



CEMEX UK NEWS



Welcome to UK News 3rd October 2024
your weekly update from around Cemex UK

View UK News on: www.uknews.co.uk

You can also follow us on our
social media channels

@CEMEX_UK

CEMEX-UK

CEMEXUK



HEALTH & SAFETY

Getting In and Out of Vehicles Safely

Part of our Zero4Life: Let's do it! strategy is to address key common challenges with actions that can be implemented in the short-term. One of those challenges relates to injuries and incidents caused by **getting in/out of vehicles** and mobile equipment.

A simple slip on a few steps or a fall from a cab can result in serious injury.

Recently, there have been several incidents where Drivers have fallen from trucks or mobile equipment cabs. These have been a result of either incorrect hand hold points, carrying objects, different step configurations or just purely a lack of concentration. Injuries vary from broken collar bones, cuts to head or rolled / twisted ankles.

Action required by Managers

- Local teams discuss ideas to reduce tasks that minimise the number of times a Driver needs to get in/out of the vehicle.
- Ensure Get a Grip (or equivalent) stickers are in place in all relevant vehicles and mobile equipment, and in a prominent position that reminds drivers/operators when getting into/out of vehicles.
- Local Supervisors to hold a safety/toolbox talk on getting into/out of vehicles. The poster can be displayed for promotional purposes too. You can find both at the end of this document and on the UK News download page [HERE](#).
- Put a plan in place to have, where permitted, grab handles and at least the bottom step highlighted e.g. using a different colour.
- To keep reinforcing the concept of the mental switch from a Driver/Operator to a pedestrian when getting out from the truck (and vice versa). *Note that some trials are ongoing about devices that might help with this, and information will be communicated as and when available and relevant.*



Somercotes Celebrate 20 Year ZERO LTIs



On 25th September our Somercotes Rail Solutions operation reached a significant milestone in its journey to Zero4Life, the site achieved 20 years without a lost time incident (LTI).

To celebrate this fantastic achievement, the leadership team recognised this amazing achievement with a standdown and arranged food and ice creams for all the team across all the shifts.

Terence Clair, Business Manager, said: "I am proud beyond believe of the teams past and present and the commitment shown by everyone in keeping us all safe. I have commented almost every year on the team's success, and I remember our 10 year celebration, did I think at the time we'd reach another 10? 'Absolutely!'"

Every day is a new day and the risks we face start over, and we must maintain our respect of the risks. The team at Somercotes maintain a very complex operation and like most of our operations within Cemex, face similar challenges but also, they have a set of unique challenges due to the nonstandard nature of the product we manufacture. They work daily with the fluctuations in volume finding that balance of recruiting temporary staff in time to ensure they are competent in our Health and Safety expectations but any uplift in volume.

Celebrating is a key element of our safety journey, it shows how a proactive approach can reduce the risk, incidents, and accidents, this is a matrix of positivity, and we should shout about its success. Like with any success story it can be short lived if we don't maintain our standards and look to improve where we can, every day. I would like to say a big thank you to the wider team, our Safety Advisors and Managers, the leadership I look to for support and guidance, they are always there when needed, the message you send is clear and this gives us a clear vision of what we need to achieve."

The loop of infinity demonstrates our commitment to 'Zero4Life' will never end.



Action for Happiness – Optimistic October

Why not download this month's Optimistic October – 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!

In a world full of uncertainty and cynicism, we can make a meaningful difference by encouraging more hope and possibility. Hope is possible, even in difficult times. You can be a 'realistic optimist' this month by taking small positive steps and helping others.



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 on the UK News download page: www.cemexuknews.co.uk/downloads

Join Jason Anker Next Week!



For those of you who have yet to attend a session with Jason Anker MBE, we now have an opportunity to join a local session **at 1.00pm on 8th October 2024, at the Holiday Inn, Crick.**

So far over 1,000 employees and contractors have attended one of these sessions, with great feedback.

About Jason

Jason Anker MBE is a world leading motivational speaker and safety consultant and talks very openly and frankly about his own experience and the effect it has had on his life, his finances, his relationships, and his quality of life. Jason was paralysed from the waist down due to an avoidable incident on a construction site in 1993 when he fell off a ladder. He was 24 years old. He is the reason why Health and Safety in the workplace is important, and during the session, Jason explains how Wellbeing and Health Safety are intrinsically linked.

