



UK NEWS



Welcome to UK News 8th August 2024
your weekly update from around Cemex UK

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HEALTH & SAFETY

Latest Safety Alerts

SAFETY ALERTS



Please read below the latest three Safety Alerts relating to our Global operations.

You can read all three Safety Alerts at the end of this document and on the UK News download page [HERE](#)

Managers, please discuss the Alerts and the wider learning points with your teams and ensure they are displayed on relevant notice boards.

Global Safety Alert

The Global Safety Alert relates to an incident outside of the UK. It explains how a worker on a construction site tragically died when the arm of a concrete pump, hired by the company, collapsed and struck him. The Alert contains learning points relevant to safety management across our operations and to each of us personally.

As you will see, the pump supplier did not operate a preventative maintenance scheme and, while daily checks were carried out, additional weekly checks were missing. Robust maintenance schemes carried out by trained / competent persons and incorporating in house / independent inspections as appropriate are essential in reducing the risk of injury from equipment.

Specifically, with regards to concrete pumps, manufacturers and industry recommend everyone keeps clear of the delivery hose and placing boom at the start of the delivery, until the concrete is flowing freely, or whenever there is a blockage. The person guiding the hose during the pour should not stand directly beneath the placing boom and must have visual contact with the pump operator, i.e. they should stand to the side, out of the line of fire from the placing boom should it collapse. Furthermore, there are regulatory requirements for the formal inspection of such equipment that must be complied with, and it is essential the personnel involved are trained and competent in the safety procedures.

Cemex Global Protocols require all fatal alerts to be communicated and Managers to capture the signature of employees and contractors to confirm they have received and understood the information and the control measures they need to adopt. In addition, operations are invited to observe a one-minute silence in memory of the deceased at the time of discussing a fatal incident Safety Alert.

UK Safety Alert

The latest UK Safety Alert relates to a recent incident where a driver suffered a wound to his leg when he walked into the end of an Armco barrier, that required stitches. When reviewing the Alert with your teams it would be worth considering whether there are any sharp edges on barriers, handrails, etc. which can be protected to reduce the risk of future injury. You can view the Video Alert [HERE](#).

The latest UK Video Safety Alert shows a High Potential incident (HiPo) where it was extremely fortunate no one was injured when two wheels detached from the rear axle of a tipper truck while it was travelling along a dual carriageway in London. The incident underlines the significance of ensuring vendors / contractors are competent and safe systems of work are followed, in this case relating to vehicle stud torquing requirements. It also highlights the importance of pre-start vehicle checks and wheel nut indicators.

Spanish Safety Alert

The latest Safety Alert from Spain relates to a recent incident where a third-party car driver tragically suffered fatal injuries in a head on collision with a contracted truck that was working on our behalf.

The Alert highlights the importance of always being fit and alert when behind the wheel and not distracted by the likes of mobile phone use... two of our Driving Essentials.

The **Global Standard for Mobile Phone Use While Driving** is included with the Alert and the **Safe Use of Mobile Phones, UK Standard** is at the end of this document and on the UK News download page [HERE](#). The UK Standards expand on the Global requirements, as a general rule prohibiting mobile phone use in operational areas, and specifically while driving mobile equipment or operating designated hazardous machinery.

Using a mobile phone while driving significantly increases the risk of a collision. The World Health Organisation state drivers who use a phone are approximately four times more likely to be involved in an accident; it has been reported that reaction times are slower when using a mobile phone while driving than when over the legal alcohol limit.

Driving is something most of us do in our day to day lives. Please discuss this Alert with your teams and post it on relevant notice boards, taking the opportunity to remind everyone of the company requirements, which are intended to help keep us and other road users safe.

As individuals, we can avoid injury by ensuring we **STOP & THINK / Take 5** before starting a new task, taking time to consider how we ensure we stay out of the "line of fire". We should also **STEP IN / Take 5 Together** if we see anyone who may be in the line of fire.



Congratulations UK Marine – 5 Years LTI Free

We are proud to celebrate that UK Marine has achieved five years LTI free. Thank you for keeping yourselves and your colleagues safe.

Kurt Cowdery, UK Marine, said: “This is a demonstration of commitment, dedication and leadership by all. I am extremely proud of everyone for this great achievement.

Well done to the Marine team.”

LTI milestones continue to show that with the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.



Road Safety for Hornsea Children



During the final weeks of school term pupils at Hornsea Primary School in East Yorkshire received some lessons in life skills, which included road safety.

Cemex were delighted to step in by providing a truck for the day, along with classroom sessions, to highlight the dangers for vulnerable road users when interacting with large vehicles.



The Cemex team consisted of Ian Phoenix, Midlands Logistics Manager, Grant Garner, Logistics Supervisor, Dave Besford and Edward Wingell. The sessions were delivered to approximately 300 pupils and were very well received. They will hopefully go a long way to keeping the children safe. This is particularly important to Hornsea town which is rapidly expanding with for over 400 new homes, dramatically increasing LGV traffic delivering to the sites. Being a coastal town

too, holiday traffic will be heavy during the holidays, again highlighting the relevance and importance of helping the children to remain safe.

As a thank you, the pupils produced a handmade card to express how much they had enjoyed getting into the Cemex Truck!

Cemex's road safety engagements are a useful tool in the business' efforts to extend its commitment to health and safety to local communities.



Action for Happiness – Altruistic August

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.



You can watch the Altruistic August video [HERE](#) where Action For Happiness's, Vanessa King, gives advice on how to make life happier and more fulfilling.

Altruism is characterised as selflessness to promote someone else's welfare. Those who are altruistic typically put others first and care about the people around them.

Altruism brings more of a deeper meaning to our lives, when we see people helping each other, it inspires us to do the same. Acts of kindness can improve the feelings of confidence, happiness and optimism.

Here are just a few ways you can get involved with Altruistic August:

- Find a way to "pay it forward" or support a good cause.
- Do something kind to help in your local community.
- Ask someone how they feel and really listen to their reply.
- Check in with someone who may be lonely or feeling anxious.

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

CUSTOMER CENTRICITY

Cemex's Contribution to the Paris 2024 Games

The 26th July marked the long-awaited start of the sports competitions of the Paris 2024 Games!

Cemex is proud to celebrate this global event by highlighting the large contribution of Cemex to several key infrastructures. Among them: the Olympic Aquatic Center in Saint-Denis, venue for artistic swimming, diving and water polo events. Then the Grand Palais, host of fencing and taekwondo competitions as well as the Athletes' Village, place of residence for athletes.



For the projects located in Paris region, teams in France mobilised nine ready-mixed concrete plants, providing 90,000 m³ of concrete to 11 major sites, while continuing to serve our other customers with the same rigor. We have also delivered infrastructure in the province, which are training places for athletes: a skatepark in Montpellier, a rowing pool and a stud in Normandy as well as an aquatic center in the North of France.

Cemex provided Vertua® low-carbon concrete, recycled aggregates and innovative logistics solutions for these iconic projects. These projects embody our commitment to sustainable construction and a better future. They are not only technical achievements, but also symbols of our contribution to a legacy for the host territories.

The games will end this Sunday 11th August with the closing ceremony in Paris.



FUTURE IN ACTION

Volunteering at Fairfield Primary & Nursery School

Over several Fridays in July employees from Building Products Plant at Dove Holes quarry have been volunteering at their local Fairfield Primary & Nursery School with various outdoor projects, benefitting the school children.

