



UK NEWS



Welcome to UK News 20th June 2024
your weekly update from around Cemex UK

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HEALTH & SAFETY

Latest Video Safety Alert



The latest Video Safety Alert highlights a High Potential incident where a member of the public avoided being run over by a contract haulage vehicle delivering to a builders merchant on our behalf.

You can watch the video safety alert [HERE](#).

While the Alert includes several key learning points applicable to drivers, such as the need to ensure visibility aids are in good order and to check it is safe before pulling forwards, it also highlights the importance of effective site traffic management plans, the need for banksmen to be trained and competent, and for us all to use designated pedestrian crossing points wherever possible.

Please discuss the Alert with your teams, including employee and contract drivers, and also take the opportunity to consider whether any improvements can be made to traffic management and pedestrian segregation on our sites.

Please 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>

Changes at National Safety Supplies

For those of you who order from NSS (National Safety Supplies), Bunzl is merging their two subsidiaries, NSS and Guardsman, and their new online ordering website.



You can find the official notice from Bunzl at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads



This is Bunzl's internal consolidation, it doesn't affect our SAP/Market Place order process, or payment etc, as we have always been dealing with Bunzl, we just used to call them NSS.

However, future online orders with them will be on the Guardsman's website. You should have **received an update login detail** from them (please check your junk email as well) if you used to order on their website. If not, or if you have any other questions regarding the new website online order, or P-card payment, **please contact lindafulwood@nssgb.co.uk to get assistance.**

SAP orders remain unchanged, and Bunzl's vendor code in SAP is 3165423.

We encourage you use SAP orders through Market Place, as you can see all their commodities prices for Cemex. Here is a very brief reminder on how to order through Market Place.

1. Just click on this button in PO creating view as shown below to get to the Market Place main page.
2. Choose "Suppliers" on the main menu.
3. Select "Bunzl UK LTD"
4. You can search the items you are looking for, but it will be much quicker if you know their item code.
5. Go to "shopping cart", and if all items are correct, click on "Transfer Shopping Cart", the items will be transferred to SAP.
6. The next steps will be the same as normal PO creations.



CUSTOMER CENTRICITY

Macclesfield Plant Rebranded to Poynton Readymix Plant



Through our Future in Action climate action strategy, Cemex is steadily transitioning towards a lower carbon economy, leveraging alternative fuels, promoting a circular economy, and embracing clean energy sources. We are making significant progress toward our ambitious goals for 2030, with our aim to become a net-zero carbon emissions company by 2050.

Here in the UK, our teams are working hard to lower our carbon footprint by expanding our Vertua® range of more sustainable products and solutions. In line with this strategy, our Northwest

Readymix team have taken the strategic decision to rebrand our Macclesfield Readymix Plant to **Poynton Readymix Plant** and going forward change its core product offering to Vertua Lower Carbon Concrete.



This change not only aligns the Plant's name to its geographical location but also provides an opportunity to share our more sustainable products and processes to our local markets in the metropolitan areas of Greater Manchester, Stockport and Cheshire. Over the coming period our Marketing team will be informing our customers in this area, of the name change and the more sustainable product offering.

Actions required

With the name change there will be some internal systems changes required by various teams across our UK business:

- On SAP, the Macclesfield Concrete Plant name has already been changed to Poynton Concrete Plant so any reports from SAP will now show the new name.
- The SAP Plant ID and SAP Profit Centre WILL REMAIN THE SAME.
- For reporting where manual lookups are required, you will now need to update your lookups to 'Poynton'.
- Please change any other non-SAP systems/references referring to Macclesfield Plant to Poynton going forward.

For any questions regarding this change please contact Damon Montgomery, North West Readymix Commercial & General Manager.

Successful Open Days at New Swinderby Plant



Last month we shared news about Swinderby quarry's new Processing Plant which has now been handed over to the local Operation team to begin business as usual operations – a momentous end to a long and challenging project. The impressive new Plant will enable the quarry to process significantly higher quantities of high-quality sand and gravel, with the potential to target sales up to 600,000 tonnes a year.