“Jason's story is really about being at rock bottom, having the determination to pick yourself up, change direction in life and then trying to make a difference to others.” - <https://www.jasonankerlive.com/>

If you would like to attend, please sign up via this link <https://forms.office.com/r/6auuJ7wMKj>. Places are available on first come first serve basis.





CUSTOMER CENTRICITY

Internal NPS Survey – Your Voice Makes A Difference!

The Internal NPS Survey for H2 2024 is coming!

Launching on Tuesday 15th October, please look out for your link to our Internal NPS Survey from customer@experience.cemex.com

Cemex is committed to delivering a superior service in all our business activities. To achieve our objectives, we need to understand not only our external customers, but also the way our internal customers perceive Cemex intercompany processes and services regarding raw materials, such as ordering, scheduling, unloading, technical support and others.

Your voice makes a difference! Cemex recognises that listening to your feedback is the most valuable thing we can do to improve our Internal Customer service.

Based on your previous opinions we are already implementing the following improvements:

- The Cemex Go Tracking Access – has the ability to track orders internally and has been implemented across the UK Readymix business. We are developing an adoption report to check on usage against reducing the number of phone calls. The next phase will be to roll out to the internal tracking to other business lines.
- The Internal Customer Orders tool is now live for Readymix in Home Counties, South West, North West and the Midlands. The tool provides the ability for intercompany ordering for Cement, Aggregates and Admixtures. The intention is to roll-out in London, South Coast and Yorkshire during October.
- The Complaints Process – CRM Dynamics training is taking place for Cement, Readymix and Aggregates. This will include External and Internal Customer Service Complaints and Quality. We will then have the detail in a power bi to close the loop.

Look out for an email with a link to the internal NPS survey from customer@experience.cemex.com, which you will receive on 15th October. The survey will be open until 31st October. The survey should only take a few minutes to complete. Your first-hand experience and feedback will help us identify best practices.

Thank you in advance for your time and opinions and more importantly, for your involvement. We appreciate your participation in helping Cemex continuously improve our service and make our company a better place for all.





Dove Holes Epic 24 Hour Cycle Challenge

The cross functional team of 72 colleagues from Dove Holes completed an epic 24-hour cycle challenge using three static bikes.

Together they cycled a total of 2,923.8 km to raise money for the charity Ataxia UK. So far they have raised over £280.



Ataxia was their chosen charity as one of the team's wife was recently diagnosed with Ataxia. Ataxia is a progressive neurological condition that disrupts the messages sent from our brains to our muscles that are used to move, speak, listen and see. Ataxia UK funds research into finding treatments and a cure and provide support until they are found.

Well done to everyone involved in the cycle challenge, particularly to Dave Heathcote (see photo) who cycled the furthest totalling a very impressive 59.3km during his 60 minute session

If you would like to donate to this worthwhile cause and support our amazing Dove Holes team plus click their link: <https://www.justgiving.com/page/roger-taylor-1719322175342>

Win Some Great Prizes!

So far we have raised over £9,400 for Sense, the majority of which has been raised by the cycling team along with various other fundraising efforts from our UK colleagues. Our ambition now is to raise more than £10,000. To help us reach this target we will be holding a raffle where you can win one of three goodie bags with Sense and Cemex branded goodies along with an exclusive NEW Sense cycling jersey.



To enter the raffle, simply click this unique JustGiving link [HERE](#) (or scan the QR code) to donate to Sense and for every £1 donated, this will count as an individual raffle ticket (e.g. £10 buys you 10 raffle entries). The deadline for entering is Friday 11th October.

Good luck and thank you.



Supporting Macmillan



Last week colleagues at Cemex House in Binley raised a fantastic £436.69 for Macmillan Cancer Support by holding a Macmillan Coffee Morning and Star Baker competition.

Congratulations to our Bake Off Star Baker, Marie Anne Clarke! Congratulations also to our runner up Nicola Henderson! Well done both – your cakes were amazing!!

It was great to see so many people getting involved, baking and eating cake while raising money for a worthy cause.

Macmillan Cancer Support provides vital services to people affected by cancer, and their families, including financial assistance, emotional support, and practical help.

Thank you to everyone at our Head Office who supported this event.



PROFITABILITY

Major Refurbishment Continues at Angerstein



The team at Angerstein Wharf, close to the Thames barrier in London, has recently completed phase two of a major project to replace the Ship to Shore conveyor, which offloads sand and gravel from ships, into the plant.

