



UK NEWS



Welcome to UK News 8th February 2024
your weekly update from around Cemex UK

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HEALTH & SAFETY

Latest Global Safety Alerts

SAFETY ALERTS

The latest Global Safety Alert relates to a contract haulier who died in an incident overseas, when his flatbed truck came off the road and overturned.

As you will see in the Alert, the driver had a messaging app open on his mobile phone at the time of the incident, and the subsequent investigation identified that he had previously recorded videos while driving and uploaded them to social media. The investigation also confirmed that the contract haulage company had failed to advise that the driver had tested positive for drugs on two previous occasions during the last year. During his journey the driver apparently stopped at three different locations which are renowned for selling drugs, although there is no proof that any were purchased.

Please discuss the Alert with your team including relevant contractors, highlighting the following:

- The importance of strong relationships with our contract company partners, with robust verification through AVETTA and MP Connect of the contract company health and safety management systems and individual competencies.
- The requirements of the Health and Safety Standards for the Safe Use of Mobile Phones, including avoiding mobile phone use while driving unless absolutely necessary, the ban on hand held phones unless parked up with the engine off, the prohibition on phone use while driving on Cemex and customer sites, and the ban on texting, emailing and any other hands-on use of a mobile device.
- The Drug and Alcohol Abuse Policy, including zero tolerance of any drugs that could adversely affect work performance and/or health and safety. It may be appropriate to reiterate the testing policy, which for employees includes random testing of new starters, post incident testing and “with cause testing”. Contractors are required to have alcohol and drug abuse policies equal to, or more stringent than the Cemex Policy, with anyone failing a test or refusing to take a test being permanently excluded.

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



Cemex Global Protocols require all Fatal Alerts to be communicated and Managers to capture the signature of employees and contractors to confirm they have received and understood the information and the control measures they need to adopt. In addition, operations are invited to observe a one-minute silence in memory of the deceased at the time of discussing a Fatal Incident Safety Alert.

Guidance on Self-Proclaimed Auditors/Social Media Vlogger Visits to Cemex Sites

Note to Site Managers: please ensure that you bring these guidelines to all our employees' attention and that the communication/poster is shared on site/plant notice boards where appropriate so that those who aren't online also have access to this message.

Colleagues may be aware of the growing trend in which self-proclaimed auditors or social media vloggers visit public sites, offices and buildings and carrying out overt and recorded 'public interest audits' of site businesses. Whilst this trend is far from new, colleagues should be aware that Cemex UK has experienced two such 'audits' at separate sites in recent times.

The 'Vlogger/Auditor' will often be intrusive in demeanour and ask provocative questions about the site's business and the role of staff. They may wear masks and overtly film the site, employees and their reactions. They may use mobile phones, cameras and/or drones to record their experience.

Their aim is to provoke a response with a view to posting the audit on social media sites, sometimes by way of live feed. In the main, their activities are banal in nature and do not in their own right constitute any offence or wrongdoing. Almost without exception, the filming is undertaken to provoke a reaction, which in itself creates the public interest.

Any colleague faced with a visit from an Auditor/Vlogger should follow the following points of guidance:

- Limit any engagement to an absolute minimum.
- Think 'disengage and de-escalate' throughout.
- Be polite and always retain your professionalism and dignity. Be calm and peaceful in your demeanour and do not challenge their right to film/record.
- Do not get drawn into unnecessary conversation. Consider referring enquiries to the company website for further details of our business.
- Maintain a focus on Health & Safety, including that of the Vlogger. Discourage entry onto the site or any act of trespass for Health & Safety purposes.
- Filming from a public area does not constitute an offence and need not be challenged. Remember, your challenge is what they're hoping for.
- Know your site boundaries so you are able to offer constructive advice on where safe observations can take place, outside of site boundaries and away from danger. Ensure signage on the gate and surrounding fences advises the site is private and includes the DPIA compliant sign where CCTV is in use.



- Provided the individual(s) remain in a safe and public area, acknowledge their right to watch; “There is no harm in looking as long as you’re safe”.
- Report such incidents to your Site Manager and Cemex Security for further advice.

Remember, provided no encroachment is made on to the site, no offences are likely to have been committed. Without a reaction from you, no matter how provocative the vlogger’s questioning, their platform for public interest rapidly diminishes. This ‘trend’ in behaviour is not routinely a matter for police intervention and police should only be advised if staff are threatened, alarmed or otherwise harassed. It is better from the outset, to limit engagement and disengage totally prior to any confrontation.

