

CEMEX UK NEWS



Welcome to UK News 22nd February 2024
your weekly update from around Cemex UK

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HEALTH & SAFETY

Asphalt West Celebrates 10 Years LTI Free!

Congratulations to the Asphalt West team who have achieved a fantastic 10 years LTI free milestone.

Thank you to the team for your commitment and focus on Health & Safety as our number one priority.

LTI and TRI milestones demonstrate that ZERO is possible, especially in challenging environments and working processes. With the right level of focus and attention to health & safety, our Zero4Life objective can be met and sustained.



2024 MPA Health & Safety Awards



A message from Lex Russell, Chair of the UK Health & Safety Committee.

The MPA have launched their 2024 Health and Safety Awards and are now calling for entries.

The key philosophy behind the MPA Health & Safety Awards is that we are all **'Safer by Sharing'**. By actively participating you will be helping to prevent injuries and fatalities within the mineral products industry. Please watch the short video by clicking on the link below. It highlights the benefits for our employees, our organisation, our stakeholders and others working within the mineral products industry, by submitting entries to the MPA Health & Safety Awards.

Please watch the [video](#) to find out more.

Over the years, the Awards have played a pivotal role in preventing serious injuries and fatalities within the mineral products industry and enable the industry to learn about and share the innovations and good practice that improve health, safety, and wellbeing in the workplace. Many of the entries highlighted in the

Awards from previous years have now been widely adopted across the mineral products industry and shared via the [Sharing Good Practice guides](#).

For the attention of All General Managers and Operational Managers

It would be great if you can all please **encourage entries from your teams, in any of the eight topics** listed below, and **also for Individual and Young Leader Recognition**. The Awards are a great opportunity to share good practices across Cemex UK and the wider industry, to recognise the efforts of our teams and, most importantly, to help keep everyone safe.

****Please note – nominations must be made by Managers.**

Eight Award Topics:

1. Safer production
2. Safer maintenance and housekeeping
3. Safer handling of inbound and outbound materials
4. Safer management of pedestrians and transport on-site
5. Safer transport and logistics
6. Safer operations at a contracting, construction or customer site
7. Safer through improvements in health and wellbeing
8. Safer together

The closing date for submissions is **Tuesday 30th April**. A briefing note and the entry forms are available via the following link:

https://www.safequarry.com/home/best-practice-awards/ent.aspx?dm_t=0,0,0,0,0

The Health and Safety team are available to provide guidance on possible award entries and submissions as necessary.

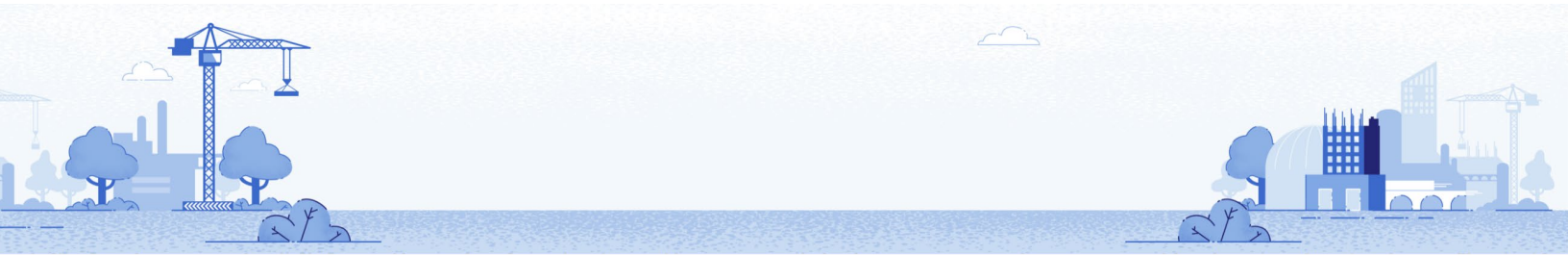
We look forward to continuing our long history of success in these prestigious Awards.

Mitigating Against Cable Theft

We have received a timely reminder last week of the need to take special precautions to mitigate against the threat of cable theft.

Whilst undertaking rerouting work on our site at West Deeping, National Grid have been the victim of cable thieves who got away with a brand new 33Kv reel of cable (see sample picture) which was on site awaiting installation.

Copper value remains at an all-time high and theft of cable continues to be a recognised national issue. ***This threat must not be underestimated.*** Whilst on this occasion Cemex is not the injured party, our National Grid contacts advise the value of this loss is in the £35,000-£40,000 region!



We would like to take this opportunity to once again encourage all Site Managers to review the vulnerability of cable at their locations, ensure it is hidden wherever it can be, and if this is not possible, impose measures to otherwise make it difficult to steal.

New and replacement installations and projects **MUST** take additional security measures upon delivery of new cable. Hiding cable remains the simplest and most cost-effective method of reducing the risk. In addition, there are a variety of technical measures available including CCTV and forensic marking solutions.

Please reach out to Colin Jones and John Sweeting if you would like the Security team to complete a detailed review of your site.



FUTURE IN ACTION

Latest In The Mix Podcast – UK Renewables



Here is the latest episode of the **In the Mix** podcast – your news and views podcast from Cemex UK.

This time, we're speaking to Steve Coles, Operational Excellence Manager, about the use of Renewable Energy in the UK. We hope you enjoy this episode.

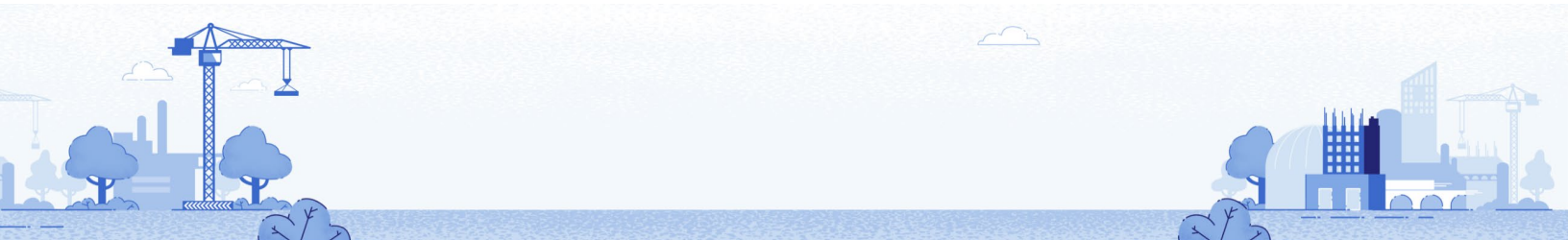
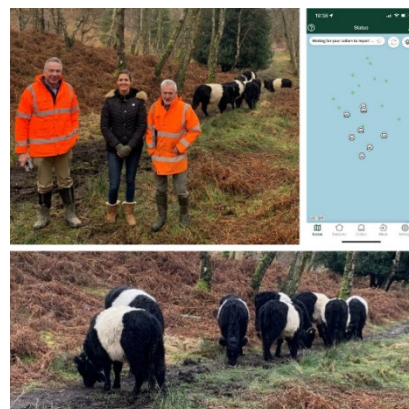
- For those who would like to download an MP3 of the podcast, you can find this [here](#).
- For those of you who prefer a Microsoft stream video option please use the link [here](#).