Phase two involved the replacement of the mid-section of the Ship-to-Shore conveyor and GTU (Gravity Take-Up) Tower. Thor Atkinson was the chosen principal contractor with Axon Power being the Electrical Contractor. The design and fabrication took three months, with a build time on site of three weeks and installation taking seven days.



The majority of the work was carried out 'Working at Height' while over the Thames with a rescue boat on standby and was all completed safely. Throughout the project, there was excellent communication between all parties, Engineering/Operations/Marine and Greenwich Council for the Thames footpath closure.

The project was completed safely, ahead of schedule, under budget and with no effect on sales – all due to a fantastic 'One Cemex' cross team working together.

Congratulations and well done to everyone involved in the completion of this project.





EMPLOYEES

STOPTOBER: Your Path to a Smoke-Free Life

As October rolls around, we are excited to introduce STOPTOBER, a nationwide NHS campaign aimed at helping individuals quit smoking. This is the next initiative as part of our ongoing Wellbeing Strategy Group 2024 plan.

If you are a smoker, smoking cessation is one of the most significant steps you can take to improve your health, and STOPTOBER is designed to provide the support and resources you need to make this positive change.



What is STOPTOBER?

STOPTOBER is a month-long NHS campaign that encourages smokers to quit for 28 days. Research shows that if you can stop smoking for 28 days, you are five times more likely to quit for good. The campaign offers practical support, expert advice, and a sense of community to help you stay on track.

The Benefits of Quitting Smoking

Quitting smoking has numerous health benefits, many of which you'll start to notice almost immediately. Within 20 minutes of your last cigarette, your heart rate and blood pressure begin to drop. After 12 hours, the carbon monoxide level in your blood returns to normal. Over the next few weeks and months, your lung function improves, and your risk of heart disease and stroke decreases. Long-term benefits include a lower risk of cancer, respiratory diseases, and improved overall health and wellbeing.

During the month, we will be sharing further resources, along with some personal stories from some of our colleagues, about their paths to quitting, and beyond. Watch this space for those.

Support and Resources

STOPTOBER provides a variety of resources to help you on your journey to becoming smoke-free. Here are some key tools and support networks available from the STOPTOBER Website: <https://www.nhs.uk/better-health/quit-smoking/>

- STOPTOBER App: The official STOPTOBER app offers daily tips, motivation, and support to keep you on track throughout the campaign. The app allows you to track your progress, see how much you're saving and get daily support. It's available for free on both Android and iOS platforms. Watch this short video to find out more: [CLICK HERE](#)
- Personal Quit Plan: The NHS offers a personalized quit plan tailored to your smoking habits and preferences. You can access this tool on their website: <https://www.nhs.uk/better-health/quit-smoking/personal-quit-plan/>
- Quit Smoking Communities: Join the STOPTOBER Facebook group or other online forums where you can share your journey, seek advice, and gain support from others who are also quitting smoking: https://www.facebook.com/groups/707621863012993/?source_id=162994267161135



- National Helpline: The NHS Smokefree helpline offers free advice and support from trained advisors. Call 0300 123 1044 to speak to someone who can help you create a quit plan and stay motivated.

At the end of this document and on our UK News website [HERE](#) (or scan the QR code above) you can find some STOPTOBER resources for printing and sharing on our workplace notice boards and wellbeing notice boards. Click the links below to access and download.

- [Quit Smoking App](#)
- [Tips to quit smoking](#)
- [Stoptober_posters_3](#)
- [Stoptober_posters_4](#)
- [Stoptober_posters_2](#)
- [Stoptober_posters_1](#)
- [Stop Smoking ZCard](#)
- [Benefits of quitting smoking](#)

Getting Started

Taking the first step towards quitting smoking can be daunting, but with the right support and determination, you can achieve your goal. Here are some tips to help you get started:

1. List your reasons to quit.
2. Tell people you're quitting.
3. If you have tried to quit before, remember what worked.
4. Use [stop smoking aids](#).
5. Have a plan if you are tempted to smoke.
6. List your smoking triggers and how to avoid them.
7. Keep cravings at bay by keeping busy.
8. [Exercise](#) away the urge.
9. [Join the Facebook group](#) for support and advice.

STOPTOBER is an excellent opportunity to take control of your health and quit smoking for good. With the right support, resources, and determination, you can achieve a smoke-free life.