The guidelines poster can be found at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads



FUTURE IN ACTION

Further UK Government Funding for More Sustainable Maritime Technologies



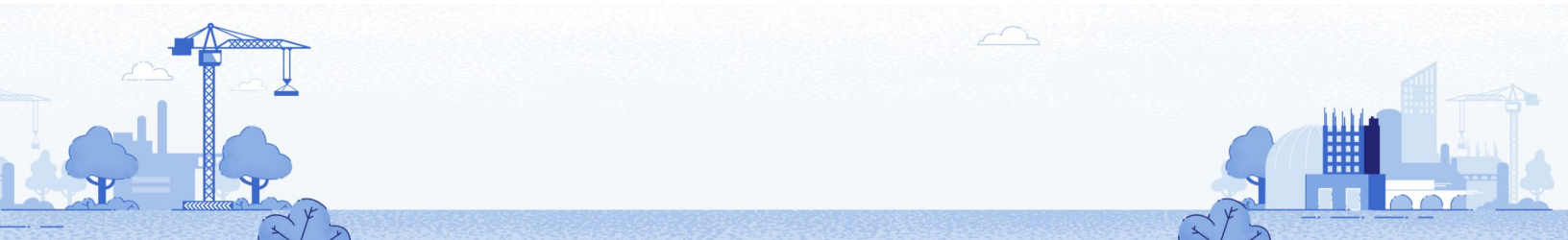
Cemex and its partners has been awarded a grant of nearly £1.7million by the Department for Transport. This will be used for the next stage of development of a shore power system that aims to eliminate the operation of on-board diesel engines while its ships are discharging marine aggregates.

The next stage sees Cemex and partners building a demonstrator of a smart shore power system with battery energy storage for vessels alongside. This system

incorporates renewable energy to provide constant power whilst simulating fluctuating power demands and delivers real world emissions savings.

Following the success of initial paper-based feasibility studies, Cemex is working in partnership with University of Warwick and advanced system integrator, iconsys, to deliver an intelligently managed shore power system demonstrator, specifically tailored to understand self-discharging commercial vessel’s demanding electrical load fluctuations. It will incorporate battery energy storage and solar photovoltaic energy generation, plus integrated hardware-in-the-loop simulation to both virtually expand the capability of the system and validate modelling software predictions.

The demonstrator will deliver constant power to the vessel alongside, after discharge at 250kW, whilst simulating the full dynamic discharge cycle (1.5MW) alongside the berth. The model enables the innovative, dynamic, multi-objective energy management system to maximise the use of lower-carbon electricity, minimising the use of engines alongside.



This stage of the project will take place at Cemex's wharf in Shoreham, Brighton and Hove, which will better allow Cemex to manage the impact of the demonstrator on its operations. Additionally, it aligns with Shoreham Port's wider sustainability goals and efforts to create a credible and measurable Local Industrial Decarbonisation Plan.

Work will start on this stage of the project in April, with 12 months allowed for installation and demonstration of the system to be completed and the results shared with stakeholders from the industry and Department for Transport.

Laurence Dagley, Operational Excellence and Business Development Director for Cemex West Europe materials, commented: "Our initial feasibility study for this shore power system identified an opportunity to save a significant amount of CO₂ during each dredger discharge, while also improving local air quality at the port itself. We are, therefore, pleased to have received this funding to progress to the next stage of the project and undertake on-site demonstration.

The timings for this stage are tight but the potential benefits are considerable as it will allow us to gain real experience of all the hardware, in a real environment, whilst being able to study full scale operation and quantify the benefits. Utilising the Cemex Go Innovation, already the newest and most advanced aggregates dredger in the industry, this will be the first dredger in the UK to be shore powered and marks an exciting progression in our efforts to decarbonise."

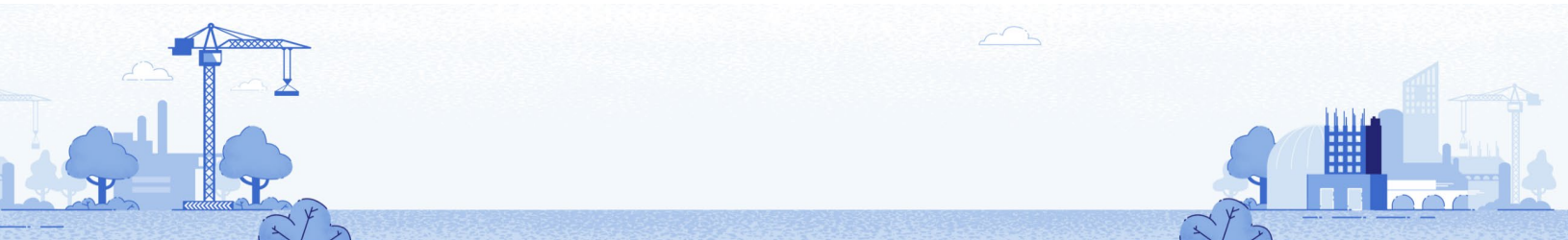
You can read the full press release [here](#).

Celebrating 16 Years Partnership with Groundwork East

Groundwork East are a charity working across the East of England to create stronger, healthier communities, responsible business and greater prospects for local people. They are also one of Cemex UK's Social Impact partners and this year we are celebrating our 16 year partnership. During this time both primary and secondary schools in the Hatfield area have participated in an educational programme designed to help students learn more about why we quarry and the lifecycle of a quarry.

The partnership has brought immersive educational experiences to over 2,000 children, fostering a deeper understanding of quarrying, local industry, wildlife conservation, and geology. The programme for all schools involved includes a visit to Hatfield Quarry and Amwell Nature Reserve, as well as two classroom sessions.

