

CEMEX UK NEWS



Welcome to UK News 17th October 2024
your weekly update from around Cemex UK

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HEALTH & SAFETY

Celebrating UK ZERO LTIs



Congratulations to the Yorkshire Materials UK team who have achieved a fantastic 8 years LTI free milestone. Also, congratulations to the Supply Chain Rail & Sea UK team who are celebrating 1 year ZERO LTIs.

Thank you to everyone involved 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.

MPA Health & Safety Awards 2024 – date for your diary!

The prestigious MPA Health & Safety Awards 2024 online event is coming up on 13th November at 3pm.

This year Cemex UK have been shortlisted for five awards, so please join the online event to support our colleagues and learn more about how MPA members are, like us, putting Health and Safety as their number one priority. The key philosophy behind the MPA Health & Safety Awards is that we are all 'Safer by Sharing'. By actively participating you will be helping to prevent injuries and fatalities within the mineral products industry.

MPA
HEALTH & SAFETY
AWARDS ✓
SAFER BY SHARING

[Click HERE to Sign up](#) to this free online event to celebrate and share the health and safety innovations and achievements from across MPA and the wider industry.



CUSTOMER CENTRICITY

Two Million Tonnes Milestone



On 7th October the two millionth tonne left Dove Holes by rail this year, destined for Barking. This is in line with last year, in spite of some challenges along the way, including plenty of bad weather.

Thanks go to all the stakeholders involved from Aggregates Ops, Urbanisation Solutions, Commercial and Supply Chain teams, who continue to move the material in the quantities we do. It's a fantastic One Cemex approach and achievement.

This is a benefit to the overall OCF (operating cash flow) of the Materials business and is a key strategy in our Future in Action targets.

Internal Customer Survey – your voice makes a difference!

The Internal Customer Survey for H2 2024 is coming!

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

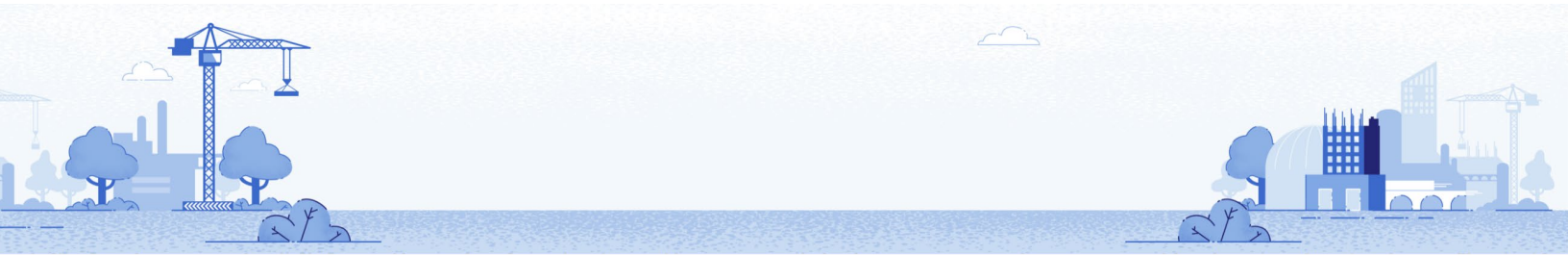


Cemex is committed to delivering a superior service in all our business activities. To achieve our objectives, we need to understand not only our external customers, but also the way our internal customers perceive Cemex intercompany processes and services regarding raw materials, such as ordering, scheduling,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



FUTURE IN ACTION

New Electric Mini Diggers Reducing Our Emissions

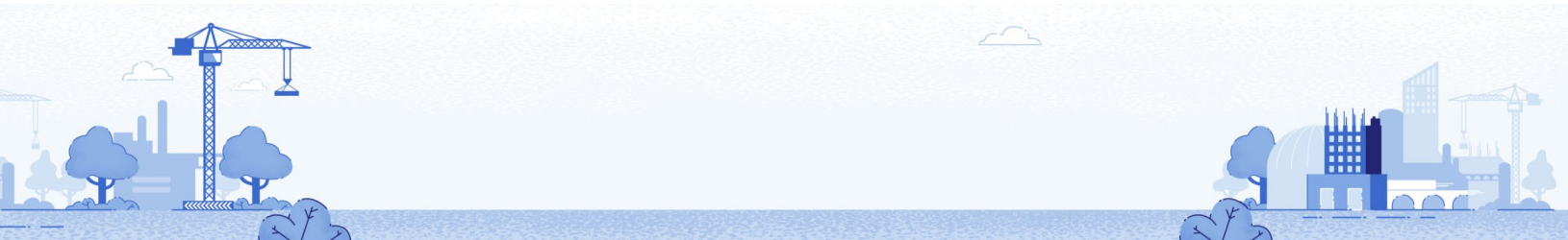
Our Aggregates business is supporting our Future in Action strategy with its investment in seven electric mini diggers. To be used for housekeeping duties, the mini diggers have been introduced at Hatfield, Raynes, Halkyn, Berkswell, Swinderby, Bletchley and West Deeping.

