

CEMEX UK NEWS



Welcome to UK News 4th July 2024
your weekly update from around Cemex UK

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HEALTH & SAFETY

Have a Safe Summer

This week is the start of July and it's lovely to finally welcome some dry summer weather. While this is very welcome, many of us work outdoors and many need to wear full PPE. It is, therefore, important to look after ourselves and each other and stay safe in the sunshine and the heat.

There are several ways that the summer weather can cause issues:

- Exposure to UV radiation.
- Heat related illnesses such as heat rash, heat cramps, heat exhaustion and heat stroke.

It is important to be aware of sun safety and the affect warm weather can have on both our physical and mental health. Over the coming weeks, in [UK News](#), we will be sharing tips for staying safe in the sun this summer.

To launch our Safe Summer campaign, we have produced a short video sharing Summer Safety Tips – please take a moment to watch the one-minute video. You can watch it [HERE](#) or [scan the QR code in the poster attached](#). We have also produced our Heat Stress guide and poster for sharing on your workplace notice boards. They can be found at the end of this document and on the UK News website: www.cemexuknews.co.uk/downloads

For Managers, please use these campaign materials during upcoming site meetings/discussions and to take the opportunity to review procedures to ensure appropriate controls are in place or planned.

All campaign resources are available [HERE](#).



Action for Happiness – Jump Back Up July



We can't control what happens but we can still choose our response.

The [Action For Happiness](#) Jump Back Up July calendar gives us ideas to help find ways to respond well in challenging times. It is full of great ways to build positive emotions. Share it with others to give them a boost too.

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! 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.

Everyone's path to happiness is different. Based on the latest research, we have identified 10 Keys that tend to make life happier and more fulfilling. You can check them out [HERE](#).

You can watch the Jump Back Up July video [here](#) where Action For Happiness's Vanessa King gives advice on how to make life happier and more fulfilling.

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



CUSTOMER CENTRICITY

Porof foam is Perfect for the Job



This week Cemex UK have supplied around 300m³ of Porof foam to a customer in Cardiff.

Porof foam is our range of low-density foamed concretes suitable for void fill, stabilisation and other lightweight applications.

The customer needed to infill an old building next to a railway line. The building had been condemned as a risk to the stability of the line.



They needed a high consistence product, although a low strength was sufficient – so Porof foam was the perfect product for this voidfil project.

The team poured around 300m³ of Porof foam over four days and the customer was very satisfied with the result.

Collaboration Driving Results



Well done to the excellent collaboration between the Supply Chain, Readymix and Cement Commercial teams which resulted in the year's strongest month in March with almost 1,000 deliveries made out-of-hours from our Cement Plant.

Dave Hart, Supply Chain Director, shared: "Special thanks to Paul Cooke, Gemma Crawford and Carl Milton and Craig Williamson's teams for their fantastic support."



FUTURE IN ACTION

Asphalt Managers Lend a Hand

As part of our recent Lend a Week, the Asphalt Management team carried out their Lend a Hand day at Wombwell Park on behalf of Barnsley Council.

The team had a fantastic day supporting the park in clearing vegetation and weeds at the main entrance gates and general litter picking. Taking part on the day was Scott Jones - Asphalt Director, Jason Barker - Asphalt National Operations Manager, Les Luxon - Western Asphalt Area Manager, Brin Sandhu - Eastern Asphalt Area Manager and Sonny Netto - Health & Safety Advisor.



How to organise your Lend a Hand

To support you and your team in finding local opportunities for Lend a Hand activities, Cemex UK has partnered with Neighbourly, a volunteering platform to support you to deliver social impact. Once registered, the new online platform will assist you in searching for volunteering activities in your local areas.

Click this link [HERE](#) to open Neighbourly. You can find **instructions** to register with Neighbourly [HERE](#)

If you need any further support using Neighbourly or organising your Lend a Hand activity this year, please contact Chiedza Mupfumira, Cemex UK Social Impact Specialist.