Aiming to share this positive news with our customers, Keren Castle, East Midlands Aggregate Sales Executive, organised two open days at Swinderby quarry, inviting customers along to the plant. During the event Keren and her Commercial colleagues were able to talk face to face with current and new customers about the increase in capacity of

the Plant and to demonstrate our long-term and sustainable commitment to them with high quality material. Customers were given a tour of the new Plant and lunch.

Keren was delighted with the responses. She said: "The days were well attended with over 60 customers and 20 staff attending the events. Customers arrived and had a meet and greet with staff, followed by a full tour of the new Plant. Afterwards they had a lunch provided by a local Gourmet burger van."

Keren has shared some of the excellent feedback from her customers:



- Parkdale Quarry products (Trudi Mellor): Dave and I would like to thank you for the invite to the open day at Swinderby last week and the hospitality from the Cemex staff, we thoroughly enjoyed the afternoon, and it was very interesting to see the new Plant.
- Rock Solid Concrete (Bobby Saunth): Excellent day. Enjoyed the tour and meeting everyone at the event.
- Vale Concrete (Ben Markham): Vale Concrete: Good to see you at Swinderby on Wednesday. Very impressed! Fantastic to meet all the staff.
- Wanlip Sand & Gravel (Will Winterton): Fabulous day, impressive piece of kit. Enjoyed the excellent hospitality!

Well done to Keren, her team and the whole Swinderby Plant team for your hard work and dedication to providing a superior customer service.

Moving Forward with i-Con

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



Earlier this year, Cemex UK launched our new **i-Con digital solution** for our customers – you can read all about it [here](#). i-Con is a digital solution that provides wireless, real-time visibility into the strength and temperature of concrete during the curing process. This enables contractors to make dynamic, smarter, and more accurate decisions. It is a packaged solution that includes the supply of Readymix concrete, mix-specific maturity calibration undertaken by our Lab Experts team, GiaTec SmartRock sensor, and application.

To support our Commercial and Technical teams, our Marketing team have created a new i-Con Brochure to aid in conversations with current and potential customers.

You can download them from:

- www.cemex.co.uk/i-con
- www.cemex.co.uk/documents/45807659/0/Cemex+I-Con+Digital+Solutions+Brochure.pdf



Mike Higgins, UK Technical Manager, said: “We have seen a positive response from the Market to the Cemex i-Con solution with examples of use in providing visibility to early age strength of More Sustainable, lower carbon mixes produced in CEMII/A-L and also for optimisation of project programme by enhancing strike times.”

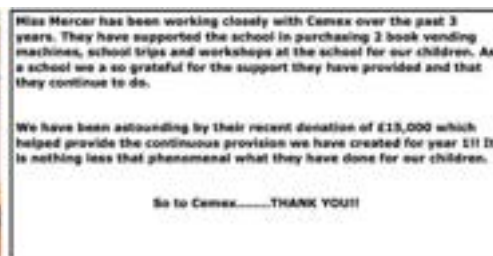
Mike’s UK LabExperts team have just welcomed a new fully electric van to the fleet. Herman Claassen is shown in the photo ready to deliver our new Cemex i-Con digital solution to customers. Mike commented: “After talking to some of our regular customers, we are developing a package to offer a lower carbon materials testing option and the new van will help achieve this.”



FUTURE IN ACTION

Long Lawford Primary School Donation

Around the world, Cemex makes a positive and lasting difference in the cities and communities where we operate. We focus on empowering people, improving housing and infrastructure, building green spaces and resilient communities, and supporting local economies through skills development, entrepreneurship, and sustainability for a just transition.