If you have any feedback, suggestions or comments please email us at: inthemix@cemex.com

No Fences Needed for Rugeley Cattle

Cemex has introduced Belted Galloways to land that we are looking after at our Rugeley site under our freehold obligations. The cattle have been introduced to help with grazing and specifically to help control the spread of bracken. This will allow heather to grow and flourish at this SSSI (Site of Special Scientific Interest) location, without the need to use chemical-based solutions to control the growth and spread of the bracken.

The land at Rugeley forms part of the Cannock Chase National Landscape (formerly an Area of Outstanding Natural Beauty), designated for its value as Lowland Heath, Parkland and Woodland. The work here is being carried out to manage the SSSI in favourable condition, and as part of Cemex's wider environmental commitments to ensure the increase of biodiversity across its estate.



We are also trialling a new and innovative approach to managing the herd by using a digital software called, 'No Fence,' to assist with the management of the herd across such a vast site.

Each cow wears a small GPS collar, much like a traditional cattle bell around its neck, which then allows for the tracking of the cattle and helps to restrict the cattle to areas where grazing is required without the need for the building or maintenance of fences, which would be costly and in places challenging across a site of this size.

The Comms team went to the site to see how this works and to meet with Alex Finn (Restoration Manager for Aggregates), Alison Wise (Landscape Architect for Aggregates), Tony Thomas (our full-time external Landscape Manager) – our forestry and land restoration team and Jonelle Handford, a local grazier who looks after the cattle on a day-to-day basis. We asked Alex some questions about the project and how it came about.

How long have the cattle now been at the site and when were they first introduced?

Cattle were introduced in January this year. Initially eight were brought on we now have nine and as more are trained we will increase the size of the herd to 15 over the course of the next 12 months.

How did the opportunity to introduce the cattle to the site come about?

We knew about the collars but have never had a site where we could practically use them. The other problem has been finding a local grazier close to our sites who uses the collars as the cattle have to be trained. We came across Jonelle (a local cattle grazier) and as she is local to the site we were particularly interested in asking her to join the project.

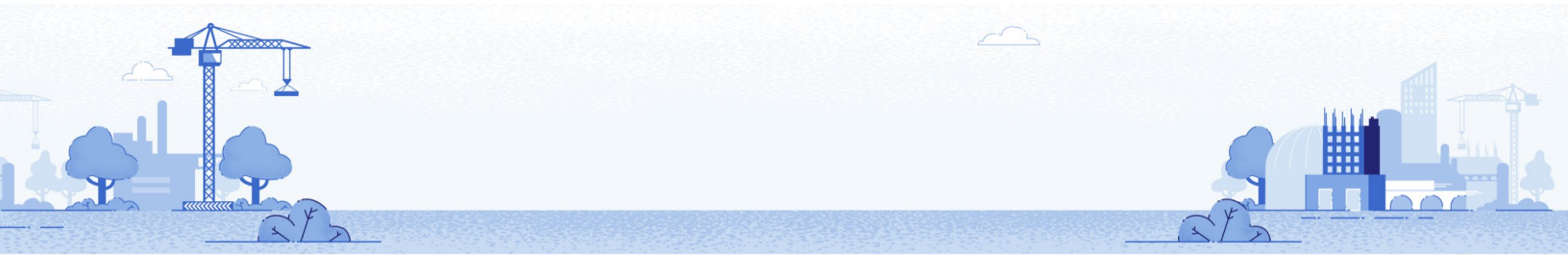
What are the benefits of this unique project?

There are considerable benefits in using the cattle for grazing management. The main one is not having to fence 90 hectares of land which as you could imagine would be costly. Fencing is also a problem from vandalism as we have found on other sites. The cattle also cut cost on using herbicides to control unwanted vegetation to promote heather growth which is one of the main objectives of the heathland management. Other benefits are the helping to reduce unwanted trespass, particularly 4x4 which are damaging to the heathland.

Bugs and Birds all Welcome!

The team at St Helens Readymix Plant in the North West have been busy recycling old pallets, bricks and other waste materials to build an amazing bug hotel on a piece of waste land adjacent to the plant.

The scrub habitat around the plant has been developed together with Plant Manager, Kevin Millington, and Sean Cassidy, Biodiversity Manager Europe, over the last 18 months. The site already has nesting boxes and bird feeders and attracts a variety of birds such as Songbirds, Bullfinches, Goldfinches, Blue



Tits, Great Tits, Greenfinches, Dunnocks, Robins and Long Tailed Tits. A red fox and hedgehogs are also regular visitors!

Continuing this work to increase biodiversity the local Operations team, including Plant Manager, Kevin Millington, and Relief Managers, Charles Woodhouse, Neil Barton, Colin Beechey, Martin Storey and Gary Wellsbury, all worked hard to enhance the area with the fantastic new bug hotel made from old pallets, bricks, moss and bracken. Additional small bug hotels and a kestrel box were also added. The bug hotels are great for insects including pollinators such as mining bees.

We look forward to finding out who visits their new hotel!!

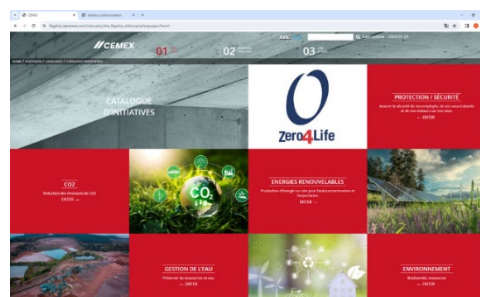


PROFITABILITY

Have You Checked Out Our Flagship Portal?