Egraine and Laura Walk Three Peaks for Mind

Congratulations to Egraine Kunica and Laura Taylor from the Dove Holes Weighbridge team. Over three days in June they have raised over £800 for the mental health charity, Mind, by walking the three peaks challenge.

They walked Ben Nevis in Scotland at a height of 1,344 metres, then Scafell Pike in the Lake District at 978 metres, then Snowdon in Wales at 1,085 metres.

What an amazing achievement – well done ladies!



Hamplified Festival is Coming Soon!



Rugby's Hamplified Music & Rugby 7's festival takes place on Saturday 13th July at Rugby St Andrews RFC Hillmorton Grounds in Ashlawn Road at 1pm until 11pm.

The event takes place to raise funds and awareness for The Matt Hampson Foundation who support young people seriously injured through sport.

Founders of Hamplified and Cemex Logistics Planners, Mark Brightwell and Rob Low, said: "Our inspiration came 13 years ago when our friend and co-founder, Andy Smith, injured himself seriously playing rugby. Andy found inspiration to fully recover after reading the book 'Engage', written by Matt Hampson after a similar horrific career-ending and life-changing injury while playing for Leicester Tigers."

The festival features a fantastic men's and ladies Rugby 7's tournament with top local teams Rugby St Andrews RFC, Rugby Lions, Old Laurentrians and Newbold RFC battling it out for the Hamplified trophy.

Hamplified has always relied on 100% of its acts and organisers to offer their time and talent free of charge in order to raise as much as possible through donations, collections, raffles, auctions and pitch fees etc on the day.

Rob continues: "We have also been very grateful to get support from Cemex this year as one of our sponsors. We cannot thank them enough for their partnership for this fantastic local community event. This event has always been well supported by our Cemex colleagues, their families and friends and we welcome them all again for a great day and night of live music and rugby."

To date, they have raised more than £30,000 since the launch in 2011.

Music starts at 1pm with 11 great local bands including: Ego, The Upsiders, The Shady, Trust Club, Monday Nights, The Passengers, LL Cool Hill, The Great Central, The Soul Revival, Big Family and The Record Covers.



Rob Lowe commented: “I am certain no other festival gets absolutely to the heart of the community of Rugby taking the people, bands, business, Cemex employees/ families and music supporters with us at every stage which helps our little idea make a big difference.”

For additional information visit the website www.hamplified.com or email robert.low@cemex.com for more details.

You can find a poster with more details at the end of this document and on the UK News website: www.cemexuknews.co.uk/downloads



EMPLOYEES

Wellbeing | Alcohol & Drugs

Our new Wellbeing focus for July and August is Drugs and Alcohol. During this new campaign we will be sharing helpful resources to support yourself or others who might be struggling with drug or alcohol use.

We will be sharing resources such as:

- Signposting to seek help
- Resources to help provide emotional support
- Information on Psychoactive substances (legal highs)
- Prevention strategies
- Spotting the signs to support others
- A reminder of our Cemex Drugs and Alcohol Policy
- Plus much more!



If you are struggling with any kind of addiction, remember you're not alone. There are many organisations to reach out to. Here are just a few:

- Cemex 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).
- <https://www.actiononaddiction.org.uk/>
- <https://www.nhs.uk/live-well/addiction-support/drug-addiction-getting-help/>
- <https://www.nhs.uk/live-well/alcohol-advice/alcohol-support/>
- <https://www.mind.org.uk/information-support/types-of-mental-health-problems/recreational-drugs-alcohol-and-addiction/support-for-drug-and-alcohol-problems/>
- <https://www.changegrowlive.org/advice-info/alcohol-drugs>
- <https://www.wearewithyou.org.uk/>
- <https://www.turning-point.co.uk/support-we-offer/drugs-and-alcohol>



Everyone Knows Someone

Taking Action on Addiction is a campaign ran by the charity Action on Addiction and aims to improve understanding of addiction and end the stigma that surrounds it. Their campaign includes a very powerful video – **Everyone Knows Someone** – sharing personal stories of addiction, recovery and healing.

Please take 2 minutes to watch it – click [HERE](#) or use the QR code in the poster at the end of this document and on the UK News download page [HERE](#).

