



CEMEX UK NEWS



Welcome to UK News 19th April 2024
your weekly update from around Cemex UK

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 CEMEX-UK

 CEMEXUK



HEALTH & SAFETY

Latest Safety Alert



Since the latter part of 2023 we have seen a gradual rise in the frequency of our more serious injuries across the UK, which is causing increasing concern.

While it was fortunate there were no injuries in the latest two Safety Alerts, they are a clear illustration of how our behaviours can put our safety at risk.

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

Undoubtedly everyone is aware of the need to **STOP & THINK** (Take 5) before starting a new task, and to follow our **Safety Essentials**, including the number 1 Essential, **Look after Yourself, Look after Each Other**.

When reviewing these Alerts with your teams you may want to ask what more we need to do to ensure everyone puts their health and safety first, always, and whether they would have Stepped In to keep their colleagues safe.

Thanks go to the local operations for sharing these Alerts and giving us the opportunity to reflect on how our personal behaviours influence our safety.

Please display the Alerts on relevant notice boards.

LOOK AFTER YOURSELF AND EACH OTHER.

Health and safety information and resources can be found at the following location

<https://cemex.sharepoint.com/sites/UKHealthandSafety/SitePages/Safety-Alerts.aspx?web=1>

Safety Essential #3 – Get A Grip

In the hustle and bustle of daily life it's easy to overlook the importance of simple precautions that can prevent serious incidents. One such precaution is the practice of 'Get a Grip', our third safety essential that emphasises the significance of holding handrails on stairways and using three points of contact when entering or exiting vehicles. While these may seem like minor actions, they play a crucial role in averting falls that can result in severe injuries.

All Site Managers bear a significant responsibility in upholding the 'Get a Grip' principle within the workplace. They need to ensure that steps, handrails, and other safety features are well-maintained and in good order. Additionally, Managers must educate employees about the importance of adhering to this principle, fostering a culture of safety awareness.

However, the implementation of this safety essential doesn't rest only with the Managers. All employees share the responsibility of following the 'Get a Grip' principle diligently. This means never rushing or jumping down stairways or vehicles, regardless of the circumstances. By exercising caution in their movements, employees contribute to creating a safer environment for themselves and their colleagues.

Ultimately, the 'Get a Grip' essential reminds us that safety is everyone's concern. By prioritising simple yet effective measures like holding handrails and maintaining three points of contact, individuals can significantly reduce the risk of incidents and injuries in everyday situations.



CUSTOMER CENTRICITY

Celebrating A Positive Q1 NPS Result

The Cemex UK Q1 NPS survey closed in early April, and we are delighted to have achieved a very good overall score of NPS 64, an increase of 2 points v's Q4'23, showing a positive start to 2024 by exceeding the UK target of NPS 61.

Our NPS (Net Promoter Score) Survey is taken with a sample of external customers from each UK Business, asking for them to provide feedback on their Customer Experience at each step in their journey with us. The survey gives them the opportunity to provide feedback on what they think we do well and what they think we could improve. Our Customer Experience Committee will then review the results and identify any pain points that need further investigation and improvement initiatives.

		FULL YEAR NPS		TARGET	NPS Result	
NET PROMOTER SCORE (NPS)		2023	2024	2024	NPS SURVEY	Q1'24
		60	64	61	UK	64
		70	67	70	CEM	67
		41	47	50	BMX	47
		72	66	70	AGG	66
		59	62	60	ASPH	62
		41	56	50	D. MORTARS	56
		62	100	64	ADM	100
		83	82	70	BUILD. PROD.	82
		-	78	70	CONCR. PROD.	78
		-	63	-	RAIL	63
		74	85	70	FLOORS	85



Following the reduction in the number of NPS surveys being conducted during 2024 (4 to 2 per year), our UK focus for the Q1 survey was to increase the customer sample. Over 100% more customers were invited in Q1 from each business line with the commitment of our sales teams. Our response rate decreased in Q1 to 22%, however, the number of responses increased by more than 60%.

The majority of feedback included positive comments relating to employees, teams and services. The Delivery Experience, Communication and Product/Plant Availability remain a priority for our customers.

The next steps will be the Customer Experience Committees to review the customer feedback relating to the individual business lines and agree improvement plans to continuously improve the customer experience.

Cemex Launches Call for Building Awards 2024



What do you need to know about Cemex Building Award

The Cemex Building Award is a competition with a great tradition, organised for more than 30 years. Every year the jury awards the best building projects from around the world and the professionals who implement them. It is an initiative that promotes development, creativity and innovation in our industry, encouraging the ideas and solutions between the different construction cultures of the world.

Winners are selected in the following categories: Collective use buildings; Public spaces; Single-unit housing; Multi unit-housing; and Infrastructure. This year, we have introduced two new categories: "Concrete Creativity" and the "Sustainable Future" Special Award. The former is open to everyone, from professionals to students, while the latter aims to highlight a special project that aligns with the 17 UN Sustainable Development Goals.

This year our goal is to submit four projects from each country, to ensure that our most impactful and innovative efforts receive the recognition they deserve.

Detailed information on how to submit projects and the competition timetable can be found [here](#)

You can submit the projects from your countries until 24th May 2024.



Celebrate Together on Monday



Less than one week to go until the **EMEA SCE Awards Ceremony** on Monday 22nd April 2024, at 9.00am.

Please join us to celebrate the colleagues behind EMEA's achievements, best projects and initiatives of 2023 Superior Customer Experience Awards.

To join via Zoom please use this link:
<https://cemex.zoom.us/j/89086243731>



FUTURE IN ACTION

Take Part in the NEW Global Challenge

The next **Global Always in Action Challenge** has launched! Are you ready to take part?



Always in Action is Cemex's an Action-Focused app that enables us to adopt sustainable practices in our workplace, home and traveling. You can track the impact of your efforts and make points on different categories like CO₂, Energy, Water and Waste, with easy and day-to-day actions like taking the stairs instead of the elevator, taking shorter showers, recycling, or carpooling on your commute.

Join our Global Challenge about the Circular Economy.

Watch the video [HERE](#) to find out all about Circular Economy! And if you watch the video you can start gaining points!