The interactive “Flagship Site” portal is a joint project of the Materials teams in Western and Central Europe, is an internal tool for employees which offers videos, photos, safety materials, case studies, supplier information and Cemex contacts on key initiatives in nine categories covering our main operational focus areas.

The catalog of key initiatives presented comes from a number of sites in the region, which have been carefully selected to display different sets of initiatives regarding safety and security, CO2 reduction, environment, renewable energies, water management, efficiency, smart loading, agile materials, and digital technologies.



To access the flagship portal, please visit <http://flagship.vapcemex.com> and enter ‘cemex’ as your username, and ‘greenplanet’ as your password.



EMPLOYEES

Materials Roadshows Are Rolling in March

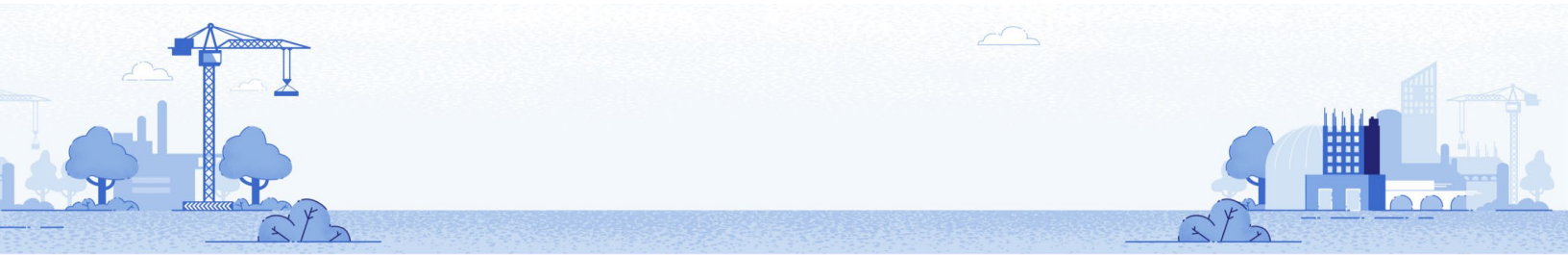


WITH LEX RUSSELL

Dates for your diaries

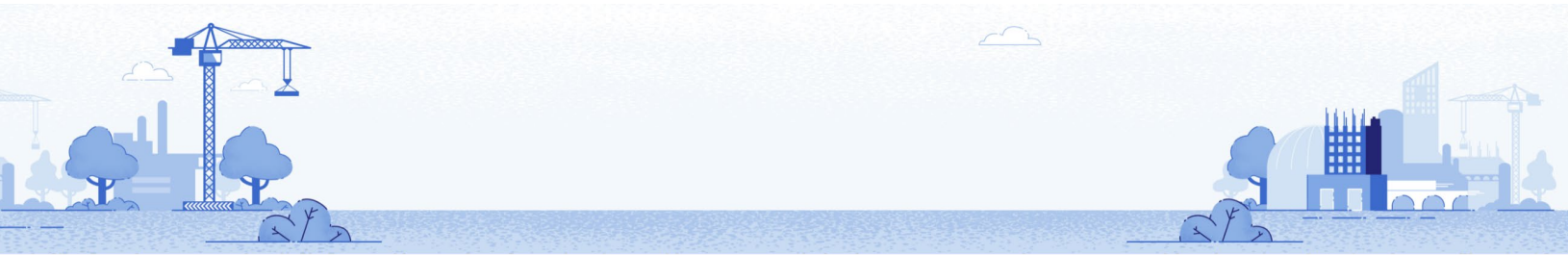
Lex Russell, MD UK Materials, is once again heading out on the road to present his series of Materials Roadshows across the country in March and April. Lex will be reflecting on 2023 and discussing our priorities for 2024, for both Cemex UK and our Materials Business.

The sessions kick off at our Head Office in Binley on 19th March and will then move around the country during the following weeks.



All employees are welcome to join one of Lex's roadshows. Please pick a date/location to suit you and book your space via the Organiser. Please share with your teams but be aware that some locations have limited availability as they are constrained on space.

Date	Venue	Organiser
Tues 19th March 1. 12.45-14.45 2. 15.00-17.00	Coventry Cemex House - Binley Business Park, Harry Weston Road, Coventry, CV3 2TY	Terri Charles for Customer Experience Teams Further Dates tbc in April for all others - watch this space.
Wed 20th March 1. 10.00-12.00 2. 13.30-15.30	Oldbury Oldbury Readymix Plant, Wolverhampton Road, Birmingham, Oldbury, B69 4RJ	Rob Sims
Thurs 21st March 10.00-12.00	Wick Cemex Floors, London Road, Wick, Bristol, BS30 5SJ	Rob Sims
Fri 22nd March 10.00 - 12.00	Luton Luton Concrete Plant, Selbourne Road, Luton LU4 8LS	Nick Vivian
Fri 22nd March 13.30 - 15.30	Hatfield Hatfield Quarry, Oaklands Lane, Smallford, Hatfield, AL4 0HT	Nick Vivian
Mon 25th March tbc	Sheffield Cemex Sheffield Concrete Plant, Stevenson Rd, Attercliffe, Sheffield S9 3XG	John Parker
Tues 26th March 10.30-12.30	London The Alma, 499 Old York Road, Wandsworth, London, SW18 1TF	Nigel Bateman
Wed 27th March Tbc	Marine & South Coast Southampton Football Stadium, Southampton SO15 4FP	Robbie Zsigo
Thurs 28th March 1. 09.30 - 11.30 2. 13.00 - 15.00	North West Cemex House, Abbotts Park, Monks Way, Preston Brook, Runcorn, Cheshire, WA7 3GH	Damon Montgomery
tbc	Stockton	Christine Crooks
tbc	Dove Holes	Steve Leigh
tbc	Binley if extra required	Tina Baxter



How is Your Financial Wellbeing?



Employee Assistance Programme

Watching the Pennies

During February and March our Wellbeing focus has been around Mental Health. For the final two weeks we are sharing some resources to support your financial wellbeing.

Watching the Pennies' guide

This week we are sharing a 'Watching the Pennies' guide from our Employees Assistant Programme, Care First. In the guide you'll find advice and guidance on how you can manage your finances.