Please share the poster on your workplace and wellbeing notice boards. It can be found at the end of this document.

Your Roadshow Questions Answered

Earlier this year, Lex Russell, MD for UK Materials travelled the breadth of the country, presenting his Materials Roadshows to many of you. At each session Lex invited questions and we have now compiled these, along with the answers, to share with you all.

**Materials
Roadshows
2024**



If you would like to find out the answers to any of these questions click [HERE!](#)

- When conducting NPS surveys can the scoring system be shown either directly in the survey or elsewhere as a visual reminder?
- How are our pay increases and bonuses calculated?
- When referring to EBITDA in our financial updates what do we mean by this?
- It was commented that the roadshow events were extremely useful in providing information about the business but that some colleagues, and particularly those whose Line Manager is based in another country, do not necessarily have regular touchpoints to understand current performance and latest updates across the UK.
- Are there plans to use MP Connect internally at Cemex, we currently use Avetta but it seems like we have two platforms doing the same thing are there any plans to bring this all under one platform?
- How do we promote the benefits of CEM II and lower carbon products more widely across our customers, it seems that some of our customers are still reluctant to purchase CEM II products?
- Where are we with the implementation of Cloud Cycle for use across our concrete trucks?
- As we look to go more digital, do we have plans to ensure that the connectivity of our sites provides reliable internet access so that we can make best use of new tools?
- Is there a materials directory that our sales teams can tap into that would allow us to link relevant teams and product to customers in specific locations?
- How can we get more recycled materials into our concrete?
- When looking to secure our aggregate reserves for the future, is there a possibility that we may look towards the Nordic (e.g Sweden, Finland) states particularly for hard rock and import in via ship?



Your Lifestyle July Offers



Head over to our Cemex Benefits and Lifestyle Platform for all your summer savings!

Get 6% off eVouchers from Argos, 5% off Airbnb or 6.5% off M&S summer essentials, or save 30% for your airport parking!

Click [HERE](#) or scan the QR code to find out about these plus many more discounts!



Understand the Value of the Cemex Brand



If you have an external facing role or post on LinkedIn it is very important that you understand the value of the Cemex brand.

Cemex University has launched a new training course for participants to learn about the best practices in branding, related to brand positioning, architecture and equity, amongst others, to preserve the value of Cemex's brands.

To take the course please click [HERE](#).

Please Stay Vigilant!



Recently, an attempt at identity theft through the company's email addresses ("phishing") has been detected. Cemex has made its best efforts, both human and technical, to control the effects of such undesirable and criminal activities, which unfortunately are widespread across the internet and the use of new technologies. Of course, we have reported these incidents to the relevant authorities.

We have taken steps to inform our customers of these events so they can exercise caution regarding any suspicious communication that may be fraudulent. We have reminded them that the account numbers for Cemex invoice payments are always those that appear on the invoices themselves.

Additionally, we have reminded our customers that Cemex only uses corporate email accounts. Therefore, any communication not originating from an email address in the following formats: email@bimcemex.com,



email@eur.cemex.com, email@info.cemexgo.com, email@comm.cemex.com, email@cemex.com or email@ext.cemex.com should be considered suspicious and unofficial. Customers have been advised that if they receive any communication requesting payment to a different account number, altering the payment period of an invoice, suggesting alternative payment methods, or any other suspicious sign, they should contact their Sales Representative immediately before making any payment.

This serves as a general reminder to us all about the threat of phishing, and we make some general recommendations:

- Be wary of unexpected attachments and links: Do not open attachments or click on links in unsolicited emails or messages.
- Use strong, unique passwords: Create strong passwords for each of your accounts and avoid using the same password across multiple sites.
- Verify requests for personal information: Legitimate companies will not ask for sensitive information via email.
- Stay informed about phishing tactics: Keep up to date with the latest phishing techniques and common scams.

By following these recommendations, you can significantly reduce the risk of falling victim to phishing attacks.

