

# CEMEX UK NEWS



Welcome to UK News 5th September 2024  
your weekly update from around Cemex UK

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CEMEXUK



## HEALTH & SAFETY

### Sergio's Zero4Life - Let's Do It Message

Join our Regional President, Sergio Menendez, 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!

You can watch it [HERE](#)

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.



### August Was Employee LTI Free Across EMEA!



During the month of August, we are proud to share that we achieved ZERO Employee LTI's across the EMEA region in August. Additionally, the total TRIs have reduced by 20% on a YTD basis.

Thank you to everyone for your commitment and focus on Health & Safety as our number one priority.

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.

## Please Watch - Defensive Driving Video

Defensive Driving is a style of driving that utilises a variety of techniques and tactics to keep you and everybody else safe on the road.

Thanks to our colleagues in Supply Chain, they have produced a guidance video, in conjunction with the Cemex driving essentials, which will show you a few helpful tips and reminders to help you drive to the expected standard and maximise vehicle efficiency.



While the video is aimed at Cemex vehicle drivers, it also offers some excellent advice which applies to anyone who drives a vehicle.

Please take a moment to watch the video, refresh yourself on the defensive driving style and Stay Safe.

You can watch the video by scanning the QR code or clicking [HERE](#).

## Safety Helmet Colours

It has been identified that there is some variance around the business with regards to safety helmet colours for specific groups of personnel.

**Managers** – please ensure the correct coloured safety helmets are being worn on your sites.



The standard colours for these groups are:

White – For Employees and Agency Workers after six months of service

Yellow – For Employees and Agency Workers in first six months

Green – For trained and appointed First Aiders

## Supply Chain Name Health & Safety Contractor Award Winner for Q2

Congratulations to Alin Sandor, Service Technician from Lodge Tyres, based at Rugby Cement Plant Logistics operation. Alin has won the Cemex UK Supply Chain Health & Safety Contractor Award for Q2.

Lodge Tyres provide a daily tyre clinic service for our Rugby based HGV bulk tanker fleet – ensuring our fleet is running on optimum tyres which are both safe and economical. Alin is our resident Tyre Technician and has clearly showed a commitment to Health &



Safety. This has been recognised by the Drivers and Logistics team and was very deserving of this award.

Did you know that tyres that are 20% under inflated can increase fuel consumption by 4%!

### Action for Happiness - Selfcare September

Why not download this month's Selfcare September – 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!

Self-care isn't selfish. It's essential.

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 Selfcare September video [HERE](#) where Action For Happiness's, Vanessa King shares her top tips for Self-Care September based on the 10 Keys for Happier Living. For more on the 10 Keys to Happier Living visit: <https://actionforhappiness.org/10-keys>

Want to find out more about Action For Happiness? Check out their website for further help and guidance: <https://actionforhappiness.org/>

You can find the calendar at the end of this document and in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)



## CUSTOMER CENTRICITY

### Register NOW for 2024 Superior Customer Service Awards



The 2024 Superior Customer Experience Awards are now open to register.

We want to recognise your positive contributions towards Cemex Customer Centricity (our strategic priority) and distinguish all of the great projects and initiatives aimed at delivering a Superior Customer Experience.



As we all know, taking care of our customers' needs is one of our most important goals which gives directions to our daily work. We make every effort to continue to care for the Customer Experience with the highest quality.

You are invited to take part in this year's Superior Customer Experience Awards, bringing us closer to our efforts in caring for our customers.

**We are looking for the best EMEA projects in the following categories:**

- **Best Initiatives Implemented** - in this category we are looking for projects that have already been implemented (at least as a pilot) that **enhance the customer experience throughout the entire customer journey.**
- **Best Data Initiatives (new!)** - in this category we are looking for projects that have already been implemented and are **based on data or used data to improve the customer experience.**
- **Sustainable Construction Projects** - in this category we are looking for any construction project that are either under development or already built, where you helped the customer make their **project a more sustainable one by recommending products and solutions from our Vertua Brand.**

Click [HERE](#) for full details and to [APPLY](#). Registration is open until 27<sup>th</sup> September.

Local (EMEA) winners will compete against the best projects from other Cemex regions.