Topics include:

- Financial health check-up.
- How do I improve my financial wellbeing?
- How does money make you feel?

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

Have you tried the 50/30/20 rule

Do you feel like your money is slipping through your fingers without a clear plan? The **50/30/20 budget** is a powerful tool designed to bring clarity and purpose to your financial life. Its primary focus is to assist individuals in managing their money effectively, striking a balance between covering essential expenses and saving for both emergencies and retirement. This rule of thumb organises your budget into three different categories: needs, wants, and financial goals, making it far less overwhelming for those new to budgeting.

Interested in giving it a try? Try this 50-32-20 calculator to find out how you can make this work for you.

<https://moneysprout.co.uk/50-30-20-budget-calculator-uk/>

50% to Needs

This allocation covers mandatory expenses – the things you "need" to pay and can't avoid. This includes crucial aspects of daily life like:

- Mortgage or rent payments
- Utilities
- Insurance and health care
- Groceries
- Transportation costs
- Childcare expenses

30% to Wants

The second category is dedicated to discretionary spending, also known as "wants", which allows you to enjoy life's extras, such as:

- Dining out
- Shopping
- Entertainment
- Travel and vacation
- Hobbies

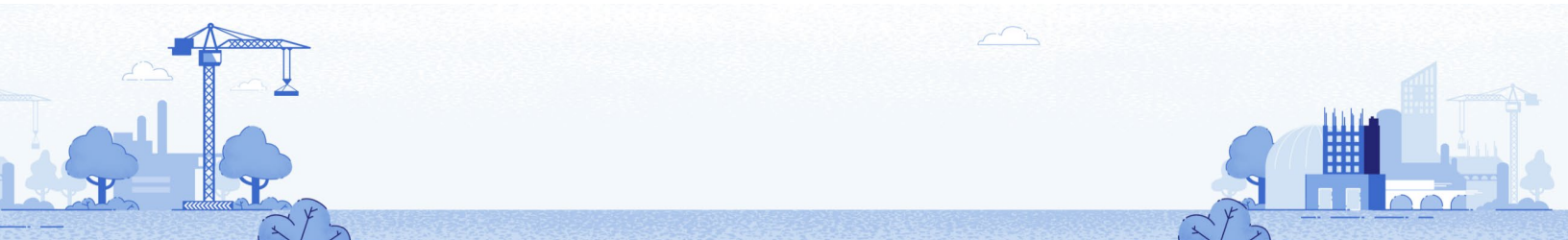
20% to Savings

This final category focuses on securing your financial future, which covers:

- Paying down student loans
- Growing your retirement savings
- Paying off credit card debt
- Building an emergency fund
- Investing in stock market

Coming next week

Next week we will be sharing further information about the free My Possible Self App, plus we will be finding out how much some of our Cemex colleagues have been saving, by using our Cemex Discount Platform.



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.

Change, The Future & Managing Anxiety Webinar

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:

Change, The Future and Managing Anxiety Webinar

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

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.**



How support
we help you?



Thanks For Your Effort January Winners

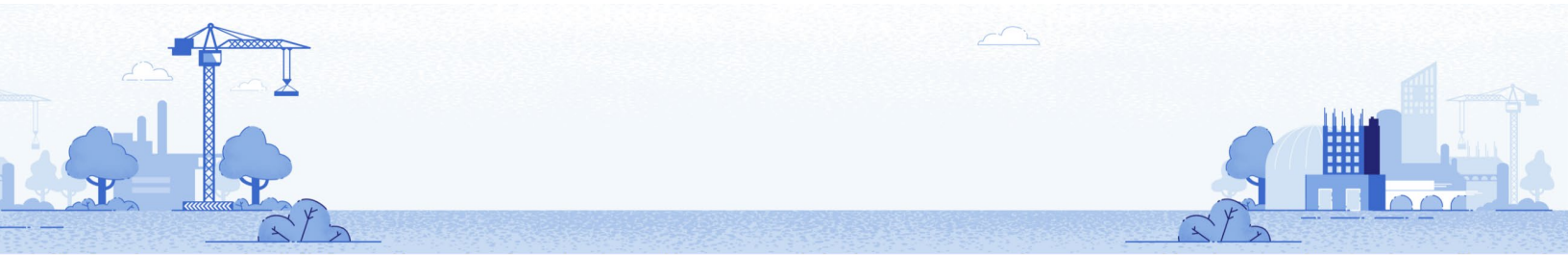


Congratulations to the January 2024 Thanks For Your Effort winners Matt Baker and Christina Shields, Logistics Support, Supply Chain.

Matt and Christina won the Award for going above and beyond their day jobs to deliver an excellent example of safety innovation.

Their nomination was made by Carl Milton, Cement Logistics Manager, Supply Chain - Logistics, and here is why Carl nominated them:

A safety improvement project has been rolled out to convert written safe systems of work into short films. This initiative makes them both easier to consume and digest and makes the subject matter much more dynamic and memorable. This brings significant benefits in how to impart valuable key safety information



and collaborates well with the driver digital handbook for drivers to visit and review. Matt and Christina volunteered to take this project forward and have shown great leadership, innovation and passion to develop the programs and take it forward, working outside of their comfort zones, learning to story board, film, narrate and edit the films. They have produced films as good as professional equivalent that would cost thousands of pounds to have made externally, much more difficult to produce and be able to keep up to date. Matt and Christina have made an invaluable contribution to the success of this program.

The whole team has benefited from this project, and it has also created greater engagement with the driver' workforce who have been involved, consulted, and also taken part in the filming. This best practice is certainly going to become more widespread in the business.

This has been an excellent example of safety innovation and development for Cemex and a great advertisement for the standard and professionalism of our safety training and processes. We are leaders in health and safety innovation, and this helps to re-enforce that perception and this best practice will be shared across Cemex and the industry.

Thanks For Your Effort January Nominees

More thanks go to our fantastic colleagues nominated for the January 2024 Thanks For Your Effort award for showing exceptional dedication and going above and beyond their day jobs. They are:

Tina Baxter, Communications Adviser, nominated for Ensuring Safety, Focusing on Customers, Acting with Integrity, Working as One Cemex.

