

CEMEX UK NEWS



Welcome to UK News 15th February 2024
your weekly update from around Cemex UK

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HEALTH & SAFETY

Latest Video Safety Alerts

SAFETY ALERTS



The latest Video Safety Alert relates to an incident where a driver lost control of his loaded Readymix truck on a bend in the road. The driver was very fortunate to avoid a collision as his vehicle veered across the oncoming traffic, risking potentially fatal injuries to himself and third parties. Excessive speed and distraction were factors in the incident.

You can watch the video by using the QR code or clicking this link [here](#).

Please discuss the alert with your teams, taking the opportunity to remind haulage drivers, including contractors, about the risk of vehicle rollovers and the relevant control measures.

This is an opportunity to stress to all road users the relevance of the Driving Essentials in keeping ourselves and other road users safe.



Look after yourself and each other.

Health & Safety information and resources can be found at the following location
<https://cemex.sharepoint.com/sites/UKHealthandSafety/SitePages/Safety-Alerts.aspx?web=1>

Health & Safety Improvements at Raynes

The LDPUK Geological Services team and Operations at Raynes quarry in North Wales have recently commissioned some preventative health & safety works on the site to stop boulders and rocks potentially falling from the tunnel portal, which is frequently used by mobile plant. This goes underneath the A55 highway which runs alongside the site.



The project involved complex engineering works to fix metal meshing to the rockface, with engineers using climbing equipment to access parts of the tunnel to complete the work.

Well done to everyone involved in the project, making the area safer for all.

Supply Chain Name Health & Safety Contractor Award Winner for Q1

Congratulations to Midland Commercial Services who are the winners of the Cemex UK Supply Chain Health & Safety Contractor Award for Q1.

Midland Commercial Services are based close to the Rugby works and have been carrying out servicing and repairs for our bulk cement tanks for over 15 years. During their recent safety audit they scored 100% and clearly showed a commitment to health and safety. They credit Cemex with starting on their health and safety journey and providing help and support in developing their safe systems of work. They are also keen to adopt the mental health for employee strategy that we have developed and plan to roll out this year.

The Cemex Auditors, Nigel Ponton and Julie Welch, stated: “Midland Commercial have clearly made a commitment to both health and safety and employee wellbeing, which has become embedded in their business.”



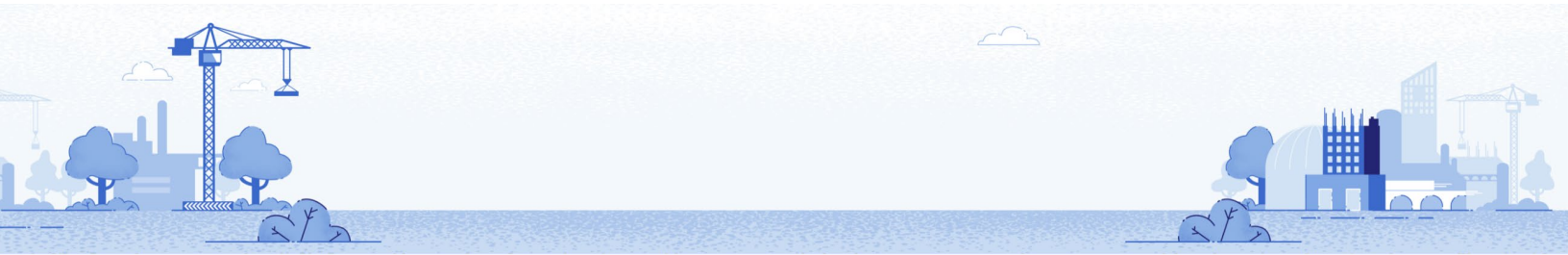
Electric Vehicles Range Anxiety



As more of us are transitioning to electric vehicles, some people have reported apprehension and worry about the adequacy of their vehicle's battery charge to complete a journey or the availability of charging stations along the way, sometimes termed “range anxiety”.

