



Welcome to UK News 11th July 2024
your weekly update from around Cemex UK

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HEALTH & SAFETY

Zero4Life: Let's Do It!

We're incredibly proud of our achievements in significantly reducing injuries over the years in our operations. But it's time to push further.

We're committed to taking the next big step towards our Zero4Life goal.

Join our CEO, Fernando Gonzalez, in the following short video where he shares some important messages regarding our top priority: Health & Safety. It is time to make it happen, so let's do it!



Watch it [HERE](#)

Helping to Keep Children Safe Around Railways

Last month was Rail Safety Week where we were able to share some of the ways we are promoting rail safety education in schools around Cemex sites.

To support this work, Cemex works in partnership with Rail Safe Friendly, an organisation that brings schools and the rail industry together to raise rail safety awareness among school-aged children in the UK. So far in 2024, Cemex's Rail Safe Friendly project has reached over 4,000 young people across six schools around our operations, and overall, has reached 10,095 young people at nine schools.

Their ongoing programme, Learn Live, has reached over 19 million young people in 11,500 schools across the UK in partnership with the Trespass Improvement team at Network Rail. Learn Live delivers rail safety via live or on demand rail safety broadcasts using the Learn Live channel delivered digitally into the classroom or assembly halls.



We have received some amazing feedback from Chetwynd Junior School which you can watch here: <https://vimeo.com/876435491>. You can also see some of the children's artwork in the image.

As part of our partnership with Rail Safe Friendly you can nominate a school to receive rail safety education, or you can go online to download their resources to share with your local school. Please head over to <https://switchedonrailsafety.co.uk/> to find out more.

Guidance on Self-Proclaimed Auditors/Social Media Vlogger Visits to Cemex Sites



You may be aware of a trend in which self-proclaimed auditors or social media vloggers visit public sites, offices and buildings and carrying out overt and recorded 'public interest audits' of site businesses. Unfortunately, our Cemex sites continue to receive visits from self-proclaimed auditors and vloggers and we, therefore, ask you to please remind yourself of the following advice:

The 'Vlogger/Auditor' will often be intrusive in demeanour and ask provocative questions about the site's business and the role of staff. They may wear masks and overtly film the site, employees and their reactions. They may use mobile phones, cameras and/or drones to record their experience. Their aim is to provoke a response with a view to posting the audit on social media sites, sometimes by way of live feed. In the main, their activities are banal in nature and do not in their own right constitute any offence or wrongdoing.

Almost without exception, the filming is undertaken to provoke a reaction, which in itself creates the public interest.

Any colleague faced with a visit from an Auditor/Vlogger should follow the following points of guidance:

- Limit any engagement to an absolute minimum.
- Think 'disengage and de-escalate' throughout.
- Be polite and always retain your professionalism and dignity. Be calm and peaceful in your demeanour and do not challenge their right to film/record.
- Do not get drawn into unnecessary conversation. Consider referring enquiries to the company website for further details of our business.
- Maintain a focus on Health & Safety, including that of the Vlogger. Discourage entry onto the site or any act of trespass for Health & Safety purposes.
- Filming from a public area does not constitute an offence and need not be challenged. Remember, your challenge is what they're hoping for.
- Know your site boundaries so you are able to offer constructive advice on where safe observations can take place, outside of site boundaries and away from danger. Ensure signage on the gate and surrounding fences advises the site is private and includes the DPIA compliant sign where CCTV is in use.
- Provided the individual(s) remain in a safe and public area, acknowledge their right to watch; "There is no harm in looking as long as you're safe".



- Report such incidents to your Site Manager and Cemex Security for further advice.

Remember, provided no encroachment is made on to the site, no offences are likely to have been committed. Without a reaction from you, no matter how provocative the vlogger's questioning, their platform for public interest rapidly diminishes. This 'trend' in behaviour is not routinely a matter for police intervention and police should only be advised if staff are threatened, alarmed or otherwise harassed. It is better from the outset, to limit engagement and disengage totally prior to any confrontation.