Here in the UK, our social impact activities are focused on supporting the communities around where we operate. In Rugby, where our Cement Plant operates, we actively support the local community through engagement with local schools and community groups for the benefit of people living and working in the local area. Recently Cemex UK was very proud to support Long Lawford School with a donation of £15,000, helping their students to overcome the challenges faced when transitioning from early years to Year 1. The shift to a more formal learning style can be difficult, leading to social and emotional difficulties and a potential loss of enthusiasm for learning. With this donation, not only does Cemex strengthen our relationship with the local school, but we are investing in the holistic development of children in our local community and ensuring they are well-prepared for the challenges and opportunities that lie ahead.

The school were extremely grateful for the donation and shared this message on their school’s Facebook page: “As a school, we are so grateful for the support they have provided and that they continue to give us. We have been astounded by their recent donation of £15,000 which helped provide the Year 1 continuous provision area!! What they have provided for our children is nothing less than phenomenal. So, to Cemex Rugby ... THANK YOU!!”

Phil Baynes Clarke, Director - UK Cement Operations & Technology, commented: “This is fantastic, and a lovely message from the school in recognition of our support. It makes you feel proud to work for Cemex, knowing we are helping the education of the next generation.”



Photo: Chiedza Mupfumira – Social Impact Specialist and Claire Stringer – School Head

Latest UK Environmental Briefing – Giant Hogweed

The latest Environmental Briefing is about the dangers of coming into contact with Giant Hogweed. There have been several reports in the media recently of severe burns caused by Giant Hogweed, so please take time to familiarise yourself with how to identify the plant in order to avoid accidental contact.

You can read the briefing document at the end of this document and on UK News download page:

www.cemexuknews.co.uk/downloads

Many sites capture evidence of communication of environmental briefings for the purposes of showing continued training and awareness as part of the Cemex EMS.

If you are concerned that Giant Hogweed may be present on a Cemex site please contact Alex Finn, Restoration Manager, about management and removal.



Celebrating World Environment Day



On 5th June colleagues at our Head Office in Coventry celebrated World Environment Day with the launch of Joyful June, a four week programme of activities to raise awareness of both Cemex's and our own environmental and sustainable activities.

Colleagues enjoyed a fantastic BBQ with delicious food served up on recyclable plates and cutlery. They took part in some fun quizzes about around water usage and sustainable actions, they built a bug hotel and launched a 'build your own bug hotel' competition and launched a Joyful June Always in Action app challenge to log their sustainable actions throughout the month. For Joyful June's week two - Repurpose Week, colleagues donated an amazing amount of unwanted household goods, clothing and food to support Collaborative Women, The Air Ambulance,

The Coventry Foodbank and a local school collecting plastic containers.

This week is Lend a Hand week and as part of a wider Cemex UK initiative, many colleagues from our Head Office, along with colleagues from across the UK, are taking part in volunteering activities. More about this in next week's UK News.





PROFITABILITY

Viewpoint Podcast with José Antonio González

Our Executive Vice President of Planning and Business Development, José Antonio González, shares his view on Cemex's evolution in growing our business worldwide, rebalancing our portfolio, and how our strategic priorities are making a difference in our company's journey.

Check it out! You can watch and listen to the podcast [HERE](#).



EMPLOYEES

Men's Health – Depression

We all have times when our mood is low, and we feel sad or fed up. Often these feelings happen for a reason and pass on their own. But if these feelings last for weeks at a time or become so bad that they interfere with daily life, this might be depression. Depression is a long-lasting mood disorder. It lasts for weeks or months, rather than just a few days. It affects your ability to do everyday things, feel pleasure in activities, and can affect sleep and appetite.

Depression is:

- a mental illness
- common
- something that anyone can get
- treatable.

Depression isn't:

- something you can 'snap out of'
- a sign of weakness
- something that everyone experiences
- something that lasts forever

Rethink Mental Illness has produced an excellent factsheet explaining the causes and symptoms of depression and how it's treated. You can find it [HERE](#).

While there isn't a different sort of 'male depression', some symptoms are more common in men than women. These include irritability, sudden anger, increased loss of control, risk-taking and aggression. Men may also be more likely to use alcohol and drugs to cope with their depression rather than talking about it. They may use escapist behaviour too, such as throwing themselves into their work.