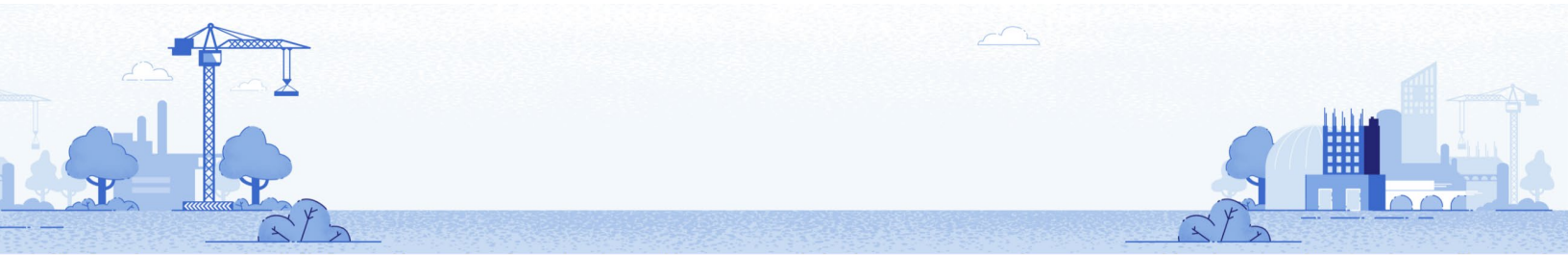


Tina works relentlessly to pull together all the information that goes into our UK News update for the business on a weekly basis. Throughout the past 12 months this has seen Tina work with almost every area of our business on a collaborative basis to ensure that their stories are shared and that our colleagues are given a voice to talk about what is important to them. Tina will draft and edit high volumes of content as well as creating bespoke images utilising all of the key elements of our brand and our sub-brands/identities such as WE'X, Zero4Life and Step In, Future in Action and Cemex Go to name just a few to ensure that each story is engaging, colourful and on-brand.

The stories, updates and key programmes across our priority areas are given the focus that they deserve to ensure that everyone across our UK business understands why we do what we do from WE'X to Future in Action, Zero4Life to Customer Centricity and areas such as Cemex Go – colleagues from across our business are familiar with these topics and what they mean and Tina plays a large part in helping to drive this understanding through the focus she places on each.

Kevin Lawrence, IT Support, nominated for Acting with Integrity, Working as One Cemex.

Kevin has been extremely helpful with some laptop issues Adam Leverett, (the nominator) had been having lately, which has eventually resulted in a laptop rebuild after a great deal of troubleshooting from Kevin. He jumped on the problem and worked so quickly to get it resolved for Adam, which he really appreciated. Ada,



said: “I was expecting to be without a laptop for hours (or days!) but I was actually able to continue working the entire time, and the whole experience of switching to a new laptop was completely pain-free!”

Christian Vale, Ready Mix General Manager, and the Aston Readymix team, nominated for Fostering Innovation, Working As One Cemex.

Over the last 12 months Supply Chain have been working on a reduced CO₂ bulk powder discharge system. Since receiving the first of several static based systems, Christian and his team have supported the install of the equipment at the Aston Readymix location – supporting the adoption of the equipment, installation and helping with the health and safety aspects of installing a new conceptual idea.

The whole team has benefited from this project. The idea is designed to support the Cemex reduction of CO₂ by 2030 and this is the first of a number of these installations across the UK.

Excellent example of working as one Cemex and innovation and development. The project has been presented to our area president and is soon to be presented to our CEO so to have such support has been great and all in all the first step to reducing CO₂ output on the supply chain own fleet.

Global Digital Strategy

You are invited to join the **Cemex Global Digital Strategy - Open Dialogue** on Wednesday 6th March at 3pm.

Join our CEO, Fernando González and Luis Hernández, EVP of Digital and Organization Development in this open dialogue on the evolution of Cemex's digital strategy.

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Fernando A. González
Chief Executive Officer



Luis Hernández
EVP of Digital and Organization Development

Please register using your Cemex email address and this Zoom Link:

https://cemex.zoom.us/webinar/register/WN_VeMj1N8_QWqyjitrA34g

Accounts Payable with Service Now

servicenow

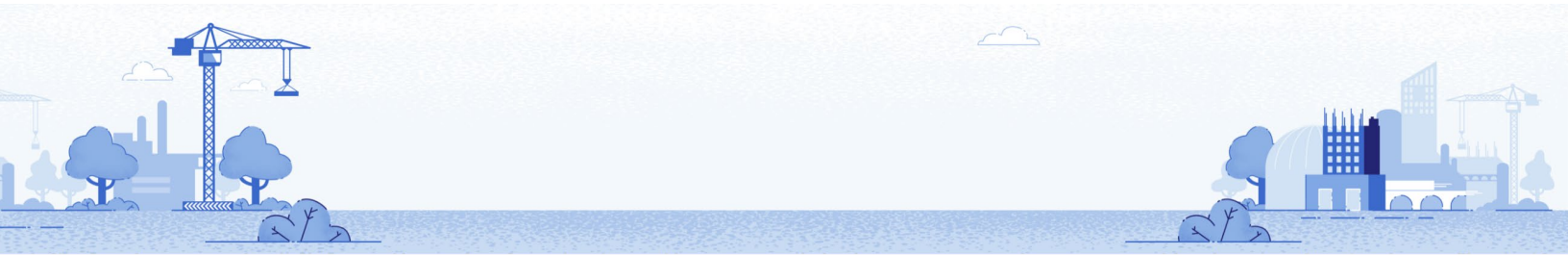
The P2P helpdesk has shared some best practices and recommends following these five following points to improve your experience using the Accounts Payable Helpdesk in Service Now.

FOLLOW the Five

Follow these recommendations to improve your experience using **Accounts Payable Helpdesk** in **ServiceNow**.

You can find a poster at the end of this document and on the UK News downloads page [here](#) – please share on your workplace notice boards.

1. The more descriptive, the better. Being clear and concise enables the helpdesk to process your request effectively.
2. When you send a request wait for the notification email that your ticket has been received before you reply, to avoid duplicate tickets.



3. Every interaction with you is important. Create a new email for every case. If you need to follow up a closed case, please include your previous ticket number.
4. To guarantee that all relevant individuals, including vendors, are updated on your ServiceNow ticket, consider adding them to the CC list of your ticket request email.
5. Please be aware that notification emails regarding your request will come from Global Enterprise Services (cemex@service-now.com).