The guidelines poster can be found at the end of this document and on the UK News download page: [here](#)
 ****Note to all Site Managers: please ensure that you bring these guidelines to all our employees' attention and that the communication/poster is shared on site/plant notice boards where appropriate, so that those who aren't online also have access to this message.



CUSTOMER CENTRICITY

Significant Reduction in CO₂ Across Range of ReadyBlock® Concrete Blocks

Cemex has achieved a milestone in its concrete product decarbonisation journey by successfully reducing the embodied CO₂ across its full ReadyBlock® concrete range by an average of 44% (Calculation compares the current embodied CO₂ across Cemex's concrete product range vs 2021 embodied carbon data).

The dense blocks has values of 6.71CO₂e/m² and our medium lightweight blocks has achieved a value of 11.9 CO₂e/m² which enables Cemex to now offer merchants one of the lowest carbon blocks available on the UK market. The reduction of embodied carbon within the Readyblock range will be a continued process with ambitions to reduce the embodied carbon further.



Cemex is committed to achieving carbon neutrality by 2050; and as such is setting aggressive goals to decarbonise and develop lower carbon products and solutions across a comprehensive range of materials.

Sam Culshaw, National Sales Manager – Concrete Products, comments: “Cemex continues to lead the way in CO₂ calculations and reporting in the UK. The two main drivers for our CO₂ reduction over recent years have been the switch from CEM I to CEM II A/L, and the move to pumice as the sole source of lightweight aggregate. Our Dense Blocks are now significantly lower than the proposed EPD industry average by the MPA. And while never compromising on product quality, we have also made operational initiatives such as the use of lagoon water from our Dove Holes quarry at Buxton, part of our CO₂ reduction effort.

“As the new Future Homes Standard comes into play, more sustainable product education is really important. We are committed to helping merchants support their customers to choose the right Concrete Blocks for more sustainable building.”



Cemex's Concrete Blocks and Concrete Products range have now been reclassified to become part of Cemex's Vertua® portfolio of products, under the company's Lower Carbon attribute. The Cemex Vertua® portfolio of products and solutions possess one or more of five attributes, which are considered more sustainable than traditional building products. These special products carry a Vertua® logo on their packaging and materials, which makes it easier for merchants to source and stock. In turn, customers in branch looking for lower carbon alternatives can more easily identify the Vertua® logo and product range.

Projects that use Cemex's Vertua® range of products generate less impact on the environment, helping to reduce the carbon footprint.



FUTURE IN ACTION

Renewable Energy Saving CO₂ and Costs

In 2023 Cemex UK opened its new Alrewas Plant (Pyford Brook) where sand and gravel is excavated and processed through the new processing operation, and feeds into the new Alrewas Readymix Plant (on the same site), and also into our nearby Weeford Readymix Plant. The site currently has no mains power connection meaning we were running a diesel generator 24 hours a day.

In line with our Future in Action strategy to reduce our carbon footprint, the Operational Excellence team have introduced the use of renewable energy to the site by recently installing a 90kWh battery at the plant. The battery, along with solar panels, has reduced the night time generator usage by 68%. The installations aim to bring annual savings of over 75,000 litres of diesel, 200 tonnes of CO₂ and £70,000 saved on fuel purchase, resulting in a return on investment of around 18 months.

The team will shortly be installing a second battery and solar unit at our Hamer Warren quarry, where we will be utilising the same renewable energy technology to reduce diesel consumption in our pumping activities on site.

Our VP for Corporate Affairs, Sustainability & ERM, Andy Spencer said: "This is a great project and an interesting Future in Action innovation that is attractive in both payback and CO₂ reduction as well as being replicable across other operations that are not able to be connected to the electricity grid.

Congratulations to the team involved!"



Come Wind or Shine!



Avonmouth Wharf has recently benefited from the installation of solar panels and Cemex's first wind turbine. This is one of several renewable energy installations as part of our Future in Action strategy.

14 solar panels have been installed to the weighbridge roof totalling 5.81kWh peak, and the wind turbine can produce between 0.415 – 1.3kWh per hour depending on the wind speed.