Let's make this October the month we all breathe easier together!

Long Services Awards – September 2024

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

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

- Paul Doxey, Multi Skilled Operative in Derbyshire, celebrated 40 years



- David Cornwall, Operative in Liverpool, celebrated 25 years
- Neil Adams, Supply Chain System Supervisor in Gloucestershire, celebrated 25 years
- William Newton, Quarry Manager in West Midlands, celebrated 25 years
- Daron Shaw, UK C&I and Continuous Improvement Manager in Warwickshire, celebrated 25 years
- Andrew Ralph, Readymix Operations Team Leader in West Yorkshire, celebrated 15 years

Building a Better Future – find out how

Every day we're building a better future through cutting-edge technologies and sustainable construction solutions to make a positive global impact. From equity and inclusion to health, safety, and environmental care, our commitment drives us toward a carbon-neutral future. By driving innovation and creating the most advanced building materials, we're reaching the next frontier of sustainable living for a more sustainable world.



Check out the latest video from Cemex to find out how we are building a better future together: Click [HERE](#) to watch.

Cemex Attend Labour Party Conference



This week Dan Mann from our Public Affairs team had the opportunity to attend the Labour Party Conference in Liverpool, an event that brought together key political figures, policymakers, and industry leaders to discuss pressing issues facing the UK today.

With a focus on sustainable development and innovation in the construction sector, we engaged in critical discussions, panel events, roundtables, and lobbied government about the future of infrastructure, how construction can lead to economic growth, and the role of the private sector in achieving the UK's climate goals. The conference highlighted the Labour Party's commitment to green initiatives, a priority that resonates with Cemex's own sustainability efforts.

Dan said: "Attending the Labour Party Conference was an invaluable experience, it provides a platform to engage directly with decision-makers and understand the government's vision for the future of construction and environmental sustainability, and to attempt to measure the membership of the party's views on the salient issues that impact us as a business."

In addition to formal sessions, the conference facilitated networking opportunities with fellow industry professionals and representatives from various sectors. These interactions are essential for fostering partnerships that can lead to innovative solutions and practices that benefit both the community and the environment.



Cemex remains committed to being at the forefront of discussions surrounding sustainable construction practices and is dedicated to contributing to the UK's broader environmental goals. With events like the Labour Party Conference, Cemex continues to play an active role in shaping the future of the industry. As we return from the Labour conference... Cemex looks forward to being in Birmingham later to attend the Conservative Party Conference, applying the knowledge and insights gained to further enhance its public affairs strategy and continue leading the way in sustainable construction practices.

Have You Had Your Flu Jab Yet?

With temperatures dropping as we go into October, why not be prepared by going and getting your flu jab?

Flu is an unpredictable virus that can cause mild or unpleasant illness in most people. It can cause severe illness and even death among vulnerable groups including older people, pregnant women and people with an underlying health condition.

Over time, protection from the injected flu vaccine gradually decreases and flu strains often change. So new flu vaccines are produced each year which is why people advised to have the flu jab need it every year too.



So, now is the time of year when people are advised to have a vaccination jab to help protect from or reduce the symptoms of flu. Some people in the higher risk categories get the immunisation free via the NHS. For others the jab is widely available through local pharmacies or local GPs.

As usual, Cemex will reimburse the cost of the vaccination for those that are not entitled to a free jab. Just provide your Line Manager with an itemised receipt and they will arrange for you to be reimbursed the cost of up to a maximum of £20.

Flu jab side effects

Serious side effects of the injected flu vaccine are very rare. You may have a mild fever and aching muscles for a couple of days after having the jab, and your arm may be a bit sore where you were injected.

There is also evidence to suggest that the flu jab can reduce your risk of having a stroke.

As well as flu vaccinations, you should make sure all your 'jabs' are up to date; not only those you had as a child, but if you are planning to travel abroad. Ask your doctor which vaccines are right for you.

Please display the Health Essential Poster and brief your teams in the importance of keeping vaccinations up to date.

Note for Managers: Requests for reimbursement should be sent to the HR Admin team using the form available via this link [Flu Jab Form – September 2023.doc](#).



Looking for a New Challenge?

We currently have a vacancy for a Process & Continuous Improvement Engineer in our UK Cement Operations.