If you are an EV driver we have produced a guide including practical tips to help overcome range anxiety.

You can find the guide at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads





CUSTOMER CENTRICITY

Large Out of Hours Customer Supply



Last weekend the team at Angerstein worked hard to fulfil a significant external customer order.

The large two weeks planning process involved a cross functional team involving Lee Nicholl, Lewis Wilson and Tom Barnes from Aggregates, Dave Dench, Paul Lucas and Drivers from Logistics, and Danielle Cullinane, Rosaria Trincao and the Shipping team. The Angerstein team were loading out of hours last Saturday and Sunday, from 6.00am until 6.00pm both days, to supply the customer's Concrete pour.

Well done and thank you to everyone involved in planning the project and for supplying the order on time to the satisfaction of the customer.



FUTURE IN ACTION

Adrian Receives Competition Award



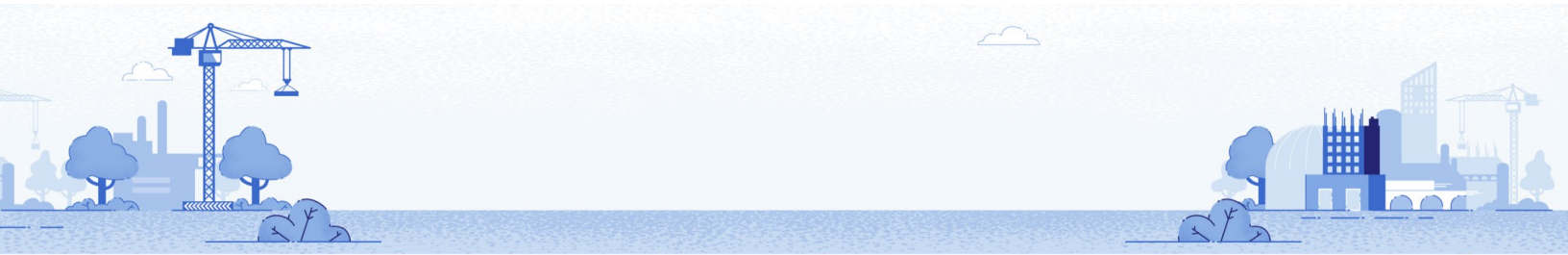
Last month we shared that Adrian Radnor from Hereford Concrete plant won the 2023 EMEA Wildlife Photo competition with his stunning photo of a Kingfisher.

Last week, Adrian was presented with his Award, the latest Cemex Nature Book, by Miranda Clegg, UK Sustainability Manager and Paul Fletcher, Head of Sustainability Europe.

Congratulations to Adrian and we hope you enjoy many hours of looking at the beautiful photography in the new Nature Book.

Paul commented: "Great to meet Adrian Radnor at Hereford Concrete plant and present his Award, the latest Cemex Nature Book, for winning the EMEA Wildlife Photo competition in 2023.

Such amazing photos and enthusiasm – look forward to seeing more in 2024."



CDP Awards Cemex with its Highest Rating

Cemex has been recognised today for environmental leadership and transparency in climate action disclosure by global environmental non-profit organisation CDP (CDP is a global non-profit that runs the world's environmental disclosure system for companies, cities, states, and regions), securing a place on its annual 'A List'.

Based on data reported through CDP's 2023 Climate Change questionnaire, Cemex is one of a small number of companies that achieved an 'A' out of over 21,000 companies scored. Since the launch of its Future in Action program in 2020, Cemex has reduced its CO₂ emissions by 13%, a reduction that previously would have taken it 15 years to achieve.



"We are proud to be part of this prestigious group of climate action leaders and to receive CDP's 'A' rating, which reflects Cemex's leadership in climate action and transparency through significant demonstrable actions," said Fernando A. González, CEO of Cemex. "In this 'decade to deliver' we are committed to reaching our ambitious decarbonisation goals so that Net Zero is achievable by 2050."