Read more about the symptoms of depression and ways to get support. The NHS recommends that you should see your GP if you experience any symptoms of depression for most of the day, every day, for more than two weeks.

Signs of Depression: Psychological

- a persistent low mood or sadness
- feelings of hopelessness or helplessness
- low self-esteem
- feeling tearful, guilt-ridden, irritable or intolerant of others
- having little motivation or interest in things
- a difficulty making decisions
- not getting any enjoyment out of life
- feeling anxious or worried
- having suicidal thoughts or thoughts of harming yourself

Physical Signs of Depression

- speaking or moving more cautiously than usual
- changes in appetite as well as weight loss or weight gain
- constipation
- aches and pains with no cause
- a general lack of energy
- low sex drive
- disturbed sleep

Social Signs of Depression

- poor performance at work
- avoiding meeting up with friends and taking part in fewer social activities
- disinterest in usual hobbies and interests
- difficulties in people's home and family life

Online Resources

If you recognise any of the above symptoms in yourself, or a friend or family member, here are some resources for supporting yourself, and for supporting someone else:

Learning more about depression:

- The charity MIND, have a video explaining depression – you can watch it [HERE](https://www.mind.org.uk/information-support/types-of-mental-health-problems/depression/about-depression/). You'll learn what depression is, and how look after yourself if you experience it. And you'll find tips for supporting someone else with depression. <https://www.mind.org.uk/information-support/types-of-mental-health-problems/depression/about-depression/>

Coping with depression

- NHS: <https://www.nhs.uk/mental-health/self-help/tips-and-support/cope-with-depression/>



- Mental Health Org: <https://www.mentalhealth.org.uk/explore-mental-health/a-z-topics/depression>

If you are worried about someone

- MIND: <https://www.mind.org.uk/information-support/types-of-mental-health-problems/depression/for-friends-and-family/>
- CALM - <https://www.thecalmzone.net/guides/worried-about-someone>
- NHS – How to help someone with depression: <https://www.nhs.uk/mental-health/advice-for-life-situations-and-events/how-to-help-someone-with-depression/>

Further support

- NHS: <https://www.nhs.uk/mental-health/conditions/depression-in-adults/support-groups/>

We also have a poster with QR codes to many different support groups. You can find it at the end of this document and on UK News [HERE](#).

Premier League Helps Fans to Kick Off a Conversation on Mental Health

As part of the Premier League's Inside Matters campaign, Wolverhampton Wanderers Football Club highlighted the importance of speaking out about mental health by producing an emotional video featuring Reepa, a local grime and rap artist. The Inside Matters campaign is encouraging fans to check in on each other and kick off a conversation about mental health.

The purpose of the Wolves video was to raise awareness of suicide prevention and the importance of looking after your mental health. It shares the message that there is always someone to talk to and there's always someone who will listen, and highlighted how important it is to open up. In the video, Reepa stands outside Molineux on a matchday, wearing a Wolves scarf as a blindfold, holding up a placard highlighting statistics around suicide and offering a hug and a chat. Reepa is approached by several fans, who hug and talk about the mental health struggles that they or someone close to them have faced.

The reaction to the video has been extraordinary with millions of views across all social media platform, with many people responding to the video by opening up about their own mental health struggles.

You can watch the video [HERE](#)

We have also created a poster with a QR code to the poster – **please share on all workplace notice boards and wellbeing boards**. You can find the poster at the end of this document and on UK News download page [HERE](#).



Proud to be Yourself

Proud to be yourself

Every year, during the month of June, the LGBTQ+ community celebrates Pride month. Pride is a movement that celebrates sexual diversity. For lesbian, gay, bisexual, transgender and queer (LGBTQ) people it is also a way of peacefully protesting discrimination and violence. It promotes their dignity, equal rights, self-affirmation and is a way of increasing society's awareness of the issues they face.