Role Summary:

- Execute main equipment inspections, process audits, monitor and analyse process and control parameters and KPIs, and assist the operations team as required to assure the safe and efficient running of all assets.
- To assist in the implementation of plant improvement projects such as capacity.
- Increase, investments and upgrades, quality improvement, power consumption and heat consumption reduction.
- To assist in the training of staff in process matters. Identify industry best practices and implement on site.
- Participate in the annual kiln shutdown in a supervisory role. Participate in the on-call weekend rota during normal operations.



Please see poster at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads for further details of the role.

If you are interested in finding out more please contact baiba.medne@cemex.com, Process and Continuous Improvement Manager, UK.

As The Rain Pours, So Do The Savings!

Rainy days just got better with Cemex Lifestyle.

Rainy days are perfect for staying cosy - and making the most of your incredible discounts. Whether it's sprucing up your home, getting your car ready for the cold weather, or treating yourself to a comforting meal, your benefits platform has you covered.

- [IKEA eVouchers 5% off](#)
- [Argos eVouchers 6% off](#)
- [B&Q eVouchers 4.5% off](#)
- [Screwfix eVouchers 5% off](#)
- [Homesense UK eVoucher 7% Bonus](#)



Click the links above to find out more or scan the QR code to find out more ways to save this October.



Our Employee Assistance Programme

Do you need support? Care first

Cemex offers all employees a free, confidential employee assistance programme (EAP) called **Lifestyle Support**, operated by Care first.

Lifestyle Support is easy to access, available 24/7 and can provide help and support with a wide range of issues or concerns such as family matters, debt, relationships, bereavement, depression and anxiety.

It is run by a separate provider and not part of Cemex; we don't receive any employee specific information from them.

 **Call 0808 168 2143**
Visit www.lifestyle-support.co.uk
Username: cemex
Password: cemex



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
168-09-2024	Administrator	Corporate	Binley	11/10/2024
169-09-2024	Administration Team Leader	Urbanisation Solutions – Building Products	Somercotes	11/10/2024
170-09-2024	Class 2 Driver (nights) x 2	Supply Chain – Materials	Swinderby	11/09/2024
171-10-2024	Operative	Materials – Aggregates	Willington	15/10/2024
172-10-2024	Sales Manager – Keisel	Urbanisation Solutions – DSM	Binley	16/10/2024

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.



TAKE CARE WHEN GETTING IN AND OUT OF A TRUCK

1. Check surroundings.

Make sure there is no dirt, ice or snow on the cab / ladder steps. Also, check that the steps are not worn out. Park in a flat area and look for any potholes or obstacles that might make entering or exiting difficult.



2. Keep hands-free.

Don't start to enter or exit your truck while using a phone, holding coffee or carrying paperwork. Set down any objects onto the floor of the cab so your hands are empty when you mount or dismount.



3. Look for the grab handles and foot holds.

Make sure you can see them and that they are securely fixed to the vehicle. Always use the grab handles and not the steering wheel.



4. Use the proper footwear and work gloves.

Make sure your shoes and gloves offer the grip and protection you need to safely move on and off the truck.



5. Use the three points of contact.

It's proven to be the safest way to enter or exit a truck. Anchor your body using both hands and one foot.



SAFETY TALK

A briefing tool for managers



TREAD CAREFULLY!

FALLS FROM HEIGHT – GET A GRIP!

A simple slip on a few steps or a fall from a cab can result in very serious injury

Recently, there have been several incidents where drivers have fallen from trucks or mobile equipment cabs. These have been a result of either incorrect hand hold points, carrying objects, different step configurations or just purely a lack of concentration. Injuries vary from broken collar bones, cuts to head or rolled / twisted ankles.



This driver was familiar with driving a vehicle with 3 steps, and then transferred to a vehicle with 2 steps. He misjudged his exit from the cab and fell and fractured both collar bones. Contributing factors were the incorrect use of the steering wheel as a handhold and carrying paperwork at the same time...



When exiting vehicles, including mobile equipment, consideration should be given to ground conditions including potholes, flooded areas and lighting.



STOP THINK ACT



SAFETY TALK

A briefing tool for managers



TREAD CAREFULLY!

VARYING TRUCK DESIGN

Truck heights vary between manufacturers and the intended use of the vehicle. Higher vehicles are designed for construction sites; however, they have disadvantages in terms of direct vision, and they are higher for a driver to fall!