Julian Wildgoose, Arron Hamilton, Billy Scobbie, Gary Collins, Mark Green and Dave Robinson spent their Lend a Hand days jet-washing the school play equipment, building a new sand pit, building a fence around the wild garden and building a snake edge to the main path with stones decorated by the children.



Paul Kania-Miller, National Operations Manager, said: "I'd like to thank Jamie Shaw for delivering materials to the site, donated by Steven Morton at Town and Country - they supplied over 75 bags of play sand and another 10 bags of cement and builders sand. The school was very appreciative with the hard work provided by Cemex, with a thank you in their newsletter. Thanks to everyone involved."

Innovation Funding to Decarbonise Concrete

Cemex have been awarded funding from Innovate UK's decarbonising concrete fund for a research project into the use of graphene in concrete. The use of graphene within a concrete mix has the potential to significantly reduce CO₂ emissions by using less material whilst still achieving the same structural performance.



Mike Higgins, National Technical Manager for Cemex UK, commented that: “The funding further demonstrates our continued commitment to developing more sustainable construction materials and bringing them to market.

It is a great example of how partnership working across the construction sector and alongside academic institutions and can drive innovative new approaches that aim to bring about additional benefits for the built environment, as it continues its journey towards a more sustainable future.”

The project proposes an innovative approach to decarbonising concrete by integrating micronised limestone and graphene-based admixtures into the concrete mix, targeting the reduction of embodied carbon emissions associated with concrete production.

This innovation addresses the challenge by reducing the reliance on Ordinary Portland Cement, which is responsible for a significant portion of concrete's carbon emissions. The use of micronised limestone as a supplementary cementitious material reduces the need for Ordinary Portland Cement, thereby decreasing CO₂ emissions.

You can read the full press release [HERE](#).

If you use our Head Office EV Charge Points

Can we please remind colleagues who are now using the charging points at our Head Office in Binley, Coventry to please move your car to a regular car parking space after your car is charged. This allows others who have booked that space to use it after you.



General reminder for using the chargers.

You will need the PodPoint app to use the chargers.

If you have already got a podpoint account registered with your personal email address, you can either change your email address to your Cemex email address in the app settings, or, email andrea.ingham@cemex.com and request that she register your personal email address with the Cemex podpoint account.

The four car parking spaces need to be booked using Outlook calendar. First open a new meeting booking, type Pod into the location and the four pods will automatically pop up without you needing to hit enter or search. The number of the PodPoint booking relates to the photo above (1 to 4). You can book a maximum of four hours, but if you need more time you can book back-to-back four hour slots. Booking is only available between 6am and 6pm. Once you have booked your slot you will receive a confirmation email.

You can find the Cemex Workplace EV Charging Policy on the UK News download page [HERE](#).





New Green Belts at the OE Academy



This week the UK Operational Excellence team delivered the second 'Green Belt' two day training course on 'Reliability Centered Maintenance' (RCM) as part of Operational Excellence Academy.

The course was well supported by attendees from Aggregates, Readymix, and Engineering, with very positive feedback. The two day event took place at the ConSpare head office in Sutton in Ashfield. On day one, delegates learned about different maintenance types, when best to use them, and the benefits of RCM. We also discussed how to calculate equipment downtime and understand its effects on our business. ConSpare provided us

with an interesting tour of their warehouse and product showroom, as well as a presentation on the impact of maintenance in reducing CO₂ emissions.

Day two began with a visit to the Cemex Mansfield warehouse where delegates got to see how the warehouse operates and what items are available to order. After the tour they returned to the ConSpare office and were introduced to the concept of the "FMEA" methodology, a risk-based maintenance plan.

Our OE "Green Belts" will now start working on their RCM projects and we are looking forward to seeing the benefits. Overall, the training course was a success, and we are excited to see the positive impact it will have on our operations.

Dove Holes Team Scoop Idea of the Month

On behalf of the Management Team, another big 'Thank You' goes out to everyone for continuing to develop and implement their ideas that will help make Cemex a Safer place to work, with better Quality and greater Efficiency/Effectiveness.

The following summary gives a brief overview of the ideas from the July 2024 competition:

- Dove Holes quarry installed a metal detector with a bag drop system to visually help identify where the metal was detected and an area of where to look to find the metal to remove it. This improvement has resulted in the site generating around £200,000 in downtime reduction and additional production.
- Dagenham Wharf – Have installed side guards to reduce the risk of 'Falls from Height' and reduce spillage which could result in 'Slips, Trips & Falls' and 'Non Value Added Time' clearing spills.



- Berkswell quarry – Optimised their crushing processing equipment to reduce reworking of around 250T of stone per week which results in a saving of around £20,500 per month!

After a tightly fought competition, our congratulations go out to Tom Owen and the Dove Holes quarry team who took the top award this month!

You can read all about the winning idea at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

If you would like any further information on any of these Ideas, please visit the Ideation platform via the links here.....

- Dove Holes quarry - https://cemex.idhall.com/idea/selection/view.php?ise_id=3&vw_ccache=6042046a-0
- Dagenham Wharf - https://cemex.idhall.com/idea/view.php?ide_id=427&vw_ccache=66b207a2-1
- Berkswell quarry - https://cemex.idhall.com/idea/view.php?ide_id=426&vw_ccache=66b207bf-1

Here is a direct link where you can search for any topic <https://cemex.idhall.com/>



EMPLOYEES

Wellbeing | Alcohol & Drugs – Spotting the Signs



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

Drugs and alcohol related problems can harm your health, cause disability and in some cases can be fatal. Drugs and alcohol can affect your behaviour and ability to carry out everyday activities. Anyone under the influence risks injury to themselves and also could place their colleagues, friends or family in danger or in the difficult position of being expected to cover for unsafe work practices.

Spotting the Signs of Drug and Alcohol Abuse

Recognising the signs of drug and alcohol abuse can be challenging, as individuals often go to great lengths to conceal their habits. However, there are common indicators that can help you identify potential problems.

Changes in Behaviour

One of the most noticeable signs of substance abuse is a change in behaviour. This might include:

- **Secretiveness:** A sudden interest in privacy or avoiding social situations.
- **Mood swings:** Unpredictable emotional changes, such as irritability, aggression, or depression.



- **Isolation:** Withdrawing from friends and family or spending less time on hobbies and interests.
- **Changes in relationships:** Strained relationships with loved ones, or conflicts with friends and family.
- **Neglect of responsibilities:** Difficulty meeting work or school obligations, or a decline in performance.
- **Financial problems:** Unexpected financial difficulties, such as borrowing money or selling possessions.

Physical Signs

Physical symptoms can also be indicative of substance abuse:

- **Changes in appearance:** Neglect of personal hygiene, weight loss or gain, or red or bloodshot eyes.
- **Physical health issues:** Frequent illnesses, digestive problems, or sleep disturbances.
- **Tremors or shaking:** Physical instability, or difficulty coordinating movements.
- **Needle marks:** Visible signs of injection drug use.

Changes in Habits

Alterations in routine or habits can also be a red flag:

- **Changes in sleep patterns:** Difficulty sleeping or excessive sleeping.
- **Changes in appetite:** Loss of appetite or increased cravings for unhealthy foods.
- **Increased tolerance:** Requiring more of a substance to achieve the desired effect.
- **Withdrawal symptoms:** Experiencing physical or emotional discomfort when not using the substance.