Visits to our quarry give children the opportunity to learn about the industry, through exploring and comparing a working quarry to a quarry which has been restored as a nature reserve. Activities during these sessions include fossil making, bird watching, sketching and role playing and debates. The activities allow the children to learn about the process of quarrying, the impact of this industry on local wildlife and gain knowledge about local geology and the formation of fossils. Over the years, the children have taken great



interest in learning about their local area and this offer to schools has always been welcomed, being a great way of meeting many requirements of the National Curriculum.

In 2024, Groundwork East have planned this programme with six more local schools: Birchwood Avenue Primary, Howe Dell Primary, Oak View Primary, Green Lanes Primary, St Philip Howard Primary and Onslow St Audrey Secondary School. The students are looking forward to the visits and developing their knowledge.

How to Ensure That We Avoid “Greenwashing”



On 19th September 2023, the European Parliament and Council reached a provisional agreement on new rules governing environmental claims following a Directive that aims to prevent companies making unsubstantiated environmental claims, something that has been referred to in the media as “greenwashing”.

The Green Claims Directive aims to:

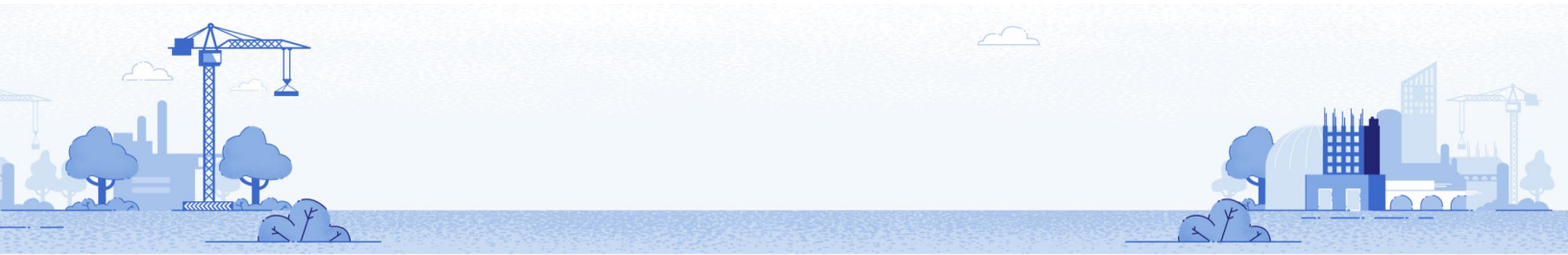
- Improve the reliability of information provided to consumers and facilitate the choice of products offering better environmental performance.
- Ensure environmental claims may only be made if they meet certain minimum criteria and are independently verified by a third-party assessment body.
- Enforce the Directive by giving rise to damage claims before civil courts where misleading environmental information has been provided.

At Cemex, we’ve made significant improvements in reducing carbon emissions from our Cement making process through lowering the levels of clinker used and through pioneering the use of alternative fuels at our Rugby Cement plant. We’re also expanding the number of products within our Vertua® range that offer lower carbon solutions to the industry.

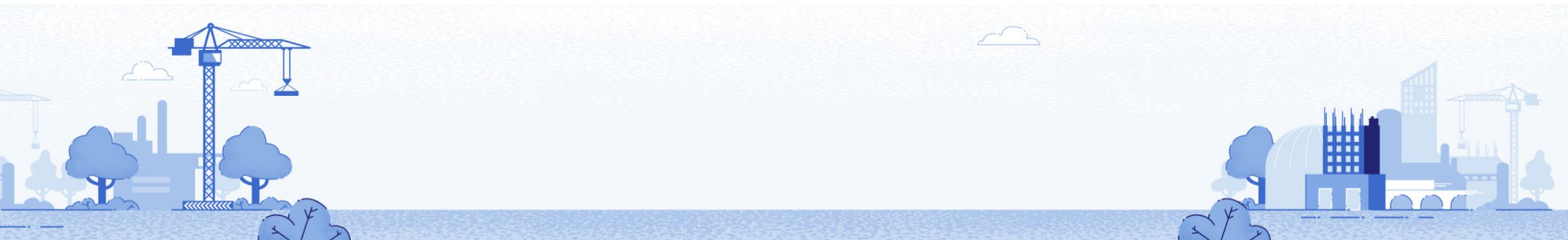
However, we still need to ensure that when we talk about these improvements and promote our products, whether this is when speaking to customers, creating presentations or leading training, for example, we do so in a way that complies with the Green Claims Directive and to ensure that we are not in any way misleading the consumer.

One of the ways that we can all help to do this is to ensure that we are using the phrases, “**lower carbon**” and “**more sustainable**” when describing our operations, cement making process, products and solutions. These terms most accurately describe the improvements that we have made, and we can verify these to be true.

The below table provides a guide to how we should be describing the improvements we have made, phrases to avoid using and the rationale behind this.