GET A GRIP



Preparation



This safety talk can be used individually or with a group. It can be delivered in the vicinity of a vehicle or mobile equipment to enable wider discussion of other issues, taking care that the area is isolated from traffic and people can hear what you are saying.

Introduction (After reading out the case studies)



Recently there have been several incidents within Cemex resulting in injury due to failure to enter / exit workplace vehicles safely. Whilst each of these incidents had different factors involved, they all had a common theme – an injury caused by a fall from a vehicle. These events highlight the need for everyone to ensure they always adopt 3 points of contact, take care when stepping up and down from vehicles / equipment and to be aware of other factors such as good condition of safety footwear, the condition of the steps i.e. clean and without defect, the number of steps, ground conditions and suitable lighting.

SAFETY TALK

A briefing tool for managers



TREAD CAREFULLY!

THE TALK

Use the questions below to open the discussion under each heading and then go through the lists explaining in detail each hazard / control and what is expected

Hazards

Question 1 – What are the hazards / factors which contribute to incidents associated with vehicle and mobile plant steps?

- Haste / shortcut – jumping out, getting out of a cab forwards or / missing a step
- Not using 3 points of contact or not using the correct handhold i.e. using the steering wheel
- Shoes dirty / greasy / worn tread
- Poor lighting
- Poor housekeeping / drainage – uneven or flooded ground conditions
- Not parking away from poor ground conditions
- Footwear not offering sufficient ankle protection
- Stepping onto objects
- Worn / slippery / damaged steps
- Carrying objects whilst getting in / out of the cab i.e. mobile phones, mugs, bags and paperwork
- Changing from different vehicle types / manufacturer, including the different step design and configuration.
- Complacency / inattention – I've been up and down these steps for the past 20 years, 20 times a day

Share these video clips showing a typical incident and the correct way to enter / exit a vehicle cab; either scan or click the QR codes to view content



Controls

Question 2 – What are the controls for these hazards?

- Do not rush, run or miss steps – they have been designed for your safety
- Challenge anyone not adopting 3 points of contact
- Ensure the wearing of lace-up safety boots – rigger boots and other pull-on boots do not offer sufficient ankle protection
- Ensure boots are clean, free from dirt & grease and in a good condition
- Use the principles of 'MYSPACE' when stepping down – what can hurt me? Check for uneven ground or stepping onto objects and equipment. What is the housekeeping like on your site?
- Avoid carrying anything whilst going up / down steps
- Complete a hazard alert report for damaged steps and poor conditions
- Ensure designated parking areas for vehicles and mobile plant are well maintained, with level and even ground.

Question 3 – What additional controls can be used to raise awareness?

- Use 'Get A Grip' stickers or signs by the doors on cabs

AND FINALLY.....

1. Clarify any points as required
2. Ask if there are any other safety related issues that should be discussed
3. Thank everyone for their participation

Get A Grip – Training Record

The people listed below have received instruction in **Get A Grip** as detailed on the previous pages. By signing below they are confirming that they understand the safe systems of working discussed and will adhere to these in the workplace.

[illegible]

Copies of all training records shall be maintained by local management with a copy being sent to the local Human Resources (HR) Manager/Administrator. Records of all training should also be maintained by each employee in a CPD File.