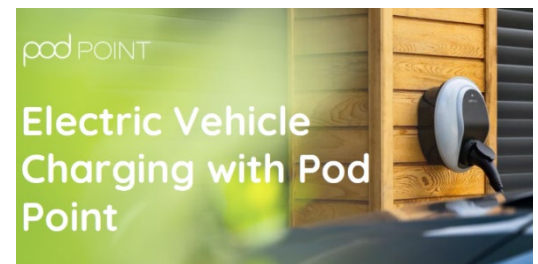
The way you request support from the AP team will not change. You will continue to request email support using known emails from:

ncrvendor.recon@cemex.com	UK P2P Helpdesk Team IBM
gb.invoicematchinggroup@cemex.com	UK P2P Clearing Team IBM
gb-vendorhelpdesksscuk@cemex.com	UK Master data team IBM
gb.paymentsgroup@cemex.com	UK Payments team IBM
gb-pcardhelpdeskssc@cemex.com	UK Procurement card team IBM
gb-ssctandclaims@cemex.com	UK Travel & Expense team IBM
gb.haulagevendorpack@appstwo.cemex.com	UK P2P Self Billing Team IBM
gb.apupload@cemex.com	UK P2P AP Uploads Team IBM

Pod Point Discount

If you drive an electric vehicle you will be delighted to know that Cemex have partnered with Pod Point - the UK's EV charging experts. You can now receive a £50 discount towards an EV home charger.

You can find full details at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads



To apply for the discount:



1. Click [here](#) or use the QR code and then 'start your enquiry'
2. Fill in your personal contact information and vehicle details.
3. Type "CEMEX Employee Discount" in the "Company Name" field

- Company Name: **CEMEX Employee Discount**
- Unique Reference: CEMPOD
- Please use your work email address so that we can apply the discount

1

Submit your enquiry

Once submitted, you will receive a personalised link to complete your order online.

2

Complete your order

You will be able to see product details and prices before completing your order online.

3

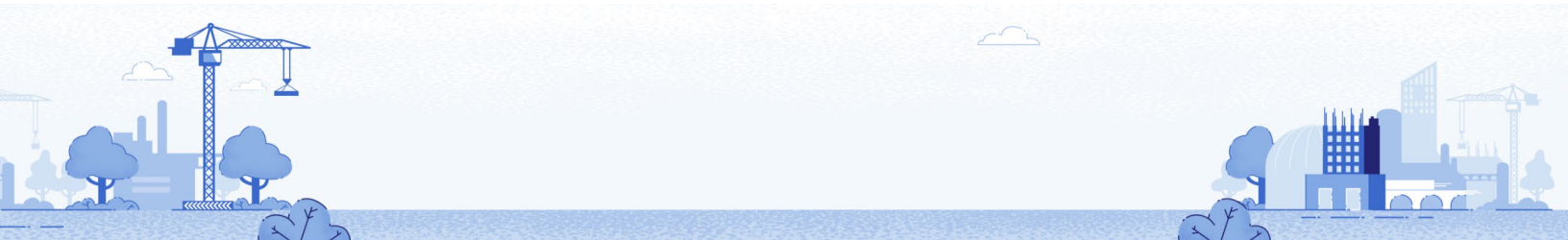
Remote Site Survey

We will ask you to complete a survey form to ensure you qualify for standard installation.

4

Installation

We will call to arrange an installation date. Installations typically take 2 hours.



Latest Care First Seminars - March

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 at the end of this document and 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 26th February 2024](#) – click for QR codes to register

What is Short Term Solution Focused Counselling - @12pm

Monday 26th February

This webinar provides further information on short term solution focused counselling and ‘in the moment’ support.

To register click [here](#)

For more details click [here](#).

How Care first can support you - @12pm

Wednesday 28th February

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.

Pets and Mental Health - What are the benefits? - @12pm

Friday 1st March

This webinar provides details how and why people use the interaction with animals to positively improve their mental health.

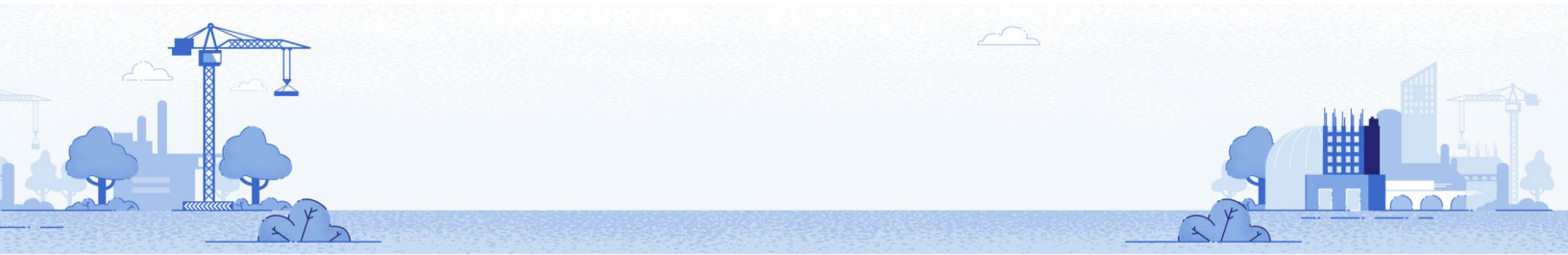
To register click [here](#)

For more details click [here](#).

[w/c 4th March 2024](#) – click for QR codes to register

Care first Management and MHFA Support - @12pm

Care first
Lifestyle Support
SEMINARS



Monday 4th March

This webinar provides an overview of the support available through the EAP for managers and Mental Health First Aiders of organisations.

To register click [here](#)

For more details click here.

How Care first can support you - @12pm

Wednesday 6th March

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.

International Women's Day - @12pm

Friday 8th March

In line with this year's theme 'Inspire Inclusion', this webinar discusses inspiring others to understand and value women's inclusions, and the impact and importance of International Women's Day on our mental health.

To register click [here](#)

For more details click here.

[w/c 11th March 2024 – click for QR codes to register](#)

What to expect when you call Care first

Monday 11th March - @12pm

This webinar provides an overview of what you can expect when making a call to the counselling help line provided by Care first.

To register click [here](#)

Sleep and Anxiety, in line with World Sleep Day

Wednesday 13th March - @12pm

A webinar detailing how a lack of sleep can create anxiety and what changes you can try to positively reduce the impact this has on your general wellbeing.