### Leeds Team Sound the Klaxon for Passing of a Valued Customer

In Loving Memory  
of  
Brian Newton  
19.04.56 – 10.08.24



For colleagues who have worked out of our Leeds Readymix Plant at any time in the past 25 years, we are sad to share that Brian Newton, a valued Readymix Collect customer of 25 years, including his father before him, has passed away. He was very well known at the Plant and his family asked if the Plant would sound the klaxon on the day of his funeral, 13<sup>th</sup> September, as the cortege will pass the plant to get to the crematorium.

The team will stop production and sound the klaxon as Brian passes as a mark of respect.







## FUTURE IN ACTION

### Register Now for Future In Action Dialogues

We're thrilled to invite you to our live Future In Action Dialogues webinar on 11<sup>th</sup> September 2024.

Join us, be inspired, and see the bigger picture of your role in Cemex's transformative journey.

Explore the future of our industry with top experts and thought leaders. Dive into insightful discussions and innovative ideas that will shape our future.

Date: 11<sup>th</sup> September 2024, 4pm UK Time

Register NOW: [https://cemex.zoom.us/webinar/register/WN\\_qL6uPEyISuy8cPyMXO6MHA#/registration](https://cemex.zoom.us/webinar/register/WN_qL6uPEyISuy8cPyMXO6MHA#/registration)



### Commercial Teams Lend a Hand

Commercial teams from Bulk & Packed Cement recently spent their Lend a Hand at Great Hucklow Primary School near Buxton and close to our Dove Holes quarry.

The team had a fantastic day and were kept very busy painting the garden shed, cutting back vegetation on pathway to the pond and around the pond, repairing and painting picnic benches, weaving a willow dome, cleaning the climbing wall, clearing away and replacing the upcycled old tyre planters and filling potholes.

Taking part on the day was Vicki Elliot, Craig Williamson, Dave Joyce, Richard Cowley, Dave Lea, Paul Gasson and Helen Shirley.



### How to organise your Lend a Hand

To support you and your team in finding local opportunities for Lend a Hand activities, Cemex UK has partnered with Neighbourly, a volunteering platform to support you to deliver social impact. Once registered, the new online platform will assist you in searching for volunteering activities in your local areas. Click this link [HERE](#) to open Neighbourly. You can find instructions to register with Neighbourly [HERE](#)

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



## Quarry Garden Competition Results



Last year we launched our Quarry Garden Competition. We invited Quarry Managers to create a wellbeing space outside your site office for their teams to enjoy.

Lots of quarries entered and we supplied them with a water butt and peat-free, nectar rich plants. The competition was to then create or build planters using recycled materials from the site, creating a garden for local staff to enjoy, and to encourage more biodiversity to the site.

At a recent RSPB Steering Committee, the committee members reviewed the quarry gardens results and decided on the winners. It was fantastic to see the creativity and variety of recycled planters. They particularly loved the creativity of the Berkswell planters and reuse of the tyres and wheelbarrow. At Kensworth they loved the reuse of wood and the fabulous colourful display. At Hatfield they loved the reuse of red and blue pipes and the beautiful planter display. The Steering Committee members decided that they all deserve the 'Best use of Recycled Materials award'. Congratulations and we hope you will enjoy your bird feeders prizes.

After much deliberation, the Steering Committee decided to award the Best Overall Garden to the amazing transformation of the corner plot at Dove Holes. The team's effort to turn this bare piece of land into a wonderful space for the team to enjoy, incorporating the seating area and the planting into the edging rocks, was fantastic! Congratulations to the Dove Holes team for building their beautiful garden space. We hope you have had a lot of use out of it so far this year and that you will all enjoy your prize of a new picnic bench.

You can check out all the photos of our winning gardens [HERE](#).



## PROFITABILITY

### Improving 5S and Manufacturing Efficiencies – A 2024 Overview

The Operational Excellence team work closely with teams across West Europe Materials to help them improve site efficiencies, Health & Safety practices and reduce waste and energy usage.

They have compiled this video to highlight some of the projects the Operational Excellence team have been working on this year. These include a number of ongoing 5S projects and a range of renewable energy solutions for sites across West Europe.



Please take a few moments to find out more about these fantastic projects. You can watch the video [HERE](#).





## EMPLOYEES

### Cemex Wellness Challenge – Introducing our Cycling Team

On Monday 16<sup>th</sup> September our Cemex Wellness Challenge Cycle team will be pedalling off the starting line at our Stockton office to begin their epic 5-day cycle challenge, ending at our Southampton Marine office on Friday evening.