Digital Forward | Digitalising our Operations



Digital Forward is our new global program designed to leverage digital technologies to evolve business processes, provide a superior customer experience, and increase business value for Cemex.

After talking about how we will enable a digital-first commercial experience, we now present the second process of the Digital Forward

Value Creation Model: Digitalising our Operations.

This journey towards digitalisation has been characterised by continuous experimentation and learning. Today, the operations stand at a **pivotal moment** where they are ready to take a bold step forward in transforming our production plant operations.

Our goal is to leverage cutting-edge technologies to enhance efficiency, productivity, and sustainability across our operations.

This strategic imperative is not just a technological upgrade but a necessary evolution that will shape our future competitiveness. One of main examples is the usage of **Digital Twins**, a new technology that we use to create virtual representations of physical thing, person, or process. Check out the video [HERE](#).

We focus on the SmartOps Program which will lead to this change, showing how things can be done faster and smarter leveraging data. We have already proven a positive impact is possible with better performance, lower costs, higher quality, and less environmental impact.



We are doing this being agile and thinking of scalability, which means our digital plan continuously grows as our business needs change. We will use cloud computing, microservices, and modular design to make a stronger IT landscape that supports everything we do in our production plants.

Data will be the key to our strategy.

Through powerful analytics and machine learning, data helps us turn information into action. We will soon make smarter data-driven decisions at every step of the production process, making our operations better and always looking for ways to improve.

We have advanced well in our Artificial Intelligence (AI) Process Optimisation journey, mainly in the kiln and milling processes. We have used quality instruments and real-time data to reduce our CO₂ emissions, in line with our Future in Action objectives.

As we continue implementing these strategies, Digital Forward will propel us into a new era of efficiency, innovation, and sustainability.

By embracing digitalisation as a transformative journey we redefine how our organisation operates and thrives in the modern world. Remember, digital transformation is a collective effort, and every contribution counts towards achieving the strategic goals.

Stay tuned with our [Digital Forward Community](#) and [Official Page](#) to learn more about the program. for the latest updates, information, and insights into our digital transformation journey.

Work-Life Balance Advice - Redirect Your SAP Workflow When on Annual Leave



As part of its efforts to help employees maintain a good work-life balance, the Wellbeing Strategy Group wants to provide employees with helpful tools and tips that can make switching off easier, especially when taking time away for annual leave.

One of the challenges to switching off raised to the Group was the build-up of an employee's SAP Workflow when they are away.

But did you know you can redirect your workflow to a nominated person, so they can manage it while you are off?

With thanks to IT for their support, we can share a step-by-step guide to doing this. The guide has been tested by members of the Group – with two key points to note:

- The person you nominate must have authorisation to approve invoices/workflow items
- They will also need to know the applicable cost centre and GL codes

Use the guide before you go away, and hopefully you will return to fewer emails in your inbox, and items in your workflow!



Cool Tips for Laptops



During the hot weather season it's important to take extra care of your laptop to prevent overheating.

Our high-end laptops have efficient cooling systems, but we can ensure optimal performance by following these practices. These actions can help extend your laptop's useful life and efficiency during the hot weather season.



Work in **areas with good airflow and on hard, flat surfaces** (avoid soft, insulating surfaces like pillows or blankets).



Power down your laptop during lunch breaks, at the end of your workday, before stowing it in your backpack, and throughout the weekends.



Utilize a laptop stand if available, as it aids in maintaining the right temperature for your device, particularly in warmer environments.

Recommend a Colleague

Has someone you work with done something over and above their day job? Then nominate them for our monthly Thanks for Your Effort award.

Any UK employee or team of employees can be nominated and will be in with a chance of winning store vouchers, for the monthly winners.

Find out more information [here](#) or simply click on the link below to download the form and then email it to: gb-hrplanning@cemex.com



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 0800 368 2143

Visit www.lifestyle-support.co.uk

Username: cemex

Password: cemex



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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
118-06-2024	Cash Sales Agent	Customer Experience - Readymix	Binley	04/07/2024
119-06-2024	Mobile Plant Operator/ Maintainer	Cement Operations	Rugby Cement Plant	12/07/2024

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.