It's important to remember that these are general signs, and not everyone who exhibits these behaviours has a substance abuse problem. Other factors, such as mental health conditions, could also be contributing to these changes.

If you suspect that someone you know is struggling with drug or alcohol abuse, it's essential to approach them with care and compassion. Avoid confrontation and judgment. Instead, express your concern and offer support. Encourage them to seek professional help.

If you or someone you know is struggling with substance abuse, please reach out for help. Here are some resources:

- Cemex Employee Assistance Line (Lifestyle Support) for confidential advice and support – call 0808 168 2143 or visit 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>



Please also refer to our poster with QR codes to the above organisations. Please share this on your Wellbeing and workplace notice boards. You can find the poster at the end of this document and on the UK News download page [HERE](#).

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).

Cemex Wellness Week - The Countdown Begins!

Coming this September!! Cemex UK is thrilled to launch our very first Cemex Wellness Week. This will be an opportunity for all employees to prioritise our wellbeing, get Fit4Life, and explore new ways to stay active. Together, we can foster a positive team spirit and build healthy habits.

What's happening? Join us for Wellness Week and support the Cemex Wellness Cycle 2024 from September 16th to 20th! A dedicated group of cyclists will embark on a thrilling 5 day, 400 mile ride to raise awareness and funds for the charity Sense.

The wellness week activities will be supported by our #CollaboratingForCommunities campaign which will highlight Sense's incredible work supporting people with complex disabilities. Cemex UK and Sense have teamed up for this epic fundraising challenge to inspire and unite communities across the UK.

We warmly invite you, along with our customers and suppliers, to help us raise vital funds for Sense. Together, we can make a significant impact by supporting people with complex disabilities in their workplaces and communities. Together we can achieve more – and by taking a #CollaboratingForCommunities approach with our colleagues, customers, suppliers and partners, we can make the greatest impact.

Why are we doing this?

At Cemex, our talented people are the foundation on which our company stands. Coming from different countries, cultures, and backgrounds, our people's diversity makes our company a stronger, more exciting environment in which to excel. By fostering an inclusive, dynamic, and diverse workplace, we embrace our unique strengths to create shared opportunities for innovation, learning, and growth. Together, we will build a better future for our families, our customers, and the communities in which we live and work.

The Cemex Wellness Cycle 2024 builds on this desire with a fundraising event to embrace and inspire positive change. By shining a bright spotlight on Sense, we hope to raise awareness of the charity's important aim – ultimately helping to support Sense to develop more inclusive working environments, reduce the barriers to employment and focus on creating opportunities, so that more people with complex disabilities can experience the world and fulfil their potential.



About The Challenge

During the week of Monday 16th to Friday 20th September, a core team of Cemex colleagues will be taking part in The Cemex Wellness Cycle 2024 - an epic 5 day, 400 mile cycle ride, taking on the length of England. Starting at Cemex's Stockton-on-Tees office in County Durham the challenge will finish up with a grand finale at our Southampton office.

The ride will take in several Cemex sites on route, including Dove Holes quarry in the Peak District, Cemex UK Head Office, Binley in Coventry and our Rugby Cement Plant, also in the Midlands.

We'd love it if you can support the challenge across the UK, with initiatives planned at our Cemex sites along the cycling route, to build community and provide further opportunities for fundraising support.

How to get involved!

You can get involved in a number of ways in advance of the challenge and during the week by:

- Sharing the poster on all workplace notice boards – you can find the poster at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads
- Cheering on our core cycling team as they pass our Cemex sites.
- Pledging a donation to Sense on our [JustGiving page](#)
- Set yourself an activity challenge, e.g. walking, cycling, swimming challenge and share it with us.
- Using our static bikes at Binley, Rugby, Dove Holes, Southampton Marine and Stockton sites, get together a team to match the cyclists' miles.
- Getting a team together and log in your activities – be it, running, cycling, swimming, mowing the lawn – we will be sharing a step converter – every step counts!

Let's see if together, we can match the mileage (total steps equivalent) of the core team's Cycle Challenge!

We'll be sharing more about how you can get involved and setting up your teams NEXT WEEK!

Thanks For Your Efforts – June 2024 Winner

Congratulations to the June 2024 Thanks For Your Effort winner, David Williams, Contracted Maintenance Engineer, Forest Hill.

David won the Award for 'Acting With Integrity' and 'Ensuring Safety' when faced with an incident where he acted quickly, sensibly and with integrity to save a life. His actions and time on site went well beyond what can be ordinarily expected.

The nomination was made by Colin Jones, UK Security Manager, Security and here is why Colin nominated David:

David arrived at the Forest Hill site 9.45 pm to drop a tractor off ready for dust suppression in the morning. As he was leaving to go home a people carrier was coming slowly down the lane. Being late at night he went over to see what they wanted and the man in the car looked very worried. He explained that he could see on his phone tracker that his girlfriend was in the field by new stock



yard by the railway track. He said she had been having mental health issues and had been suffering suicidal depression. David told him how to get into the field she was in and phoned security to say there was another car on site and briefed them with what was happening. He also phoned the police but was told that unless there was a risk to life they could not come out.

The police phoned back later at 11.44pm for an update. David explained nothing had changed and shortly after he heard police sirens. About an hour later the police brought the lady out and informed David that she had attempted suicide.

David acted quickly, sensibly and with integrity to save a life, in large part without support from the police. His actions and time on site went well beyond what can be ordinarily expected.

Thanks For Your Efforts – June 2024 Nominees

More thanks go to our fantastic colleagues nominated for the June 2024 Thanks For Your Effort award for showing exceptional dedication and going above and beyond their day jobs. They are:

Caroline Gardner, Marketing Specialist Europe and Tom Burton, Digital Marketing Specialist

Nominated by Mike Higgins, National Technical Manager for Focusing on Customers, Working as One Cemex. Over the past three months Caroline and Tom have given additional discretionary effort to help promote Readymix Value Added Products and our new Digital solution for Customers, I-Con. For example, usually we would evaluate a UK VAP strategy and include the Marketing team at a very high level. With 2024 looking to be a challenging year, both Caroline and Tom have joined the team touring the UK in an attempt to make a more granular strategy for VAP in the markets. This has meant a great deal with more commitment than usual. The same is true for the launch of Cemex I-Con, both Caroline and Tom have worked to very tight deadlines to help deliver the launch on time.



Samantha Vine, Marc Luckhurst and Richard Cork, Weighbridge Operative & Operatives, Denge Quarry

Nominated by David McCauley, Assistant Quarry Manager, for Working as One Cemex. David wanted to thank all the staff at Denge quarry for their recent efforts with the relocation and installation of the new offices, completed quickly and effectively. He said: "They've helped create a better working environment for staff and wellbeing. By using staff on site and their skills this has saved us big costs and being reliant on contractors. Keep up the great work."

Andrzej Wegrzgn, Readymix Plant Manager

Nominated by Paul Nicholson, Operations Manager, Readymix for his Focus on Customers and Purse Excellence. He explains: "Andy has taken on the role as Plant Manager of Ryall Readymix to a massive and impressive standard in the last four months. He takes pride in the plant and in his work ethic. In every situation if he's doesn't know he asks, and if he makes a mistake he learns from it and does not make it again. The plant has improved massively under his control, and we are rebuilding confidence in the local area with customers who have not used us for some time, as a plant you can trust for service and quality."