We can now finally share this amazing team with you! Most of the team will be completing the full 5-day cycle ride.

The cyclists are: **Susie Taylor** from UK Marine, **James Ward** from Cement Logistics, **Edward James Tisor** from Cement Logistics, **David Hakes** from Materials UK Engineering, **Craig Large** from Cement Ops Maintenance, **Rob Greenfield** from HR Planning & Development, **Colin Jones** from UK Security, **Al Lavery** from Materials UK Engineering, **James Fairclough** from Central - Demand Generation and **James Carling** from Land Development. The team will also be joined by some guests along the way.



Congratulations to everyone for making the team - to be selected for the team, they all needed to prove they were physically able to take part in the gruelling 5-day challenge!

Our fantastic Cemex cycle team will be cycling just over 400 miles from Stockton on Tees to Southampton across the five days and they would love your support along the way!!

Here is their route:

**Day 1**, Monday 16<sup>th</sup> Sept: Stockton to Leeds Hotel.

**Day 2**, Tuesday 17<sup>th</sup> Sept: Leeds Readymix Plant to Dove Holes quarry via Sheffield Readymix Plant.

**Day 3**, Wednesday 18<sup>th</sup> Sept: Buxton Hotel to Head Office, Binley Coventry.

**Day 4**, Thursday 19<sup>th</sup> Sept: Rugby Cement Plant to High Wycombe hotel via Southam National Technical Centre and Bletchley Readymix Plant.

**Day 5**, Friday 20<sup>th</sup> Sept: High Wycombe Readymix Plant to UK Marine office, Southampton, via Bramshill quarry.

Throughout the week you'll be able to follow both the progress of our Cycling Challenge team via our website here: <https://www.cemex.co.uk/cemex-wellness-cycle-2024>

#### Support the team

You can support the team by cheering them on at any of the Cemex sites where they will be cycling to or from or pit stopping at. Alternatively, you can give them a boost by donating to Sense through our Cemex Wellness Week JustGiving page here: <https://www.justgiving.com/campaign/cemexwellnessweek>

**Get inspired, get active, get Fit4Life!!**



## Cemex Wellness Week – Time to register your team!



### Participating in Cemex Wellness Week – Can we match the cyclists equivalent milage??

Every day from Monday 16<sup>th</sup> to Sunday 22<sup>nd</sup> September, either alone or as a team, spend some time doing physical activities and keep a note of your time spent. Activities could include for example, running, cycling, walking, gym classes, swimming, racket sports, circuit training, spin classes, or dancing. Shopping, mowing the lawn or cleaning the car also count! You could set yourself a challenge (for example walk 10,000 steps per day), try something new or raise money for Sense as well.



All we ask is that each day, you or your team Captain, logs your steps and then share your activity photos with us. We will be sharing more details of how to do all this in the coming weeks. We're hoping you'll embrace a friendly competitive spirit and we'll be sharing a leader board to track team's progress throughout the week.

Let's see if together we can match the equivalent milage of the cycling team!!

### Time to mobilise your teams!

If you would like to participate as a team and compete against your colleagues, now is the time to start gathering your teammates (maximum 10 Cemex colleagues per team), choose a team name and a team captain! Then your Captain can register the details of your team name, Captain's name and the team members by clicking <https://forms.office.com/r/cOys62rN8F> (or use the QR code in the poster [HERE](#)).

**Deadline to register is 6<sup>th</sup> September.** You can also participate as an individual, just register your name using the same link.

**We will be awarding a prize for the team with the highest number of steps at the end of the week!**

### Ahoy Captain!!



Have you ever wondered what life on board our UK Marine ships is like?

Our Comms team went on board the Cemex Go Innovation dredger ship to meet Captain David Pearson and find out!

Check out our short video [HERE](#)!





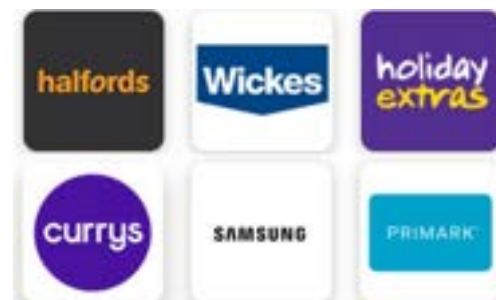
## New Savings, New Retailers – Check Them Out!