Safe Summer with Cemex

Watch out for the sun and the heat.

Remember to stay hydrated!

Drink water and not sweetened beverages.



How to be safe during hot weather at work.

- If you feel weak, please **STOP** all activity, get to cool place and rest.
- Before starting work, assess the risks (overheating, dehydration, stroke, fainting)
- Plan to do strenuous work in the morning and limit it during the hottest of the day.
- Define signs of danger to avoid heat stroke.



Scan to watch Safe Summer video

Have a safe holiday



Avoid excessive exposure to the sun during peak hours.



Use hats/caps/umbrella to prevent sunstroke.



Protect eyes.



Increase fluid intake.



Use insect repellent.



Use creams with UVA and UVB protection.



Increase the amount of fruits and vegetables in your diet.



Don't jump or dive into uncharted waters.



Always wear a fastened life jacket when on a boat or kayak.





ARE YOU READY FOR THE SUMMER?



HOW IS THE HEAT STRESS OCCURS ?

Heat stress occurs when the body's means of controlling its internal temperature starts to fail. Air temperature, work rate, humidity and work clothing are all factors which can cause heat stress. It may not be obvious to someone passing through the workplace that there is a risk of heat stress.

The body reacts to heat by increasing the blood flow to the skin's surface and by sweating. This cools the body as heat is carried to the surface from within by the increased blood flow and sweat evaporates. Heat can also be lost by radiation and convection from the body's surface.



TYPES OF HEAT-RELATED ILLNESS



HEAT ILLNESS – HEAT RASH

Signs and symptoms:

- Clusters of red bumps on skin
- Often appears on neck, upper chest, folds of skin
- Common problem in hot work environments

What to do:

- Try to work in a cooler, less humid environment when possible
- Keep the affected area dry

HEAT ILLNESS – HEAT CRAMPS

Signs and symptoms:

- Muscle spasms
- Pain
- Usually in abdomen, arms, or legs
- Can be a first sign of worsening heat-related illness



What to do:

- Have worker rest in shady, cool area
- Drink water or other cool beverages
- Wait a few hours before allowing returning to strenuous work
- Seek medical attention if cramps don't go away

HEAT ILLNESS – HEAT EXHAUSTION

Signs and symptoms:

- Heavy sweating
- Weakness
- Cold, pale, and clammy skin
- Fast, weak pulse
- Nausea or vomiting
- Headache, dizziness, lightheadedness



What to do:

- Move to a cooler location
- Lie down and loosen clothing
- Apply cool, wet cloths to as much of the body as possible
- Sip water
- Seek medical attention immediately for prolonged vomiting

HEAT ILLNESS – HEAT STROKE

Signs and Symptoms:

- Very high body temperature (above 103°F)
- Hot, red, dry or moist skin
- Rapid and strong pulse
- Possible fainting, confusion, or seizures



What to do:

- **Call immediately — this is a medical emergency.**
- While waiting for emergency services:
- Move the person to a cooler environment. **Do NOT give fluids.**
- Reduce the person's body temperature with cool cloths or even a bath.

WHAT DO I NEED TO DO ABOUT HEAT STRESS?

1. Water



- One quart per person, per hour (2 gallons for an 8-hr shift)
- Must be “*fresh, pure, suitably cool... free of charge*” (potable water, not ice cold)
- As close as practicable to worksite (if not plumbed or supplied at site)
- Educate workers and actively encourage them to drink small amounts of water often (up to 4 cups/hour)

WHAT DO I NEED TO DO ABOUT HEAT STRESS?



2. Shade

- Shade = blockage of direct sunlight
- *Required to be available at 80F (formerly required at 85F)*
- Must accommodate *“the number of employees” on rest or recovery break*
- Access to shade must be permitted at all times
- Must be made available upon request if <80F
- If unsafe or not feasible, define alternative procedures

3. Cool-down Rest Periods

Must be allowed and encouraged

Employees shall be monitored for symptoms and signs of heat illness (observation and inquiry is sufficient)

If symptoms or signs occur:

- First aid or emergency response is required (based on level of heat-related illness)
- Workers must not be ordered back to work, sent home, or left alone until symptoms have abated
- Observation of employees for signs and symptoms
- Mandatory 10 minutes cool-down recovery time for each two hours period of continuous work

WHAT DO I NEED TO LOOK AT IN THE RISK ASSESSMENT?