Across the globe, various events have been held as a way of recognising the influence LGBTQ+ people have had around the world. Parades have been a prominent feature of Pride month, and there have been many street parties, community events, poetry readings, public speaking, street festivals and educational sessions all of which were covered by mainstream media and attracting millions of participants.

At Cemex, we foster a culture of diversity, equity, inclusion and belonging. By actively promoting an inclusive workplace culture, Cemex creates an environment where every voice is valued, every perspective is heard, and every individual feels a genuine sense of belonging.

Our workforce represents a wide range of backgrounds and identities, which enables us to better understand and cater to the needs of our diverse customer base. Our global policies protect the right of every employee to feel respected and valued, and to learn, grow and develop. While our strategy is global, we aim for our initiatives to meet local needs across our operations.

Over 100 executives from every region participate in local diversity committees, which are responsible for co-creating local DEI initiatives that reflect local challenges and existing practices. Our comprehensive DEI program sets the direction and helps us track the impact we intend to make in our community. By propelling a work environment where differences are celebrated, Cemex drives innovation through diverse perspectives and accelerates growth by establishing industry best practices.

We strongly believe that fostering a culture of inclusion and belonging, where everyone feels safe and empowered, leads to a more engaged and motivated workforce. At Cemex we believe that in a world of possibilities, embracing diversity helps us to build a better future.

Competition and Markets Authority – Dawn Raids



The Competition and Markets Authority (CMA) is a non-ministerial department of the UK Government. The CMA governs and regulates competition between companies so that customers can be confident they are getting great choices, fair deals and competitive and fair dealing and that businesses can innovate and

thrive, by promoting competitive markets and tackling unfair behaviour.



Part of the CMA's remit is the prevention and investigation of Cartels. A Cartel is where two or more businesses, who (if competitors):

1. have an aggregate market share of 10% or more;
2. agree to price fixing, limitation of supply or production, marketing sharing and/or bid rigging or other anti-competitive practices; and
3. where such activities have an appreciable effect on trade in the UK

Companies who engage in this behaviour do so for a monetary benefit and it affects customers as they often have to pay higher prices for goods and services.

Cartel activity is illegal, and the CMA have certain powers to investigate suspected activity including using a procedure called a Dawn Raid.

A Dawn Raid is when officers of the CMA attend business premises they suspect of being involved in Cartel or anti-competitive activity without warning, to conduct interviews with employees, request documents, and equipment such as computers, laptops and mobile phones to conduct investigations.

In the unlikely event that we are subject to a Dawn Raid at one of our offices, you should remain calm, check the officers ID, and contact a member of the Cemex Legal team or your local Dawn Raid Officer immediately and they will guide and support you before the arrival of a specialist team.

We suggest you familiarise yourself with the basics of competition law, the role of the CMA and the Dawn Raid procedure. Further information can be found on the [Legal Department Viva Engage site](#).

Contact Details for Dawn Raid Officers and the Legal team:

Legal Team

Name	Position	Mobile number
Vishal Puri	Legal Director	07768 147218
Lara Moutafava	Commercial Solicitor	07385 410281
Alice Powell	Paralegal	07385 373223

Dawn Raid Officers

Office	Dawn Raid Officer	Mobile Number / Office
Coventry	Vishal Puri	07768 147218
	Lara Moutafava	07385 410281
	Alice Powell	07385 373223
Stockton	Mike Lynn	07714 221826
	Ross Catterick	07825 833404
Preston Brook	Damon Montgomery	07771 173225
	Paul Cooke	07771 772597
Southampton	Christopher Grosscurth	07385 973505 / 02380 720212
	Graham Oman	07889 315468 / 02380 720233
Sheffield	David Sowden	07887 059820 / 0345 1556052
	John Parker Office	07766 504587 / 0345 1556052



New Reflection Room



Our Head Office in Coventry now has a **Reflection Room** as part of its welfare facilities. The multi-use room is there for all colleagues and visitors: for multi-faith use, wellbeing, first aid and new mother's needs.

The Reflection Room is on the ground floor, through the office door next to the TV in reception, and round to the right. Its door and office windows are opaque and there is a blind on the main window for privacy.

