

# CEMEX UK NEWS



Welcome to UK News 14<sup>th</sup> March 2024  
your weekly update from around Cemex UK

View UK News on: [www.uknews.co.uk](http://www.uknews.co.uk)

You can also follow us on our  
social media channels

@CEMEX\_UK

CEMEX-UK

CEMEXUK



## HEALTH & SAFETY

### Revised Health & Safety Policy



Periodically we review the UK Health and Safety Policy. Following consultation with the Statutory Directors of Cemex UK Operations Limited, the latest update is in the link below.

On this occasion the changes are limited to:

- Updated branding.
- Reference in the Management of Occupational Road Risk Section to the requirement to meet minimum eyesight standards, driver wellbeing and vehicle cleanliness.
- One or two very minor amendments to improve some wording.

**Managers:** It would be appreciated if you could ask your teams to ensure the latest revision of the Policy is brought to the attention of all employees, with the one-page Policy Statement on page 1 also being displayed on appropriate noticeboards.

The Policy has been updated in the UK Health & Safety Sharepoint site, link: [Cemex UK Health and Safety Policy March 2024.pdf](#)



## CUSTOMER CENTRICITY

### Spotlight On... Commercial Development Team



Going forward we plan to shine the spotlight on teams/projects/events to share the aspirational work that our Cemex colleagues are doing behind the scenes to drive the success of our UK business forward in 2024.

We are kicking off this new **Spotlight On...** series with the **Commercial Development team**.

The Commercial Development team sits within Lex Russell's UK Materials business and is headed up by Mark Owen, National Commercial Development Manager. The team are responsible for managing national key accounts and major projects. Along with Mark, members of the team include Rebecca Hume - Bid Coordinator; David Ion - Submissions Manager; Amy Kennedy - Commercial Development Manager, and Nigel Tozer - Commercial Development Manager.

Day to day the team manage two main areas of the business: Key Account Management and Major Projects. Let's dig a little deeper:



**Key Account Management:** The team look after all tier one contractors with their focus on growing the turnover or opportunities with those customers, and by having a consistent approach - being “the face” of Cemex. Every aspect of the relationship is managed across multiple stakeholders from both the customer and Cemex (as one Cemex).

**Major Projects:** The team will manage any project that requires something a little different to business as usual. This might be just a big project requiring a lot of volume and needs something to differentiate Cemex, or it could be a slightly more complex multiple product solution involving complex operations such as the opening of a borrow pits for Aggregate, building a dedicated concrete plant to service a project or developing an opportunity to restore and reclaim used quarries or pits for future use.

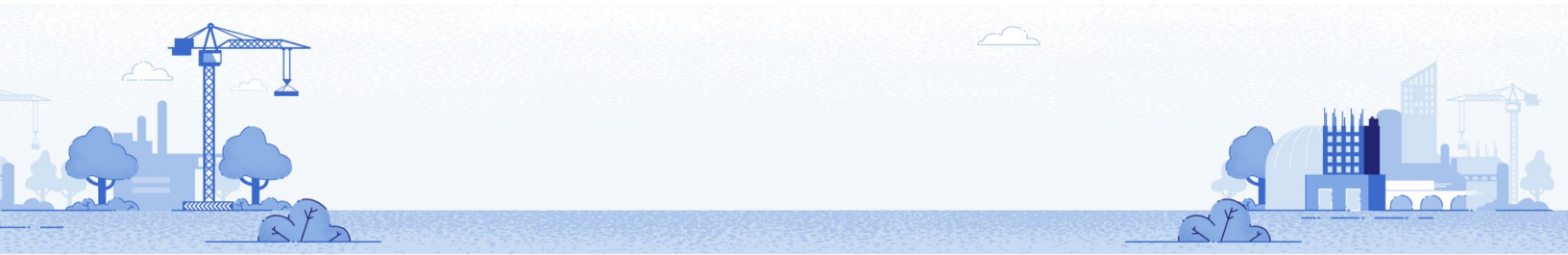
The value of Mark's dedicated team means that early involvement with both the client and the contractor can best identify the needs of the project and match those with the Cemex capability and/or assets, benefitting both Cemex and our customers.

Within the Commercial Development team includes the **Submissions team**. They work behind the scenes supporting the development of all the required documents and statutory compliance administration. This allows the wider team to tender with the tier one contractors, along with managing all Cemex's accreditations, such as Constructionline and Achillies. Management of trading agreements and reporting on Key Performance Indicators both internally and externally is a key role of the team. They also build bespoke bids when tendering for the supply of goods or services to a major project such as HS2.

### **Turnover / Contribution factor**

The team play a significant part in the success of the UK Materials business. In 2023, the team's Key Account / Tier One Contractors contributed £62.7m or 10.8 % of Materials UK turnover. The key Major Project, HS2 contributed £18.4m or 3.1 % of materials UK turnover which is significant for a single project.

If you would like to a feature about your team/project or event then please get in touch [here](#).



## First i-Con Customer Supply

Last week Cemex UK launched our latest digital solution i-Con, for intelligent concrete monitoring – check out the full article [here](#).

Coinciding with our launch, we were delighted to make our first customer delivery to Blanchard Wells at their building site near Reading, along with their Readymix Concrete supply.



Our customer was able to receive wireless, real-time visibility over the strength and temperature of their concrete during the curing process, enabling them to make dynamic, smarter and more accurate decisions.