All energy is captured using a 9.2kWh battery meaning no renewable energy is wasted or sent back to the grid. This 'hybrid' solution was designed specifically for Avonmouth, and it means that 'come rain or shine' we can generate renewable energy on the site. For the month of June the site was 85% self-sufficient using the energy from the solar panels and wind turbine, and this is not only helping to reduce our energy costs but is also helping reduce our carbon footprint.

Operations Manager, Ross Cotterell, added: "Our investment in the installation of a wind turbine and solar panels at our Avonmouth Wharf will not only harnesses the power of renewable energy but also paves the way for a sustainable future for the site. The investment at Avonmouth over the past 18 months, which is clear for all to see, demonstrates the commitment from Cemex to cementing future within the South West."

Take a Tour of Rugby Cement Plant



Have you or your friends and family always want to take a tour of our Rugby Cement Plant? In September the Plant is once again opening their doors to the public for Heritage Open Days.

Tours will be taking place on **Thursday 12th September:**

Tour 1 at 10.30am; Tour 2 at 1.30pm; Tour 3 at 4.30pm

and Friday 13th September: Tour 4 at 10.30am; Tour 5 at 1.30pm

Tours are very popular and get booked up very quickly so head over to the Heritage Open Days website now to book your place.

<https://www.heritageopendays.org.uk/submission-event/cemex-rugby-cement-plant.html>



Wellbeing | Alcohol & Drugs Policy and Support

Our Wellbeing focus for July and August is Drugs and Alcohol.

Drugs and alcohol related problems can harm your health and cause disability and in some cases death. Drugs and alcohol can affect your behaviour and ability to carry out everyday activities.

Colleagues under the influence present an injury hazard to themselves and also place their colleagues in danger or in the difficult position of being expected to cover for unsafe work practices.


Co-ordination, motor control, alertness and ability to exercise judgement can become affected by alcohol and drug use. These safety risks are greater where people operate machinery, drive vehicles or plant, or rely on concentration to do their work and can result in:

- workplace accidents, injuries or damage to equipment
- increased absenteeism and reduced productivity
- poor teamwork or workplace relationships
- disciplinary or conduct problems.

Cemex Policy

Cemex has a zero tolerance policy on any drugs that could adversely affect work performance and/or Health & Safety. Testing positive for drugs or alcohol without a satisfactory medical explanation will be considered as gross misconduct and could lead to dismissal.

Disclosure of a drug or alcohol related problem due to an impending test is treated as a disciplinary matter.

Full details of our Drugs and Alcohol policy can be found here:  [Drugs and Alcohol Abuse Policy June 2021.pdf](#)

Seeking Support

If you or someone you know is affected by drug and alcohol misuse (or abuse) it is important to seek support as soon as possible. If you think you have or think you may be developing an alcohol or drug related problem you should inform your Line Manager at the earliest opportunity. Cemex will, wherever possible, offer assistance with the rehabilitation of employees who are willing to face up to their addiction and commit to appropriate treatment.



Cemex offers all employees a free, confidential employee assistance programme (EAP) called Lifestyle Support. Available 24/7, it is run by a separate provider and not part of Cemex. The company does not receive any employee specific information. You can contact The EAP for confidential advice and support – by calling 0808 168 2143 or visit www.lifestyle-support.co.uk (Username: cemex Password: cemex).


If you or anyone you know is struggling with any kind of addiction, remember you're not alone. There are many organisations that can help:

- <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>
- <https://alcoholchange.org.uk/>
- <https://www.talktofrank.com/>

You can find a poster with all of these links in QR Code format at the end of this document and in the download section of the UK News website: [HERE](#). Please share this poster on all workplace and wellbeing notice boards.

For Managers

It is important to understand and recognise the signs of drug and alcohol misuse (or abuse).

To support you, you can find the latest Cemex Drugs and Alcohol Policy HERE:  [Drugs and Alcohol Abuse Policy June 2021.pdf](#). This Policy is designed to promote a culture in which drug and alcohol abuse is discouraged and to ensure that use of either drugs or alcohol does not impair the safe and efficient running of the organisation.

