



UK NEWS



Welcome to UK News 2nd May 2024
your weekly update from around Cemex UK

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HEALTH & SAFETY

Latest Safety Alert

The latest Safety Alert relates to a crew member on a chartered vessel delivering to one of our sites. He was struck by a mooring rope under tension, after it became snagged on a lifebuoy stand. The crew member was hospitalised having suffered a head injury and reporting experiencing chest pains. Mooring operations are known to be particularly hazardous, with the International Group of P&I Clubs, the protection and indemnity insurers who cover the majority of ocean-going shipping, reporting that in the five years to 2021 there were 858 injuries and 31 fatalities during mooring operations.



You can find the Alert at the end of this document and on the UK News download page:
www.cemexuknews.co.uk/downloads Please display the Alert on relevant notice boards.

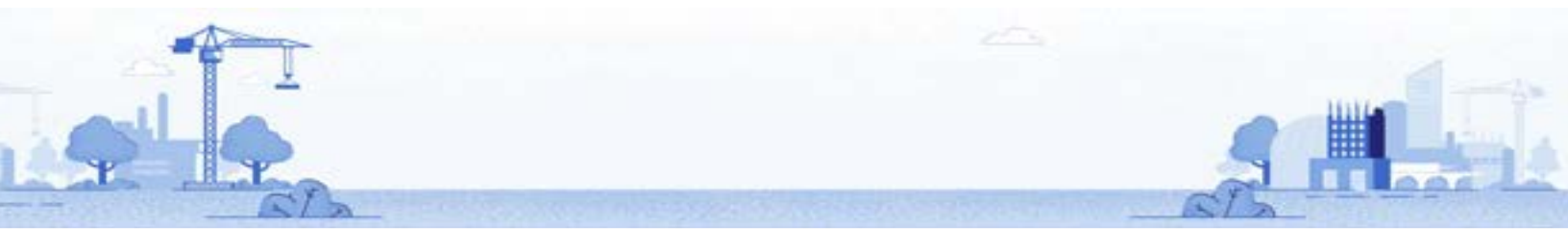
The Alert describes the incident. Please review it with anyone involved in mooring / quayside operations, discussing the learning points with them. More widely, the Alert is a reminder for all operational teams of the importance of:

- Robust management of change processes.
- Clear, well communicated safe systems of work and instructions.
- Competent personnel.
- Careful coordination of operations.
- Close and effective supervision.

Finally, the Alert highlights the need for us all to stay alert and keep out of the “line of fire”.

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>



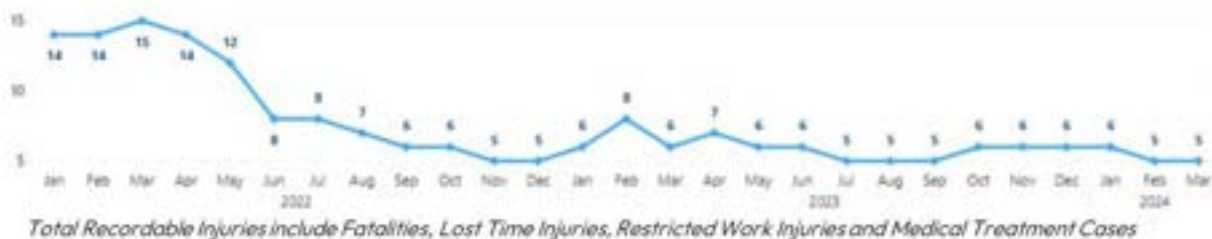
Health & Safety Stand Down

There was a time when we typically suffered two or three fatal injuries every year, causing devastation for families, friends and colleagues, and lost time injuries every week. Thanks to your effort and commitment, it is over five years since our last fatal workplace accident and serious injuries have become far less common.

We have made good progress reducing contractor injuries through robust local management procedures, Contractor Health and Safety Forums, Haulier Leadership Days, Partnership Awards and the roll out of MP Connect.



UK Contractor Total Recordable Injuries (Rolling 12 Months):



However, the same cannot be said for employee injuries in recent months, where we are seeing a worrying sustained increase in the number of serious injuries.

UK Employee Total Recordable Injuries (Rolling 12 Months):



In addition to these injuries, which have sadly included bone fractures and one employee suffering burns requiring skin grafts, a number of other incidents, including some with High Potential (HiPo), also cause **significant concern**:

- Work at height without adequate planning and protection.
- Failure to follow isolation procedures.
- Operating mobile equipment while affected by prescription medication.
- On site vehicle collisions.
- Faking an incident to cover up for an earlier injury resulting from failure to exit a vehicle cab backwards with three points of contact (Get a Grip).