Their Readymix Concrete and i-Con sensors were delivered to site, accompanied by our specialist LabExperts team who provided training, calibration and determination of maturity information, plus all the associated technical support our customer required.

**Please contact Mike Higgins if you need any further information about i-Con. You can also find out more information about i-Con on our Cemex UK website here: [www.cemex.co.uk/i-con](http://www.cemex.co.uk/i-con)**



## FUTURE IN ACTION

### Latest UK Environmental Briefing – Civil Sanctions

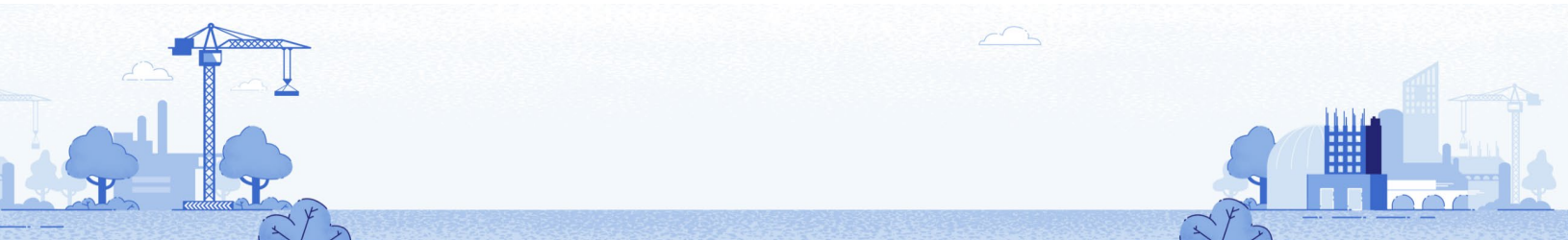
The latest Environmental Briefing is about recent changes to the civil sanction powers that the Environment Agency and Natural England can utilise as an easier option than criminal enforcement when an environmental offence has been committed. In summary, the variable monetary penalty cap (VMP) of £250,000 has been removed and VMPs can now be imposed for breaches of many types of environmental permit.



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

You can find the Environmental Briefing document at the end of this document and on the UK News download page: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

If you have any questions, please contact a member of the Sustainability team. We would appreciate it if you can distribute further as you feel relevant.





## Supporting Local School's Careers Week

Last week was National Careers Week and we took it as an opportunity to highlight some career pathways at Harris Church of England in Rugby. Andy Richmond, UK Communications Manager, went to talk to some Year 8 students about his career in Communications. Andy explained:

“Last week I was delighted (and a touch nervous!) to go back to school and visit Harris Church of England Academy in Rugby to deliver a talk to students as part of their careers week.



I spoke about my own career journey from my school days through to my current position at Cemex and the many different communications-related subject areas from marketing, PR, social media, brand and design in order to give a wider understanding of how these areas differ but also how they work together to help enhance an organisation's brand, manage its reputation and articulate how it tells its story to the outside world.

I explained how I struggled with maths and just about any numbers-based subject when I was in school but enjoyed English and any subject where I was encouraged to either write, or where I was able to communicate verbally through collaboration and group exercises or reading aloud.

Whilst I enjoyed all English-related subjects at school, a career in communications was never on my radar until I entered the world of work. This was mainly as I was unaware of the role that a communications team would perform and therefore unable to make the link between the school subjects I enjoyed and how these could lead to a potential career.

It is for this reason that I was keen to take up this opportunity when approached by the school, in order to give something back and tell my story in the hope that it may act to inspire and create a wider awareness around the communications profession.”

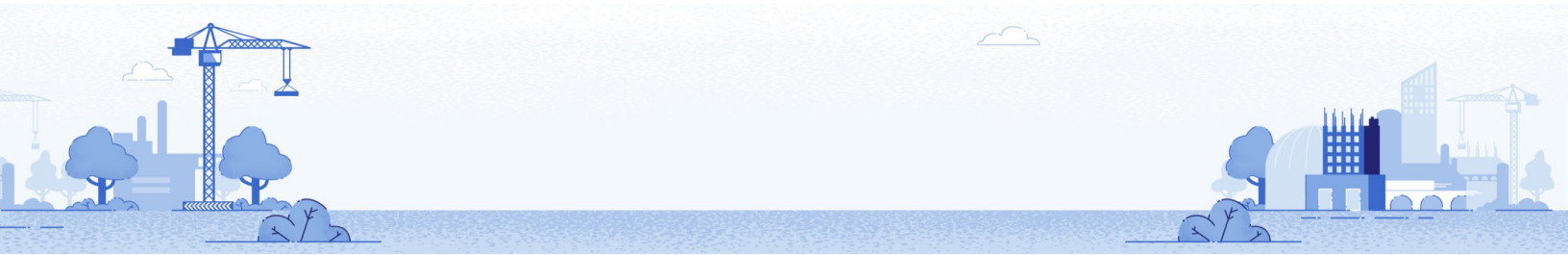
## Dan Carden MP Appointed Prime Minister's Trade Envoy to Mexico



Cemex UK's Public Affairs recently attended a reception to honour Dan Carden MP's appointment as the Prime Minister's Trade Envoy to Mexico.