To register click [here](#)

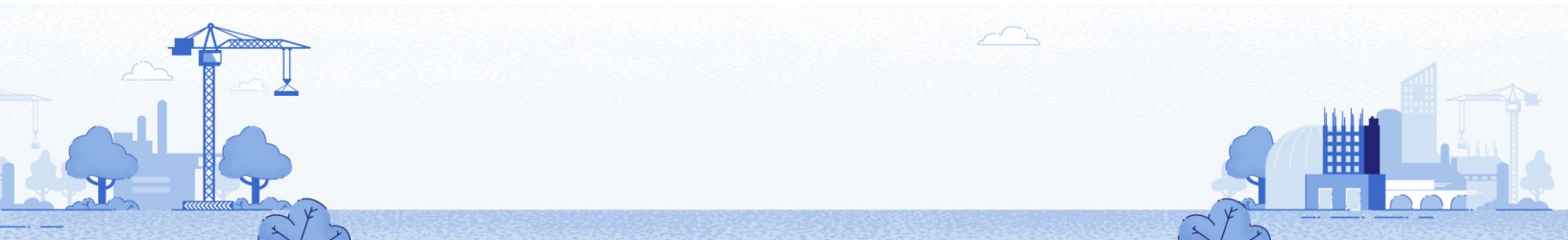
How Care first can support you

Friday 15th March - @12pm

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](#)

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



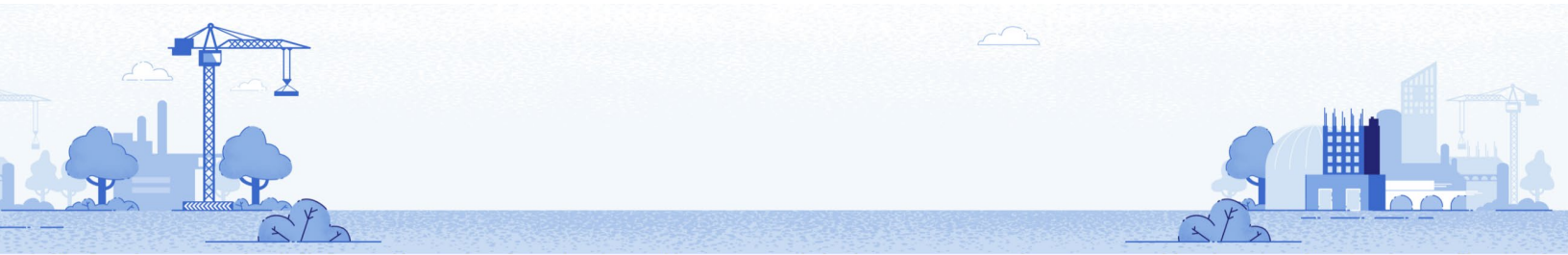
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
25-02-2024	Sales Executive	Materials - Readymix	Cardiff	29/02/2024
26-02-2024	Multiskilled Operative (Nights)	Materials - Aggregates	Angerstein Wharf	04/03/2024
27-02-2024	Relief Plant Manager	Materials - Readymix	South Coast	04/03/2024
28-02-2024	Electrician	Materials - Aggregates	Raynes Quarry	04/03/2024

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.





✖ Employee Assistance Programme

Watching the Pennies

It's been an unprecedented few years, and economic instability looks set to continue for some time yet, impacting each and everyone of us to varying degrees. People's pockets have been hit hard recently with increasing energy bills and food prices. Within this article you'll find advice and guidance on how you can manage your finances as we move slowly into 2024.

Financial health check-up

You may have heard of the term financial wellbeing and wondered what it is and how people get good financial wellbeing. The most logical thought is that we need to really understand our finances in order to have good financial wellbeing. That includes:

- Looking at our budgets (the money we have coming in and going out)
- Maximising our incomes through understanding what benefits you can claim
- Learning how to get the best deals on utilities
- Understanding which are the most cost-effective shops

While all this financial education is vital, it does not automatically equal good financial health or wellbeing. Salary Finance has done some work recently on the myths of financial wellbeing, looking into the difference between behaviours that are driven by our knowledge and those driven by our hearts.

So what does that mean? Well I guess there are the practical things, saving for a house deposit, a car, work on the house and the "bigger" projects that most have at some time in our life.

There are the behavioural spending "habits" and, what might those be for you? Are they practical and affordable? What could you do to make them so?

Then there are the thing that "drive" our hearts.....the wishes, the dreams often vs the reality. For example travel, exotic holidays then the battle we often go through trying to decide if it is a "need" or a "want?"

For sure, the Pandemic has given us opportunity to consider what we really want, what we need and to look at the practical consequences of those things.

How do I improve my financial wellbeing?

This is almost the million-dollar question; and it doesn't just link to our finances. Think about everything that you know about making healthy food choices and how often you should exercise – do we always make the right choices?

Those choices will most likely change as other factors come into play. Those factors are that of the heart.

We may eat out when we're happy, sad, celebrating or commiserating. Exercise could take a back seat depending on the day that we've had, or the activities of the evening before. Life isn't straight forward, and nor should we pretend it ever could be. The same logic can be applied to our finances.

Yes, we should be arming ourselves with knowledge, we should be planning how much money we must spend on certain items – but we must also understand that this isn't a fool proof way to good financial wellbeing.

People may find that they spend more money when they are stressed, tired or sad. Equally, we may reward ourselves by spending when we've had good news – or for a special occasion.

Especially over the last few months, people may have found that they have spent more in certain areas to give themselves a sense of control. A good way to start controlling these emotional behaviours is to firstly be aware of them.

If you start to feel guilty when you spend money, take that as a cue to check in with yourself – what else is going on?

How does money make you feel?

Taboo around debt and money has long been a barrier for people getting the help and support that they need. But the interesting thing is that usually, the quicker that someone seeks help, then the less debt they could have built up.

Free debt advice provider, PayPlan, knows that a third of people wait on average three to four years before they seek help. Interestingly, the number one piece of feedback that PayPlan's experts get back is that 'I wish I'd got in touch sooner'.

FOLLOW the Five

Follow these recommendations to improve your experience using **Accounts Payable Helpdesk** in **ServiceNow**.



The more descriptive, the better. Being clear and concise enables the helpdesk to process your request effectively.