Some of the warning signs to look out for, that colleagues may be struggling with Drugs and Alcohol misuse are:

- unexplained or frequent absences
- a change in behaviour
- unexplained dips in productivity
- more accidents or near-misses

Next week we will be finding out more about psychoactive substances, sometimes known as legal highs.



Could you be a STEM Ambassador?



On Tuesday 16th July at 12pm Minerals Matter will be hosting a webinar to introduce the Minerals Matter STEM (Science, Technology, Engineering and Mathematics) Ambassadors programme .
(Delivered in partnership with the Institute of Asphalt Technology).

Join [Hannah Higley](#) and [Ian Cross](#) to hear more and find out how you can get involved. Click [HERE](#) to register: [An Introduction to Minerals Matter Ambassador Scheme](#)

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Minerals Matter is an industry led, sector specific working group to promote careers in the mineral products sector and highlight their importance to young people and the wider community. The Minerals Matter initiative is a focal point to promote careers in the extractives and mineral products sectors. Working with a wide range of partners, including Cemex, they engage the existing workforce to inspire the next one.

Could you be a STEM ambassador?

Minerals Matter STEM ambassadors are professionals working across any aspect of the minerals sector who act as the face of the industry, inspiring the next generation. Ambassadors often provide the first introduction to the industry for young people, or help to dispel myths, delivering valuable career insight and impact on the future career decisions of others. Ambassadors can volunteer right across the UK, from primary through to adult education, supporting curriculum and site visits, to careers fairs and events, sharing the fantastic opportunities available in the industry. With dedicated STEM hubs, every ambassador will become part of a regional and national community of volunteers.

From careers talks to mock interview sessions, speed networking to event support - there are so many different ways that employees can inspire young people to think about a career in our industry sector. Find out more here: <https://minerals-matter.co.uk/get-involved/stem-ambassadors/>

Click [HERE](#) to register: [An Introduction to Minerals Matter Ambassador Scheme](#)

Sign up NOW to become a Minerals Matter Ambassador!



Are you Holiday Ready?

Many employees will be taking time off over the summer to spend time with their friends and family. Regular annual leave supports our mental and physical health, helping us to feel energised, rested and motivated.

If you have holiday booked over the summer, dedicate some time beforehand to handing over and switching off properly. This will help you to disconnect from work, which is important for maintaining a good work-life balance.



Our top tips:

- Set up a clear out of office message on your emails directing people elsewhere
 - Your out of office should confirm when you are scheduled to return and if there is an alternative person who can be contacted in the meantime.
 - Example: I am out of the office on annual leave from DATE to DATE. In my absence, if you have an urgent query please contact NAME, EMAIL ADDRESS. Alternatively, I will respond as soon as I can when I return.
- Change your voicemail greeting to let callers know you are away, and when you will return.
- Redirect SAP workflow to a nominated person – see the step by step guide [here](#)
- Clear any meetings out of your diary.
- Identify any tasks that can't wait until your return and ask for support from colleagues.
- Prioritise work that needs to be completed before you go off and speak to your Manager if you need help with this.
- Remember that other people may also be away at the same time as you.

It can feel challenging to spend time away from work without checking in but remember that lots of other people will be off too.

Annual leave is important – switch off and enjoy!

Work Life Balance | Effective Meetings

At Cemex, we are always looking to improve the way we work. In our last WE'X Survey, we identified that one of the main areas of opportunity we experience at work is to be more agile in our daily processes. For this reason, we launched our Effective Meetings Initiative.

This initiative seeks to improve our work-life balance by making better use of the time we invest in meetings. For better understanding, we divided them into seven recommendations or codes to follow before, during, and after our meetings. In this article, we will explain the first code: Make your meetings valuable.



The first thing you must ask yourself is, **“Why am I calling a meeting? Does this objective need a meeting?”**.

Nowadays, meetings are essential for collaboration, decision-making, and innovation. However, not every discussion needs to be a formal meeting. Questioning whether a meeting is necessary and exploring alternative communication channels can save time and boost productivity.

For example, if you want to distribute information, provide status updates, or answer quick questions, emails can be highly efficient, or even Teams.

Sharing documents on platforms like **OneDrive** or **OneNote** allows for real-time collaboration without needing meetings. These tools enable multiple users to edit and comment simultaneously, making them ideal for project updates and document reviews.