Mr Carden's appointment comes at a vital time, with the UK and Mexico currently negotiating a historic free trade agreement, marking ever closer economic ties between the two nations. As the biggest Mexican investor in the UK, Cemex welcomes Mr Carden's appointment and feel that he is the perfect person to take on this role.

The Mexican Ambassador to the UK, Josefa Gonzalez Blanco described Mr Carden's appointment, saying it will, “enhance trade and investment opportunities between our countries”.



And that she is, “filled with optimism, foreseeing promising results that will further strengthen our trade partnership with the UK”.

We look forward to working with him and supporting him as best we can in his role going forward.

(Photo - Mr Carden with Martin Casey, Director Public Affairs, Communications & Social Impact).

## Leon's Great Tommy Sleep Out Challenge

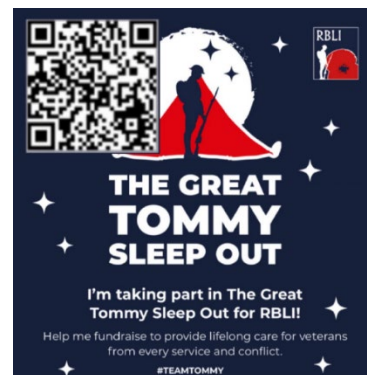
Leon Richards, a haulier for BMD Distribution, was diagnosed with PTSD in 2013 after deployment to Afghanistan. Leaving the army, he embarked on a new challenge in the haulage industry to when he joined BMD Distribution.

BMD Distribution were awarded the Clay contract at Rugby Cement plant in 2019, when Leon was promoted to the Driver Supervisor of the fleet.

Leon decided he wanted to be able to promote PTSD awareness by telling his story using his truck. He started attending charity truck shows to raise awareness and raise money for such worthy causes.

Leon regularly raises awareness and donations for worthy causes, and he will be raising money for the Royal British Legion Industries by swapping his bed for a sleeping bag to raise vital funds and awareness for over 6,000 veterans who are experiencing homelessness in the UK right now.

If you would like to support Leon, click the QR code in the image and follow the links to the RBLI Facebook page. Thank you.



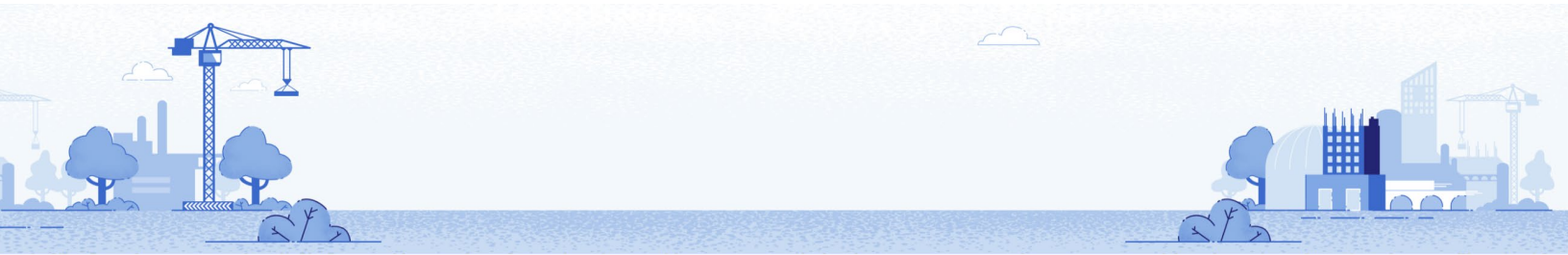
## PROFITABILITY

### Evolving Your Innovation Ideas

In September 2023, four Smart Innovation Challenge workshops were held in the UK, with 80 people from across our Cemex UK Materials business. During the workshops colleagues worked in groups and took part in various innovation games and activities to generate innovation ideas to solve real life business problems. Overall, 16 innovation ideas were generated and these were each pitched in the 'Shark Tank' to members of the UK Leadership team, who provided initial feedback on all proposals.



The pitches were videoed, and a summary of each idea shared with the West Europe Materials (WEM) Innovation Steering team who then scored each proposal against four criteria (scalability, feasibility,



desirability, and viability) to identify which projects to take forwards. Of these, seven ideas were rejected on grounds of feasibility or duplication with current projects/processes. The remaining nine ideas were taken forward for further review and of those, seven ideas were sent for subject matter expert review and two ideas were put straight through for inclusion in the West Europe Portfolio for further development. Within the seven ideas sent for further review, some will be wrapped up within existing ongoing projects, whilst others will be collated as part of a wider P&IT development assessment.

The two ideas which were put straight through to the Innovation portfolio to be scoped and developed were 'AI for concrete mix designs' and 'Carbon Capture Materials'. Project Managers have been assigned to both of these projects and they will be developed in 2024.

Off the back of the success of the UK workshops, Smart Innovation Challenge workshops have now been successfully run in France and Spain, following the same process as the UK. In France, 15 ideas were generated, of which three ideas have been put forward to the WEM project portfolio for development in 2024 and eighteen ideas were generated in Spain and the team are in the process of finalising the assessment.

The focus is now on the development of the ideas in our portfolio and we'll review the potential to run further 'How to Innovate' sessions later in 2024.

## **Cemex Achieves S&P Investment Grade Rating**



### **A Message from CEO, Fernando González.....**

Today, Standard & Poor's (S&P) upgraded Cemex's credit rating to Investment Grade level, a very important financial milestone for our company.