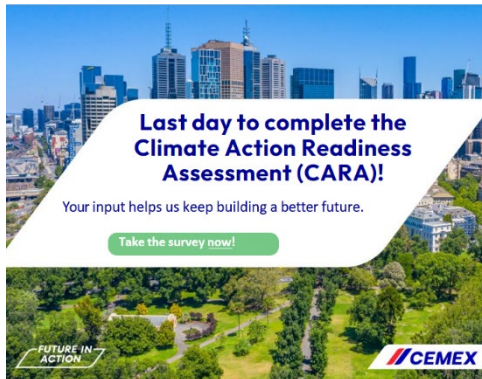
Don't say...	Do say...
<p>Low carbon</p> <p>We've come a long way towards lowering our carbon emissions through the use of alternative fuels and by reducing the amount of clinker used in the cement making process however, we cannot yet say that our operations, cement making or products are low carbon.</p>	<p>Lower carbon</p> <p>We certainly can say that we produce some lower carbon products, particularly those that are part of our Vertua range and we are able to verify a reduction in the amount of carbon produced as part of this process.</p>
<p>Sustainable</p> <p>If the production of a product requires non-renewable resources or produces some level of carbon emissions, it cannot be considered fully sustainable. Whilst we've made considerable progress and continue to accelerate this progress, we're not at a stage where we can talk about our operations as being fully sustainable and it would therefore be misleading to suggest this.</p>	<p>More sustainable</p> <p>What we can say and back-up with facts and data is that our operations and cement making as well as the manufacture of some of our products are now more sustainable through the fact that we emit less carbon into the atmosphere than previously, and this is something that we will continue to progress to create a more sustainable business and move towards our aims of becoming a net zero carbon business by 2050.</p>
<p>Carbon neutral</p> <p>We're making huge strides to decarbonise our operations and our cement making to create more sustainable products. Whilst we're on a journey to continue to reduce or lower the amount of carbon produced during manufacture, we are not at a point where we could make the claim of being a carbon neutral business.</p>	<p>More sustainable / lower carbon</p> <p>We are decarbonising our operations and cement making to create lower carbon products through our Vertua range with an ambition to become a net zero carbon business globally by 2050.</p> <p>We can verify these claims with data to demonstrate the improvements we have made to date.</p>
<p>Green / Greener / Clean</p> <p>To use the words 'green / greener / clean' to describe the actions of an individual or business you would first need to have a definition around what it actually means to be 'green / greener / clean'.</p>	<p>More sustainable</p> <p>What we can determine through verified data is that we are more sustainable as a business and have made great strides across our operations to become more sustainable.</p>
<p>Environmentally friendly / Eco-friendly / Climate friendly</p> <p>These terms are quite often bandied around without a great deal of thought for what actually constitutes being environmentally or ecologically friendly. They pay no consideration as to how you would verify, determine or measure whether the actions of an individual or a business are indeed friendly towards the environment and are almost throw-away phrases with no real foundation.</p>	<p>More sustainable</p> <p>The phrase that is best used to describe the considerable efforts we have made to reduce our impact on the environment would be that our operations and cement making as well as the Vertua product range that we offer is more sustainable.</p>



With the Green Claims Directive coming into force, it's important that we are all aware of how to talk about our Cement making operations and our Vertua® product range so that we accurately describe the improvements we have made, in a way that is not misleading to the consumer.

The key takeaways here are to focus on the use of the phrases, “lower carbon” and “more sustainable,” which ensure that we are not falling into the category described by many as “greenwashing”.

CARA Survey Closing Date Extended



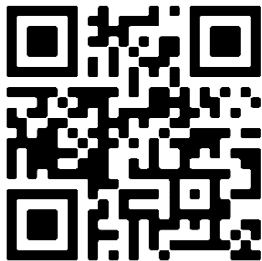
Aligned with our commitment to building a better future and advancing our Future in Action strategy, we invite you, as we do every year, to participate in the **Climate Action Readiness Assessment (CARA) 2024. The closing date for this survey has now been extended to 9th February.**

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.

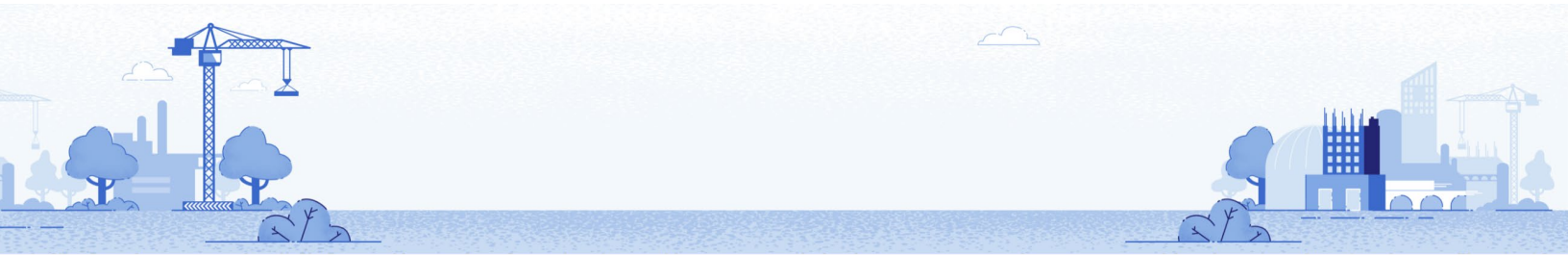
This year it's a shorter survey with just 10 questions, so quicker to complete.