We have learnt that to keep everyone safe we need a health and safety culture built on **trust** and **care**, with effective health and safety **leadership and teamwork**, where people:

- Are engaged with our safety and wellbeing efforts.
- Feel compelled to speak up where improvements can be made.
- Admit mistakes and are keen to share ideas.
- **Take 5** and **STOP & THINK** before starting a new task.
- **STEP IN** if they see anyone who may be at risk of injury, using the **Take 5 Together** approach to agree safer ways of working.
- Always follow the [Safety Essentials](#).



Stand Down

Please take some time out with your team to make them aware of the worrying increase in employee injuries and high potential incidents and reflect on your local health and safety culture. Are there any thoughts on why serious injuries are increasing and on the number and nature of ongoing High Potential incidents? Is there anything more we should be doing urgently to ensure we keep everyone safe?

Is everyone comfortable with the Take 5 and Take 5 Together processes? Is there anything we can do to help people feel more comfortable speaking up / stepping in?

Take the opportunity to remind everyone of the Safety Essentials and stress there is nothing more important than their safety and wellbeing. No one should feel compelled to put their health and safety at risk, or take short cuts, in fact we expect the exact opposite, with everyone looking after themselves and each other and putting their safety and wellbeing first.

You can find the Stand Down document at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads Please share on all workplace notice boards.



VFL Day Across the North West



Last Thursday Readymix North West Managers from different departments, including several Senior Leaders from across the UK, took time out to visit 12 of our North West Readymix plants to engage with employees and IHCs on safety.

Managers, Readymix Plant Operators and Drivers spent time together discussing standards on our plants and the experiences of the Drivers when out on the road delivering to our valued customers. Topics discussed included:

- Step In
- Take 5
- Safety Alerts
- Mixer Rollovers
- Inductions and visitor safety

A big thank you to everyone involved for engaging conversations and suggestions for continuous improvements.

Action for Happiness – Meaningful May



There are lots of ways to live with purpose, even in difficult times. So, this month let's focus on the things that make life meaningful.

Why not download this month's Action for Happiness calendar to remind you to appreciate the little things in life and find out how they help with your positivity and wellbeing! **Feeling part of something bigger is great for our wellbeing.**

The Meaningful May calendar is full of great ideas to bring more fulfilment to daily life.

Each day they give you a little task to try and complete. It could be anything from 'Do something meaningful for someone' to 'Share an inspirational quote'. It's a fun way to keep us busy daily and to give our brains a break.

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

Vanessa King from Action for Happiness shares her top tips for Meaningful May – Watch it [HERE](#).





CUSTOMER CENTRICITY

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.



FUTURE IN ACTION

Latest UK Environmental Briefing – EA Unannounced Visits



The latest Environmental Briefing is about Environment Agency (EA) Unannounced Visits. The EA can utilise powers of entry to undertake visits at any of our sites, at any time, to inspect and audit a variety of environmental compliance areas including waste



management and oil storage. Should they identify any areas of non-compliance, enforcement action can be taken against us. The Cemex Environmental Management System (EMS) provides support and guidance to help ensure we remain compliant, and the Sustainability team can provide additional support.

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 attached Communication Form can be used for this purpose.

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.

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

Jordan's Fundraiser for Ashgate Hospice

Jordan Hercock, an Engineering Coordinator at Dove Holes, along with his two friends Jack and Sam, are planning to complete the National Three Peaks Challenge to raise as much money as possible for Ashgate hospice, which runs purely on donations.

Sam works at Breedon Hope Cement Works, in the Hope Valley Mum Sarah and his mum Sarah spent her last few days courageously battling cancer at Ashgate hospice. Their care and compassion for her was truly amazing. Sam commented: "This challenge is going to be tough, but not as tough as the challenge people face battling this horrible disease. We can't bring her back but we can help raise money so other families have the same experience that we did."



This challenge requires the three friends to summit Ben Nevis, Scafell Pike and Snowdon in under 24 hours.

So far the team have raised over £2,000 but they are hoping to meet their target of £3,000. If you would like to donate to this amazing challenge, click [HERE](#) or scan the QR code in the image. Thank you.