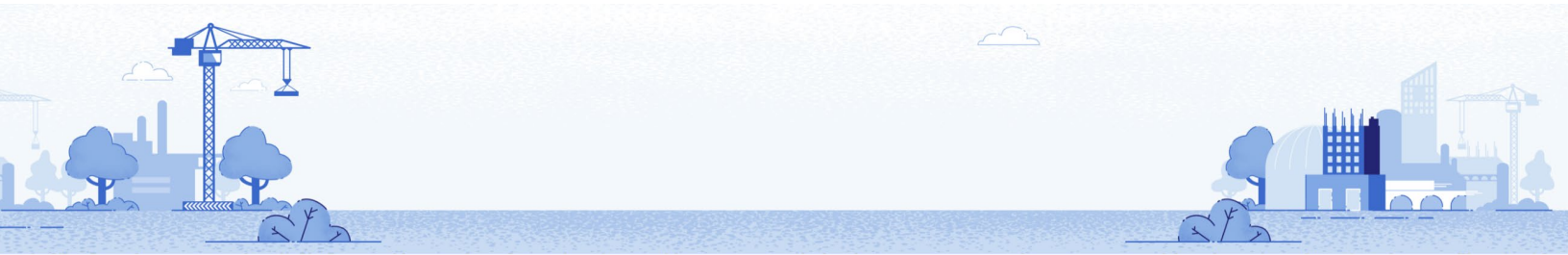
This upgrade is a result of our strong financial and operating performance, deleveraging strategy, and flexible capital allocation. Also, S&P anticipates that Cemex will deliver steady results in the next two years, driven by positive momentum in construction activity in our key markets, among other factors.

While we had record results last year, this rating is a recognition of the successful execution of our medium-term strategy and consistent performance over several years, all of which we achieved through your hard work and dedication.

I thank you all for helping Cemex achieve one of our strategic objectives.

I am proud to be part of Cemex.

Fernando







## EMPLOYEES

### Women's Health & Wellbeing

Our new Wellbeing focus for March and April is 'Women's Health & Wellbeing' and we have launched this new campaign with two new webinars in April.

#### Menopause Webinar

Menopause can be an incredibly difficult time for those experiencing it, putting great burden on both physical and mental health. This webinar looks at the effects menopause has on physical and mental health, as well as the best way that people experiencing menopause can support themselves. The session also looks at how those who aren't experiencing menopause (or won't) can offer support to family, friends and colleagues.

Menopause: 17<sup>th</sup> April 10am

Click here to register: <https://wellbeingbooking.co.uk/events/FIB7U2>

#### Women's Health Webinar

Many aspects of women's health can be overlooked, which is why awareness is so important. This webinar offers helpful tips and awareness around various aspects of women's health, including:

- Prevalent cancers and screening services.
- Self-examination, signs, symptoms and early detection.
- Mental health, including post-natal depression.
- Menopause.
- Risks around diabetes, high blood pressure and heart disease.
- Plus much more.

Women's Health Webinar: 23<sup>rd</sup> April 2pm

Click here to register: <https://wellbeingbooking.co.uk/events/KYELBY>

### Women's Health Webinars

#### Menopause Webinar

17th April 2024  
10:00 – 11:00am



#### Women's Health Webinar

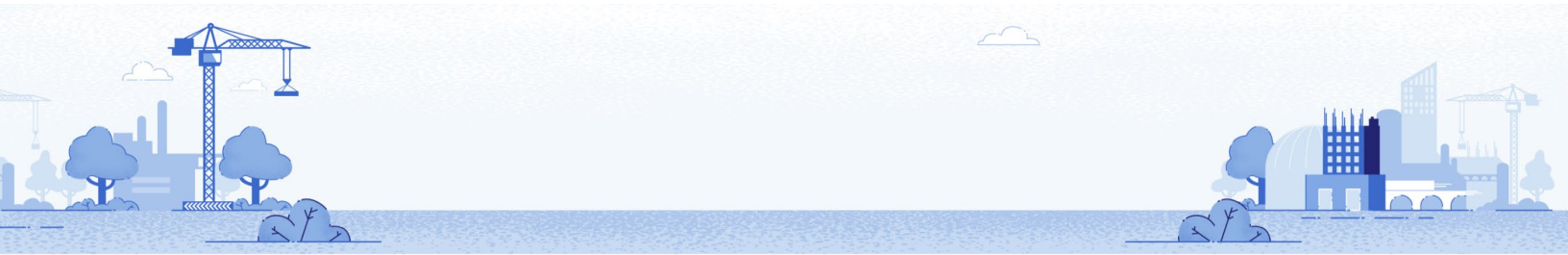
23rd April 2024  
14:00 – 15:00pm



#### Further Resources

You can find lots of resources on our UK News Women's Health download page [HERE](#). Please these on your workplace notice boards and wellbeing notice boards.

- [Women's Health Resources 2024](#)
- [Women's health webinars](#)
- [Women's Health Webinar - Apr 24](#)
- [Menopause Webinar - Apr 24](#)
- [Menopause Myths poster](#)
- [Women's Health Materials Flyer](#)
- [Information Sheet about the Menopause](#)
- [Women's health fact sheet](#)
- [Menopause poster](#)



## Celebrating International Women's Health



Across Cemex, colleagues celebrated International Women's last Friday 8<sup>th</sup> March.