We invite you to periodically review whether meetings are achieving their objectives and adjust strategies as needed. Evaluating the results of meetings and making continuous improvements ensures that they remain valuable and productive.

By questioning the necessity of meetings and exploring alternative communication channels, you can transform the way your team collaborates and makes decisions, leading to **greater efficiency and productivity**.

Have you been using these alternative tools? Join us in our new [People & Culture Viva Engage Community](#) so we can interact and share more ways to create a productive culture.

Coming next! Make your meetings valuable.

Days Out Discounts!



Looking to spend some days out with the family this summer?

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

Save an admission prices by clicking [HERE](#) or scanning the QR code.



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 here to support, provide 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 not 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?

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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
120-07-2024	Technician	Materials – Quality and Product Technology	Northfleet	15/07/2024
121-07-2024	Supervisor (Nights)	Materials - Aggregates	Dove Holes Quarry	23/07/2024
122-07-2024	Quarry Manager	Materials - Aggregates	East Leake Quarry	23/07/2024

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.





GUIDANCE

'SELF PROCLAIMED' AUDITORS/SOCIAL MEDIA VLOGGER VISITS TO CEMEX SITES

Think
'disengage &
de-escalate'
throughout.

REPORT INCIDENTS
TO SITE MANAGER
AND CEMEX
SECURITY FOR
FURTHER ADVICE.



Limit any engagement to an absolute minimum. Remember, your challenge is what they're hoping for.



Remain calm, polite and always retain your professionalism and dignity.



Filming from a public area does not constitute an offence and need not be challenged.



Maintain a focus on Health & Safety, including that of the vlogger.



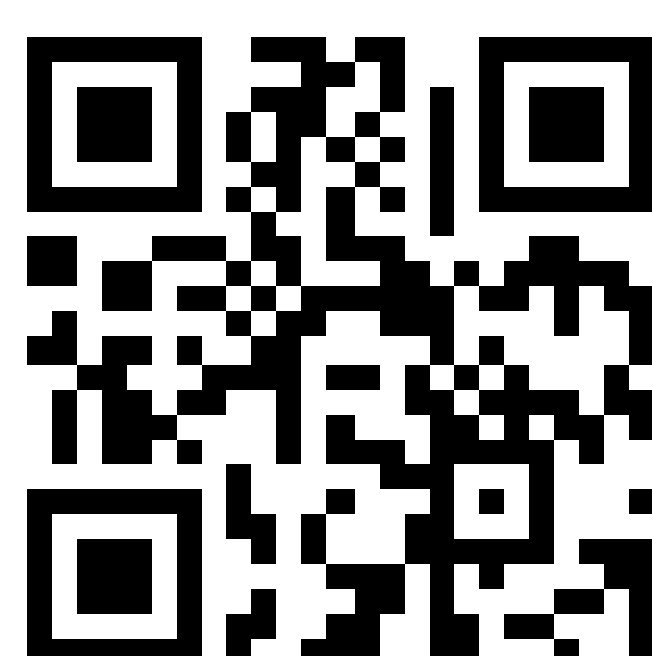
Discourage entry onto the site or any act of trespass for Health & Safety purposes.



Know your site boundaries to offer constructive advice on where safe observations can take place, outside of site boundaries and away from danger.



Ensure signage on gate and surrounding fences advises the site is private and includes DPIA compliant sign where CCTV is in use.



Scan for further
details



Drugs & Alcohol

If you need support

**Useful weblinks if you
need support**



**NHS
Drug
Addiction
Support**



**NHS
Alcohol
Advice**



**Alcohol
Change**



**Change
Grow
Live**



**Turning
Point**



**Action
Addiction**



Mind



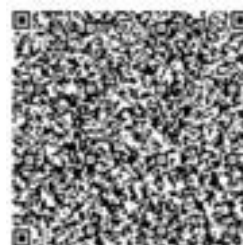
**We are
with you**



**Talk to
Frank**



**Cemex
EAP**

**Cemex
Drugs &
Alcohol
Abuse
Policy**




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