David Roberts, Plant Manager and Jordan Cannon, Relief Plant Manager – Watford Readymix Plant

Nominated by Adam Leverett, Head of Operational Excellence WEM, for Ensuring Safety and Working as One Cemex. Adam explains: “David and Jordan supported a recent corporate filming project at Watford Readymix plant, with our energy monitoring partner Panoramic Power (an arm of Centrica) in a number of ways:

- Cleaning and preparing the site to a very high standard to ensure the film looked perfect.
- Providing inductions for our visitors and accompanying them at all times.
- Being extremely helpful all day, and working with the film crew to minimise any plant downtime whilst the filming took place.

They even appeared in the video and David provided some comments for the film crew – great acting!!

The OE and Sustainability teams made the filming process safe and easy, even when they had to work around their production during the day.

Paul Smith, Upgrade Implementation Engineer, Readymix

Nominated by Nigel Bateman, Operations Manager, London, for Ensuring Safety and Working as One Cemex. Nigel said: “I wanted to say a huge thank you for the support we received on Saturday 30th June.

London were helping Home Counties on a motorway pour and Dagenham was the only plant that could supply. We had many calls during the week with both regions and with Aggregates and Cement to make sure we had all the materials needed. The pour started around 4.30am and just after 5.00am I got a call saying we can't batch at Dagenham due to a computer problem. More in desperation than expectation, I sent a text to a few people asking for help and within minutes at 5am on a Saturday morning, without hesitation, Paul Smith jumped on it and resolved my issue. Paul, I can't thank you enough - I truly believe we have the best people in the industry, always willing to help out and do whatever is needed without question to get the job done. I wanted to share this to all as an example of teamwork. Thank you Paul, you are a star.

As a result of Paul's quick actions, the team were able to complete the pour, the seven IHCs were able to work instead of going home without earning any money, the public did not have to suffer further road closures, and lastly Cemex maintained our good reputation.”

Dove Holes Enjoy VPs Visit



Recently the team at Dove Holes quarry welcomed a visit from Derek O'Donnell, VP Human Resources EMEA, and Alberto Luis de Armas, VP Organisation & Human Resources.

Derek and Alberto enjoyed the opportunity to ride in the enormous loading shovel and the excavator. They also witnessed a blast and had a tour of the site. A number of employees from the site joined them for lunch and welcomed the opportunity to ask some questions.

During the visit Derek and Alberto were delighted to congratulate Steve Leigh, Dove Holes Works Manager, for his 50 years service with



Cemex – a wonderful achievement and we will be sharing more about Steve’s 50 year milestone and his celebrations, in UK News soon!

Celebrating Long Service Awards

We would like to send huge congratulations and thank you to the following colleagues for reaching long service milestones in July 2024.

We appreciate all your contributions and hard work over the years:

- Stephen Leigh, Works Manager, Dove Holes, celebrated 50 years.
- Jonathan Prichard, Technical Systems Administrator, West Midlands, celebrated 15 years.
- Kevin Long, Class 1 Driver (Tipper), Derbyshire, celebrated 15 years.
- Andrew Smart, CAD Draughtsperson, Bristol, celebrated 25 years.
- Bayram Kose, Works Manager, Kent, celebrated 15 years.



Summer Savings!

Whether you’re planning a relaxing staycation, a fun-filled day out or preparing for the new school year, our [Cemex Lifestyle Platform](#) has something for you. Plus, take advantage of kids-eat-free (or for £1) offers at participating retailers, and enjoy quality family time without breaking the bank.

Save on admissions at SEA LIFE Centres across the UK. Book now and dive into unforgettable underwater adventures!

Save up to 30% on your Holiday Extras - Enjoy incredible discounts on airport parking, airport hotels, lounges, resort transfers and more with Holiday Extras. Book now and save!

Save 6% lastminute.com - Save with Flight + Hotel deals with lastminute.com and take advantage of Book Now Pay Later options. Secure your holiday today paying just a small advance and save 6% with an eVoucher.

Save 5% Airbnb - Give the perfect getaway - everything from lakeside cabins to secluded beach houses to apartments in the heart of the city. Book now with Airbnb and save 6%.

Plus many more discounts – click [HERE](#) to check them out.



GES Contacts for Procure to Pay and Travel Expenses Issues

We would like to remind you about your main first point of contacts for issues and support relating to expenses, Concur, vendor invoices and payments, onboarding of vendors, CAVI and Pcards.

It is very important that you contact the correct team to action your enquiries.

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

What?	Have a query? Support team contacts will get issued a service call number	No resolution? Escalation Contacts (Must have service call number)
Invoice	AP Support Team	AP Escalation
Payment	AP Support Team	AP Escalation
Vendor Onboarding	AP Support Team	AP Escalation
CAVI	AP Support Team	AP Escalation
PCards	AP Support Team	AP Escalation

It is really important to route requests to the right team when you have any issues/questions or concerns. Some of the reasons for this include the following:

- The group email contains teams of people dedicated to resolving your issue.
- Routing the email to the correct team will avoid inefficient handling of additional emails which results in delays and can impact the workload of other individuals.
- Routing to the correct group email address results in the issue being logged, tracked, and resolved in a timely manner. A service ticket is issued.
- Emails routed just to individuals means the response time is dictated by their workload demands. It also means the issue is not logged and not ticket is issued.

You can copy in the escalation contact only if the matter is urgent and needs dealing with immediately. In addition, please escalate if the response is delayed or is not to your satisfaction.

Avoiding Wasted Journeys for Waste Collections

At some of our sites and offices across the UK our waste collection is operated by Biffa.

Unfortunately, during 2023 Biffa provided more than 12,000 waste services across Cemex sites, with 512 wasted journeys recorded. That's 4.1% of total services at a total cost to Cemex of £7,776!

A "wasted journey" is recorded by Biffa when a service is unable to take place due to an issue within site's control which could have been avoided.

When this happens, a charge will be generated to the site which is equivalent to 50% of the planned service cost.

Why do wasted journeys happen?

When a Biffa driver arrives on site it is vital that any waste for collection is presented in a suitable manner. Some of the most common reasons for wasted journeys being recorded at Cemex sites in 2023 were:



- site closed
- blocked by vehicle
- contaminated waste
- container overloaded

How can we avoid wasted journeys at our sites?

For Cemex sites to avoid wasted journeys and unnecessary costs, there are a number of steps which can be taken:

- **Keep access clear at all times** – Are your waste containers in the most suitable location on site so that they are (where possible) not going to be impacted by other traffic such as delivery vehicles?
- **Ensure waste is correctly segregated** – Is there adequate signage in place, and do employees on site know which bins to use? It's important to remember that clear bags only (not black bags etc) should be used in mixed recycling bins.
- **Do not overload containers** – If a container is full prior to the next scheduled service you should arrange for an additional service by contacting Biffa Customer Services, or through the myBiffa portal. Do not exceed the level load line on skips and bulk carriers.
- **Regularly review your services** – Are waste collection frequencies and container types suitable for your site? Reduce service frequency if containers are regularly less than half full when emptied.
- **Notify Biffa of site closures or changes** – If a site is to be closed, either permanently or temporarily, or if there has been a change to anything which may affect collections (e.g. site access times), please ensure that Biffa are notified as soon as possible.