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



PROFITABILITY

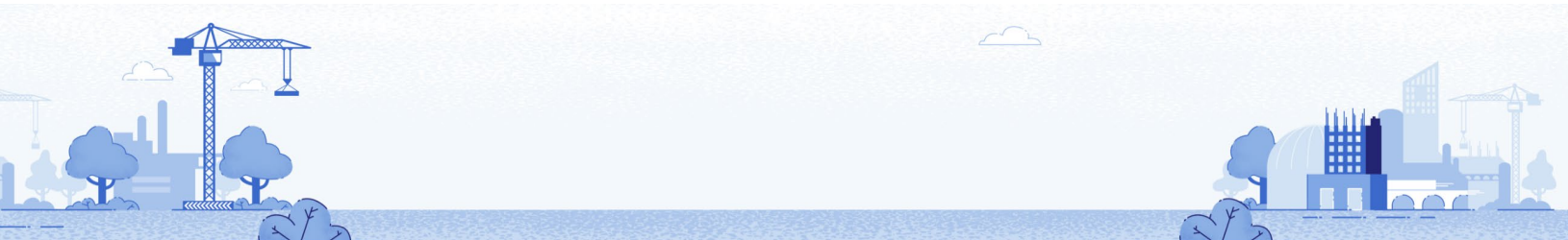
New Fleet for Dove Holes

In this photo you can see the impressive new primary fleet of plant equipment now being put to hard work at our Dove Holes quarry in Buxton.

The £7.8 million investment includes vehicles equipped with MineStar Edge technology. This analytical equipment allows the fleet's operational data to be reviewed and improvements made to vehicle performance, by highlighting areas of high idle time and increased fuel burn, optimising its performance, particularly from a CO₂ perspective.



Real time GPS and route tracking complements fleet performance data enabling the Dove Holes team to better optimise the workloads for each vehicle, improving overall operational performance of the site. The "health" of each unit is measured continuously with a warning system highlighting issues to the operator and maintenance teams to ensure the vehicle is reviewed, serviced and repaired at optimal times.



The fleet and its operators are considered to be best in class by the Finnings Managed Services team, who provided weekly and monthly performance statistics, whilst working closely with site management to define and action improvement plans.

All equipment is also equipped with the latest health and safety specifications offering improved health and safety performance for both drivers and the site in general.



EMPLOYEES

Congratulations on Andy's 40 Years Long Service

Congratulations to Andrew Bright, European Production Manager – Dry & Special Mortar, as he celebrates his 40 years long service with our company on 27th February.

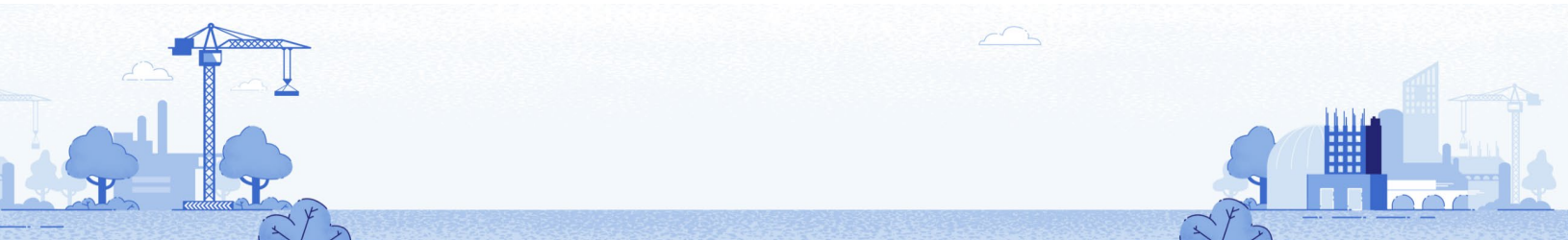
Andy joined RMC on 28th May 1979 working in the Durox Block Lab for Concrete products. He left RMC in 1983 to join a pharmaceutical company but returned in 1984 as a Technical Assistant for Durox Blocks.