When you send a request wait for the notification email that your ticket has been received before you reply, to avoid duplicate tickets.



Every interaction with you is important. Create a new email for every case. If you need to follow up a closed case, please include your previous ticket number.



To guarantee that all relevant individuals, including vendors, are updated on your ServiceNow ticket, consider adding them to the CC list of your ticket request email.



Please be aware that notification emails regarding your request will come from Global Enterprise Services (cemex@service-now.com).

The way you request support from the **AP team** will not change. You will continue to request **email support** using known emails from:



ncrvendor.recon@cemex.com	UK P2P Helpdesk Team IBM
gb.invoicematchinggroup@cemex.com	UK P2P Clearing Team IBM
gb-vendorhelpdesksscuk@cemex.com	UK Master data team IBM
gb.paymentsgroup@cemex.com	UK Payments team IBM
gb-pcardhelpdeskssc@cemex.com	UK Procurement card team IBM
gb-ssctandecclaims@cemex.com	UK Travel & Expense team IBM
gb.haulagevendorpack@appstwo.cemex.com	UK P2P Self Billing Team IBM
gb.apupload@cemex.com	UK P2P AP Uploads Team IBM

Global Enterprise Services

Electric Vehicle Charging with Pod Point

CEMEX have partnered with Pod Point -the UK's EV charging experts.

Get an EV home charger with a £50 discount.

Only available for CEMEX Employees when purchased using the instructions below.



Solo 3
Universal Charger

~~£999~~ **£949*** inc. VAT



Solo 3
Tethered Charger

~~£1049~~ **£999*** inc. VAT

*Pricing correct at time of publication

Why choose Pod Point?



Installation Included

90% of customers qualify for standard installation



Charge Scheduling

Charge when your energy tariff is cheapest



Over-the-air Updates

Ensuring your charger has the latest software and features



3 Year Warranty

3 Year warranty included as standard on all Solo 3 chargers

★REVIEWS.io 4.5/5 stars on reviews.co.uk

★Trustpilot



For instructions on how to benefit from this offer, follow the instructions on the next page.

Explore the [Solo 3 charger in more detail](#)

Why choose a dedicated charger over a 3-pin plug?



VS



3-pin plug cables

Provides up to **10 miles** of range an hour.

- No energy or cost insights
- No smart features.
- Existing household plug socket wiring is not designed for high load and long duration charging
- Not recommended by vehicle manufacturers for long term use

Solo 3 (7kW)

Provides up to **30 miles** of range an hour.

- Pairs with the **Pod Point App** for better insight on energy usage and spending.
- **Remotely schedule** your charging for when energy is cheapest.
- Designed to handle high load **charging safely.**
- Weatherproof

I'm interested, so what next?

- 1) Click [here](#) or the link at the bottom of the page.
- 2) Fill in your personal contact information and vehicle details.
- 3) Type "CEMEX Employee Discount" in the "Company Name" field

Company Name: **CEMEX Employee Discount**

Unique Reference: CEMPOD

Please use your work email address so that we can apply the discount

1

Submit your enquiry

Once submitted, you will receive a personalised link to complete your order online.

2

Complete your order

You will be able to see product details and prices before completing your order online.

3

Remote Site Survey

We will ask you to complete a survey form to ensure you qualify for standard installation.

4




Installation

We will call to arrange an installation date. Installations typically take 2 hours.

Enquire Now

Care first Weekly Publicity Calendar

Care first
Part of **PRIORITY**

Day/date/time	Daily Theme	Article	Webinar	Join
Monday March 4 th , 2024 12pm-12.30pm	Service Awareness	Care first Management and MHFA Support	LINK: https://attendee.gotowebinar.com/register/2891309198821179483 This webinar provides an overview of the support available through the EAP for managers and Mental Health First Aiders of organisations.	
Wednesday March 6 th , 2024 12pm-12.30pm	Care first Awareness	How Care first Can Support you	LINK: https://attendee.gotowebinar.com/register/7250362629581218646 A webinar to raise awareness of the service and information on how to access the EAP support provided by Care first.	
Friday March 8 th , 2024 12pm-12.30pm	Mental Health	International Women's Day	LINK: https://attendee.gotowebinar.com/register/6586253208355640154 In line with this year's theme 'Inspire Inclusion', this webinar discusses inspiring others to understand and value women's inclusions, and the impact and importance of International Women's Day on our mental health.	

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



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

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



Care first Weekly Publicity Calendar

Care first
Part of **PRIORITY**

Day/date/time	Daily Theme	Article	Webinar	Join
Monday March 11 th , 2024 12pm-12.30pm	Service Awareness	What to expect when you call Care first	LINK: https://attendee.gotowebinar.com/register/5580159387123185504 This webinar provides an overview of what you can expect when making a call to the counselling help line provided by Care first.	
Wednesday March 13 th , 2024 12pm-12.30pm	World Sleep Day	Sleep and anxiety, in line with World Sleep Day	LINK: https://attendee.gotowebinar.com/register/538454371113566039 A webinar detailing how a lack of sleep can create anxiety and what changes you can try to positively reduce the impact this has on your general wellbeing.	
Friday March 15 th , 2024 12pm-12.30pm	Care first Awareness	How Care first can support you	LINK: https://attendee.gotowebinar.com/register/4291651606177489241 A webinar to raise awareness of the service and information on how to access the EAP support provided by Care first.	

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




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



Care first Weekly Publicity Calendar

Care first
Part of **PRIORITY**

Day/date/time	Daily Theme	Article	Webinar	Join
Monday February 26 th , 2024 12pm-12.30pm	Service Awareness	What is Short Term Solution Focused Counselling	LINK: https://attendee.gotowebinar.com/register/7673677904456894560 This webinar provides further information on short term solution focused counselling and 'in the moment' support.	
Wednesday February 28 th , 2024 12pm-12.30pm	Care first Awareness	How Care first Can Support you	LINK: https://attendee.gotowebinar.com/register/5534537350883379799 A webinar to raise awareness of the service and information on how to access the EAP support provided by Care first.	
Friday March 1 st , 2024 12pm-12.30pm	Mental Health	Pets and Mental Health – What are the Benefits?	LINK: https://attendee.gotowebinar.com/register/5812866624786795611 This webinar provides details how and why people use the interaction with animals to positively improve their mental health.	

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

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

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