To rebook a service following a wasted journey, please contact Customer Services:

By email: csteam7@biffa.co.uk or call 0845 608 6093

If you're set up on myBiffa, Biffa's online portal, you can receive email notifications of any wasted journey that is recorded at your site. You can arrange access to myBiffa by contacting Customer Services, details as above. A Biffa guide can be found at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

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 not to be used as an alternative and not part of Cemex' s standard internal employee assistance programmes.



Call 0800 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?

You can find a guide all about How Care first can support you at the end of this document and in the UK News website: www.cemexuknews.co.uk/downloads

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).

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
127-07-2024	Electrician – Night Shift	Materials - Aggregates	Dove Holes Quarry	08/08/2024
128-07-2024	Fitter – Day Shift	Materials - Aggregates	Dove Holes Quarry	08/08/2024
129-07-2024	Operative	Urbanisation Solutions – Building Products	Northfleet	12/08/2024
130-07-2024	Assistant Quarry Manager	Materials - Aggregates	Willington Quarry	14/08/2024
131-07-2024	Plant Manager	Materials - Readymix	Redditch	14/08/2024
132-07-2024	Plant Manager	Materials - Readymix	Leicester (Humberstone Lane)	14/08/2024
133-07-2024	Plant Manager	Materials - Readymix	Berkswell	14/08/2024
134-07-2024	Operative	Urbanisation Solutions - Asphalt	Lincoln	20/08/2024

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.

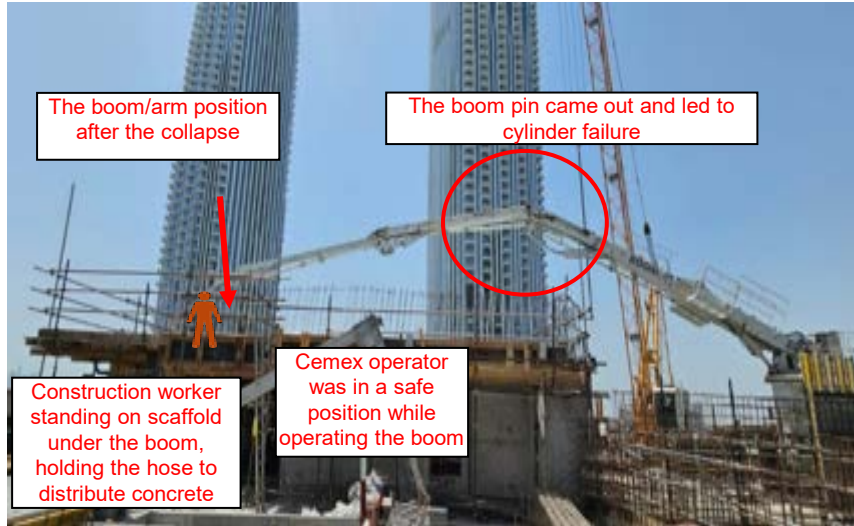


GLOBAL SAFETY ALERT

CONSTRUCTION SITE WORKER FATALLY INJURED

INCIDENT DETAILS

A construction site worker was fatally injured when the boom/arm of a concrete pump collapsed onto him while he was working underneath it, as he guided the discharge hose of the pump to distribute the concrete.



Correct condition of cylinder pin



Cylinder pin involved in the incident



Missing pin caused the bent cylinder



KEY FINDINGS

- The Construction worker positioned himself directly beneath the pump boom/arm instead of beside it. The Cemex operator did not alert him about being in the line of fire.
- The pump was inspected and certified by an authorized third-party specialist before use.
- The precise reason the pin came out could not be determined; however, the investigation found that the pump supplier had no preventative maintenance program and only made corrective repairs. Maintenance schedules did not form part of the contract with the pump supplier.
- Daily checks were carried out, but additional weekly checks were missing. Recent changes in personnel had created a reduction in supervision at the time that impacted the effective implementation & monitoring of some processes.

MANAGERS – KEY POINTS TO CHECK

- When renting equipment, maintenance schedules form part of contractual arrangements and any relevant safety certificates are requested.
- Pre-start checks are carried out on all equipment, including rented items, to make sure they are safe to use.
- Operators are trained in risk assessment and which key components need to be monitored during use, especially if a failure could mean a structural collapse or another serious outcome.
- A procedure is in place to keep people out of the line of fire and our operators strictly enforce it.

ALL PERSONNEL – ACTION TO TAKE

- Always carry out a pre-start check to make sure equipment is safe to use.
- Before using the equipment, double check with your supervisor that maintenance schedules and safety certificates have been checked.
- Agree with your supervisor any key components that will need ongoing monitoring during the equipment use and always stop the equipment if you notice any issues.
- Never allow people to place themselves in the line of fire. If you can see there is potential for someone to get hurt, always ask them to move to a safe place.



Look after yourself
and each other



Tools and
Equipment



Safe
Systems

SAFETY ALERT

DRIVER CUTS LEG ON BARRIER



DETAILS OF THE INCIDENT

A tipper driver delivering to a Cemex site walked into the end of an Armco barrier, resulting in a cut to his thigh which required 3 stitches.

The discharge hopper capacity is 10 tonne, therefore the delivery per vehicle is made up of several tips. Unfortunately, because the hopper is below ground, the level of material in the hopper could not be seen in the vehicle's rear camera; therefore, the driver needed to get out and check the level. When the driver was returning to the vehicle cab, for some reason, he deviated off the usual route and walked into the end of the barrier which protects the control panel for the transverse conveyor.

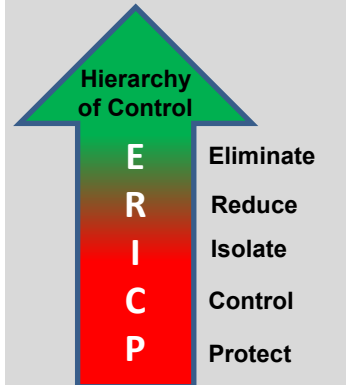
The Driver was taken to the local hospital where they treated the wound and applied 3 stitches. Thankfully, he was able to return to work later in the day.

HOW COULD THIS HAVE BEEN AVOIDED

- Ideally, by eliminating the need for drivers to get out of their cabs; however, not all tipper tailgates are automatic, drivers must check fill levels where the capacity of ground hoppers are restricted, and they need to clean their tailgates after tipping before going back onto the highway.
- The exposed end of the Armco barrier was not protected.
- The driver didn't carry out a 'Take 5' assessment before delivering. If he had, he may have noticed the barrier and taken extra care around this area and highlighted the hazard via a Near Miss / Hazard Alert card.

KEY REVIEW POINTS

- Wherever possible, eliminate the need for driver / pedestrian movement on sites.
- Risk assess pedestrian areas for hazards such as slips, trips and falls, sharp edges, and unprotected pedestrian areas.
- Review pedestrian barriers to ensure there are no exposed sharp edges, for example by using end caps on Armco barriers.



Personal Protective Equipment

Always wear the correct PPE.

Tools and Equipment

Use the right, well maintained, tools/ equipment for the job. Never make do.

Look after yourself and each other

Don't let anyone act unsafely, always stop unsafe practices.