Discounts on suitcase essentials, back-to-school, tech and more!

Planning a spontaneous trip, getting the kids ready for school, or spoiling yourself with the newest gadgets? Our Cemex Lifestyle Benefits Platform has everything you need! Plus, with new retailers just added there are even more savings waiting for you.

Dive in today and enjoy these fantastic deals! New deals are added every week.

Click [HERE](#) for savings!



## How is your Retirement Plan Shaping Up?



Cemex uses Standard Life to provide you with a workplace pension that helps you shape your financial future.

Pension Engagement Season is here and throughout September we will be sharing some great tips on helping you to keep making the right choices for you and your pension savings.

**What income will you need to enjoy the lifestyle you want in retirement?** Try Standard Life's Retirement Income Tool to see how your retirement lifestyle is shaping up. It's in the [Standard Life App](#) under 'Actions & Tools'.

Have you downloaded the Standard Life UK mobile app? Use it to manage your pension plan on the go. Click [HERE](#) to download the app. And if you haven't already, register for online servicing to manage your pension online [HERE](#).

## 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 is not part of Cemex - we don't receive any employee specific information from them.

 **Call 0808 168 2143**  
**Visit [www.lifestyle-support.co.uk](http://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](http://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](http://www.lifestyle-support.co.uk) (Username: cemex Password: cemex).

### Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
151-08-2024	Customer Service Manager Inside Sales UK	Customer Experience – Readymix Inside Sales	Binley and Sheffield	05/09/2024
152-09-2024	Operative Nights	Urbanisation Solutions – Rail	Somercotes	17/09/2024
153-09-2024	Multi Skilled Operative	Urbanisation Solutions – Asphalt	Liverpool Docklands	17/09/2024

### 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](mailto:gb-communicationsandpublicaffairs@.com)

If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.



# Self-Care September 2024

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1

Find time for self-care. It's not selfish, it's essential

2

Notice the things you do well, however small

3

Let go of self-criticism and speak to yourself kindly

4

Plan a fun or relaxing activity and make time for it

5

Forgive yourself when things go wrong. Everyone makes mistakes

6

Focus on the basics: eat well, exercise and go to bed on time

7

Give yourself permission to say 'no'

8

Be willing to share how you feel and ask for help when needed

9

Aim to be good enough, rather than perfect

10

When you find things hard, remember it's ok not to be ok

11

Make time to do something you really enjoy

12

Get active outside and give your mind and body a natural boost

13

Be as kind to yourself as you would to a loved one

14

If you're busy, allow yourself to pause and take a break

15

Find a caring, calming phrase to use when you feel low

16

Leave positive messages for yourself to see regularly

17

No plans day. Make time to slow down and be kind to yourself

18

Ask a trusted friend to tell you what strengths they see in you

19

Notice what you are feeling, without any judgement

20

Enjoy photos from a time with happy memories

21

Don't compare how you feel inside to how others appear outside

22

Take your time. Make space to just breathe and be still

23

Let go of other people's expectations of you

24

Accept yourself and remember that you are worthy of love

25

Avoid saying 'I should' and make time to do nothing

26

Find a new way to use one of your strengths or talents

27

Free up time by cancelling any unnecessary plans

28

Choose to see your mistakes as steps to help you learn

29

Write down three things you appreciate about yourself

30

Remind yourself that you are enough, just as you are



ACTION FOR HAPPINESS

Happier • Kinder • Together





# GEAR UP FOR THE CEMEX WELLNESS WEEK 2024

in support of  sense

Monday 16th to Sunday 22nd September  
#CollaboratingForCommunities

## MOBILISE YOUR TEAMS



Scan to  
**REGISTER**

Participate as an **individual** or as a **team**.

Teams can have a **maximum of 10** Cemex employees

### STEP 1

**Identify** your team **members**, team **Captain** and team **name**.

### STEP 2

**Register** yourself as an individual or Captains register their teams.

<https://forms.office.com/r/cOys62rN8F>

**Deadline to register - 6th September**







## ✖ 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](http://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](http://www.carefirst-lifestyle.co.uk) to view our articles on health and well-being, or call **0808 168 2143** for in the moment support.