Please remember to slide the vacancy sign across to Engaged when in use and leave the door open when not in use.

Launching our New Cemex Careers Webpages

We've recently relaunched the careers area of our UK website (www.cemex.co.uk/careers) providing up to date information about what it's like to work for Cemex in the UK and making the pages easier to navigate, more vibrant and more attractive to visitors.

Colleagues from HR, Communications, Marketing and Social Impact have all been working together since January on the project. We want to make sure that we position Cemex as a great place to work for potential candidates who may be looking for a new opportunity or to start their career in the industry. It's a competitive employment market, so to attract talented individuals we need to create a compelling picture of work and life at Cemex.



We've tried to do this by featuring colleagues from across our business, using people-centred imagery and videos that help to tell the story of what it's like to work at Cemex from the perspectives of our employees.

We would encourage all Hiring Managers from across our business to make use of these pages and share this excellent resource with future applicants to show them what we're all about, how they can benefit from a career with Cemex and to help them prepare for their interview.

As well as Hiring Managers, the new pages can be used by any Cemex employee who may want to recommend Cemex as a great place to work and of course, if you're looking to develop and continue your own career with Cemex there may be roles listed that you wish to apply for. So, take a look for yourselves and tell us what you think about our new careers webpages.



Ella's Work Experience

From time to time we are asked to support students with some Work Experience, and where we can, we are always happy to accommodate students. It's always good to be able to take these opportunities to introduce young people to Cemex, so that in the future they might consider a career with us or in the wider industry. It's especially nice too when we can do this for families of colleagues at Cemex.

Last week university graduate, Ella Doody, whose father, Rob Doody, previously worked at Cemex for many years, spent some time at Binley office working in Customer Service and Facilities.



Ella spent several days with the HR team at our Head Office in Coventry. Ella shares her experience here:

"I'm Ella, and I recently had the privilege of spending three days at the Cemex Head Offices with the Human Resources team, as work experience with Lucy, Laura, and Rob. My familiarity with Cemex comes from my father, Rob Doody, who worked there for many years and always spoke highly of his experience. As a recent university graduate determining a clear career path can be challenging. However, I have recently chosen to pursue a career in HR and am currently undertaking my Level 5 CIPD qualification. This week's immersion in the world of HR confirmed that I have indeed made the right choice.

The team was exceptionally welcoming, just as my Dad said they would be, and they arranged various activities across different HR areas. I engaged with HR projects, learning and development, and got a taste of the administrative side, which I will likely focus on early in my career. The most invaluable takeaway was the career advice I received, underscoring the importance of hands-on experience alongside theoretical knowledge.

Overall, the experience was brilliant and has given me even more motivation to complete my CIPD qualification and embark on my HR career, wherever it may lead."

Photo L to R: Lucy Forster and Ella Doody.

Home Pod Point Charger Discount

Thinking about getting an electric vehicle?

Pod Point have just launched a new home charger – the Solo 3S. This charger is fully compatible with solar panels and costs £100 more.

Cemex have partnered with Pod Point and is offering an exclusive £50 discount for Cemex employees purchasing the new Solo 3 or 3S charger.



To take advantage of the discount follow the instructions on the last page of the flyer you will find at the end of this document, and on the UK News download page: www.cemexuknews.co.uk/downloads

Both chargers will be available for a period of time but expect that the Solo 3S will replace the Solo3 from around August this year.

Win £500 this June

Indulge in self-care via your Cemex Benefits Platform for a chance to win up to £500!

Whether you're updating your home, indulging in your favourite takeaway, or planning a relaxing getaway, find something to make you feel great with our range of retailers.

How does it work?

Make a purchase at any of the 12 retailers below between 17th – 30th June 2024 and you'll automatically be entered into a prize draw to win up to £500 eVouchers. There are also 10 £100 eVouchers for runners up.