Then, in 1987 Andy joined RMC Mortars as an Area Technical Manager for the London area. After his Manager left the company in 1990 Andy was promoted to Technical Manager for the South of the UK covering Peterborough to Bournemouth – a huge patch.



In 1992, due to financial and recessionary pressures, the roles of Operations and Technical were merged and he became an OPTEC alongside John Shill, who he worked with for four years, at which point in 1996 the Mortar Company was absorbed into the Readymix business. Andy was asked to work for the legends who are Bev Brown and Steve Crompton, out of initially the old group Head Office at Feltham (South London), and then later Thorpe the new IHQ. In 1999, Andy began working on the Dry Silo Mortar project which saw him team up with Neil Benningfield and others, developing the company's first plant and entry to the DSM market from Dove Holes. It was a challenging start, utilising all limestone fines, which despite much perseverance and effort was changed to a soft sand / limestone mix a couple of years later, ultimately producing the fine product we have now.

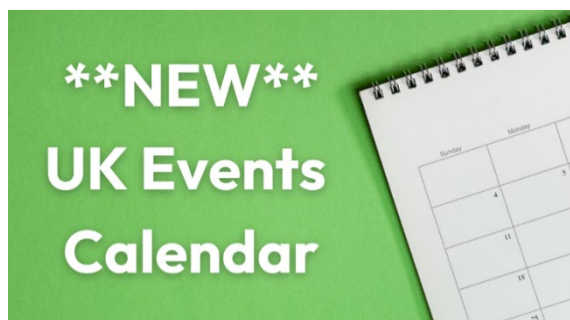
In 2012 Andy, along with Mark Norton and Steve Crompton, persuaded Chris Lees to spend £500,000 on a worn out and mothballed Asphalt plant (the Via Nova). The idea was to produce dry Aggregates in silos for Cement to be added later, on site in London, for the Crossrail project (the largest Infrastructure Project in Europe at the time). This, unfortunately, didn't work out for the contractor and we were left, through no fault of anyone, with no product to make and sell. So once again, Andy set about trying to innovate and produced a sprayed Concrete product in silos. It took another two years to get this concept to market but the Sprayed Concrete business we have today is the legacy.



Over the last 20 years Andy has become 'Mr DSM' in the UK with a wealth of knowledge - without him the business would not be where it is today.

Dirk Schulze, Director Mortars Europe, sent the following message to Andy: "40 years is an incredible achievement, and we wish you all the best in the years to come. I would personally like to thank Andy for his hard work, dedication and commitment to our company over the years. Thank you and many congratulations on achieving this special milestone!"

New: UK Events Calendar



A message from the UK Coordination team.....

Have you ever wondered what is happening around the business, or have you been frustrated when lots of events overlap at the same time creating workload pressures?

To help everyone have visibility of key events happening across our UK business, we have now created the **UK Events Calendar**. This calendar is open for everyone to view and will

help us all to schedule events and avoid clashes.

The calendar will be updated to include items such as:

- Health and safety training, audits and campaigns.
- HR training courses and surveys such as eNPS (employee Net Promoter Survey).
- PACS audits (Process Assessment Certification System).
- Large meetings or other important events.

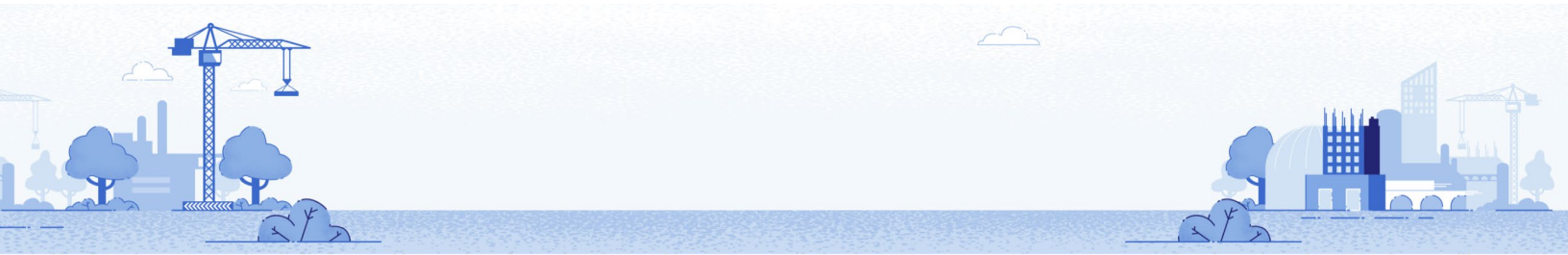
The calendar can be accessed [HERE](#). Don't forget to bookmark the link in your browser.