We encourage you to take the survey by 9th 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

Willington Quarry Team Scoops Idea of the Month

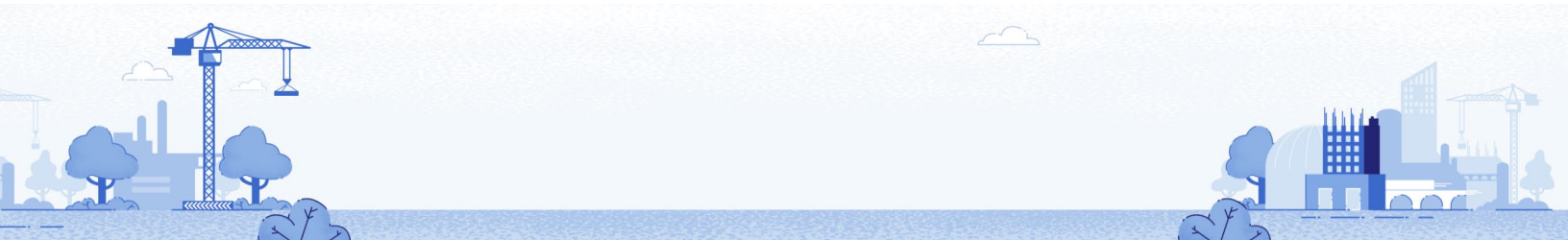
On behalf of the Management Team, another big 'Thank You' goes out to everyone for continuing to develop, implement and share their ideas that will help make Cemex a Safer place to work, with better Quality and greater Efficiency/Effectiveness.

The following summary gives a brief overview of the ideas from the January 2024 competition:

- Willington Quarry – To help reduce unplanned downtime due to sand pipes bursting because of excessive wear, the team have started to use an Ultrasonic Thickness Tester to measure pipe thicknesses and build the results into Checkproof. At a pre-defined thickness level, identified pipes are either turned to get additional use or replaced.



- Bramshill Quarry – The team installed 2 x 6" hdpe pipes to replace a hired 900L Fuel Cube that moves water from the recycled lagoon to freshwater lagoon using gravity. Pipes were installed at a 1:100 angle and staggered to avoid creating whirlpools and disturbing silt. This is a great way to reduce fuel and hire costs, as well as improving the site's carbon footprint!



Our congratulations go out to our Willington Quarry team who took the Top Award this month!

If you would like further information on any of the Ideas, please visit the **Ideation platform** via the links here:

- Willington Quarry - https://cemex.idhall.com/idea/view.php?ide_id=402&vw_ccache=65c36a99-1
- Bramshill Quarry - https://cemex.idhall.com/idea/view.php?ide_id=397&vw_ccache=65c36a31-1

Here is a direct link where you can search for any topic <https://cemex.idhall.com/>



EMPLOYEES

This Week is Time To Talk Week

As outlined in our 2024 Wellbeing Plan shared [here](#), February is our Mental Health Awareness month and this week we launched '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.

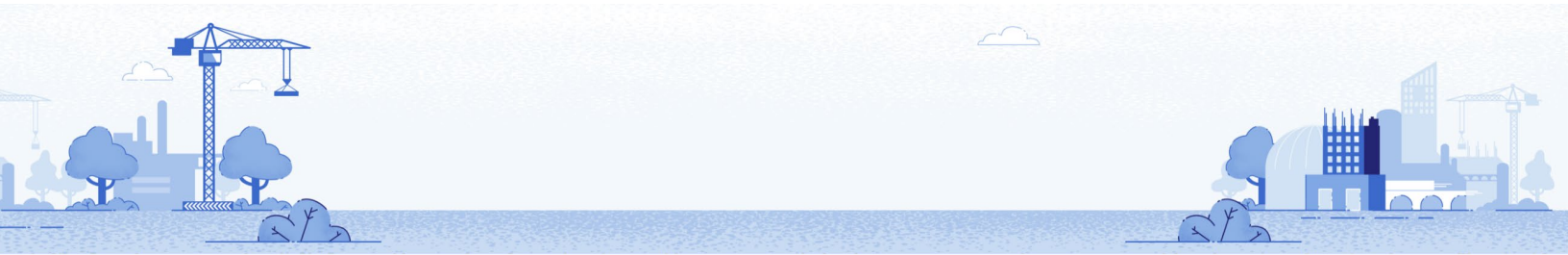


We have provided a range of resources to support you during this campaign, including **Posters for displaying on all work place notice boards, wellbeing boards, break areas.**

- 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.

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.

Celebrating Apprenticeships in Marine



This week is National Apprenticeship Week and colleagues in our Cemex UK Marine business are celebrating the addition of two new Cadets to their team. Last week they welcomed Jesse Strong and Alastair McCartney who are starting their seafarers journey with Cemex.