This year, the campaign theme was **Inspire Inclusion**, emphasising the importance of diversity and empowerment in all aspects of society. It calls for action to break down barriers, challenge stereotypes, and create environments where all women are valued and respected.

At Cemex UK we are proud to be attracting more women to our business, at different levels and to a wider range of jobs.

On the day colleagues across Cemex UK celebrated International Women's day in various ways:

### Vicky inspires a younger generation

Vicky Harrison, Assistant Quarry Manager at Halkyn quarry, visited Roots and Wings Day Care in Holywell to celebrate International Women's Day. She engaged with a group of 3 to 4-year-olds known as The Mighty Trees, discussing her role in the quarrying industry.

During her visit, Vicky introduced the children to the concept of fossils, capturing their imagination with stories of dinosaurs relating to age of Halkyn's limestone deposit. This engaging topic served as a gateway to highlight the importance of safety in quarrying, where the children learned why wearing high-visibility jackets and hard hats is essential.

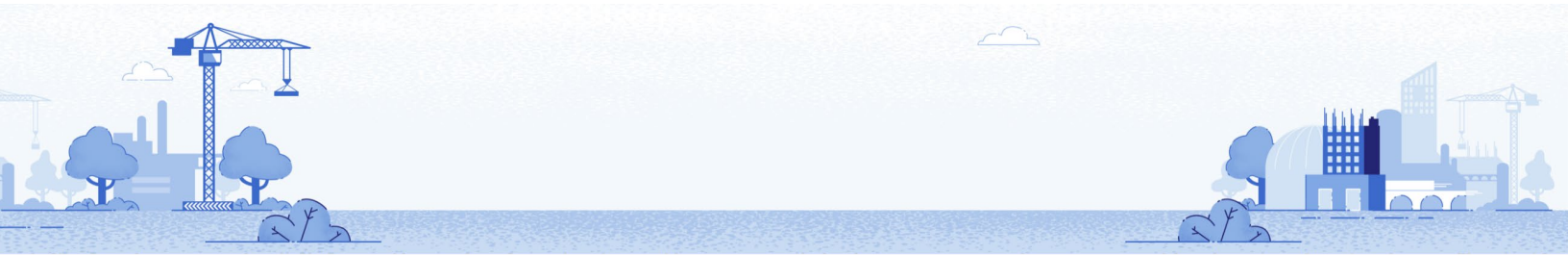


Moreover, Vicky shared an empowering message, emphasising that regardless of gender, everyone has the potential to achieve their dreams. Her visit aimed to inspire the young attendees to believe in themselves and understand that their aspirations are attainable. Through her presentation, Vicky not only educated the children about her profession and safety but also encouraged them to envision a future where they can pursue any career path they desire. Well done Vicky!

### Head Office activities

At our head office in Binley colleagues celebrated International Women's Day by coming together and striking the #InspireInclusion pose.

There were lots of themed giveaways and cakes to celebrate too.





## Quiz Winners!!

We were delighted that so many of you took part in our International Women's Day quiz – we had almost 150 entries!

Congratulations and well done to our two winners!

- **1st prize, winning £50 Amazon voucher – Maninder Bains, Hr Business Partner**
- **2nd prize, winning £25 Amazon voucher – Lee Wearing, Health And Safety Adviser**