PROFITABILITY

Quality Matters – Minor Update

Following our previous Quality Matters Update on 4th April, this update has had some minor updates. The latest important Quality Matters communication is now ready for review, discussion with your teams, and to be displayed on the Quality Noticeboard at all locations.



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

As a part of our Quality Management System and a requirement of BS EN ISO 9001, the standard to which we are certified, Senior Management must produce, implement, and maintain a Quality Policy. The policy must align with our strategic direction and show our commitment to continually improve our Quality Management System.



The policy and other quality related documents are stored and available via the UK Quality App.



EMPLOYEES

Launch of Men's Health Campaign



Our new Wellbeing focus for May and June is 'Men's Health & Wellbeing'.

During this new campaign we will be sharing personal stories and helpful resources on the following topics:

- Heart disease
- Stroke
- Prostate and testicular cancer
- Depression
- Obesity
- Health Screening

Could you help? We are planning to share some of our Cemex colleague's personal stories during the campaign. If any of these topics have affected you personally, and you would be happy to share your story that might help others, or encourage others to make a positive change in their life, please do get in touch with us: gb-communicationsandpublicaffairs@cemex.com. Thank you.

Throughout the campaign we will be sharing all our resources on the UK News download page for Men's Health. During the campaign you will be able to access these resources [HERE](#), or scan the QR code in the poster.

Please share the poster on your workplace notice boards, or your Wellbeing notice boards if you have them.

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



Cemex Global Awards 2024

The Cemex 2024 Global Awards are taking place on 8th May at 4.00pm. Save the date in your diaries.



The essence of Cemex's success lies in the dedication of its workforce. Let's take a moment to acknowledge and applaud the contributions of Cemex employees who are forging a brighter future.

We invite you to the global event on Wednesday 8th May where we will honour and celebrate the achievements of our teams in the areas of Health & Safety, Customer Centricity, Sustainability, and Innovation. Click [HERE](#) for a quick teaser of what to expect.

To register on Zoom click [here](#)

European Consultative Committee




Every September we hold a UK Communication Forum which is chaired by Lex Russell, UK Materials Director, and representatives from all business areas attend.



Later in the month this is followed by a European Consultative Committee meeting (ECC) where our EMEA President, Sergio Menendez, and other senior business leaders provide regional updates and answer questions from employee representatives for each of the Cemex European countries.

Our UK Communication Forum representatives decide which of them will attend the ECC on behalf of the UK. We have recently received the notes from the 2023 ECC meeting and although it took place a few months ago, it is still worth a read.

You can find the notes on the HR Sharepoint here or scan the QR code.  [ECC Notes 2023](#)

Gardening Discounts Galore!



With the slight improvement in the weather and the forthcoming bank holiday weekends on the horizon, your thoughts might be turning to the garden.

Our Cemex Lifestyle platform has plenty of discounts for all your gardening plans so why not take a browse [HERE](#).

- 10% off National Garden Centres eVouchers
- 6% off Argos eVouchers



- 4.5% off B&Q eVouchers
- 7% off Wickes eVouchers
- 5% off Screwfix eVouchers
- 8% cashback for all purchases with Thompson & Morgan
- 8% off all orders with Sustainable Furniture

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
87-04-2024	Technician	Urbanisation Solutions – Building Products	Somercotes	09/05/2024
88-04-2024	Production Administrator	Urbanisation Solutions – Building Products	Somercotes	09/05/2024
89-04-2024	Foreman	Urbanisation Solutions – Building Products	Somercotes	09/05/2024
90-04-2024	Plant Manager	Materials – Readymix	Moreton Valence	14/05/2024

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.