The wound and after treatment



The Armco barrier before and after alterations



Typical Armco barrier end cap



STOP THINK ACT

SAFETY ALERT

NON-RECORDABLE THIRD-PARTY COLLISION

DETAILS OF THE INCIDENT

At 8.30am on 11th June, a contractor was delivering limestone to a Cemex cement plant on a 2-way road when a third-party passenger car travelling in the opposite direction veered into the path of the contractor's truck

Sadly, the driver of the car passed away because of the crash.

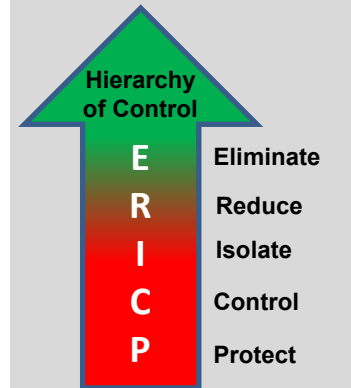
The truck is equipped with a front/road facing camera and the footage shows the third-party driver not holding the steering wheel with two hands.

The contracted driver sustained injuries to his hand. At the scene he was tested negative for drugs and alcohol.

KEY REVIEW & DISCUSSION POINTS

- ALWAYS follow the CEMEX Driving Essentials.
- Stay fully alert and attentive, and avoid any type of distraction
- Avoid using mobile/cell phones while driving, unless absolutely necessary – where it is necessary then ALWAYS follow the Global Standard for Mobile Phone Use.

Driving Essentials



Driving

Drive safely, ensure you are authorised and that vehicles/mobile plant are well maintained.

Safe Systems

Follow safe systems of work, site rules, signage and traffic signals.

Look after yourself and each other

Don't let anyone act unsafely, always stop unsafe practices.



STOP THINK ACT

Mobile Phone Use While Driving



Global Standard – Minimum Requirements

As a first principle, all drivers must avoid phone use while driving unless it is absolutely necessary. In situations when there is an absolute need to use the phone while driving, the following are the minimum conditions that must be followed:

1. A Hands Free device must be used. It shall be correctly mounted in a safe place or consist of an integrated vehicle system. Head/earphones are not permitted, but a secure single ear blue tooth device is allowed.
2. Only use when driving in non congested conditions and when safe to do so after assessing and continuing to assess the overall situation, which includes other traffic, pedestrians, visibility and the weather/elements at the time - an example of when the phone must not be used is when in the area of a school
3. All conversations must be kept to a minimum. If a conversation is unlikely to be short, the caller must be told they will be contacted as soon as the driver has found a safe place to park
4. When out going calls are permitted, the driver can only initiate the call via voice activation or an integrated vehicle system which allows the driver to keep their hands on the steering wheel and their eyes on the road
5. Texting, emailing and any other hands-on use of mobile devices are banned
6. If the phone or another device is used for satellite navigation purposes, it must be mounted in a fixed device where it can be easily seen while keeping a good view of the road, it must not obstruct the driver's view and cannot be held in the hand. It is not allowed to manipulate the device while driving.

Anyone phoning a mobile phone, must first ask the person if it is safe to take the call.

Additional Requirements

- Each country will raise awareness with drivers, about the risks associated with mobile phone use, through training courses and communication campaigns
- Each country must identify ongoing opportunities to significantly reduce the amount of occasions and time people need to use the phone while driving



STOP THINK ACT

UK Health & Safety Standards

Safe Use of Mobile Phones

These are minimum UK standards that must be applied to ALL UK operations.

CEMEX UK Health and Safety Standards contribute to the Group's continued commitment to developing and maintaining high standards for the health and safety of our employees and others who may be affected by our operations.

Document History

Date of Update	Version No	Reason for change	Areas changed	Review Status
Feb 2005	1.0	First issue of document		Issued
Sep 2005	2.0	Rebranding	RMC references changed to CEMEX	Issued
April 2007	3.0	Review of legislation & policy	General reinforcement of requirements	Issued
Feb 2016	4.0	Alignment with new Global Standards	Reinforcement of general requirements and prohibition of mobile phone use when operating mobile plant.	Issued

Safe Use of Mobile Phones

The following Standards are minimum requirements that must be implemented by line managers and achieved by all operations. They are intended to ensure safe and effective procedures are in place for employees and contractors when using mobile phones.

DRIVING ON PUBLIC ROADS:

1. As a first principle, all drivers (including employees and regular contractors) must avoid phone use while driving unless it is absolutely necessary. In situations when there is an absolute need to use the phone while driving, the following are the minimum conditions that must be followed:
 - A hands free device must be used. The phone shall be correctly mounted in a safe place so as not to obstruct the driver's view, or consist of an integrated vehicle system where it can be stored in a safe and secure place. Head / earphones are not permitted, but a secure single ear blue tooth device is allowed.
 - Only use when driving in non congested conditions and when safe to do so after assessing and continuing to assess the overall situation, which includes other traffic, pedestrians, visibility and the weather / elements at the time - an example of when the phone must not be used is when in the area of a school.
 - All conversations must be kept to a minimum. If a conversation is unlikely to be short, the caller must be told they will be contacted as soon as the driver has found a safe place to park.
 - Outgoing calls should, where possible, be planned for a time when not driving e.g. after pulling over and parking the vehicle safely.
 - When out going calls are permitted, the driver can only initiate the call via voice activation or an integrated vehicle system, which allows the driver to keep their hands on the steering wheel and their eyes on the road.
 - Texting, emailing and any other hands-on use of mobile devices are banned.
 - If the phone or another device is used for satellite navigation purposes, it must be mounted in a fixed device where it can be easily seen while keeping a good view of the road, it must not obstruct the driver's view and cannot be held in the hand. It is not allowed to manipulate the device while driving.
2. People making calls to mobile phones are responsible for encouraging compliance with these Standards. They must keep the duration of a conversation with a driver to a minimum and must always check in the first instance that it is safe for the driver to take the call.
3. All drivers must be instructed that they are not permitted to use a hand held mobile phone while operating a vehicle, even when stationary at traffic signals or in queues. The use of a handheld device is only permitted when the vehicle is parked and the engine switched off.
4. All drivers are responsible for the safe operation of their vehicle. If the use of a mobile phone causes the driver to lose proper control of the vehicle the driver can be prosecuted.

DRIVING ON SITES

5. Mobile phones must not be used while driving on company or customer sites.
6. All company employees and contractors will be prohibited from using a mobile phone while operating mobile plant.

GENERAL MOBILE PHONE USE ON SITES

7. Whilst a pedestrian on a site, mobile phone use is restricted to safe areas. As a general rule, mobile phone use shall be prohibited in all operational areas. Local risk assessments will identify any areas where mobile phone use is permitted. Site specific requirements will be included in the local rules, explained during induction and reinforced through appropriate signage.
8. All Company employees and contractors must be instructed that they are prohibited from using a mobile phone while operating designated hazardous equipment or machinery.