## Have You Booked Your Place Yet?



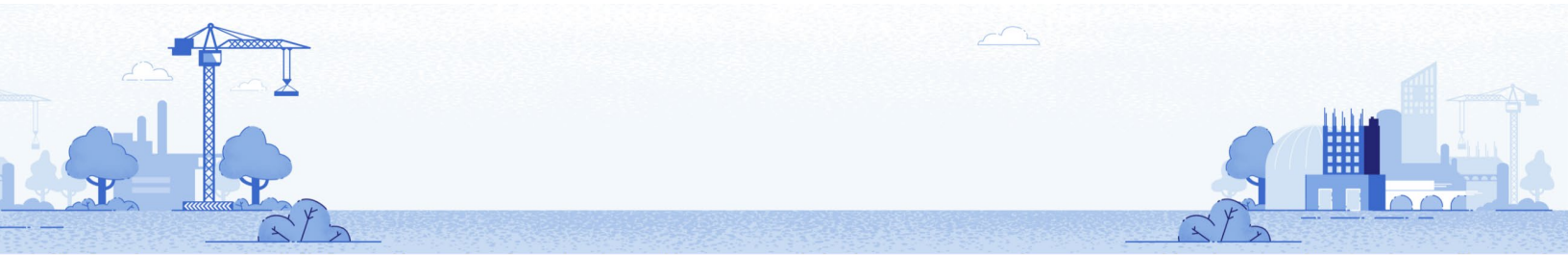
**WITH LEX RUSSELL**

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, Coventry, on 19<sup>th</sup> 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 (see table below). Please share with your teams but be aware that 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	<b>Coventry</b> 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	<b>Oldbury</b> Oldbury Readymix Plant, Wolverhampton Road, Birmingham, Oldbury, B69 4RJ	Rob Sims
Thurs 21st March 10:00-12:00	<b>Wick</b> Cemex Floors, London Road, Wick, Bristol, BS30 5SJ	Rob Sims
Fri 22nd March 10:00 - 12:00	<b>Luton</b> Luton Concrete Plant, Selbourne Road, Luton LU4 8LS	Nick Vivian
Fri 22nd March 13:30 – 15:30	<b>Hatfield</b> Hatfield Quarry, Oaklands Lane, Smallford, Hatfield, AL4 0HT	Nick Vivian
Mon 25th March 1. 10:30 – 12:30 2. 13:00 – 15:00	<b>Sheffield</b> Cemex Sheffield Concrete Plant, Stevenson Rd, Attercliffe, Sheffield S9 3XG	John Parker
Tues 26th March 10:30-12:30	<b>London</b> The Alma, 499 Old York Road, Wandsworth, London, SW18 1TF	Nigel Bateman
Wed 27th March 10:00 – 12:00	<b>Marine &amp; South Coast</b> Southampton Football Stadium, Southampton SO15 4FP	Robbie Zsigo
Thurs 28th March 1. 09:30 – 11:30 2. 13:00 – 15:00	<b>North West</b> 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	Tina Baxter



## 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 11th March 2024](#) – click for QR codes to register**

### **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](#)

**[w/c 18th March 2024](#) – click for QR codes to register**

### **Neurodiversity Celebration Week**

Monday 18th March – @12pm

This webinar is a light touch session on neurodiversity and the benefits of having diversity in the workplace.

To register click [here](#)

For more details click [here](#).

### **How Care first can support you**

Wednesday 20th March – @12pm

To register click [here](#)

For more details click [here](#).

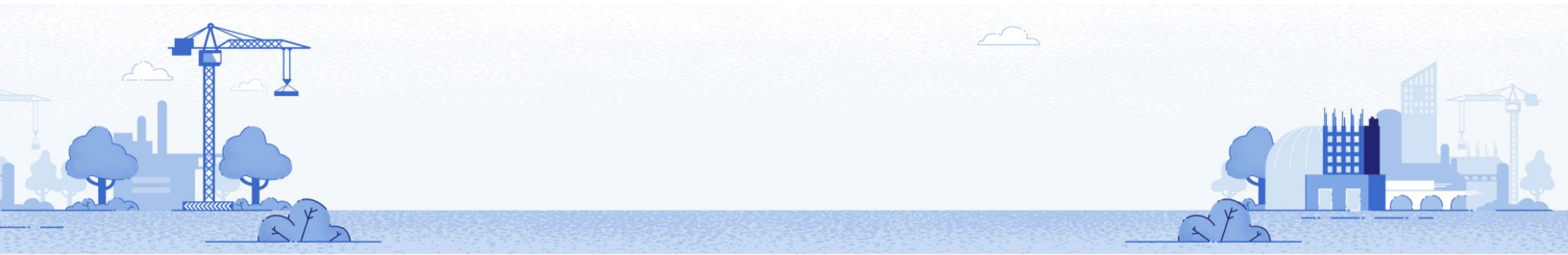
### **Practical Information and Advice through Care first**

Friday 22nd March – @12pm

This webinar provides detail about who our Information Specialists are and their role as part of your EAP service.

To register click [here](#)

Care first  
Lifestyle Support  
SEMINARS



For more details click [here](#).  
w/c [25th March 2024](#) – click for QR codes to register

### Care first Critical Incident Support

This webinar provides details of the support Care first can offer that might be relevant following a traumatic incident in the work place.

Monday 25th March - @12pm

To register click [here](#)

For more details click [here](#)

### How Care first can support you

Wednesday 27th 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](#)

For more details click [here](#).

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

### Happy Ramadan to all those Celebrating



At Cemex, we aim to celebrate diversity, equity and inclusion. We want all of our employees to be able to bring their true selves to work and we recognise the part that faith and religion play in the lives of so many.

Our objective is to be respectful to the beliefs of all individuals, including those without a faith. We want to create a wider awareness and understanding of all faiths and religious beliefs in order to become a truly inclusive employer.

Ramadan is the ninth month of the Islamic calendar, observed by Muslims worldwide as a month of fasting, prayer, reflection, and community. Fasting is described as an act of worship that teaches self-control and reinforces one's faith.

Most Muslims fast between dawn and sunset however, children, pregnant women, elderly people and those who are ill or travelling don't have to fast. During Ramadan, it is common to have one meal (known as the suhoor), just before sunrise and another (known as the iftar), directly after sunset.

The end of Ramadan is marked by a big celebration called 'Eid al-Fitr' (the Festival of the Breaking of the Fast).





We've created some links to a variety of Ramadan related topics: from decorations and music to activities for the kids and educational resources. We hope there's something for everyone whether you're celebrating Ramadan or just want to learn a little more.

### In the home

Decorations: <https://www.housebeautiful.com/shopping/g46463061/ramadan-decoration-ideas/>

Music: <https://newsroom.spotify.com/2019-05-09/5-ramadan-inspired-playlists-to-stream-this-month/>

### Healthy Ramadan

<https://www.heartuk.org.uk/news/latest/post/150-ramadan>

### Ramadan in the Workplace

<https://www.bbc.co.uk/bitesize/articles/zrpbt39>

### Fun for the kids

<https://intheplayroom.co.uk/ramadan-activities-for-children/>

### Learn more about Ramadan

<https://www.bbc.co.uk/bitesize/articles/zhx98hv>

<https://kids.nationalgeographic.com/history/article/ramadan>

## Digital Forward: Tech-driven Value

At Cemex, we're taking a big step forward in our digital journey with the launch of **Digital Forward**.