When carrying out your risk assessment, the major factors you need to consider are:

- **Work rate** – the harder someone works the more body heat they generate.
- **Working climate** – this includes air temperature, humidity, air movement and effects of working near a heat source.
- **Worker's clothing** and respiratory protective equipment – may mean that sweating and other means of the body regulating its temperature are less effective.
- **Worker's age**, build and medical factors – may affect an individual's tolerance.

HOW CAN I REDUCE THE RISK?

- **Control the temperature** using engineering solutions, e.g. change the processes, use fans or air conditioning, use physical barriers that reduce exposure to radiant heat.
- **Provide mechanical aids** where possible to reduce the work rate.
- **Prevent dehydration.** Working in a hot environment causes sweating which helps keep people cool but means losing vital water that must be replaced. Provide cool water in the workplace and encourage workers to drink it frequently in small amounts before, during (where possible) and after working.

WHAT THE MANAGEMENT SHOULD DO?



- 1. Adjust work schedules.** Modify work/rest schedules according to monitoring results.
- 2. Rotate personnel.** Alternate job functions to minimize excessive stress or overexertion at one task. Add additional personnel to work teams. Perform work during cooler hours of the day if possible, or at night if adequate lighting can be provided.
- 3. Provide shelter.** Use air conditioning, if possible, or shaded areas to protect personnel during rest periods.
- 4. Maintain workers' body fluids at normal levels.** This is necessary to ensure that the cardiovascular system functions adequately. Daily fluid intake must approximately equal the amount of water lost in sweat.

HOW CAN I REDUCE THE STRESS?



- 1. Know the signs and symptoms of heat stress**
dizziness, headache, weakness, rapid heartbeat, nausea, cramps, chest pain
- 2. Wear loose, breathable clothing such as cotton.** If you must work on the sun, wear hats and use sun screen
- 3. Maintain proper hydration.** Drink small amounts of water frequently. Avoid feel thirsty
- 4. If it possible stay out of the sun.** Cool down whenever it is possible

