

CEMEX UK NEWS



Welcome to UK News 25th July 2024
your weekly update from around Cemex UK

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HEALTH & SAFETY

UK Building Products Celebrate LTI Free Milestone



Congratulations to UK Building Products who have reached 1 year LTI free. Well done on the fantastic achievement.

This milestone has also meant that the whole of EMEA Urbanisation Solutions reached 1 year LTI free. This is a particularly special achievement given the size and diversity of the operation.

LTI and TRI milestones demonstrate that ZERO is possible, especially in challenging environments and working processes. With the right level of focus and attention to health & safety, our Zero4Life objective can be met and sustained. Well done to everyone involved!

Enable Alexa's CPR Skill

Did you know that if you have an Alexa at home she might be more use than you may think in a crisis.

You'll first need to activate the skill by saying 'Alex activate emergency CPR'. Then, in the event of an adult having a cardiac arrest in your home, shout 'Alexa emergency CPR' and she will assist you by telling you what to do, starting with calling emergency services and including CPR instructions.





FUTURE IN ACTION

Recycled Materials at Newport



In line with our Future in Action strategy, Cemex UK are looking to increase the use of recycled materials, contributing to both reducing our CO₂ emissions and building a circular economy through partnerships with other industries, authorities, and communities. Our objective is to maximise the use of other industries' non-recyclable waste and by-products.

To support this strategy, our Newport Readymix Plant in South Wales has recently taken three truckloads of recycled sand from Neal soils. This sand was then used in Cemex materials produced at the Plant. Once the delivery trucks had offloaded the sand, two of them then reloaded with new material containing some of the recycled sand, and delivered to two Cemex customer sites. The third truck was used to take away a load of wash waste from Newport Plant's wash pit to be recycled at the sand supplier's depot. This is an excellent example of circle economy and truck utilisation between both parties, saving costs and the environment.

With excellent planning and by growing the use of recycled aggregates, our sites are positively contributing to Cemex's Future in Action goals to become net-zero CO₂ by 2050.

EPD Publication Success



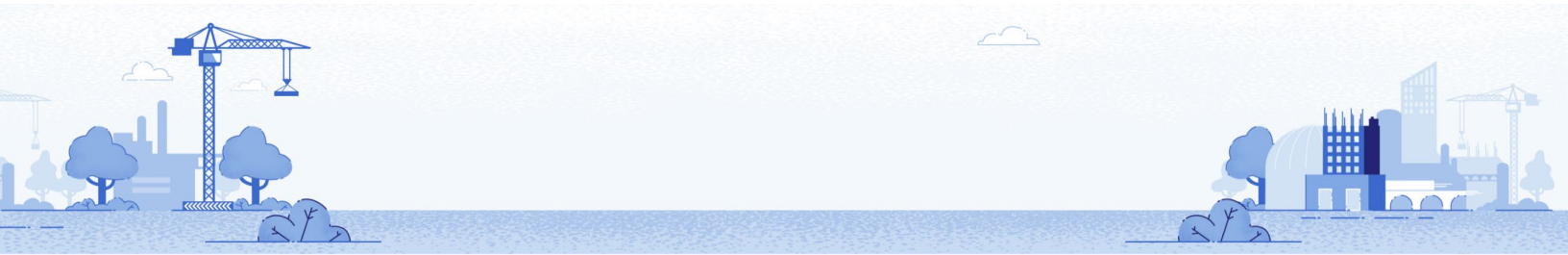
Cemex UK has published Environmental Product Declarations (EPDs) for products at its Rugby and Tilbury Cement Plants. The EPDs have been gained for cement delivered in bulk tankers, covering more than 80% of manufactured cements.

Paul Fletcher, Head of Sustainability for Cemex Europe, comments that: "Achieving third-party verification through the International EPD System provides independent and transparent information of our cement's environmental performance over the entire lifecycle of the product.

The EPD factors in all raw materials, energy inputs and water usage throughout the manufacturing process and therefore provides us with a holistic validation of our products to support our net zero ambitions."

Its CEM II/A-L 52,5N (Cemstone) is a factory produced Portland composite cement with the addition of limestone, containing around 80% clinker. It provides benefits in a wide range of concrete, mortar, render, screed and grout applications being suitable for use as an alternative to Portland cement in most types of concrete.

Its CEM I 52,5N cement is a traditional Portland cement, containing 95% - 100% clinker, and is now being replaced by Cemstone across most customer segments due to the lower carbon intensity of Cemstone.