Optimistic October 2024

MONDAY



TUESDAY

1 Write down three things you can look forward to this month

WEDNESDAY

2 Find something to be optimistic about (even if it's a difficult time)

THURSDAY

3 Take a small step towards a goal that really matters to you

FRIDAY

4 Start your day with the most important thing on your to-do list

SATURDAY

5 Be a realistic optimist. See life as it is, but focus on what's good

SUNDAY

6 Remind yourself that things can change for the better

7 Look for the good in people around you today

8 Make some progress on a project or task you have been avoiding

9 Share an important goal with someone you trust

10 Take time to reflect on what you have accomplished recently

11 Avoid blaming yourself or others. Find a helpful way forward

12 Look out for positive news and reasons to be cheerful today

13 Ask for help to overcome an obstacle you are facing

14 Do something constructive to improve a difficult situation

15 Thank yourself for achieving the things you often take for granted

16 Put down your to-do list and do something fun or uplifting

17 Take a small step towards a positive change you want to see in society

18 Set hopeful but realistic goals for the days ahead

19 Identify one of your positive qualities that will be helpful in the future

20 Find joy in tackling a task you've put off for some time

21 Let go of the expectations of others and focus on what matters to you

22 Share a hopeful quote, picture or video with a friend or colleague

23 Recognise that you have a choice about what to prioritise

24 Write down three specific things that have gone well recently

25 You can't do everything! What are your three priorities right now?

26 Find a new perspective on a problem you face

27 Be kind to yourself today. Remember, progress takes time

28 Ask yourself, will this still matter a year from now?

29 Plan a fun or exciting activity to look forward to

30 Identify three things that give you hope for the future

31 Set a goal that brings a sense of purpose for the coming month



ACTION FOR HAPPINESS

Happier · Kinder · Together

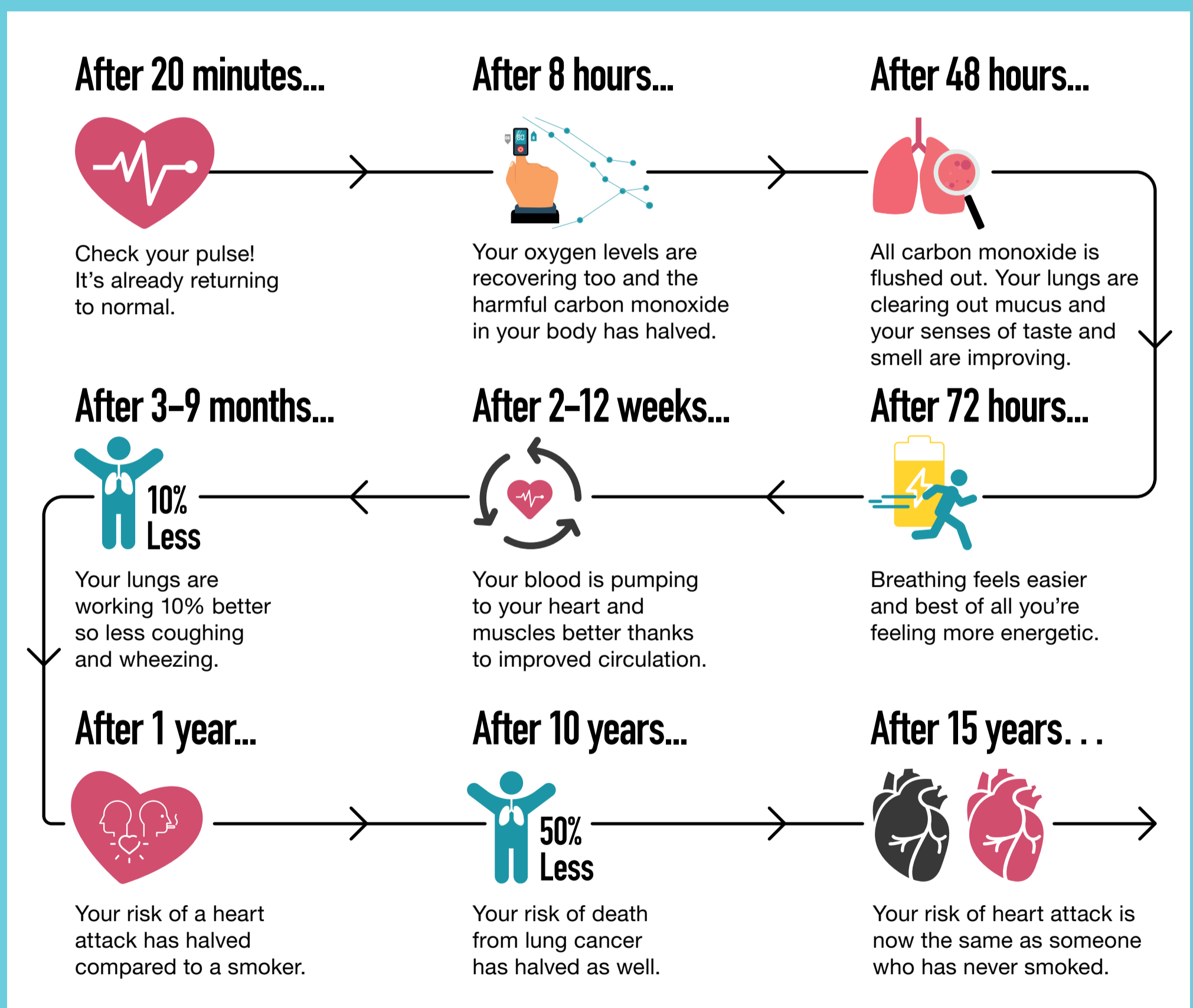


HM Government



What happens when you quit smoking?