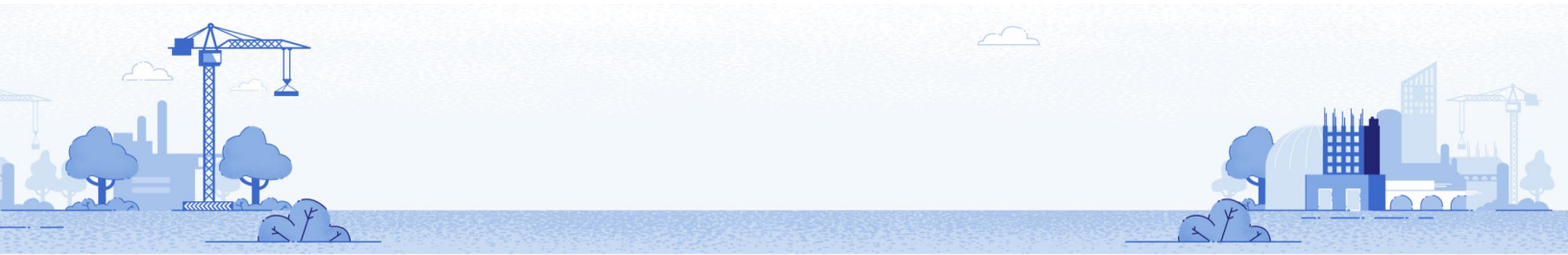
Jesse Strong, the first engineering cadet to be sponsored by Cemex UK's Marine business, commenced his training at Warsash Maritime School, Solent University. His training programme lasts for approximately three years and alternates between periods at the University and time on board Cemex ships, building practical experience and training under the supervision of the ships Officers.

This week the Marine team are also celebrating recently qualified 3rd Officer Katie Hargreaves who was awarded with the "Officer Trainee of the Year" award for 2023 by the Maritime & Coastguard Agency (MCA). Many congratulations to Katie. Katie Jayne McGahan Hargreaves was chosen for her willingness to go above and beyond in promoting the maritime industry as an enthusiastic and dedicated ambassador.

At the award ceremony on 5th February, the judging panel made note of her pride at representing her class in various important maritime events as well as her commitment to achieving academic excellence. She was noted as a role model for the class and as a strong example to future students of how to positively contribute.

Maritime Minister Lord Davies said: "Congratulations to Katie, who truly embodies the spirit of maritime – her strong work ethic and early passion have moulded her into a dedicated and outstanding Officer. It is great to see the MCA celebrating outstanding individuals like Katie. This achievement not only reflects her hard work and commitment but also serves as a testament to the high standards upheld by the MCA."

Photos: top – Katie Hargreaves, bottom L to R: Susie Taylor - Crewing, Logistics & Training Coordinator, Jesse Strong - Engineering Cadet, Andy King - Project Engineer, Mark Hampton - Health, Safety, Development Officer



WE'X Survey Supports Wellbeing Charities

In the UK, 1,431 of us participated in the WE'X survey in the UK.

As a thank-you for completing the recent WE'X survey we've donated £1 for every survey completed to our selected wellbeing charities including:

- Macmillan Cancer Support
- Pulmonary Hypertension Association
- Cancer Research UK
- Myton Hospice
- Motor Neurone Disease Association



As a reminder, you can view the detailed UK WE'X survey results at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

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

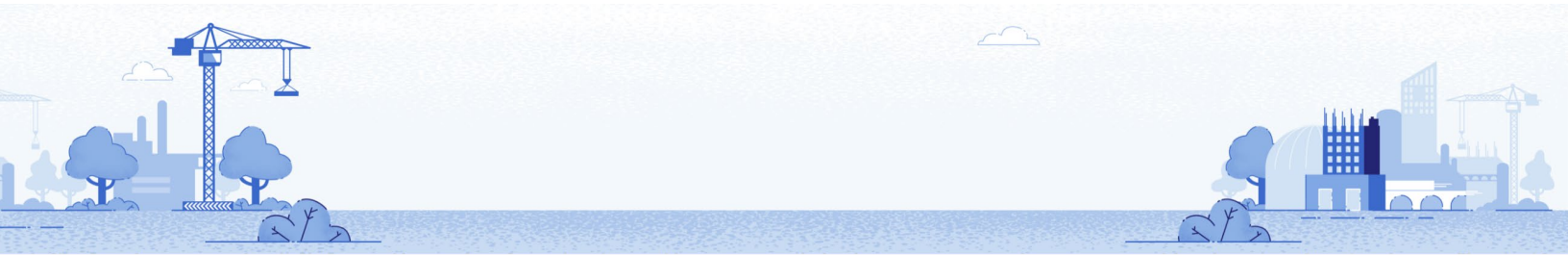
23rd Feb – 14.00 – 15.00pm: <https://wellbeingbooking.co.uk/events/DCSMHP>

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/SMSGXS>

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

Care first Lifestyle Support SEMINARS

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

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

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

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

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

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

- **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](#)