We hope you find the calendar useful and welcome any feedback.

Dove Holes DSM Refurb Base and Via Nova Team

Last week was Time to Talk week and many of you took time out with your colleagues to have some conversations about your mental Health. We hope these conversations will continue.

One of the teams who took time out to talk were the Dove Holes DSM Refurbishment Base and Via Nova teams. They had lots of good discussions on mental health and how many of them find that a tough day at work can follow them home, and then have an effect on their family time.



Each member of the team felt comfortable enough to talk about what causes stress in their lives, and discussed possible solutions and support. The teams also took the opportunity to watch the Q1 2024 Time Out video and to go through the recent Safety Alerts.

Your Wellbeing in 2024 – How Can We Support You?

In January we shared our Wellbeing Strategy Group 2024 Wellbeing Plan and although we have this, we are also keen to hear your views about what Wellbeing resources would benefit you to help focus our efforts throughout 2024.

We have created a quick form, and we invite you to take just **two minutes** to let us know the wellbeing topics that are of interest to you, and that you would like to have more information about in 2024. You can access the short survey [here](#) or use the QR code.

Thank you, we appreciate your feedback.



Calling All Future Seafarers



On 2nd March colleagues from Cemex UK's Marine business will be attending the Solent University Warsash Maritime School Open Day. The team will be there to talk to people about careers at sea and in particular, the exciting opportunities a career in Cemex Marine can offer.

Young people with an interested in maritime careers will be able to learn about the courses and training available, and our Cemex team will be on hand to tell them all about our Marine Cadetship.

If you know anyone interested in pursuing a career in Maritime, then please send them along to the open day – full details can be found here – <https://maritime.solent.ac.uk/maritime-open-days>

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

- **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

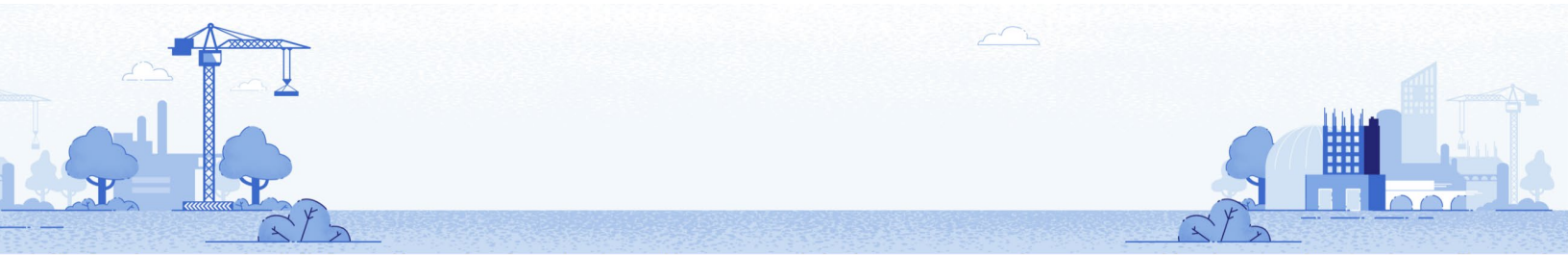
This webinar walks you through the Lifestyle website, with details and demonstrations of the tools on offer and how to access it.