During last week's Open Dialogue, our CEO, Fernando González, and Luis Hernández, EVP of Digital and Organisational Development, shared the evolution of Cemex's digital strategy, which builds on the success of our commercial model and expands the reach of digital across our entire value chain.

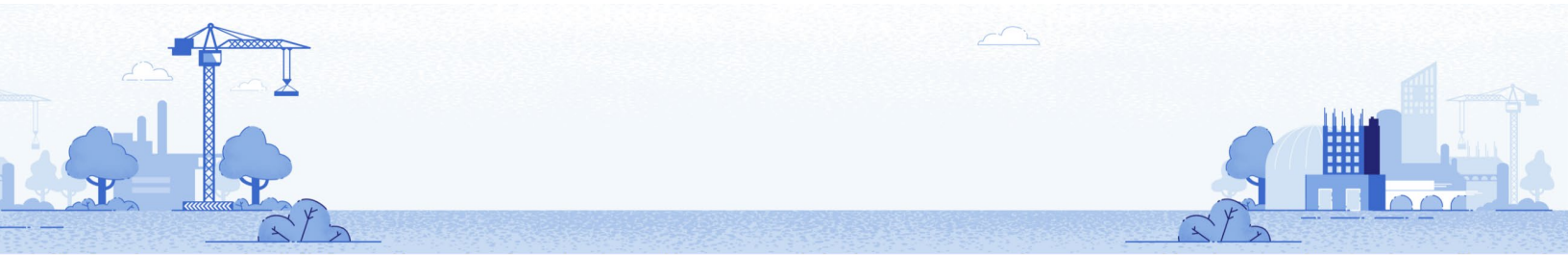


**Digital Forward** leverages digital technologies to evolve business processes, provide a superior customer experience, and increase business value for Cemex. Through Artificial Intelligence, Cloud, Data, and other emerging technologies that help the company work smarter and more efficiently, Cemex is innovating and strengthening how we deliver a Superior Customer Experience.

**Action Required:** Be sure to complete the new [Digital Forward Essentials](#) within Cemex University's Digital Academy. This course is currently available in English and Spanish, with more languages coming soon, and takes about 90 minutes to complete.

It's essential that everyone at Cemex understands our company's digital strategy, how we can better leverage digital technologies, and help build a digital culture at Cemex.

In case you missed it, here's the replay of last week's Open Dialogue on Digital Strategy – click [HERE](#).



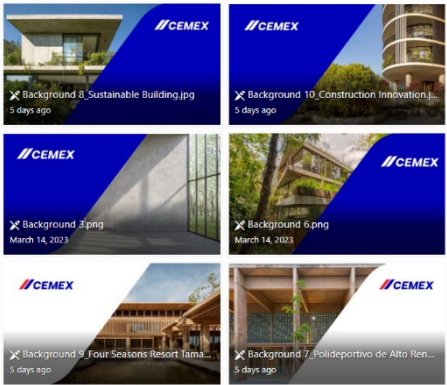
## New Teams Backgrounds

You can now find a new selection of Teams backgrounds on our Brand Centre.

Images are taken from the 2023 Cemex Building Awards winners.

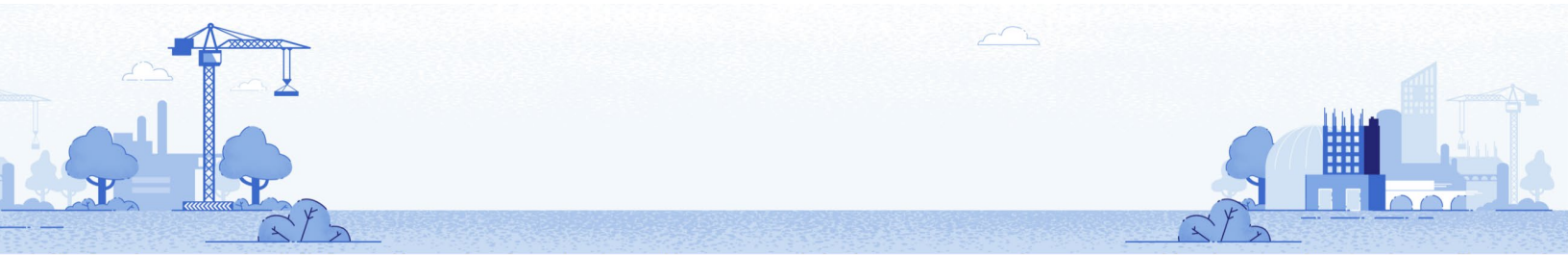
Download your favourite and add it to your Teams today!

Click [HERE](#) to access them all.