Both cements can be used to produce precast and prestressed concrete elements and can be used in readymix concrete. Recent changes to BS8500, the complimentary British Standard to the European concrete standard EN206, now allow Cemstone to be used in combination with other additions to produce concrete suitable across a wide range of Exposure Classes and therefore specifiers and concrete producers can select and produce even lower carbon concretes that supports the industries drive to Net Zero by 2050.

Craig Williamson, Cement Commercial Director for the UK: “This is another important step on our journey to produce more sustainable cement products for our customers and provide them with the confidence they need to ensure that they are able to meet their own sustainable building and construction ambitions.”

The CEM II A-L variety (Cemstone), sits within Cemex’s Vertua® product portfolio which includes building materials with attributes that demonstrate either a lower carbon embodiment, the use of recycled materials, improved thermal efficiency, increased water conservation or design optimisation.

You can read the full press release here: <https://www.cemex.co.uk/-/cemex-announces-epd-publication-success-for-its-cement-products-across-uk>

Mary Supports Macmillan



Earlier this month Mary Krumins, a Warehouse Technician at the Rugby Cement Plant, completed the Macmillan Mighty Hike in the Peak District (half marathon), and raised £1,431 for Macmillan. Mary who has been personally affected by cancer, wanted to support the charity as they were so supportive to her, for everything from cancer treatment to helping with finances.

Well done Mary! Cemex was delighted to contribute support Mary’s fund raising with funding.

Take 15 Minutes to Count Butterflies



The UK's annual Big Butterfly Count is now live, running until 4th August.

The Big Butterfly Count is a UK-wide survey aimed at helping to assess the health of our environment simply by counting the amount and type of butterflies (and some day-flying moths) we see.

Why not take part! It only requires 15 minutes of your time and it’s easy to use the App to record your observations. Insects have been in serious decline for decades and this project is helping Scientists understand the reason behind the losses.

Cemex works with Butterfly Conservation at several sites and they've always been helpful and encouraging, their advice has seen new habitats created that help support butterflies and moths.



Find out more [HERE](#)



EMPLOYEES

Psychoactive Substances in the UK: Understanding, Effects, and Support

Psychoactive substances, commonly known as “legal highs”, are a broad category of drugs that alter a person's perception, mood, or consciousness. These substances can range from synthetic cannabinoids to synthetic cathinones, and their effects can vary widely. They mimic the effects of traditional controlled drugs like cannabis, cocaine, amphetamine, and MDMA (ecstasy).

While the term "legal" might suggest safety, these substances are often unregulated and can pose serious health risks due to their untested and unknown nature.



Effects of Psychoactive Substances:

Effects can include anxiety, paranoia, hallucinations, rapid heart rate, and even psychosis. Long-term use can lead to addiction, mental health problems, and physical harm.

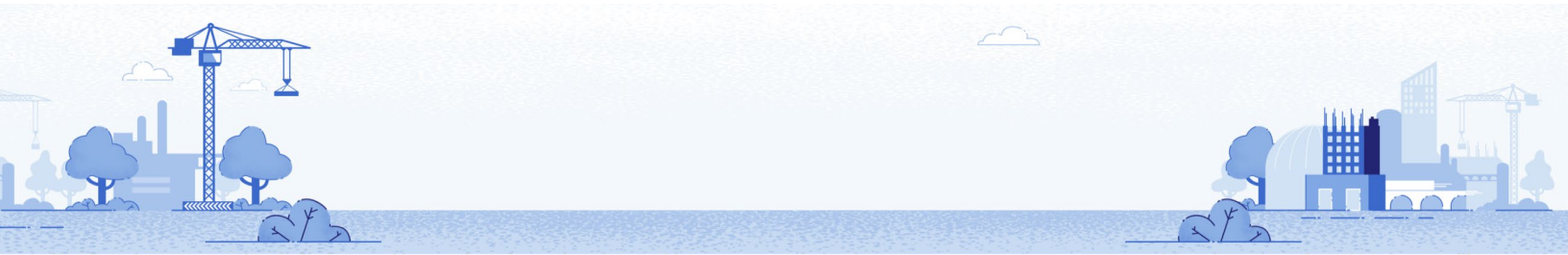
As with alcohol, colleagues under the influence of psychoactive substances present an injury hazard to themselves and also place their colleagues in danger or in the difficult position of being expected to cover for unsafe work practices.