It's never too late to quit smoking and many health benefits will happen faster than you think. Here's what can happen after your last cigarette...



It's never too late to stop smoking. With the right support you're up to three times as likely to quit for good.

Search smoke free for free support and advice

**Better
Health**

**Let's
do this**

NHS Quit Smoking App



An **app** is a computer programme for your phone, tablet or computer.



You can get the free NHS Quit Smoking app.



The app helps you to:

- Get daily tips and support about how to quit smoking.
- Keep away from the things that make you want to smoke.





- Keep a record of how well you are doing.



- See how much money you are saving.



- Choose a Quit Buddy so you can quit smoking together.

Tips to quit smoking



There are lots of tips to help you quit smoking.

Some easy ones are:

- Making a list of reasons why you want to quit smoking.



- Using stop smoking aids, like **nicotine** gum or electronic cigarettes, also called vapes.

Nicotine is the thing in cigarettes that makes you want to smoke them.



- Stay away from things that make you want to smoke.



- Throw away any cigarettes you have.



You can find more tips on the Better Health website:

www.nhs.uk/better-health/quit-smoking



Better Health provides lots of free tools and support to help you make healthy changes.



As well as helping you quit smoking, you can also get help to:

- Lose weight.



- Get active.



- Feel less stressed.



Find out more on the Better Health website:

www.nhs.uk/better-health

© Crown Copyright 2022

This Easy Read information has been produced by easy-read-online.co.uk



Stop smoking for Stoptober and you're **5 times more likely** to quit for good.

Search **Stoptober**
for free support



**WE CREATE OPPORTUNITIES FOR YOU TO
CONTINUE GROWING AT CEMEX**



Process & Continuous Improvement Engineer

UK Cement Operations

Role Summary



Execute main equipment inspections, process audits, monitor and analyse process & control parameters and KPIs, and assist the operations team as required to assure the safe and efficient running of all assets.

To assist in the implementation of plant improvement projects such as capacity increase, investments and upgrades, quality improvement, power consumption and heat consumption reduction.

To assist in the training of staff in process matters. Identify industry best practices and implement on site.

Participate in the annual kiln shutdown in a supervisory role. Participate in the on-call weekend rota during normal operations.

Profile



Education & Qualifications

- Bachelor's degree in chemical, industrial or manufacturing engineering.
- Master's degree desirable
- Good knowledge of the full cement production process, cement quality and associated equipment.
- Critical/logical thinking, with the ability to spot problems and identify the best solution.
- Strong analytical skills, with the ability to highlight opportunities and perform root cause analysis, along with interpretation of technical data.
- Ability to read technical drawings, flow sheets, P&ID diagrams, arrangement drawings, mechanical drawings. Computer literate, with knowledge of MS Word, Excel/data analysis, PowerPoint. AutoCAD and Minitab skills are desirable.
- and Minitab skills are desirable.

Experience

- 5+years' experience as Process Engineer/ Production Coordinator in cement industry

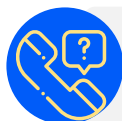
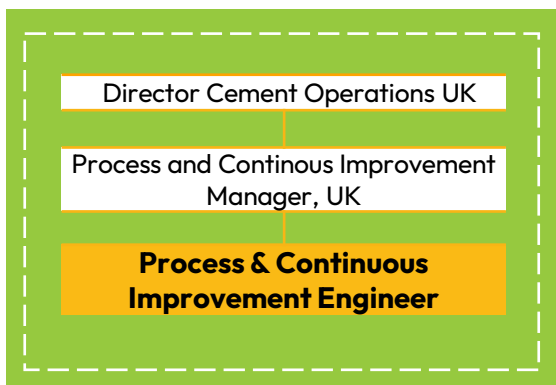
Our commitments in the selection processes:

- Objectivity and transparency: In the selection matrix you can consult the criteria on which the best talent is chosen.
- Diverse and inclusive environment: We all have the opportunity to develop and move along.
- Confidentiality in all our requests.

If you are interested in this role...

Contact for full job description:

baiba.medne@cemex.com, Process and
Continuous Improvement Manager, UK



If you wish to report any irregularity in this process, you can do so through ETHOS.



✕ 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.