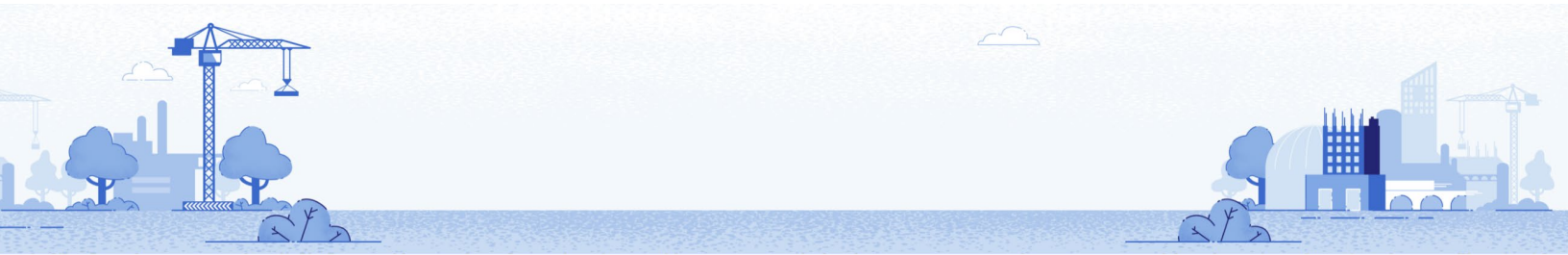
For more details click [here](#).

- **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

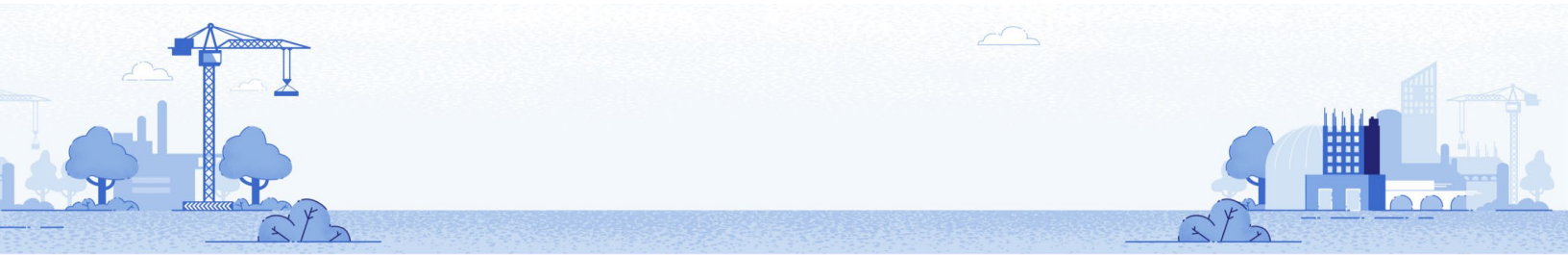
This webinar explores the positive impact spending time outdoors has on our mental health.

To register click [here](#)

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

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
16-02-2024	Plant Manager	Materials – Readymix	Sheffield	16/02/2024
17-02-2024	Internal Sales Representative	Customer Experience – Materials	Binley	12/02/2024
18-02-2024	Internal Sales Representative	Customer Experience – Materials	Binley	12/02/2024

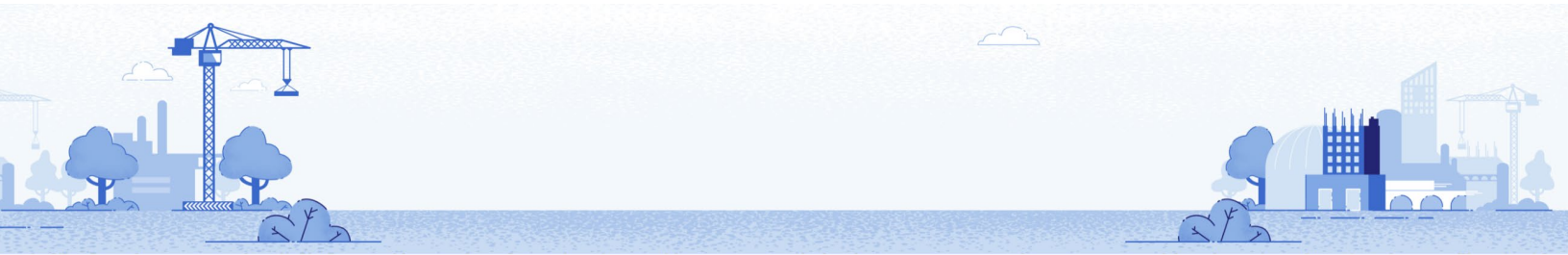


19-02-2024	Production Planner	Urbanisation Solutions - DSM	Binley	20/02/2024
20-02-2024	Electrical Technician	Cement Operations	Rugby Cement Plant	20/02/2024
21-02-2024	Plant Manager	Materials - Readymix	High Wycombe	21/02/2024

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.