## Internal Vacancies

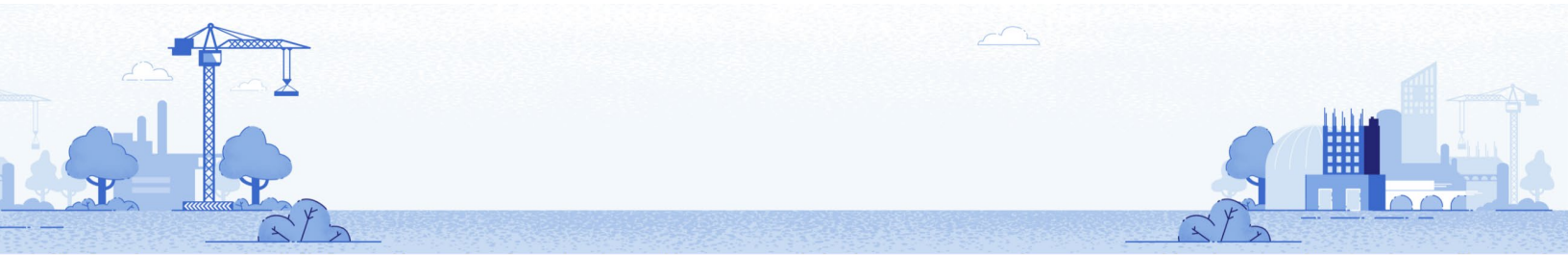
IVC Ref	Position	Company	Location	Closing date
41-03-2024	Relief Plant Manager	Materials - Readymix	North East/Yorkshire	21/03/2024
42-03-2024	Plant Manager	Materials - Readymix	Eastbourne	22/03/2024
43-03-2024	Operative	Urbanisation Solutions – Building Products	Wick	22/03/2024
44-03-2024	Operator/ Maintainer	Cement Operations	Rugby Cement Plant	25/03/2024
45-03-2024	Plant Manager	Materials - Readymix	Stafford (Stoke)	26/03/2024
46-03-2024	Weighbridge Operative	Materials - Aggregates	Dove Holes Quarry	26/03/2024
47-03-2024	Plant Manager	Materials - Readymix	Leicester (Humberstone Lane)	27/03/2024
48-03-2024	Technician	Urbanisation Solutions – Building Products	Rochester	27/03/2024



49-03-2024	Weighbridge Operative	Urbanisation Solutions - Asphalt	Bletchley	27/03/2024
50-03-2024	Estimator	Urbanisation Solutions – Building Products	Wick	27/03/2024

### **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](mailto:gb-communicationsandpublicaffairs@com)  
If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.







# ENVIRONMENTAL BRIEFING

## Civil Sanctions – changes to variable monetary penalties

### Summary

Environmental regulators including the Environment Agency (EA) and Natural England are empowered to use various options when an environmental offence has been committed. These range from advice and operational restrictions to various civil sanctions, including monetary penalties, through to criminal prosecution. For regulators, it is easier and cheaper to pursue offending companies through the civil sanctions route and recent changes to rules for variable monetary penalties (VMPs) means that more offences can be dealt with this way and the penalties can be significantly higher.



Prior to December 2023, VMPs were capped at £250,000 for environmental breaches. This cap has now been removed and the scope of offenses covered expanded to include breaches of the Environmental Permitting (England and Wales) Regulations 2016. This means that penalties are now unlimited and will be determined using the same guidelines used in criminal cases but VMPs can be imposed directly by the regulators rather than through the court process. Until now, VMPs have been issued relatively infrequently and have tended to be modest but this is expected to change with the removal of the limit and the increase in the scope.

The EA now has broader authority to hold various industries accountable using VMPs for environmental harm, including breaches to many environmental permits. Penalties will be proportional to the company's size and the offense committed. VMPs also require a lower evidential burden, although the regulator must still be satisfied 'beyond reasonable doubt' that an offence has been committed and there is also a right of appeal. The changes are aimed primarily at tackling offending water companies, however the new regime will affect all holders of environmental permits.

### Key Points

- The removal of the VMP limit has improved the capacity of regulators to take enforcement action against companies and individuals who have committed environmental offences.
- Penalties are now unlimited and cover many environmental permits held by Cemex so we must focus more than ever on environmental compliance.
- Operators of permitted sites must ensure that the conditions of all permits are clearly understood by relevant personnel through appropriate training. Compliance and monitoring must be paramount.
- Special attention should be paid to high-risk activities such as water discharges and the storage and disposal of waste.
- Any interaction with a regulator should be treated seriously. Advice must be sought where the EA investigates incidents where there appears to have been breaches of environmental regulations.

# Women's Health Webinars

## Menopause Webinar

**17th April 2024  
10:00 – 11:00am**

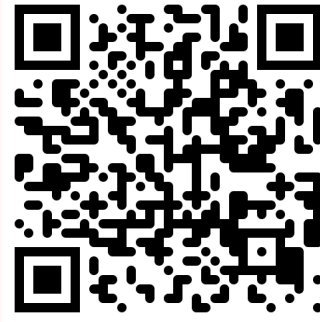


This webinar looks at the effects menopause has on physical and mental health, as well as the best way that people experiencing menopause can support themselves.

The session also looks at how those who aren't experiencing menopause (or won't) can offer support to family, friends and colleagues.

## Women's Health Webinar

**23rd April 2024  
14:00 – 15:00pm**



Many aspects of women's health can be overlooked, which is why awareness is so important. This webinar offers helpful tips and awareness around various aspects of women's health, including:

- Prevalent cancers and screening services.
- Self-examination, signs, symptoms and early detection.
- Mental health, including post-natal depression.
- Menopause.
- Risks around diabetes, high blood pressure and heart disease.
- Plus much more.