- Take time out for you with: Rituals, Hobbycraft, Just Eat
- Transform your home and garden with: Wickes, B&M, Homesense
- Book a trip away with: Lastminute.com, Airbnb, Eurostar
- Elevate your wardrobe and workout routine with: adidas, H&M, Decathlon

Click [HERE](#) to find out more.

Our Employee Assistance Programme

Do you need support? Care first

Cemex offers all employees a free, confidential employee assistance programme (EAP) called **Lifestyle Support**, operated by Care first.

Lifestyle Support is easy to access, available 24/7 and can provide help and support with a wide range of issues or concerns such as family matters, debt, relationships, bereavement, depression and anxiety.

It is run by a separate provider and not part of Cemex; we don't receive any employee specific information from them.

 **Call 0808 168 2143**
Visit www.lifestyle-support.co.uk
Username: cemex
Password: cemex



Did you know that Cemex offers all employees a free, confidential employee assistance programme called Lifestyle Support.

Lifestyle Support is easy to access, available 24/7 and can provide help and support with a wide range of issues or concerns such as family matters, debt, relationships, bereavement, depression and anxiety.

It is run by a separate provider and not part of Cemex; we don't receive any employee specific information from them.

Contact the Employee Assistance Line (Lifestyle Support) for confidential advice and support – call 0808 168 2143 or visit www.lifestyle-support.co.uk (Username: cemex Password: cemex).



A poster can be found at the end of this document and in the download section of the UK News website:
www.cemexuknews.co.uk/downloads

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
106-06-2024	Asphalt Plant Manager	Urbanisation Solutions - Asphalt	Birmingham	21/06/2024
107-06-2024	Multiskilled Operative (Primary Days)	Materials - Aggregates	Dove Holes Quarry	24/06/2024
108-06-2024	Weighbridge Operative	Materials - Aggregates	Dove Holes Quarry	24/06/2024
109-06-2024	Production Administrator	Urbanisation Solutions – Building Products	Northfleet	25/06/2024
110-06-2024	Production Administrator	Urbanisation Solutions – Building Products	Northfleet	25/06/2024
111-06-2024	Operative	Urbanisation Solutions – Building Products	Somercotes	25/06/2024
113-06-2024	Technical Sales Support (12 months secondment Maternity Leave)	Customer Experience - Materials	Binley	27/06/2024
117-06-2027	Plant Manager	Materials - Readymix	Basingstoke	27/06/2027

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.



Exciting Announcement: Guardsman and National Safety Supplies Merge!

Dear Valued Customers,

We are thrilled to announce some incredible news that will shape the future of our company and enhance the services we provide to you. As of June 4th, 2024, National Safety Supplies will merge with our esteemed Bunzl sister company, Guardsman.

Under this exciting merger, we will unite our strengths, resources, and expertise to form a dynamic entity known as "Guardsman Safety Solutions." This strategic move will allow us to offer you an even broader range of safety solutions while maintaining the exceptional quality and service you've come to expect from us.

Rest assured, this merger is driven by our commitment to enhancing your experience and ensuring your safety needs are met with unparalleled excellence. We are dedicated to making this transition as seamless as possible, and we're confident that the combined efforts of our teams will lead to even greater success and customer satisfaction.

Here's what you can expect:

- 1) **National Coverage:** Our extended external sales team will now provide greater national coverage, offering additional support to both our existing and new customers.
- 2) **Expanded Product Range:** Get ready for an even larger product range! We're expanding our offerings to ensure you have more options to choose from, perfectly tailored to suit your evolving needs.
- 3) **Modern Website:** Say hello to our brand-new, user-friendly website at www.guardsmansafety.com ! Designed with modern features and functionalities, it will provide you with a seamless browsing and shopping experience.

By joining forces, we are pooling our resources, talent, and expertise to create a stronger, more resilient organisation. This newfound strength will enable us to invest in cutting-edge technologies, innovative solutions, and strategic partnerships that drive growth and value for our customers.