Co-ordination, motor control, alertness and ability to exercise judgement can become affected by psychoactive substances 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.

If you or someone you know, may be struggling with psychoactive substance use, there are lots of resources available to reach out for support.

- Talk to [FRANK](#) is a support service that provides information about drugs, plus advice for people who use drugs, and their parents or carers. [Find support near you on the FRANK website](#). Call the Frank helpline: 0300 123 6600
- National Drugs Helpline (0800 776 600) offers assistance.
- [Adfam](#) is the leading charity in England for all the millions of people affected by someone else's drinking, drug use or gambling.



- <https://addictionfamilysupport.org.uk>
- <https://www.nhs.uk/live-well/addiction-support/drug-addiction-getting-help/>
- <https://www.mentalhealth.org.uk/explore-mental-health/a-z-topics/drugs-and-mental-health>

Our Employee Assistance Programme

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).

Communities of Practice



A Message from Cemex CEO Fernando González

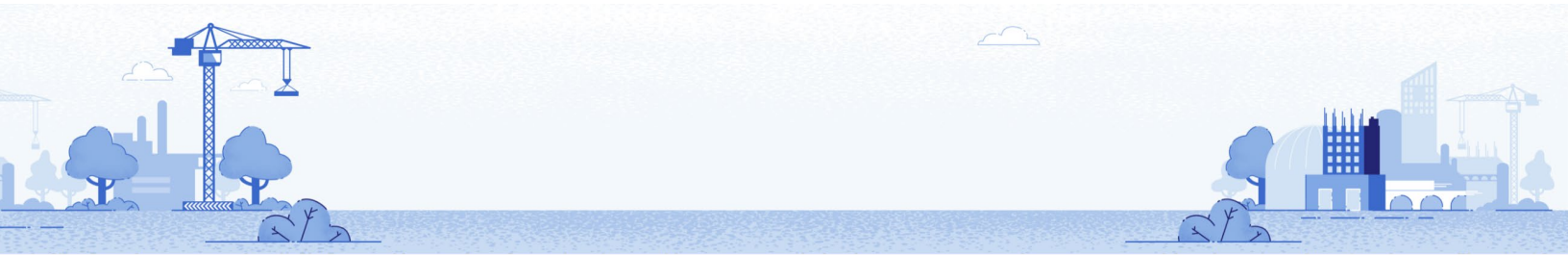
At Cemex, our collaboration and best practice sharing are one of the main driving forces behind our continuous evolution. Today I am very excited to announce the launch of the new Cemex Communities of Practice that will help our company to be a more agile, innovative, and effective organisation.

In 2022, we launched the Communities of Practice within our Aggregates and Ready-Mix businesses, mirroring the collaborative spirit of the former Global Networks. These Communities of Practice facilitate knowledge sharing among regional operations, supported by our Central areas. In line with our Smart Innovation process, participants in these Communities enjoy a flexible scheme to discuss new ideas, exchange value-creating best practices, and replicate previously successful initiatives that can contribute to achieving our overall company goals.

Now, alongside Aggregates and Ready-Mix, we are expanding our Communities of Practice to include our Cement operations and Urbanisation Solutions (which will incorporate existing Admixtures, Mortars and CDEW communities). Each community will be actively supported by a sponsor, reporting directly to me, who will facilitate communication to identify high-value initiatives, ensuring that we are all are on the same page with Cemex's overarching strategy and key priorities:

- Cement Operations, Roberto Ponguta
- Ready-Mix, Jaime Muguero and Jesús González
- Aggregates, Ricardo Naya and Sergio Menéndez
- Urbanisation Solutions, José Antonio González

Shortly, each sponsor will be sharing with you more details regarding their specific involvement. Participating in our Communities of Practice is of course voluntary, and I encourage you all to make the best of the many professional development and networking opportunities they offer. Competition in our industry is greater than ever, and we share a commitment to excel in every single business. Join us in building an even stronger, more successful Cemex!



Cadets Visit WISTA

This week a group of seafarers from Cemex's UK Marine attended the WISTA (Women's International Shipping and Trade Association) 50th Anniversary Conference and Reception, held at the prestigious IMO (International Maritime Organisation) building in London.

The conference included a Ministerial address, a keynote speech from IMO Secretary General Arsenio Dominguez, together with expert speakers and panel discussions on diversity, ESG, decarbonisation, and alternative fuels, followed by a networking reception.



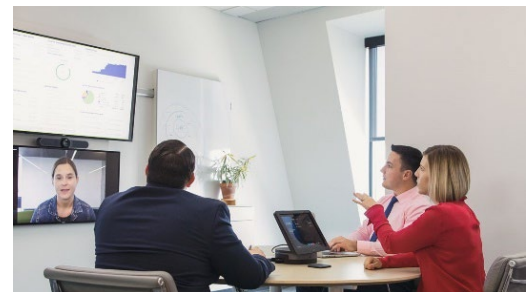
Engineering Cadet, Amilia Busby, said: "It was great to experience the uniting of a wide range of different women maritime professionals and understanding what WISTA do for us as an association. The panels of experts spoke about different fuels that are upcoming in our industry which gave me an eye opener and understanding of what the future may be like for me as an Engineer. I've been wanting to work on the promotion of cadetships around the South East area where I live. Luckily, I was able to meet someone who can help me become an ambassador and bring this to fruition."

Attending the event with Amilia was Katie Hargreaves, 3rd Officer - the Cemex Go Innovation, Amilia Busby, Engineering Cadet - Cemex Go Innovation & Sand Falcon, Harriet Cooke, Deck Cadet - Sand Falcon and Cemex Go Innovation and Rosalind Graham, Engineering Cadet recruit, ready to start in September.

Effective Meetings: Make Your Meetings Goal-Oriented

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.

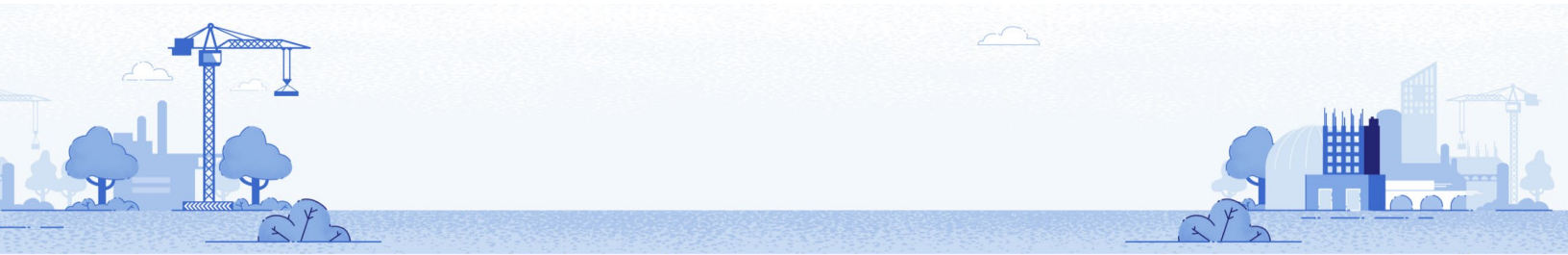
There is no doubt that creating efforts to be more proactive and agile benefits our work-life balance. That is why we launched our Effective Meetings initiative, so we can all learn how to use our time invested in meetings that sometimes we do not need.



Following our first article "[Make your meetings valuable](#)" we are now sharing the second recommendation/code of the seven that we designed: **Make your meetings goal-oriented.**

Meetings without a clear objective can quickly become unproductive and time-consuming, that is why setting a specific goal is crucial for effective meetings, here are **some recommendations**:

1. Clarify the objective: Define the purpose of the meeting. Are you solving a problem, planning, or providing updates? Communicate this purpose to all participants in advance.



2. Set goals: Determine what you want to achieve by the end of the meeting. Whether it's making a key decision, generating ideas, or aligning on a strategy; having specific goals ensures the meeting stays focused.

Making your meetings goal-oriented is essential for **maximising productivity and achieving desired outcomes**. By defining the purpose, preparing deeply, and conducting the meeting with focus, you can ensure that your meetings are effective and impactful.

Urgent and Advanced Payments

If you require urgent payments or advance payments of invoices, please find links to all the information regarding this below, including presentations and Cemex procedures.

- [List of approvers VP 2023.06.06](#)
- [Urgent payments](#)
- [Urgent Payment Policy ENG Oct2022](#)
- [Set up of vendors and their payment terms](#)
- [Europe Payment Terms Policy for Suppliers Update - v.1.3 signed](#)
- [Advanced payments](#)



We would also like to remind you of the basic rules for registering suppliers in the CAVI system and informing the suppliers about our payment terms.