You can find further details about how to download the Always in Action App, in the download section of the UK News website:

www.cemexuknews.co.uk/downloads and on spark! here:

<https://spark.cemex.com/news/226469/join-our-new-circular-economy-challenge-with-always-in-action-app>

Note: If you already have the **Always in Action** app, you will need to update it to get the new look version and to take part in this new challenge. If you are a new user please use the QR codes in the poster at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads and the app from your device's app store.

The challenge is NOW OPEN and ends on 26th April. Enjoy!



2024 EMEA Photography Competition

Launching on 22nd April to celebrate Earth Day, we are launching our second Wildlife Photography Competition, open to all EMEA employees.

Cemex actively protects and nurtures biodiversity at all sites through careful environmental management and education.

Our photography competition is to celebrate diversity of wildlife at our sites, since every organism is part of an ecosystem which needs protection for a richer, stable and resilient environment as we progress towards being Nature Positive by 2030.

From 22nd April, please submit your photos capturing images of wildlife and habitats at any Cemex site by sending an email to:

sean.cassidy@cemex.com with your contact details and a very brief description of your photos. **Maximum of three images per person, with typical resolution up to 5MB, typical of any smart phone.**

The competition is open until 20th September 2024. All photos submitted are likely to be used in our internal and external communications channels. Please see poster and rules, terms and conditions at the end of this document and on the UK News download page [HERE](#).



Jane's Marathon Run for Myton



Jane Walsh, Supply Chain Manager – Aggregates and Asphalt, was lucky enough to get a place to run in this year's London Marathon THIS SUNDAY 23rd April.

Jane will be running to raise money for Myton Hospice in Rugby.

Myton Hospices believe that everyone matters for every single moment of their life; they focus on enhancing life when cure is no longer an option. They are leaders in compassionate end of life care; their work centres on the patients and involving them in decisions about their care. Perhaps most importantly, giving people more quality time with their loved ones. Last year Myton

supported more than 1,500 people and their families, in their three hospices, via patient and family support services, and in the community through Myton at Home.

If you would like to support Jane and Myton Hospice please click here: <https://www.justgiving.com/page/jane-walsh-london-marathon>

Good luck on Sunday Jane!!





PROFITABILITY

New Extraction Site in English Channel



At the beginning of April, Cemex Marine started extraction of sand and gravel from a new dredging area in the eastern English Channel, improving our reserve portfolio and developing our Marine Strategy. The area is next to two existing extraction sites and represents an additional 1.5 million tonnes of aggregate available to Cemex annually.

The award of the Marine Licence (environmental permit) was granted following a comprehensive environmental impact assessment and consultation. Extraction was allowed to start following thorough pre-dredge environmental surveys to ensure Licence conditions are met.

Initial assessment of the material dredged from the new area indicate a good mix of sand and gravel. The new area will be an important aggregate source into London and the southeast as traditional areas become depleted of gravel.

The area will be subject to ongoing environmental monitoring.



EMPLOYEES

Latest Women's Health Webinars and Support

Women's Health Webinars

Supporting others through menopause	Women's Health Webinar
19th April 2024 12:00 - 12:30pm	23rd April 2024 14:00 - 15:00pm

Our new Wellbeing focus for March and April is 'Women's Health & Wellbeing'. To support this campaign we have been running several webinars open to both men and women.

Open to all!

- These webinars are open to both men and women. It is equally important for men to have an awareness of menopause, as most men have female family members, friends and colleagues, who might be going through the menopause. Having an understanding and awareness of how menopause can affect women, results in a more positive experience for everyone!



Please share the poster with QR codes on your workplace notice boards and Wellbeing boards – poster can be found at the end of this document and on the Women’s Health download page [here](#).

****NEW** Supporting others through the menopause**

Friday 19th April @ 12pm - 12:30pm

[Click here to register or to listen back to recording](#)

This session will be run by Care first Menopause Mentor, Suzanne.

In this webinar, we will explore ways to support individuals going through menopause and touch upon the concept of male menopause, often referred to as andropause.

Women’s Health Webinar - click [here](#) for full details

Women’s Health Webinar: 23rd April 2pm

[Click here to register: https://wellbeingbooking.co.uk/events/KYELBY](https://wellbeingbooking.co.uk/events/KYELBY)

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.

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.

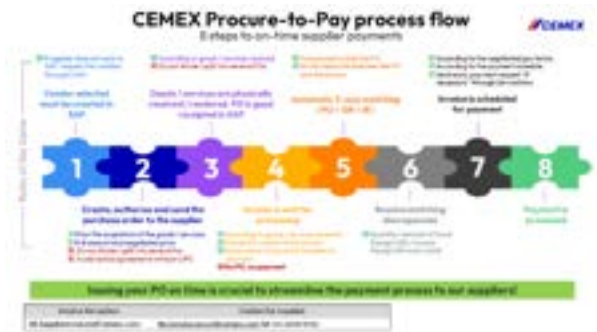
- [Women's Health Resources 2024](#)
- [Women's health webinars](#)
- [Women's Health Webinar Overview - Apr 24](#)
- [Menopause Webinar Overview - Apr 24](#)
- [Menopause Myths poster](#)
- [Women's Health Materials Flyer](#)
- [Information Sheet about the Menopause](#)
- [Women's health fact sheet](#)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



8 Steps to On-Time Supplier Payments – Steps 1-4 in Detail

This week we are sharing part 2 of the EU Accounts Payable team's communication campaign to increase our collective understanding of the payment process to our suppliers. The goal is to ensure all payments are processed on time, providing our suppliers with the best experience possible.

To accomplish this we need to have everyone in Cemex on board with the steps that must be followed to ensure on-time payments.



We are providing materials to all of you, including guidelines and other resources, to **ensure everyone is familiar with the process**. Last week we shared the 8 steps to on-time supplier payments. This week we are sharing the detail of steps 1 to 4. Please also refer to the guidance document at the end of this document and on the UK News download page [here](#).

We are counting on your support to ensure that our suppliers are paid on time!

Looking for a Career in Health & Safety?



We have an excellent new opportunity to develop a career in Health and Safety, supporting Cement Operations as a Health and Safety Technician.

In this “hands on” role you will work alongside an experienced Health and Safety Manager, helping promote leading health, safety and wellbeing standards, while receiving support and training to develop your career.

We are looking for a candidate with a passion for health and safety, good communication skills and preferably some operational experience, although not essential; support gaining formal qualifications will form part of the development programme.

This is an excellent chance to work as part of the health and safety function, supporting the team in Cement Operations while developing your career within a manufacturing / heavy engineering environment. You can find the full job description at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Closing date for applications is 3rd May 2024. For further information or a quick chat regarding the role please contact maryanmacinnes@cemex.com



Your Road to Electrification

A message from Alphabet

As electric vehicles become increasingly popular, more and more drivers are considering the options for owning an EV. However, we understand that often articles and information on EVs can be confusing or biased one way or the other.

That's why we've produced a range of articles to help keep your road to electrification clear.

Read on below to learn more about the basics of using an EV, from running costs and charging to maintenance and myth-busting.



Please click the link for the EV's guide. <https://www.alphabet.com/en-gb/ev-insight/for-drivers>

On Your Bike!

Are you considering a healthier, more sustainable way of travelling this Spring? If so, then Cemex Cycle to Work scheme may be just what you are looking for!

The scheme is now permanently open so you can apply to the scheme at any time, without the need to rush to do this within a window of time.

Details of scheme

The cycle benefit scheme is a great way to get a new bike of your choice and save as much as 42% of the usual cost!

Watch this video to find out how more about the scheme:
https://youtu.be/J_7fOwvG0os?si=Dpcd2oKHjQ6WzR5e



The scheme works by allowing you to purchase a new bike and accessories through salary sacrifice, meaning you don't pay tax on the amount you have spent, saving you up to 42% on your new cycling gear. The cost is deducted from your salary over 12 months. The maximum amount that you can spend on a bike and/or accessories is up to £3,000. This will allow those looking to purchase electric bikes to choose from a wider selection.

Our agreement is with Cycle2work from Halfords. You can choose from shopping in Halfords stores, Halfords online, Tredz.co.uk or one of over 800 independent retailers, or visit www.cycle2work.info to see your local options.



Decide what value you want to spend on your bike and safety equipment. You can choose to take between £100 and £3,000 in increments of £5. To register for the scheme please visit www.cemexlifestyle.co.uk or call 01908 303 498.

Once your application is approved then your Letter of Collection (LOC) is issued within 48 hours and you can go and collect your bike and equipment.

If you encounter any issues accessing the portal please use this link:

<https://cemex.salarydeductplatform.com/Welcome>

Some common questions

Do I have to cycle to work every day, and do I need to record when I use the bike? Simple answer is No! You can cycle all or part of a journey – to the station, to meet a colleague or client, from site to site etc. You can cycle just when it suits you – just on Fridays or in the summer months. You don't have to keep a record of when you cycle. You can use the bike for leisure purposes – pit stop at the café or pub makes it all worthwhile!

Further information and a guide to how to make an application can be found [here](#)

You can find a poster with a QR code to register at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads Please also download this poster for your noticeboards.

Latest Care First Seminars – April/May

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.

Care first
Lifestyle Support
SEMINARS

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 8th April 2024 – click for QR codes to register](#)

Supporting others through the menopause

Friday 19th April - 12pm – 12.30pm

This session will be run by Care first Menopause Mentor, Suzanne. In this webinar, we will explore ways to support individuals going through menopause and touch upon the concept of male menopause, often referred to as andropause.



[w/c 22nd April – click for QR codes to register](#)

What is short term solution focused counselling

Monday 22nd April - 12pm

This webinar provides further information on short term solution focused counselling and 'in the moment' support provided by Care first.

To register click [here](#)

For more details click [here](#).

How Care first can support you

Wednesday 24th April - 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](#).

Managing stress and pressure at work

Friday 26th April - 12pm

This webinar gives advice on how you can recognise the signs you may be stressed at work and some steps you can take to begin to control it.

To register click [here](#)

For more details click [here](#).

[w/c 29th April – click for QR codes to register](#)

Care first Management and MHFA Support

Monday 29th April - 12pm

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](#)

How Care first can support You

1st May – 2024 - 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](#)

Sun safety

Friday 3rd May - 12pm

This webinar provides viewers with an understanding of the importance of sun safety and the effect warm weather can have on both your physical and mental health.

To register click [here](#)

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



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
73-04-2024	Production Support Manager	Urbanisation Solutions – Building Products	South East	25/04/2024
74-04-2024	Production Administrator	Urbanisation Solutions – Building Products	Rochester	25/04/2024
75-04-2024	Fitter	Materials - Aggregates	Halkyn Quarry	25/04/2024
76-04-2024	Sales Representative – (Maternity cover for 12 months)	Urbanisation Solutions - Asphalt	Liverpool Docklands	25/04/2024

77-04-2024	Operative	Urbanisation Solutions – Building Products	Somercotes	29/04/2024
78-04-2024	Deputy Wharf Manager	Materials - A	Rugby Cement Plant	18/04/2024
79-04-2024	Sales Agent	Customer Experience - Materials	Binley	23/04/2024
80-04-2024	Sales Agent	Customer Experience - Materials	Binley	23/04/2024
81-04-2024	Internal Experience - Materials	Customer Experience - Materials	Binley	23/04/2024
82-04-2024	Health & Safety Technician	Health & Safety	Rugby Cement Plant	02/05/2024

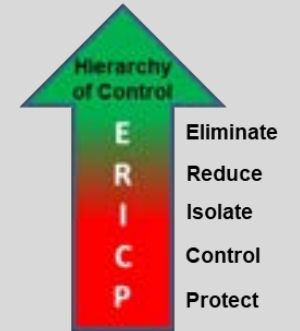
We would love to hear from you for the next edition

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.



SAFETY ALERT

HIPO - DRIVERS PUT THEMSELVES AT RISK



Look after yourself and each other

Don't let anyone act unsafely, always stop unsafe practices.

Personal Protective Equipment

Always wear the correct PPE.

Tools and Equipment

Use the right, well maintained, tools/equipment for the job. Never make do.

Safe Systems

Follow safe systems of work, site rules, signage and traffic signals.

Working At Height

Use appropriate access equipment and fall protection.



STOP THINK ACT

DETAILS OF THE INCIDENT

On a Sunday morning, two contractors were observed trying to attach new branding logos to their truck mixer. The contractors were seen using the site wheelie bin to access the truck mixer drum. The contractors were working without the correct permission, no Permit to Work had been issued and there was a significant lack of any personal protective equipment (PPE). Fortunately, a company vessel was moored on the neighbouring wharf and the crew observed the incident and STEPPED IN, with all works being stopped.

KEY FINDINGS

Look After Yourself and Each Other	STOP & THINK behaviour not used.
Safe Systems	Drivers returned to site out of production hours.
	No Permit to Work was issued and the contractors worked without supervision.
	Driver induction training completed, including Safety Essentials & MYSPACE elements.
Working at Height	Activity was not within the agreed Independent Haulage Contractor (IHC) permitted vehicle maintenance activities.
	Inappropriate access used to work at height.
Personal Protective Equipment	Drivers did not wear PPE.

HOW COULD THIS HAVE BEEN AVOIDED

- Use of **Take 5 / STOP & THINK** approach.
- Compliance with site procedures, including obtaining a Permit to Work from a company representative and the requirement for supervision.
- Follow ERIC P and Risk Assessment principles to identify the safest method of work.

KEY REVIEW POINTS

- Are IHC's aware of permitted activities, including not working on site out of hours?
- When working at height, is there a Risk Assessment, Method Statement, Permit to Work and the correct equipment incorporating adequate fall protection?
- Are all relevant rules and procedures communicated and understood?
- Do we encourage and thank people for taking the time to **STEP IN / Take 5 Together** when unsafe activities or behaviours are observed?



SAFETY ALERT

HiPo – FALL FROM HEIGHT POTENTIAL DURING CLEANING OPERATION

DETAILS OF THE INCIDENT

Following cargo discharge of a marine aggregate's dredger, an employee was detailed to washdown the hopper's forward slope with a fire hose. The employee stood on a raised hatch cover, close to an unprotected edge with a significant fall from height potential. Another employee noticed this action and stepped in, explaining the danger. The work was then completed from the well deck (same area but lower as not on the hatch), affording protection due to a ledge. The new employee had completed all familiarisation. A point of work risk assessment (TAKE 5) was not completed prior to this task, it was not considered necessary being a common job, with no apparent danger.

HOW COULD THIS HAVE BEEN AVOIDED

- By completing the task from an alternative area with sufficient edge protection in place to reduce fall from height potential, The washdown method has now been adjusted where it is now completed from the sides where a handrail guard exists, and additional handrails are left in situ.
- Periodic reviews of tasks / processes, including those considered low risk, to ensure all hazards / risks have been identified and controlled
- Avoid complacency especially during 'routine tasks'

KEY REVIEW POINT

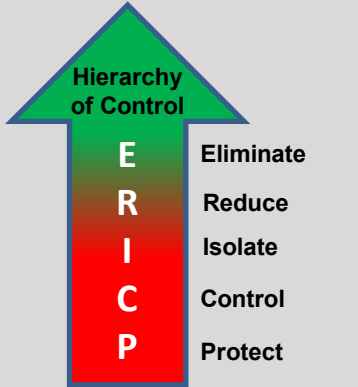
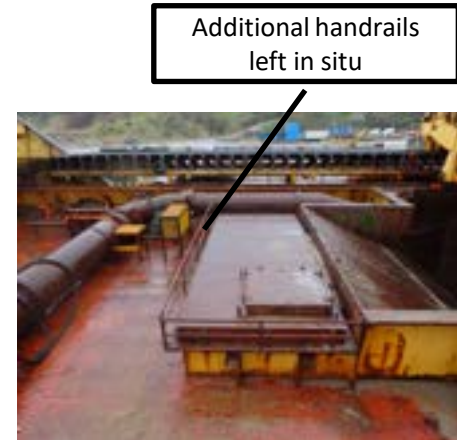
- A point of work risk assessment (TAKE-5) should have been completed prior to the task. Everyone is encouraged to revisit the TAKE-5 process, especially for routine and 'apparently' trivial tasks.

KEY FINDINGS

Safe Systems	No work instruction, Risk Assessment or safe system of work existed for the task
Risk Perception	Perception for the task was of trivial risk by employee and supervisors.
Take-5	No Point of work risk assessment/TAKE-5) had been completed prior to the task
Process	The task was considered 'routine' and had been completed on many previous occasions, this may have led to complacency regarding the associated risk



Our employee was located close to an unprotected edge



Look after yourself and each other

Don't let anyone act unsafely, always stop unsafe practices.

Tools and Equipment

Use the right, well maintained, tools/equipment for the job. Never make do.

Safe Systems

Follow safe systems of work, site rules, signage and traffic signals.

STOP THINK ACT

Join The **Circular Economy** Global Challenge!

From April 15th to 26th



How can I join and use the app?



1 **Always In Action**

Go to App Store or Google Play and download the app, in case you don't have it. You can use these QR codes for easy access.

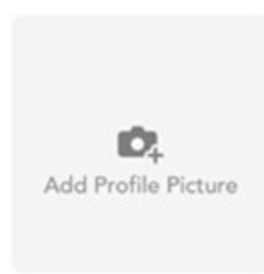
2

Create your profile

Sign in with your Cemex credentials by Single Sign-On (SSO) and create your Profile.

You will have to add a profile picture. Click on the camera, take a new photo, or choose one from your library.

Choose a Display Name and a Headline that best describes you, be original!



Display Name

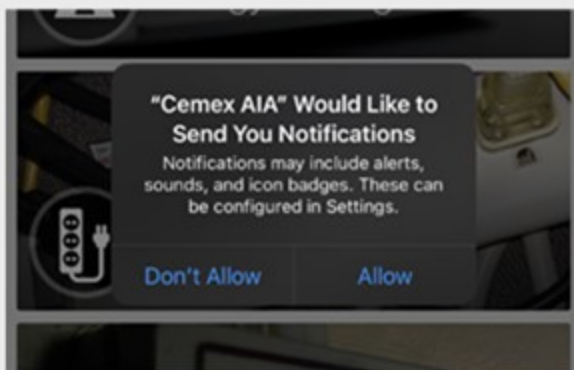
Headline

3

Finishing touches

Remember to allow the app to use your location and send notifications.

And you are set up!



Navigating Circular Economy Actions

Actions

Actionize your Values! Choose what actions to include in your challenge

Name	Description
Lunch Box	Pack your lunch in a reusable bag or container - you'll save money, packaging and the time it takes to discard it too.
Sustainability Action	Don't see a Sustainability Action you want to Log? Share what you're doing with this handy Action.
Print Double-Sided	Log this Action when you print double-sided pages (or on one side of each page). This saves most people more than 20% of their average paper output!
Reusable Mug	Whether you're in a cup or decaf every morning or if you prefer tea, you should carry a reusable mug, in terms of energy used and pounds of trash. Reusable paper cups are worse than aluminum.
Reusable Shopping Bag	Get your reusable bag! Step it in, check it out, and log this Action every time you say, "No bag, thanks!" at the store.
Re-use Warming Water	Waiting for that "just right" temperature? Capture that warming groundwater from the sink, shower or tub and use it for flushing and watering. Your toilet or garden can't tell the difference. Log it each time you use groundwater instead of fresh water for use around the house or outside.
Reusable Water Bottle	Many brands of bottled water are really just tap water - at 2,000 times the cost. Log this every time you refill your reusable bottle.
Recycled Printer Paper	Can you tell the difference between non-recycled and recycled printer paper? Today's papers are engineered for use in to speed copiers and printers. It's a pack of 20% recycled, some white paper, 100% Recycled.

Identify Circular Economy Challenge Actions!

Each one is a unique activity that helps the planet.

Tap the action to explore and learn how can you act.

Identify deadline to participate.

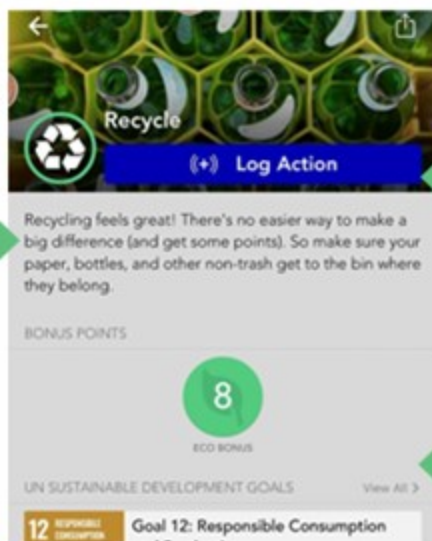
Remember that your point and actions will only count during these days, don't forget to register daily actions!



Choose an Action

Once you choose an Action, you can Buzz it when you do it in real life.

Each Action gives you points!



PRO TIP!

If you upload a photo, more points will be awarded!

Bonus

Each Action can also give you an Eco bonus or Wallet bonus.

There are other features like:



Activity

You can share posts & photos inside the App and your social media.

Get inspired with best practices & habits of your colleagues.



Challenges

You can participate in Challenges and see the top performers on your leaderboard.

Check the leaderboard to see who has the highest score and will receive eco-prizes.



Notifications

You'll get notified when you get a new follower request, challenge, or message!



Profile

Where you can check your stats!

And most importantly, where you can check on the **total impact of your actions**.

Let's all be Always in Action.

We all win when we take care of our planet.

Join The **Action!**
Be the **change** for
a better future



EMEA
CEMEX
4YOU
Our
experience

Take part in our Global Challenge



Download on the
App Store



GET IT ON
Google Play



Here by design there is no waste

Join our
**Circular
Economy**
Global Challenge
from
April 15th – 26th
in the **Always in
Action app**



Our goal for 2030

Process &
transform +40
million tons of
waste



Be part of FiA pillar
through actions of
circular economy

Learn more
Scan here!!

 **CEMEX**

Join The **Circular Economy** Global Challenge!

From April 15th to 26th



How can I join and use the app?



1 **Always In Action**

Go to App Store or Google Play and download the app, in case you don't have it. You can use these QR codes for easy access.

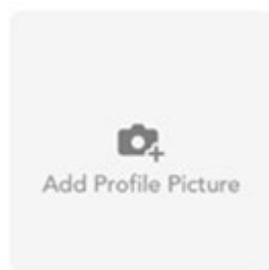
2

Create your profile

Sign in with your Cemex credentials by Single Sign-On (SSO) and create your Profile.

You will have to add a profile picture. Click on the camera, take a new photo, or choose one from your library.

Choose a Display Name and a Headline that best describes you, be original!



Display Name

Headline

3

"Cemex AIA" Would Like to Send You Notifications

Notifications may include alerts, sounds, and icon badges. These can be configured in Settings.

Don't Allow

Allow

Finishing touches

Remember to allow the app to use your location and send notifications.

And you are set up!

Navigating Circular Economy Actions

Actions

Activate your Wallet & Choose what actions to include in your challenge.



Identify Circular Economy Challenge Actions!

Each one is a unique activity that helps the planet.

Tap the action to explore and learn how can you act.

Identify deadline to participate.

Remember that your point and actions will only count during these days, don't forget to register daily actions!



Choose an Action

Once you choose an Action, you can Buzz it when you do it in real life.

Each Action gives you points!



Recycling feels great! There's no easier way to make a big difference (and get some points). So make sure your paper, bottles, and other non-trash get to the bin where they belong.

PRO TIP!

If you upload a photo, more points will be awarded!

Bonus

Each Action can also give you an Eco bonus or Wallet bonus.

There are other features like:



Activity

You can share posts & photos inside the App and your social media.

Get inspired with best practices & habits of your colleagues.



Challenges

You can participate in Challenges and see the top performers on your leaderboard.

Check the leaderboard to see who has the highest score and will receive eco-prizes.



Notifications

You'll get notified when you get a new follower request, challenge, or message!



Profile

Where you can check your stats!

And most importantly, where you can check on the **total impact of your actions**.

Let's all be Always in Action.

We all win when we take care of our planet.



Photo competition

- Celebrating Nature at Cemex EMEA sites



On 22 April we celebrate Earth Day.

It is a great opportunity to look at the nature around us and appreciate its richness.

The natural world knows no boundaries. Living organisms can be found everywhere, even where we least expect them and Cemex plants are no exception in this respect.

Look around you - you are bound to see many organisms belonging to the world of flora and fauna in your workplaces. Each of them contributes to unique ecosystems, making our natural environment more diverse. At Cemex, we understand that such an abundance of living organisms is of great value, which is why we continuously improve our environmental management and biodiversity standards, carry out educational activities, thus actively supporting biodiversity at our sites.

We encourage you to capture this diverse world in photographs and submit your work to the Nature Photography Competition, which we are organising for the second time in 2024.



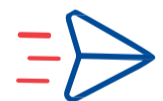
We are accepting your photographs until **20 September**. Please submit your photos capturing images of wildlife and habitats at any Cemex site – send by email using the email sean.cassidy@cemex.com address and with your contact details and very brief description. **Maximum of three images per person, with a file resolution up to 5 MB, typical of any smart phone.**



Judging will be undertaken by an independent panel and the best entries will be awarded a prize. We are also keen to present them to a wider audience on our communication channels, promoting the diverse natural world that we can enjoy at our facilities.



Detailed information about the competition can be found in the competition rules attached to this message. For more details you can also ask your local Sustainability team.



COMPETITION IS OPEN FROM 22ND APRIL TO 20TH SEPTEMBER 2024

ALL PHOTOS SUBMITTED ARE LIKELY TO BE USED IN OUR INTERNAL AND EXTERNAL COMMUNICATIONS CHANNELS.

PLEASE SEE RULES, TERMS AND CONDITIONS AS ATTACHED.



Terms and Conditions – EMEA Wildlife and Biodiversity Photographic Competition – UK only.

This competition is open to Cemex UK employees only. However, contractors working on behalf of Cemex can also submit an entry to the competition.

Photographic entries must be taken at either Cemex UK Materials or Cemex UK Operations sites. Which can include restored sites still under Cemex management.

Where possible the images need to demonstrate that thought has been given to the competition theme: Wildlife and Biodiversity.

Entrants can submit a maximum of 3 photos as digital images only, no hard copy prints will be accepted.

Photographs submitted in digital form should ideally be about 5mb in file-size, with a recommended maximum of 10mb per email, so that they don't get blocked by our mail filters.

Contact details will need to be provided, including the photographer's name, and either a telephone number or email address. Personal details will only be used for the purpose of administering the competition and will not be published or provided to anyone outside of the competition partnership without the photographer's permission.

Provide a unique title to each of your images, to differentiate them when they are judged anonymously and randomly.

Entries should be sent to photos by e-mail to sean.cassidy@cemex.com. Unfortunately, we cannot accept postal entries at this time.

The closing date for entries is 20th September 2024. Any entries received after this date will not be considered unless a valid reason can be given, which is acceptable to the competition organisers.

A confirmation receipt will be issued when we received email entries. If you don't receive this, get in touch with us so we can follow this up with you. Unsuccessful entrants will not be contacted and there is no obligation to feedback on any photographic entry.

A panel of impartial judges will select winning entries.

The entries will be judged according to the following criteria:

- overall impact
- relevancy to category topic
- originality

The judges' decision will be final, and no correspondence can be entered into.

The entrants must be the sole owner of copyright in all photos entered.

Copyright in all images submitted for this competition remains with the respective entrants. However, in consideration of their providing the images for the competition, each entrant is party to this contractual Agreement with Cemex UK Materials Ltd and Cemex UK Operations Ltd and agrees that Cemex can feature any or all the submitted images in any of their publications, social media, website or in any promotional material, which may include display materials. As part of announcing the results, Cemex will also need to share the images with local press contacts. All images used will be credited to the photographer.

All entries must be the original work of the entrant and must not infringe the rights of any other party. Further, entrants must not have breached any laws when taking their photographs.

Take your photos responsibly. Seek relevant permissions for taking photos where required and always follow the Countryside Code.

The entrant must have obtained permission of any people featured as subjects in the entries, who are clearly identifiable in the image.

If desired, entrants may choose to enhance their images to improve their visual appeal. Global or local processing of the captured image, by cropping, exposure adjustment, colour correction, noise minimisation, dodging/burning, HDR, focus stacking and sharpening, is allowed. The removal of blemishes, image defects, overlapping elements or distractions by cloning and so on is also permitted. However, nothing can be added to the images (e.g., replacing skies or other manipulation of composition). The judges reserve the right to exclude any image they believe may have had elements added or where the key items in the image, as seen by the photographer at the time the image was taken have been fundamentally altered.

The judges reserve the right to exclude any image they believe may have been excessively treated so as to alter its authenticity.

By entering, entrants will be deemed to have agreed to be bound by these rules and we reserve the right to exclude any entry from the competition at any time if we have reason to believe that an entrant has breached these rules, acted fraudulently in any way or brings us into disrepute.

Cemex reserves the right to cancel this competition or alter any of the rules at any stage, if deemed necessary. For example, if circumstances arise outside of our control.

If a winner is unable to be reached, after we've made reasonable attempts to contact them, we reserve the right to either offer the prize to a runner up, or to re-offer the prize in any future competition.

These rules are governed by the laws of England and Wales. This competition is administered by Cemex UK Materials Ltd & Cemex UK Operations Ltd.

Privacy notice

To enter the competition, you have provided us with your personal data including your photographic entry(s). Cemex is the "data controller" of this information.

We process your personal data on the basis of our performing a task carried out in the public interest, which in this case is to raise awareness about Wildlife and Biodiversity at our sites. We also process your personal data because processing is necessary for the performance of a contract.

Data protection law gives you certain rights in relation to your personal data, including the right to request from the controller access to and rectification or erasure of your personal data or restriction of its processing, and to object to processing.

We protect your details in many ways. These include staff training, investing in technology and following strict handling and storing procedures.

If you have any questions about how we handle your personal information, or if you wish to contact us to exercise your rights in relation to your personal data, refer to the council's published privacy notice on our website.

If you raise a complaint with us about the way we have handled your personal data and you are dissatisfied with our response, you are entitled to raise a concern with Cemex. You can find further information about this on the Information Commissioner's Office (ICO) website.

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.

Supporting others through menopause

**19th April 2024
12:00 – 12:30pm**



This session will be run by Care first Menopause Mentor, Suzanne.

In this webinar, we will explore ways to support individuals going through menopause and touch upon the concept of male menopause, often referred to as andropause.

Women's Health Webinar

**23rd April 2024
14:00 – 15:00pm**

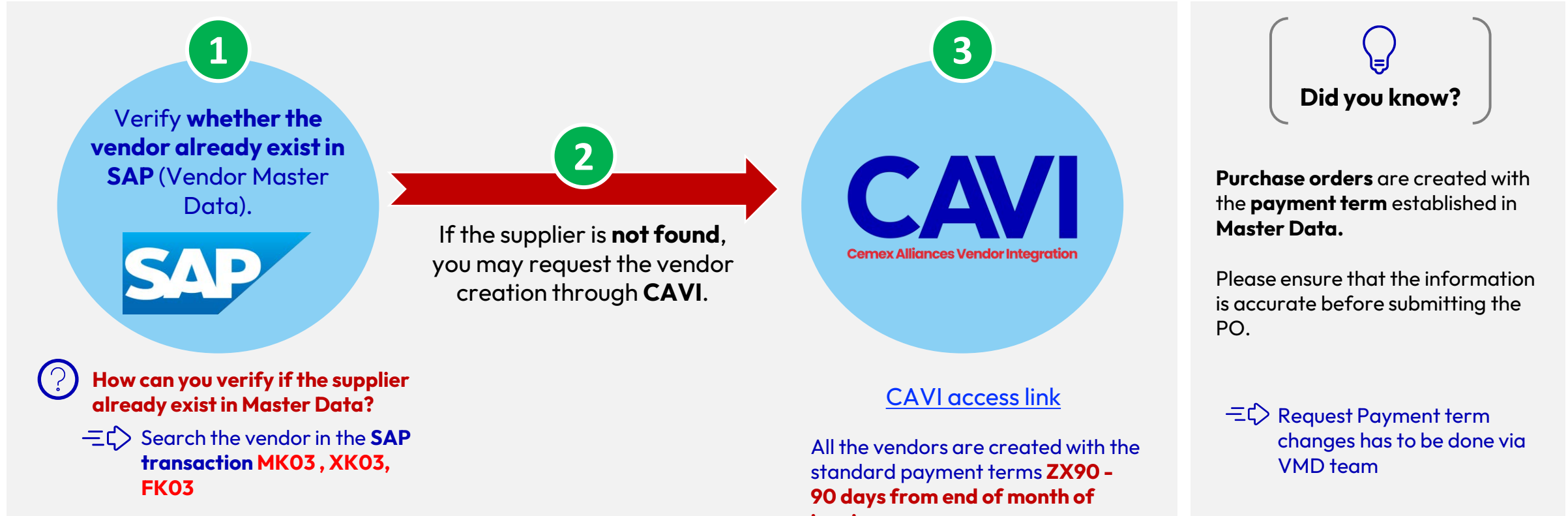


Many aspects of women's health can be overlooked, which is why awareness is so important. This webinar offers helpful tips and awareness around various aspects of women's health.

1. Vendor must exist in SAP



Important step in the P2P process before making an agreement with a new vendor is to ...



	Contact for inquiries	Training resources	SLA
Overall inquiries	Gb-vendorhelpdeskscuk@cemex.com		2 business days
CAVI inquiries	Gb-vendorhelpdeskscuk@cemex.com	Home (sharepoint.com)	2 business days



2. Create, authorize, and send the PO to the supplier



All purchases must follow the “Negotiations, Purchases and Inventories Global Policy”.



Purchase Order is mandatory.

If the PO number is missing or not visible on the invoice, it becomes impossible for Accounts Payable to process it for payment.

Training resources

<https://cemex.sharepoint.com/sites/EMEAProcurementWP/SitePages/Knowledge-Pills.aspx>
Spark: Procurement Tools & Resources - Home (sharepoint.com)



3. Goods / services are physically received / rendered. Purchase Order is good receipted in SAP



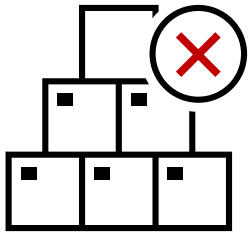
 **Three important tips to keep in mind when receiving goods / services ...**

A




Ensure that the **Purchase Order and Goods Receipt** reflect the negotiated price and quantity that were agreed upon with the supplier.

B



Call the supplier ASAP if good/service is damaged/incorrect, short shipped, or backordered.

C



Make sure to **complete your goods receipts** before leaving for the day. Doing this step eliminates more than half of the workflows.

What to do when goods or services are received ?



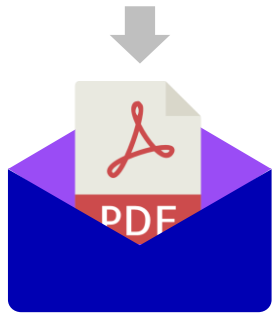
- 1 Receive goods / services
- 2 Make the good receipt in SAP
- 3 Supplier must send the invoice to Accounts Payable

4. Invoice is sent for processing



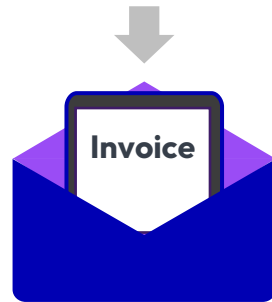
Supplier sends the invoice to the GES Accounts Payable Team for payment.

Non past due

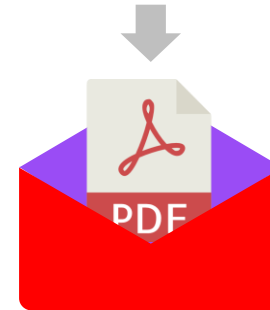


Email: 
Uk.supplierinvoices@cemex.com

Past due & urgent



CEMEX UK Operations Ltd
Visualsoft House Clearwater
Business Park Thornaby
Stockton-on-Tees TS17 6QY



Email: Uk.supplierinvoices@cemex.com

The invoice must clearly display...

Invoice amount **Purchase order**
Invoice number Invoice date

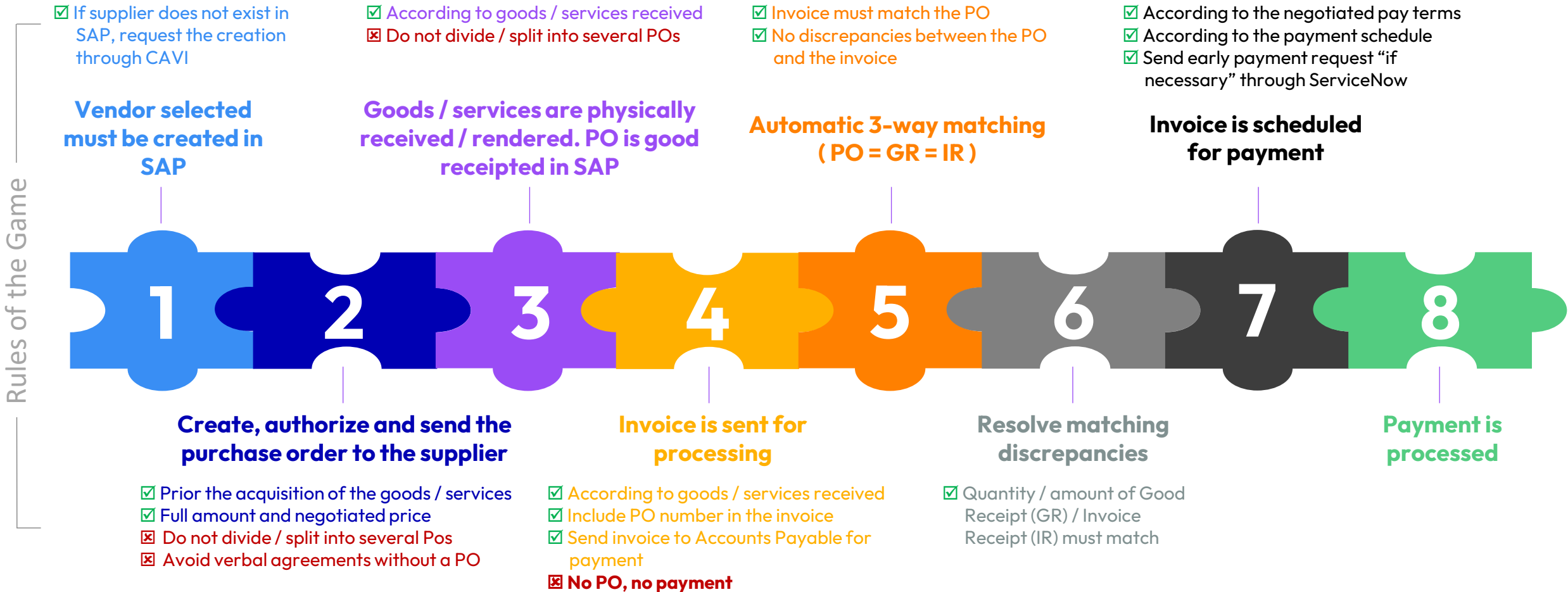


**It's important that the PO is clear and visible to ensure it is easily readable and identifiable on the invoice.
This is something you must always emphasize to the supplier**

CEMEX Procure-to-Pay process flow



8 steps to on-time supplier payments



Issuing your PO on time is crucial to streamline the payment process to our suppliers!

Invoice Reception	Contact for inquiries
UK.Supplierinvoices@Cemex.com	Ncrvendor.recon@cemex.com tel +44-2034575782

CAREER OPPORTUNITIES

EMEA
CEMEX
4YOU
Our experience

Health and Safety Technician

Creating opportunities for you to continue growing at Cemex

What will be your role?

We have an excellent new opportunity to develop a career in health and safety, supporting Cement Operations as a Health and Safety Technician. In this “hands on” role you will work alongside an experienced Health and Safety Manager, helping promote leading health, safety and wellbeing standards, while receiving support and training to develop your career.

We are looking for a candidate with a passion for health and safety, good communication skills and preferably some operational experience, although not essential; support gaining formal qualifications will form part of the development programme.

Health & Safety Director, UK

Regional Health and Safety Manager

Health and Safety Technician

Are you interested in applying?

Closing date for applications is 3rd May 2024.

For further information or a quick chat regarding the role please contact maryanmacinnes.collins@cemex.com



 **CEMEX**



✖ Cycle Benefit Scheme

How to apply to your Cycle Benefit Scheme.

Unlock the full potential of your Cycle Benefit Scheme with these few easy steps on how to apply!

1. Take note of the maximum value of your Letter of Collection (LoC) you can apply for - set by your employer
2. Visit instore or online to Halfords, Tredz or a selected independent bike store to select the bike & accessories right for you - just note the value for now!
3. Go to your Cycle Benefit Scheme portal with your payroll number and click apply!
4. Once approved, you will receive an email with your LoC number for your nominated amount
5. Go to the store, with your LoC and purchase your bike and accessories
6. Pedal your way to savings!

halfords

tredz

**INDEPENDENT
BIKE SHOPS**

cycle²work




Visit:
<https://cmx.employeebenefitsplatform.com>

Call: 01908 303 498

CEMEX

Care first Weekly Publicity Calendar

Day/date/time	Daily Theme	Article	Webinar	Join
<p>Monday April 22nd, 2024 12pm-12.30pm</p>	Service Awareness	What is short term solution focused counselling	<p>LINK: https://attendee.gotowebinar.com/register/501290924467755807</p> <p>This webinar provides further information on short term solution focused counselling and 'in the moment' support provided by Care first.</p>	
<p>Wednesday April 24th, 2024 12pm-12.30pm</p>	Care first Awareness	How Care first can support you	<p>LINK: https://attendee.gotowebinar.com/register/3125321558181492821</p> <p>A webinar to raise awareness of the service and information on how to access the EAP support provided by Care first.</p>	
<p>Friday April 26th, 2024 12pm - 12:30pm</p>	Mental Wellbeing	Managing stress and pressure at work	<p>LINK: https://attendee.gotowebinar.com/register/5104440289155116635</p> <p>This webinar gives advice on how you can recognise the signs you may be stressed at work and some steps you can take to begin to control it.</p>	

'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

Day/date/time	Daily Theme	Article	Webinar	Join
Monday April 29 th , 2024 12pm-12.30pm	Service Awareness	Care first Management and MHFA Support	LINK: https://attendee.gotowebinar.com/register/2175855884370723421 This webinar provides an overview of the support available through the EAP for managers and Mental Health First Aiders of organisations.	
Wednesday May 1 st , 2024 12pm-12.30pm	Care first Awareness	How Care first can support you	LINK: https://attendee.gotowebinar.com/register/8382740860152736603 A webinar to raise awareness of the service and information on how to access the EAP support provided by Care first.	
Friday May 3 rd , 2024 12pm - 12:30pm	Physical Wellbeing	Sun safety	LINK: https://attendee.gotowebinar.com/register/7606448267545804118 This webinar provides viewers with an understanding of the importance of sun safety and the effect warm weather can have on both your physical and mental health.	

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