Altruistic August 2024

MONDAY



5 Spend time wishing for other people to be happy and well

TUESDAY



6 Smile and be friendly to the people you see today

WEDNESDAY



7 Give time to help a project or cause you care about

THURSDAY

1 Set an intention to be kind to others (and yourself) this month

FRIDAY

2 Send an uplifting message to someone you can't be with

SATURDAY

3 Be kind and supportive to everyone you interact with

SUNDAY

4 Ask someone how they feel and really listen to their reply

12 Contact a friend to let them know you're thinking of them

13 No plans day! Be kind to yourself so you can be kind to others too

14 Take an action to be kind to nature and care for our planet

15 If someone annoys you, be kind. Imagine how they may be feeling

16 Make a thoughtful gift as a surprise for someone

17 Be kind online. Share positive and supportive comments

18 Today do something to make life easier for someone else

19 Be thankful for your food and the people who made it possible

20 Look for the good in everyone you meet today

21 Donate unused items, clothes or food to help a local charity

22 Give people the gift of your full attention

23 Share an article, book or podcast you found helpful

24 Forgive someone who hurt you in the past

25 Give your time, energy or attention to help someone in need

26 Find a way to 'pay it forward' or support a good cause

27 Notice when someone is down and try to brighten their day

28 Have a friendly chat with someone you don't know very well

29 Do something kind to help in your local community

30 Give away something to help those who don't have as much as you

31 Share Action for Happiness with other people today



Conveyor 8A metal detecting bag drop system

Tom Owen, Mark Gould | 1 Aug 2024 | ID431

Idea of the Month Competition Nominees

Closed with success by Tom Owen

Approver: Tom Owen

Implementation coordinator: Tom Owen

Plan: Quick Wins

Class: Waiting

Problem, context, environment, status

8A is our main feed belt that provides secondary with the stone from the surge pile. The surge pile does at times contain metal contamination from the primary plant, liner plates that have failed and broken apart, bolts that have been cut loose as part of maintenance that have fallen down and left within the plant, slag from welds on the plant, and even the occasional drill bit that has come loose during drilling operations. Where as these are usually small and harmless the larger pieces of metal if not detected are sent up to the secondary crushers and could potentially cause a lot of damage and downtime for repairs, smaller pieces could also end up going through the secondary plant and contaminate our stock piles.

8A is a long belt as seen on the photo attached and when previously stopped due to metal being detected the patrol man would be going in blind and have an area of belt 50M long to dig through to try and identify and locate the metal. This was a long process and often resulted in the metal not being found, a lot of downtime and the plant restarted.

Resources: [20240801_070021.jpg](#)



Description of the initiative

We have installed a metal detector with a bag drop system implemented into it, the idea being that when the system activates a bag is dropped at the point of where the fault was detected, this then gives the patrol man a visual as to where the metal was detected and an area of where to look to find the metal, the goal of this is to be more productive in finding the metal and ultimately to reduce the amount of downtime spent by the patrol man searching for the metal.

Resources: [20240801_070717.jpg](#), [1](#), [3](#), [Length of the belt](#)

Exceed

Conveyor 8A metal detecting bag drop system (ID431)



Expected benefits

Reduce downtime.

This can be calculated relatively easily from our PR which is where we input all our figures from belt weights and log downtime.

July 2024 - 1 Jan 2024 - 8A Metal trips

364 Trips Average 8.6min Downtime

July 2023 - 1Jan 2023 - 8A Metal trips

266 Trips Average 10.8min Downtime

Average improvement = 2.2min faster

This evidence shows that the new system is detecting a lot of metal which ultimately reduces contamination within the stock piles and reducing the amount of time the plant has stopped searching for metal.

Financial analysis

Exceed

Conveyor 8A metal detecting bag drop system (ID431)

Title	Impact distributed over time	Forecast amount
Increased production due to less downtime of plant Average downtime 2023 - 10.8Mins Average downtime 2024 - 8.6Mins 2.2Mins gain per trip. 364 Trips this year. 364 X 2.2 = 800.8 800.8 / 60 = 13.3 13.3 x 1000 (TPH) = 13,300T 13,300 x £14.92 (Average price per T) = £198,436 worth of stock added.	01-01-2024 – 01-08-2024	£198,436.0
ROI		£198,436.0

Tom Owen – 1 Aug 2024

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



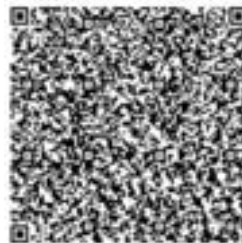
**We are
with you**



**Talk to
Frank**



**Cemex
EAP**

**Cemex
Drugs &
Alcohol
Abuse
Policy**




✖ Employee Assistance Programme

How Care first can support you...

Counselling support

Our team of professionally trained, qualified and BACP accredited counsellors are available 24/7 to offer support for personal or workplace related issues. As well as the headline issues surrounding mental health, our Care first counsellors are also trained in dealing with both work and home grievances, bullying & harassment issues, domestic violence, relationships at both home and at work and much more. No matter how big or small the problem may be, our counsellors are here for you to provide you with unbiased support away from the situation. Everyone has very individual needs for support, Care first provides short term focused counselling, so the Care first counsellor will assess your circumstances when you call to establish what the most appropriate form of support will be for you. It might be that you just need a brief conversation with the counsellor that day, or you may benefit from a few more sessions.

Information Specialists

As control, or the lack of it, can be an influencing factor on the impact of stress. Many individuals identify stress as emotional. However, a lack of control around practical issues can be just as impactful. We have expert advisors that have been trained by Citizens Advice who can provide you with comprehensive answers and assistance on a wide range of practical issues which can affect our daily life, these include but are not limited to; redundancy, advice on funerals and probate, legal information, housing and tenancy issues, childcare, elder care, health, consumer issues, employment, travel and education.

Our Information Specialists are also money trained experts and can provide support with a variety of financial queries such as help with budgeting finances and advice with benefits. You can speak with one of our Information Specialists confidentially Monday-Friday between 8am-8pm.

Management Support

If you are a manager, have leadership responsibilities, or look after a team within your organisation, it is as important as ever that your colleagues are made aware of the range of support available from Care first. As well as supporting you to signpost your colleagues to the Care first service effectively to maintain your managerial boundaries, Care first can also provide you with support within your role as a manager. Care first counsellors are all management trained and can provide support with issues such as if the organisation is going through a period of redundancy, managing change and difficult conversations, workplace performance, remote working, absence management and disciplinary.

Care first Lifestyle

Through the Care first lifestyle site you can access a wide range of supportive information, read helpful articles published by our team, view Webinars covering a variety of well-being topics and even speak with a Care first counsellor in real-time via our online counselling facility.

You can log into your account by visiting www.carefirst-lifestyle.co.uk and logging in using your organisation's unique log in details. If you are unsure what these details are then please contact your line manager or HR department. The Care first Lifestyle website is great place to go to learn more about Care first and the different areas that we can support in.

Care first service
BACP counselling
Information specialists
Management support
Care first lifestyle

How it supports?
Mental wellbeing
Practical issues
Support for managers within their working role
Hub of resources and information

How all of these above services link together

As you can see from the above table, all the services that we offer complement each other to ultimately encompass an individual's overall mental and physical wellbeing, which enables individuals to access professional and clinically proven support.

Our counselling support is available 24/7 to help individuals with any emotional issues that they may have. Our Information Specialists can help individuals with practical information and advice. This practical support is so important because if an individual is concerned about a practical issue, then this can cause detrimental effects to their emotional wellbeing. By getting some support from an Information Specialist this will provide the individual with some clarity on that particular issue, which may help them to feel more in control of a situation and relieve some anxiety.

The Care first Lifestyle site can help individuals who are concerned about an issue. The individual may not know where to start and they can have a look at the resources on our Lifestyle website which may be enough to help them.