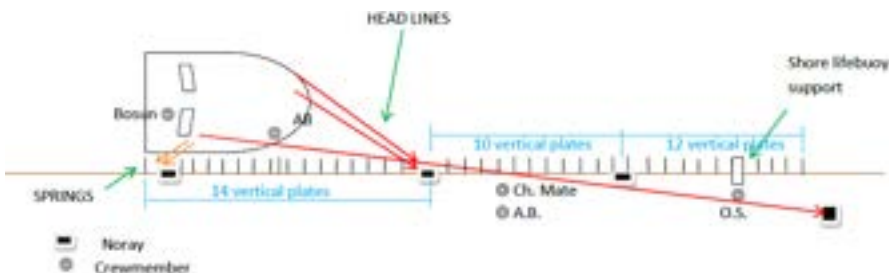


GLOBAL SAFETY ALERT

VESSEL CREW MEMBER STRUCK BY MOORING ROPE

INCIDENT DETAILS

A Crew member of a chartered vessel was struck by a mooring rope under tension during vessel shifting (moving) operations. 3 crew members came onto the quayside to adjust the mooring ropes. The Injured Person (IP) was moving the headline along the quay to a different bollard to allow the vessel to move from hold No 2 to hold No 4, during this move the rope became snagged on a lifebuoy stanchion positioned on the quayside. As the rope tightened, it bent the lifebuoy stanchion over and the rope under tension hit the IP. The IP was bleeding from a head injury and was experiencing pain in the chest area.



KEY FINDINGS

- A fence had been erected along the quay edge by the port operator to provide protection to their contractors engaged in resurfacing the berth. (following this incident, the fence has been removed and lifebuoy relocated)
- The crew member was attempting to keep the mooring rope clear of the fence, when it became caught on the lifebuoy stanchion.
- The mooring rope became caught on the studs that hold the lifebuoy to the post.
- Error / lack of coordination between personnel on the berth and personnel at the vessel mooring station operating winch.

MANAGERS – KEY POINTS TO CHECK

- Measures taken to make one job safer can introduce unintended hazards. Are management of change procedures robust? When a job changes it should be re-assessed.
- Ensure quaysides are clear of any obstacles.
- Co-ordination between line handlers ashore and the mooring team on board is crucial; ensure crew members know the relevant instructions and are adequately supervised
- Additional personnel may need to be introduced to assist with manual handling tasks.
- Good practice would be to paint a line at a safe distance from the quay edge, marked "Lifejackets to be worn beyond this line"

ALL PERSONNEL – ACTION TO TAKE

- Shifting operations should be treated the same as mooring operations, i.e. a plan should be formed, and all those involved should be authorised, competent and briefed in the tasks.
- Never stand in the "line of fire"
- Be aware of "snap back", the whole area can be considered a "snap back" zone while mooring operations are being carried out, both on the mooring deck and ashore.
- Seek assistance with manual handling tasks when necessary.
- Personnel involved in operations close to the quay edge should wear lifejackets.



Fence along quay



Mooring rope caught on bolt



Lifebuoy post bent by rope



Safe
Systems



Look after yourself
and each other

**Mooring Deck
Safety
Animation**



HEALTH & SAFETY STAND DOWN

April 2024

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We have made good progress reducing contractor injuries through robust local management procedures, Contractor Health and Safety Forums, Haulier Leadership Days, Partnership Awards and the roll out of MP Connect:

UK Contractor Total Recordable Injuries (Rolling 12 Months):



Total Recordable Injuries include Fatalities, Lost Time Injuries, Restricted Work Injuries and Medical Treatment Cases

HOWEVER, the same cannot be said for employee injuries in recent months, where we are seeing a worrying sustained increase in the number of serious injuries.

UK Employee Total Recordable Injuries (Rolling 12 Months):



Total Recordable Injuries include Fatalities, Lost Time Injuries, Restricted Work Injuries and Medical Treatment Cases

In addition to these injuries, which have sadly included bone fractures and one employee suffering burns requiring skin grafts, a number of other incidents, including some with High Potential (HiPo), also cause **significant concern**:

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Take the opportunity to remind everyone of the Safety Essentials and stress there is nothing more important than their safety and wellbeing. No one should feel compelled to put their health and safety at risk, or take short cuts, in fact we expect the exact opposite, with everyone looking after themselves and each other and putting their safety and wellbeing first.