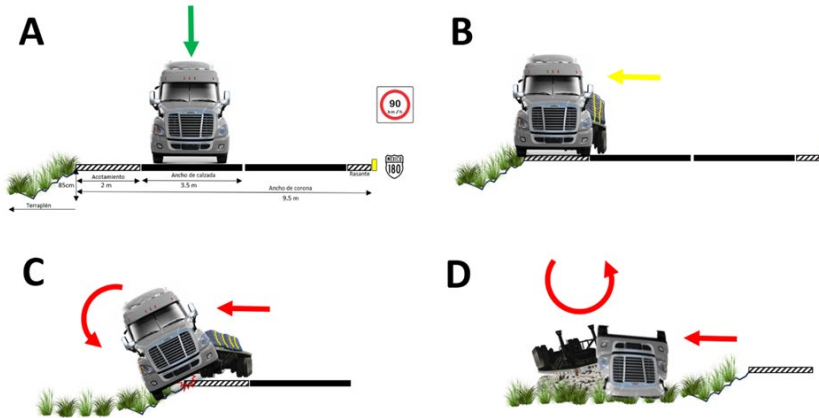


GLOBAL SAFETY ALERT

CONTRACTOR FATALLY INJURED DURING ROLLOVER

INCIDENT DETAILS

A contractor lost control of his flatbed truck on a straight section of road when his vehicle overran the edge of the asphalt onto the soft angled verge, which caused it to then rollover.



KEY FINDINGS

- There was evidence that suggests the driver had a messaging application in use on his mobile phone at the time of the incident.
- The investigation team identified several videos on social media platforms which the contractor driver had previously recorded while driving and while inside some facilities where he loaded his unit.
- There was no post-incident drug test, but the contractor's company has since advised that the driver had previously tested positive for drugs on two occasions during the last year. This had not been declared previously to our managers.
- During the journey, the contractor had stopped at 3 different locations which are renowned for selling drugs, although there is no proof that any were purchased.

29th January 2024

SA 2024 / 01

MANAGERS – KEY POINTS TO CHECK

- All drivers, including contractors, are aware of and understand the company policies on mobile phones and drugs and alcohol and they are strictly enforced.
- An effective contractor approval system is in place to ensure contractor haulers have robust management practices in place for their fleet and their drivers.
- Checks are made to confirm contractors are trained and contractor companies are requested to declare any relevant H&S disciplinary issues (if allowed by local regulation).
- VFL 'drive along' activities are carried out regularly to help influence safe driving behaviours.

ALL PERSONNEL – ACTION TO TAKE

- Always follow the company policy on mobile phone restrictions and never hold the phone or send messages, etc., while driving. Always keep your eyes and your mind on the road and avoid all types of distractions at all times.
- Never drive under the influence of drugs or alcohol because they can seriously impact your ability to drive safely and to react in time to hazards.
- If you are unclear about the company policies or if you are facing personal difficulties that may create a loss of safety performance or focus, please speak to your supervisor.
- Please remember, its very important for you to be safe on the road, and to always **follow the Driving Essentials – Your family is waiting for you at home!**



Mobile Phone



Fit & Alert



Respect the Law
and other Drivers



Remember



GUIDANCE

'SELF PROCLAIMED' AUDITORS/SOCIAL MEDIA VLOGGER VISITS TO CEMEX SITES

Think
'disengage & de-escalate'
throughout.

REPORT INCIDENTS
TO SITE MANAGER
AND CEMEX
SECURITY FOR
FURTHER ADVICE.



Limit any engagement to an absolute minimum. Remember, your challenge is what they're hoping for.



Remain calm, polite and always retain your professionalism and dignity.



Filming from a public area does not constitute an offence and need not be challenged.



Maintain a focus on Health & Safety, including that of the vlogger.



Discourage entry onto the site or any act of trespass for Health & Safety purposes.



Know your site boundaries to offer constructive advice on where safe observations can take place, outside of site boundaries and away from danger.



Ensure signage on gate and surrounding fences advises the site is private and includes DPIA compliant sign where CCTV is in use.



Scan for further
details



WE'X Pulse 2023

UK Results Summary

WE'X
PULSE 2023

UK participation rate



Thank you to the
1431 people
participated

UK Response Rate

78%

+10% vs. 2022

eNPS

Employee Net Promoter Score

+28

- How likely are you to recommend Cemex as a good place to work?

+24pts vs. 2022

EEI

Employee Engagement Index

82%

- I intend to stay with Cemex for at least the next 12 months.
- I am proud to work at Cemex.
- My work gives me a sense of personal accomplishment.

+6% vs. 2022

Main attributes results - UK

Building my future*

72%

- I feel optimistic about the future of Cemex.
- I am satisfied with the training I receive.

Enabling my Work*

66%

- There is effective cooperation across areas within Cemex.
- Processes in Cemex allow me to do my job effectively.

Feeling I belong*

72%

- Cemex has created an environment where people with diverse backgrounds can succeed.
- People at Cemex trust and respect each other.

Trusting my leaders*

81%

- I feel supported by my immediate supervisor in making decisions to support my work/life balance needs.
- My immediate supervisor provides useful feedback on my performance.

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

As a thank-you for completing the recent WE'X survey we've donated £1 for every survey completed to our selected wellbeing charities including:

MACMILLAN
CANCER SUPPORT

pha UK
pulmonary hypertension association



CANCER
RESEARCH
UK

myton
hospice

mnda
motor neurone disease
association



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:

