disruption.

Their nomination was made by Dave Hart, Director Supply Chain, and here is why Dave nominated them:

"Following an unplanned event with the kiln at Rugby at the end of July/early August, there was a need to switch sourcing away from Rugby and to develop an urgent plan to determine how the available cement would be distributed. Gemma worked closely with the Cement Commercial team and the Internal Readymix team to coordinate this process. This included regular calls and emails to ensure everyone had accurate and timely information with which to make decisions. For example, Paul would coordinate with each of the General Managers and then liaise with Gemma to ensure she had all the information required. A similar process was also in place between Gemma and the Commercial team.

"The resilience demonstrated by Paul and Gemma working closely together as ONE Cemex ensured that there was minimal impact on customer service and the workload levels amongst the employees were extremely well managed."

NOMINEES

Andrew Edwards, Victoria Harrison and Christopher Breeze, Halkyn Quarry

Nominated for their actions, working out of hours and going the extra mile to ensure a breakdown at Halkyn Quarry was fixed, to ensure we had materials available for our customers at the start of the week. Materials are critical to our fixed outlets and their behaviours and commitment ensured the plant was back up and running in quick time. The customers benefited from their efforts to ensure minimal disruption to their supplies, Commercial and Planning teams also benefited as their work ensured customer complaints were kept to a minimum.

Natalie Waring, External Sales Representative, Urban Solutions Asphalt Eastern

Nominated for her continuous positive attitude at work. Ashley Harris Customer Experience/Sales Rep, Stourton who nominated Natalie said: "In every meeting I have observed a great can-do attitude towards her targets and tasks. She is very passionate about working for Cemex and achieving her goals, as well as supporting others and brightening up the day with her positive vibes. A type of person you can count on to get things done, she is well organised and has a wealth of knowledge about the industry."

Mark Brierley, Plant & Field Technician, Materials Quality & Product Technology

Nominated for stepping in regularly to protect Cemex from any potential liability regarding the quality of the product from a supplier. Had Mark not been as diligent and vigilant it is likely that the quality of the product could have been compromised. Without Mark's contribution things could have been far more challenging.

EMPLOYEE COMMUNICATIONS FORUM HELD



We recently held our UK Communications Forum in our head office at Binley. Employee Representatives from the different areas of the UK business spent the day listening to presentations from leaders and directors, participating in discussions, and asking questions that the colleagues they represent had asked them to take forward to the meeting. Topics covered included Health & Safety, Sustainability and Financial Performance as well as updates on the individual business areas.

A special thank you to the Employee Representatives for participating in the meeting and gathering questions beforehand. It's an important role, as the Communications Forum is one of the ways that we try to make sure we have a good flow of communication across the business and an understanding of shared concerns and issues.

You can access the summary newsletter and questions and answers on the HR Information SharePoint.



UK Legal Team

INTRODUCING THE UK LEGAL TEAM

Cemex UK's Legal team has recently grown to support our UK business requirements.

The Legal team manages and advises on all legal matters affecting the UK business. It deals broadly with the following areas of practice: Regulatory, Disputes, Corporate, Property and Commercial Contracts. Most team members specialise and have many years of experience in one or more of these.

The team are mainly based at our head office in Binley but are on hand to support the whole of Cemex UK with any legal questions, queries, or support. The team strives to ensure that they are accessible, commercial and provide prompt high-quality advice to Cemex colleagues. They also deliver lots of training in areas that could help you in your day-to-day work. Please get in touch!

TEAM MEMBERS

Vish Puri – UK Legal Director and Data Protection Officer

Vish heads up the department and recently celebrated 15 years working within Cemex prior to which he worked in a law firm. Whilst his background is in Corporate and Commercial Law, he now oversees and manages the vast array of legal issues that affect Cemex UK with the help of his capable team. Vish is on the Boards of all companies within the Cemex UK group and ensures that senior management in the UK, EMEA and our head office in Monterrey are kept aware of important legal issues arising within his remit.

Mark Cole – Senior Property Solicitor

Mark has been with Cemex for five years and specialises in English property law, with over 20 years' experience. He enjoys the diversity of work and was heavily involved in the disposal of assets to Breedon, which Mark considers to be his biggest achievement at Cemex to date.

Lora Moutafova – Commercial Solicitor

Lora joined the Legal Team in June 2021 and prior to Cemex she worked in the Construction

department at the law firm, Gateley Legal, where she dealt with a broad range of construction matters from contract drafting to litigation and adjudications. At Cemex, she enjoys assisting with all manner of commercial and construction queries – from questions relating to our procurement contracts, our various product terms and conditions of sale, our Logistics operations, including Rail, to our Marine operations. Lora is currently on maternity leave and will rejoin the team in 2024.

Alice Powell – Paralegal

Alice is the Paralegal in the UK Legal team. She has been with Cemex four months and enjoys the variety of work she is challenged with. Prior to working with the company, Alice had experience working in food supplements and cosmetics, and surprisingly a lot of these skills have come in useful during her time at Cemex. She also worked full time as a paralegal in a law firm.

Indrani Hazra-Corte – Property Solicitor

Indrani recently joined Cemex in June 2023. Prior to Cemex, she worked in the real estate team at law firm Gowlings where she dealt with a broad range of commercial property matters.

Bethany Rattenbury – Personal Assistant to the Directors (Vish Puri and Steve Redwood)

Bethany joined Cemex in November 2022 and enjoys her busy role as PA to several Cemex UK Directors.

Laurence Sheppard – Consultant

Laurence spent many years as a construction lawyer advising on non-contentious and contentious construction matters at home and abroad. His career has spanned positions as a partner and head of construction in City law firms, and as the Group Head of Legal at a major contractor for nearly a decade! Laurence is currently covering for Lora whilst she is on maternity leave.

Photo: Top Left to right: Alice, Mark, Bethany, Vish, Indrani. Bottom left: Laurence, Right: Lora.

LONG SERVICE AWARDS

40 YEARS

Mark Grimshaw-Smith, UK Rail and Sea Manager

25 YEARS

Paul Brecht, Process Controller, Warwickshire

David Bold, Asphalt Plant Manager, Liverpool

Tony Jackson, Plant Manager, West Yorkshire

Keren Castle, Aggregate Sales, Nottingham, Derbyshire and Lincolnshire

Ian Tyghe, Fitter, Salford Depot

Nathan Kite, Technical Supervisor, Bristol

Kevin Stableford, Senior Quarry Operator, Derbyshire

Kevin Hallett, Operative, West Sussex

15 Years

Tomasz Kulla, Bosun on Cemex Go Innovation

Damon Montgomery, General and Commercial Manager, Cheshire

David Hawkes, Production Coordinator, Tilbury Essex

Aaron Coote, Senior Fitter, Derbyshire

Sudhir Kumar, Transport Planner, West Midlands

Lezlie Yizelda Cavazos Mendoza, Senior Negotiator, Warwickshire

Kevin Hyams, Service Engineer, Essex