Meaningful May 2024

MONDAY



TUESDAY



WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY



1 Do something kind for someone you really care about

2 Focus on what you can do rather than what you can't do

3 Take a step towards an important goal, however small

4 Send your friend a photo from a time you enjoyed together

5 Let someone know how much they mean to you and why

6 Look for people doing good and reasons to be cheerful

7 Make a list of what matters most to you and why

8 Set yourself a kindness mission to help others today

9 What values are important to you? Find ways to use them today

10 Be grateful for the little things, even in difficult times

11 Look around for things that bring you a sense of awe and wonder

12 Listen to a favourite piece of music and remember what it means to you

13 Find out about the values or traditions of another culture

14 Get outside and notice the beauty in nature

15 Do something to contribute to your local community

16 Show your gratitude to people who are helping to make things better

17 Find a way to make what you do today meaningful

18 Send a hand-written note to someone you care about

19 Reflect on what makes you feel valued and purposeful

20 Share photos of 3 things you find meaningful or memorable

21 Look up at the sky. Remember we are all part of something bigger

22 Find a way to help a project or charity you care about

23 Recall three things you've done that you are proud of

24 Make choices that have a positive impact for others today

25 Ask someone else what matters most to them and why

26 Remember an event in your life that was really meaningful

27 Focus on how your actions make a difference for others

28 Do something special and revisit it in your memory tonight

29 Today do something to care for the natural world

30 Share a quote you find inspiring to give others a boost

31 Find three reasons to be hopeful about the future



ACTION FOR HAPPINESS

Happier · Kinder · Together



ENVIRONMENTAL BRIEFING

Environment Agency – Unannounced Compliance Audits

Summary

The Environment Agency (EA) use unannounced site visits to carry out detailed pollution prevention and waste management audits. Environment Agency inspectors have greater powers of entry than the Police and will carry warrant cards. Unannounced visits may be because of environmental issues or to focus on specific compliance areas. One of our sites recently had an unannounced visit from EA inspectors who carried out a detailed and wide-ranging inspection to check legal compliance for waste management and pollution prevention measures.

As waste producers we have a legal Duty of Care for all wastes we produce – even once the waste has left our site. Failure to comply with these requirements could result in regulatory action including prosecution and fines. During the compliance audit, the EA inspectors carried out a detailed review of waste management and documentation for hazardous and non-hazardous waste. The EA inspectors checked that, for all waste transferred from site, **records were available to demonstrate waste carriers used were suitably licenced, waste transfer notes and consignment notes were available and correctly completed, waste was correctly described and stored, waste was transferred to waste facilities suitably permitted to take the waste being transferred.** The inspection went very well with no non-compliances identified. This was an excellent outcome for the site team and credit to their diligent compliance with waste management. A summary of the waste areas checked and the outcome is shown below.

Compliance check type	Assessed during audit	Non-compliance identified
Check correct EWC codes	Yes	No
Written description of waste including quantity and containment	Yes	No
Time and place of transfer	Yes	No
SIC code of the waste holder	Yes	No
Full details of both transferor and transferee	Yes	No
Producer, importer, carrier authorised to receive	Yes	No
Confirm waste hierarchy has been considered	Yes	No

The Cemex EMS requires that **ALL waste chains are checked and documented in the [Waste Management Register SR18](#)**. The columns in the register provide a guide to what information is required including the European Waste Classification codes for wastes commonly sent from our sites. Extra care must be taken when engaging local waste companies not supported by national agreements. Manual 4 environmental work instruction [ENV 04](#) explains in more detail the process and documentation which must be retained. A dedicated environmental training package ET03 is available on the [UK Sustainability SharePoint](#) to cover waste Duty of Care and EMS requirements.