In essence, the merger not only strengthens our position in the market but also provides us with the financial, operational, and strategic flexibility to invest more in the areas that matter most to you. Together, we are committed to delivering unparalleled value, innovation, and service excellence as we shape the future of safety solutions.

Here are the changes:

- 1) **Ordering Online** – from 4th June 2024 you will only be able to place orders using our new website, we will also be launching some new features such as live order tracking for online and offline orders.

- 2) **New logins** – from w/c 3rd June 2024 you will receive your new credentials via email.
- 3) **Contact Information** – please start emailing support@guardsmansafety.com but don't worry if you forget, all emails will be forwarded from our NSS email addresses as we transition.
- 4) **Purchase History** – your purchase history prior to June 2024 will be held on your old login credentials at www.nssgb.co.uk for a further 12 months.

At Guardsman Safety solutions, you are more than just a customer – you are a valued partner in our journey. Your feedback, insights, and support are invaluable as we strive to innovate, adapt, and evolve to better serve you.

So, as we embark on this exciting adventure together, we extend our heartfelt gratitude for your continued trust and loyalty. We are honored to have you by our side, and we are committed to making this journey one of shared growth, prosperity, and mutual success.

Thank you for choosing Guardsman Safety Solutions. Here's to a bright future ahead!

Best Wishes

Nick Murray

Sales Director

ENVIRONMENTAL BRIEFING

Giant Hogweed – a timely reminder





Summary

A recent news report served as a stark reminder that invasive weeds can be potentially harmful to humans as well as the environment. It was reported that an 8-year-old British boy was left with blisters and burns on his hands and arms when he brushed against giant hogweed. The resulting scarring could be long lasting and has caused sensitivity to sun. The plant sap can also result in purple or black scars and there are some reports that eye exposure could result in irritation and possible blindness.

To avoid injury, familiarise yourself with the plant and avoid contact with skin. If the sap does make contact with skin,



wash the area thoroughly and immediately, seek medical advice and do not expose the area to sunlight for several days. Giant hogweed looks like an enormous cow parsley plant. It is mainly found along rivers and streams, but it thrives in many habitats including waste ground, woodland clearings, roadsides, and arable field margins. When fully grown, it can reach heights of 1.5m to 5m and have a spread of between 1m and 2m. It forms a rosette of jagged, lobed leaves in the first year before sending up a flower spike in the second year and setting seed.

Stems are green, often with purple blotches and stiff, white, bristly hairs.		The leaves are huge, up to 1.5m wide and 3m long and deeply divided into smaller leaflets. Leaves look a bit like a rhubarb leaf, with irregular and very sharp or jagged edges – which has given rise to one of its other common names – wild rhubarb. The underside of the leaf is hairy.	
Stems are hollow with ridges and have a thick circle of hairs at base of each leaf stalk.		Giant hogweed flowers appear in June and July . They are small and white (or slightly pink) and are clustered on umbrella-like heads known as umbels that can reach a diameter of 60cm. All the flowers on the umbel face upwards.	

It is an offence, under the Wildlife and Countryside Act 1981, to cause giant hogweed to grow in the wild in England and Wales (similar legislation applies in Scotland). Anti-Social Behaviour Orders can also be used to require occupiers of giant hogweed infested ground to remove the weed or face penalties.

Key Points

- The sap of giant hogweed can cause burns and potentially blindness. It contains a chemical which makes skin extremely sensitive to sunlight (phytophotodermatitis).
- Severe skin blistering can occur if sap touches skin which is then exposed to sunlight. Blistering can recur over months and even years (phytotoxicity).
- The best way to avoid injury is to familiarise yourself with the plant and avoid contact with your skin. If you do get giant hogweed sap on your skin, be sure to wash the area thoroughly and immediately. Seek medical advice and do not expose the area to sunlight for several days.
- It is an offence to cause giant hogweed to grow and landowners can be required to remove it.
- Additional information can be found in the [Cemex Invasive Non Native Plants Note](#) and advice on control and management can be sought from Alex Finn, Cemex Restoration Manager.

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

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