The Lifestyle website is a great starting place to learn about the types of issues that Care first can support with. The individual can also access our online counselling tool through the Lifestyle website which is an alternative way to access support from a counsellor. By an individual looking through all the resources on our Lifestyle website this can help them to get answers about an issue they may be having.

Again by getting some clarity on their issue this may have a positive effect on their mental wellbeing.

If you wish to contact the Care first telephone counselling and information line then please don't hesitate to call the Freephone number provided below and you can speak to a professional in confidence.

Visit: www.carefirst-lifestyle.co.uk to view our articles on health and well-being, or call **0808 168 2143** for in the moment support.

GEAR UP FOR THE CEMEX WELLNESS CHALLENGE 2024

in support of  sense

September 16th to 20th

#CollaboratingForCommunities



How to get involved!

You can get involved in a number of ways in advance of the challenge and during the week:

- Cheer on our core cycling team.
- Pledge a donation to Sense using the QR code.
- Set yourself an activity challenge.
- Get a team together and log your activities – be it, running, cycling, swimming or even mowing the lawn.



Scan to donate
to Sense

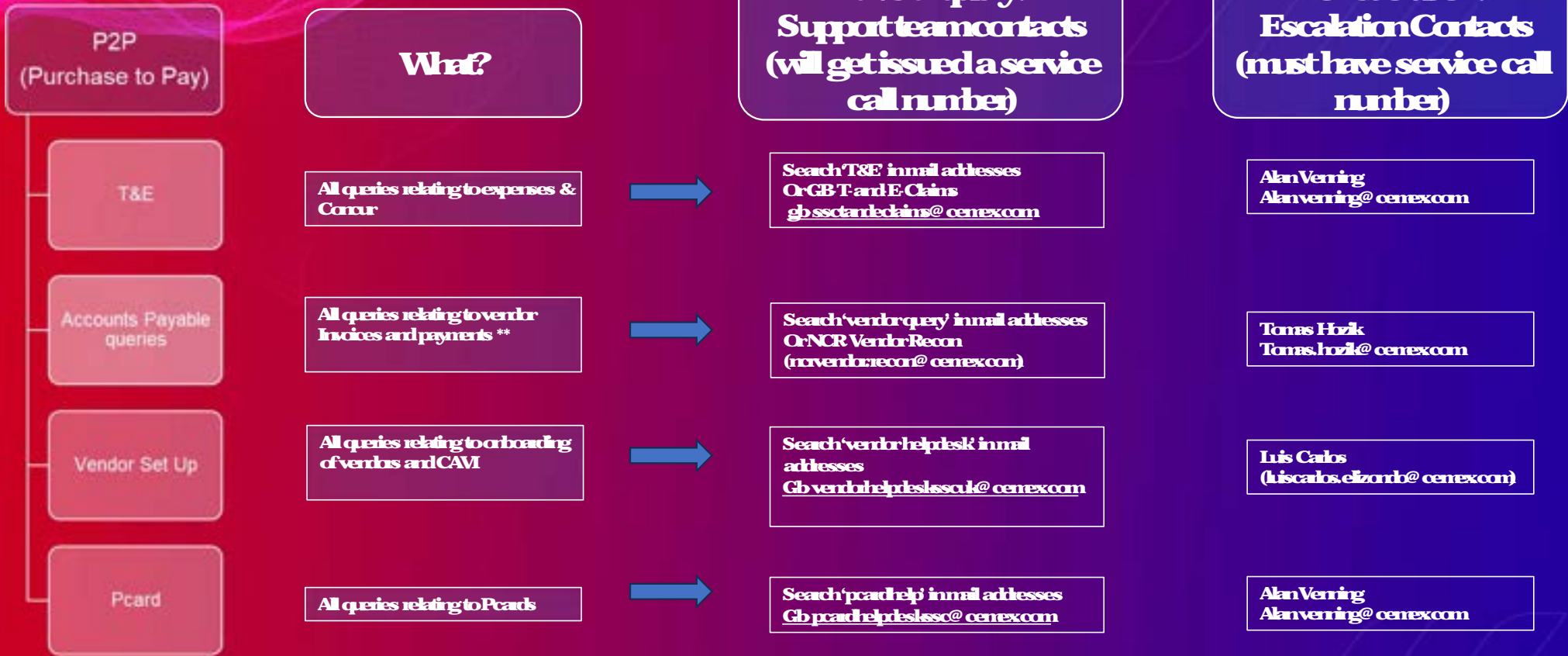
Let's see if together, we can match the mileage (total steps equivalent) of the core team's Cycle Challenge!

About Sense

Sense works with families to support disabled people and offers residential care, virtual support plus a number of network centres in various communities. They provide personalised support for people of all age groups. Apart from supporting the well-being of people with disabilities, they are assisting them in getting into employment and ensuring organisations are able to integrate the various disabilities.

[sense.org.uk](https://www.sense.org.uk)

P2P-QueryMatrix



** Note all Vendor invoices must be sent for scanning & onward processing to UKsupplierinvoices@cenex.com which is a no reply email address

WASTED JOURNEYS AND HOW TO AVOID THEM

JULY 2024

What is a “wasted journey”?

A “wasted journey” (WJ) is recorded by Biffa when a service is unable to take place due to an issue within site’s control, which could have been avoided. When this happens, a charge will be generated to the site which is equivalent to 50% of the planned service cost.

Why do wasted journeys happen?

When a Biffa driver arrives on site, it is vital that any waste for collection is presented in a suitable manner. Some of the most common reasons for wasted journeys being recorded at Cemex sites in 2023 were:

- SITE CLOSED
- BLOCKED BY VEHICLE
- CONTAMINATED WASTE
- CONTAINER OVERLOADED

How can you avoid wasted journeys at your site?

For Cemex sites to avoid wasted journeys and unnecessary costs, there are a number of steps which can be taken:

KEEP ACCESS CLEAR AT ALL TIMES – Are your waste containers in the most suitable location on site, so that they are (where possible) not going to be impacted by other traffic such as delivery vehicles?

ENSURE WASTE IS CORRECTLY SEGREGATED – Is there adequate signage in place, and do employees on site know which bins to use? It’s important to remember that clear bags only (not black bags etc.) should be used in mixed recycling bins.

DO NOT OVERLOAD CONTAINERS – If a container is full prior to the next scheduled service, you should arrange for an additional service by contacting Biffa Customer Services, or through the myBiffa portal. Do not exceed the level load line on skips and bulk carriers.

REGULARLY REVIEW YOUR SERVICES – Are waste collection frequencies and container types suitable for your site? Reduce service frequency if containers are regularly less than half full when emptied.

NOTIFY BIFFA OF SITE CLOSURES OR CHANGES – If a site is to be closed, either permanently or temporarily, or if there has been a change to anything which may affect collections (e.g. site access times), please ensure that Biffa are notified as soon as possible.

During 2023, Biffa provided more than 12,000 waste services across Cemex sites, with 512 wasted journeys recorded. That’s 4.1% of total services, at a total cost to Cemex of...

£7,776

To rebook a service following a wasted journey, please contact Customer Services:

E: csteam7@biffa.co.uk | T: 0845 608 6093

If you’re set up on myBiffa, Biffa’s online portal, you can receive email notifications of any wasted journey that is recorded at your site. You can arrange access to myBiffa by contacting Customer Services, details as above.