Waste	EWC Code	Waste Type	Storage Area	Waste Transfer Note (WTN) No.	Waste Transfer Note (WTN) Date	Waste Transfer Note (WTN) Status	Waste Transfer Note (WTN) Location	Waste Transfer Note (WTN) Remarks
Waste 1	EWC Code	Waste Type	Storage Area	Waste Transfer Note (WTN) No.	Waste Transfer Note (WTN) Date	Waste Transfer Note (WTN) Status	Waste Transfer Note (WTN) Location	Waste Transfer Note (WTN) Remarks
Waste 2	EWC Code	Waste Type	Storage Area	Waste Transfer Note (WTN) No.	Waste Transfer Note (WTN) Date	Waste Transfer Note (WTN) Status	Waste Transfer Note (WTN) Location	Waste Transfer Note (WTN) Remarks
Waste 3	EWC Code	Waste Type	Storage Area	Waste Transfer Note (WTN) No.	Waste Transfer Note (WTN) Date	Waste Transfer Note (WTN) Status	Waste Transfer Note (WTN) Location	Waste Transfer Note (WTN) Remarks
Waste 4	EWC Code	Waste Type	Storage Area	Waste Transfer Note (WTN) No.	Waste Transfer Note (WTN) Date	Waste Transfer Note (WTN) Status	Waste Transfer Note (WTN) Location	Waste Transfer Note (WTN) Remarks
Waste 5	EWC Code	Waste Type	Storage Area	Waste Transfer Note (WTN) No.	Waste Transfer Note (WTN) Date	Waste Transfer Note (WTN) Status	Waste Transfer Note (WTN) Location	Waste Transfer Note (WTN) Remarks
Waste 6	EWC Code	Waste Type	Storage Area	Waste Transfer Note (WTN) No.	Waste Transfer Note (WTN) Date	Waste Transfer Note (WTN) Status	Waste Transfer Note (WTN) Location	Waste Transfer Note (WTN) Remarks
Waste 7	EWC Code	Waste Type	Storage Area	Waste Transfer Note (WTN) No.	Waste Transfer Note (WTN) Date	Waste Transfer Note (WTN) Status	Waste Transfer Note (WTN) Location	Waste Transfer Note (WTN) Remarks
Waste 8	EWC Code	Waste Type	Storage Area	Waste Transfer Note (WTN) No.	Waste Transfer Note (WTN) Date	Waste Transfer Note (WTN) Status	Waste Transfer Note (WTN) Location	Waste Transfer Note (WTN) Remarks
Waste 9	EWC Code	Waste Type	Storage Area	Waste Transfer Note (WTN) No.	Waste Transfer Note (WTN) Date	Waste Transfer Note (WTN) Status	Waste Transfer Note (WTN) Location	Waste Transfer Note (WTN) Remarks
Waste 10	EWC Code	Waste Type	Storage Area	Waste Transfer Note (WTN) No.	Waste Transfer Note (WTN) Date	Waste Transfer Note (WTN) Status	Waste Transfer Note (WTN) Location	Waste Transfer Note (WTN) Remarks



Key Points

- The Environment Agency could visit any site without warning to carry out a compliance audit. Non-conformities could result in enforcement action. All regulatory visits should be recorded.
- Audits could focus on compliance for waste management, storage and documentation but could also include oil storage and other pollution prevention requirements.
- Cemex can be prosecuted for poor waste management of waste at any point along the waste chain if the waste originates at our site.
- We are responsible for ensuring that we have **records to demonstrate** waste is properly transferred to suitably licenced carriers, accompanied with correctly completed waste transfer notes and consignment notes and transferred to a suitably permitted or exempt waste management facility.
- The Cemex EMS requires that **ALL** waste chains are checked and documented in the Waste Management Register SR18.
- Manual 4 work instruction ENV 04 explains in more detail the process and documentation which must be retained.
- A dedicated environmental training package ET03 is available on the UK Sustainability SharePoint to cover waste Duty of Care and EMS requirements.

For further details or information, please contact a member of the Sustainability Department.

Quality Policy



Cemex's Global Mission is to create sustainable value by providing industry leading products and solutions to satisfy the construction needs of our customers.

We do this in order to build a better future through living our values of ensuring safety, focusing on customers, the pursuit of excellence, acting with integrity and providing sustainable solutions through our Future in Action Programme.

In the UK, Cemex creates value through sharing these values with all of our stakeholders, represented by Employees, Customers, Shareholders & Investors, Communities and Suppliers. Cemex in the UK has developed its Quality Policy in accordance with this overarching organisational mission.

Customer service is a top priority after Health and Safety. Service is critical to our business and providing excellent customer service is ingrained into every last detail of our business processes.

Across all our business units we measure the effectiveness of that service, our specific business objectives and key performance indicators underpin our activities in these areas to ensure we can measure how we are meeting the commitments we have made.

We are committed to ensuring that the Quality Management System is continually improved and will ensure that the performance of our products meets specifications with continuous quality controls.

Steve Crompton

Director
Quality & Product Technology

Philip Baynes-Clarke

Director
Cement Operations UK

Craig Williamson

Director
Commercial Cement UK

Damien Allen

Director
Building Products, Precast & Modular EMEA



CHOOSE A BETTER,
MORE SUSTAINABLE
FUTURE.



LOWER
CARBON



ENERGY
EFFICIENCY



RECYCLED
MATERIALS



WATER
CONSERVATION



DESIGN
OPTIMIZATION

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Wellbeing
Strategy
GroupUK

Men's Health

May – June 2024



Access resources
throughout
campaign

Our new Wellbeing focus for May and June is 'Men's Health & Wellbeing'. During this new campaign we will be sharing personal stories and helpful resources on the following topics:

- Heart disease
- Stroke
- Prostate and testicular cancer
- Depression
- Obesity
- Health Screening