SIGNS OF

HEAT EXHAUSTION

HEAT STROKE

DIZZINESS & FAINTING
EXCESSIVE SWEATING
RAPID, WEAK PULSE
NAUSEA OR VOMITING
COOL, PALE CLAMMY SKIN
MUSCLE CRAMPS



THROBBING HEADACHE
NO SWEATING
RAPID, STRONG PULSE
NAUSEA OR VOMITING
RED, HOT DRY SKIN
MAY LOSE CONSCIOUSNESS

Jump Back Up July 2024

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY

1 Take a small step to help overcome a problem or worry

2 Adopt a growth mindset. Change "I can't" into "I can't...yet"

3 Be willing to ask for help when you need it

4 Find something to look forward to today

5 Get the basics right: eat well, exercise and go to bed on time

6 Pause, breathe and feel your feet firmly on the ground

7 Shift your mood by doing something you really enjoy

8 Avoid saying "must" or "should" to yourself today

9 Put a problem in perspective by seeing the bigger picture

10 Reach out to someone you trust and share your feelings with them

11 Look for something positive in a difficult situation

12 Write your worries down and save them for a specific 'worry time'

13 Challenge negative thoughts. Find an alternative interpretation

14 Get outside and move to help clear your head

15 Set yourself an achievable goal and take the first step

16 Find fun ways to distract yourself from unhelpful thoughts

17 Use one of your strengths to overcome a challenge today

18 Let go of the small stuff and focus on the things that matter

19 If you can't change it, change the way you think about it

20 When things go wrong, pause and be kind to yourself

21 Identify what helped you get through a tough time in your life

22 Find 3 things you feel hopeful about and write them down

23 Remember that all feelings and situations pass in time

24 Choose to see something good about what has gone wrong

25 Notice when you are feeling judgmental and be kind instead

26 Catch yourself over-reacting and take a deep breath

27 Write down 3 things you're grateful for (even if today was hard)

28 Think about what you can learn from a recent problem

29 Be a realistic optimist. Focus on what could go right

30 Reach out to a friend, family member or colleague for support

31 Remember we all struggle at times - it's part of being human



Saturday 13th July 2024

HAMPLIFIED

Live Music & Rugby 7's festival

THE MATT HAMPSON STAGE

13:00 EGO

13:45 THE UPSIDERS

14:30 THE SHADY

15:00 RUGBY 7'S Presentation

15:30 TRUST CLUB

16:15 MONDAY NIGHTS

17:00 THE PASSERINES

17:45 LL COOL HILL

18:30 THE SOUL REVIVAL

19:15 THE GREAT CENTRAL

HAMPLIFIED INDOOR STAGE

20:45 BIG FAMILY

21:30 THE RECORD COVERS

THE SECRET GARDEN STAGE

14:00 THE ADAMSON SISTERS

15:00 DJ HANDSY ft FIZ
(The Sleepy Beagle)

16:00 DJ KYLE FUNKY HOUSE

17:00 DJ HANDSY - HOUSE

18:00 DJ KYLE - TRANCE CLASSICS

19:00 B2B DJ HANDSY & DJ KYLE

**GET
BUSY
LIVING!**

**Oxygen**
Creative Services to **GROW** your Business

**RR**
The Rugby Register

**MKM**

**Matt Clarke**
WORTHAGE SERVICES

**MATT HAMPSON
FOUNDATION**

**CEMEX**

**CWIKSKIP**
WASTE MANAGEMENT SERVICES

 [hamplifiedofficial](https://www.instagram.com/hamplifiedofficial)

 [Hamplifiedfestival](https://www.facebook.com/Hamplifiedfestival)

HILLMORTON GROUNDS, ASHLAWN RD, RUGBY CV22 5QQ | WWW.HAMPLIFIED.CO.UK

ENTERLUDE & RUGBY ST ANDREWS RFC PRESENTS

Saturday 13th July 2024

HAMPLIFIED

Live Music & Rugby 7's festival

EGO - THE UPSIDERS - THE SHADY -
TRUST CLUB - MONDAY NIGHTS -
THE PASSERINES - LL COOL HILL -
THE GREAT CENTRAL - THE SOUL REVIVAL
- BIG FAMILY - THE RECORD COVERS
plus DJ HANDSY'S IBIZA CLASSICS

Free Entry

Hambo Foundation
donations welcome

PIZZA - BBQ - INDIAN STREET FOOD -
COCKTAILS - INDOOR & OUTDOOR BAR

Rugby 7's

Starts at 10am
Live music 13pm



Raising funds and awareness for the Matt Hampson
Foundation supporting young people injured through sport.

Hamplifiedfestival

hamplifiedofficial

HILLMORTON GROUNDS, ASHLAWN RD, RUGBY CV22 5QQ WWW.HAMPLIFIED.CO.UK

**Addiction can
happen to anyone
at any point in life.**



However you're feeling right now, you are not alone: support is available.

It is nothing to be ashamed of and getting help - whether it's for you or a loved one - can save and transform your life.

Please take 2 minutes to watch this video



HELP AND ADVICE AVAILABLE 24/7

Lifestyle support is your Employee Assistance Programme which can help you with any personal, work or family issue you face. Talk to highly qualified counsellors about anything that's on your mind, including:

- Consumer rights
- Family matters
- Employee support
- Elder care
- Health issues
- Loss/bereavement
- Well-being
- Debt management
- Childcare
- Depression & Anxiety
- Relationships

FREE CONFIDENTIAL COUNSELLING

Support available anytime, day or night

Call 0808 168 2143

www.lifestyle-support.co.uk

Username: cemex
Password: cemex

Outside the UK:
+44(0)1452 623 353
Minicom:
0800 174 319