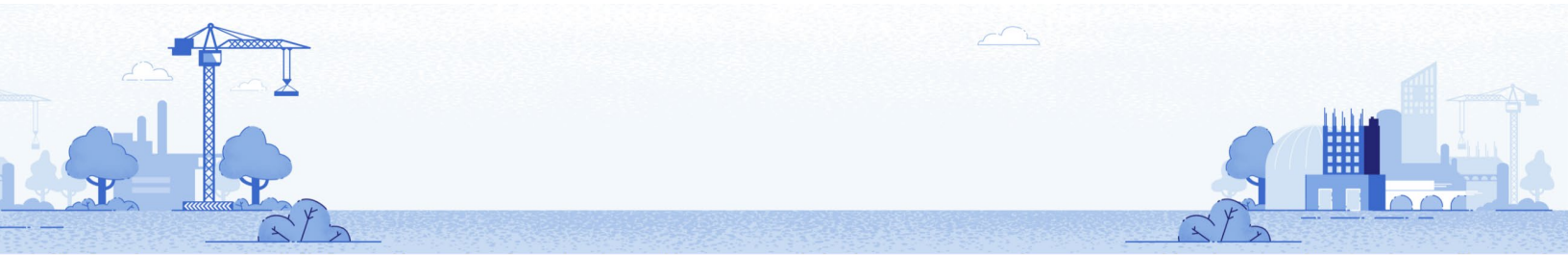
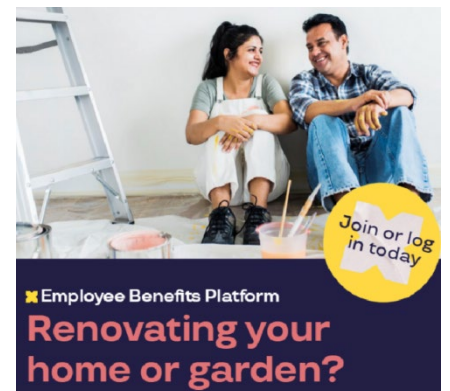
Thank you for your attention and for following the correct procedures.

DIY Discounts This Summer

Planning some garden or home renovations this summer?

For some great summer savings from our Cemex Benefits Platform, click these links below. 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

- [Wickes eVouchers 5% off](#)
- [IKEA eVouchers 5% off](#)
- [B&Q eVouchers 4.5% off](#)
- [Argos eVouchers 6% off](#)
- [Habitat eVoucher 6% off](#)
- [John Lewis eVouchers 4.5% off](#)
- [Screwfix eVouchers 5% off](#)
- [Homesense/TK Maxx UK eVoucher 7% Bonus](#)



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



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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

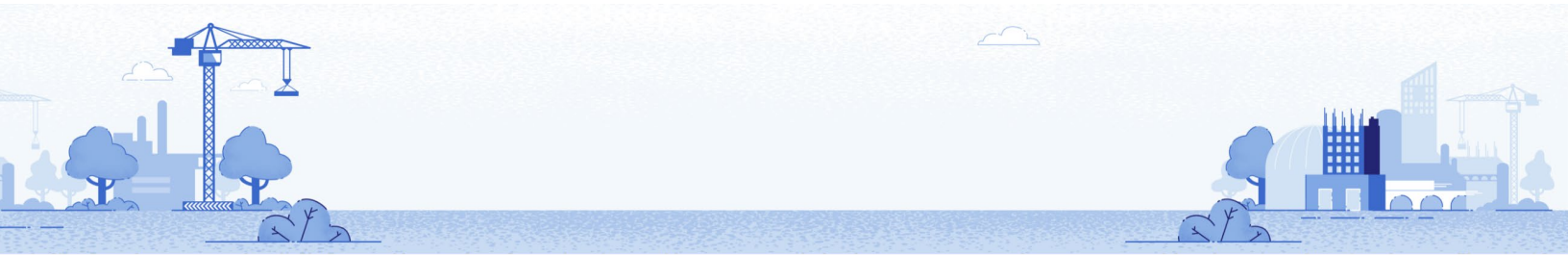
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
125-07-2024	Sales Agent – 12 Months Secondment (Maternity Cover)	Customer Experience	Binley	26/07/2024
126-07-2024	Apprentice Service Engineer	Urbanisation Solutions - DSM	Braintree	06/08/2024

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.





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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
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- Well-being
- Debt management
- Childcare
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