To register click [here](#)

- **How Care first Can Support you**

Wednesday 21st February – @ 12pm – 12.30pm

Care first
Lifestyle Support
SEMINARS



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](#).

Thanks for your Effort – Nominate a Colleague



Who do you think deserves a Thanks For Your Effort Award?

Nominate any colleague you think has gone above and beyond their day job and demonstrated any of the Cemex values.

Please email: gb-hrplanning@cemex.com for a nomination form or use the form on the UK News website: www.cemexuknews.co.uk

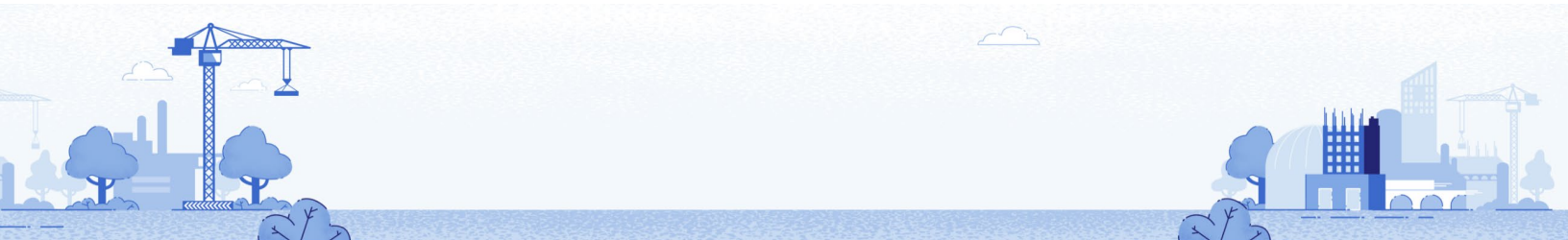
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
22-02-2024	Customer Service Agent	Customer Experience – Building Products	Binley	16/02/2024
23-02-2024	Operative	Materials – Aggregates	East Leake Quarry	27/02/2024
24-02-2024	Customer Service Team Leader	Customer Experience – DSM	Binley	28/02/2024

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.





Avoiding Electric Vehicle Range Anxiety

Practical tips to help you avoid EV range anxiety and make your electric vehicle (EV) experience more enjoyable

1. Know Your Range

- Understand your EV's actual range based on factors like driving conditions, weather, and battery health.
- Check the manufacturer's specifications and consider real-world scenarios.
- Keep in mind that extreme temperatures (both hot and cold) can affect battery performance.

2. Plan Your Routes

- Before embarking on a journey, plan your route to include charging stops.
- Use navigation apps or websites that show nearby charging stations.
- Aim for charging stations at convenient intervals, especially during long trips.

3. Charge Strategically

- Top-Up Approach: Instead of waiting until your battery is nearly empty, charge opportunistically. Regular top-ups can reduce anxiety.
- Fast Chargers: Utilize fast chargers when available. They can significantly boost your battery in a short time.
- Overnight Charging: If you have a home charger, take advantage of overnight charging when electricity rates are lower.

4. Drive Efficiently

- Smooth acceleration and braking help conserve energy.
- Avoid aggressive driving, as rapid acceleration drains the battery.
- Use regenerative braking to recover energy during deceleration.

5. Be Prepared

- Carry charging cables and adapters with you.
- Familiarize yourself with different charging connectors (e.g., CCS, CHAdeMO, Type 2).
- Download relevant apps or use websites to find nearby charging stations.

6. Battery Preconditioning

- Precondition your battery before starting a trip. This involves heating or cooling the battery to optimize its performance.
- Some EVs have a preconditioning feature that you can activate remotely.

7. Stay Informed

- Follow EV news and updates on charging infrastructure.
- Join online forums or communities to learn from other EV owners.
- Be aware of any software updates that may improve range or efficiency.

Are you a manager?

As a manager, reduce the stresses and strains on all drivers, by considering virtual meetings where appropriate, with attendance via Teams, optimise start / finish times and meeting locations (meet halfway, with effective IT facilities, good public transport and road network links).