With zero exhaust emissions, the diggers will have reduced environmental impact and so far the site Managers have had very positive responses.



Lewis Coxton, Quarry Manager at Hatfield quarry, has been testing their new digger and is delighted with the results so far. “Our new electric mini digger replaced a conventional diesel we had on hire. The new machine has reduced our site’s diesel usage as well as our use of grease and oils due to it not having an engine, so also reducing the sites hazardous waste. It is much quieter so it reduces the impact of sound related health risks for the operator and those working around the machine. Performance is equal or better than the diesel equivalent and its charge is sufficient for its use on site so has not resulted in any drop in site performance.”

Later this year we have a trial of an electric excavator planned for East Leake quarry and an electric loading shovel at Hatfield. With the introduction of these new vehicles, Cemex is helping support our Future In Action goal to be net zero CO₂ emissions across the company by 2050.



Conserving our Links to Nature Across EMEA



Across our region, we continue to promote biodiversity preservation programs through working in partnerships and developing Biodiversity Management Plans at many of our sites.

Our quarries have the potential to serve as catalysts for positive contributors to biodiversity and ecosystem preservation rather than just sites of extraction.

Watch our new video to find out how our sites across EMEA, are laying the groundwork for a nature-positive approach that prioritises our flourishing ecosystems.

>>>Click [HERE](#) to watch



PROFITABILITY

Bramshill Quarry 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 **September 2024** competition:

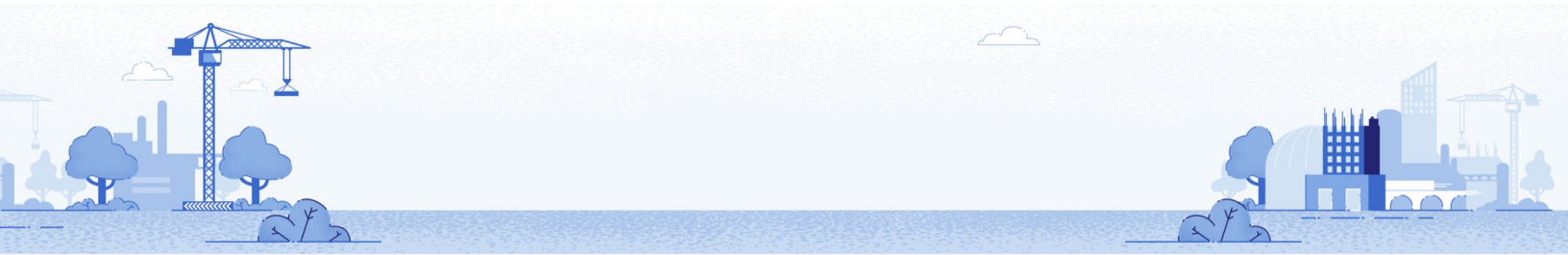
- **Bramshill Quarry** – Replaced a WGR pump with a high chrome impeller vertical shaft pump to reduce the number of breakdowns/downtime and improve energy efficiency. ROI £47,500.
- **Angerstein Wharf** – Utilising concrete railway sleepers from a previous project on site to contain stone within the bay and minimise Spillage/STF in the area.



Our congratulations go out to **Bramshill Quarry team** who took the top award this month! You can read details about their winning idea at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

If you would like further information on any of the Ideas, please visit the Ideation platform via the links here https://cemex.idhall.com/idea/view.php?id_id=419&vw_ccache=670cb70c-1

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





EMPLOYEES

Your Chance to Have Your Say... Coming Soon

Our 2024 Global Workforce Experience (We’X) Survey is launching on Monday 4th November.

This is your chance to have your say about working for Cemex. The survey will open from Monday 4th November until Friday 15th November.

It’s confidential and all employees across Cemex UK are invited to complete the survey. You will be able to access the survey either by the personalised link sent to your Cemex email address, by QR code sent by letter (to those without Cemex email addresses) and via URL on any smart device or computer (for those without a Cemex email address).

It is administered by a third-party company called Qualtrics, so please look out for the email from Qualtrics.

Your chance to have your say

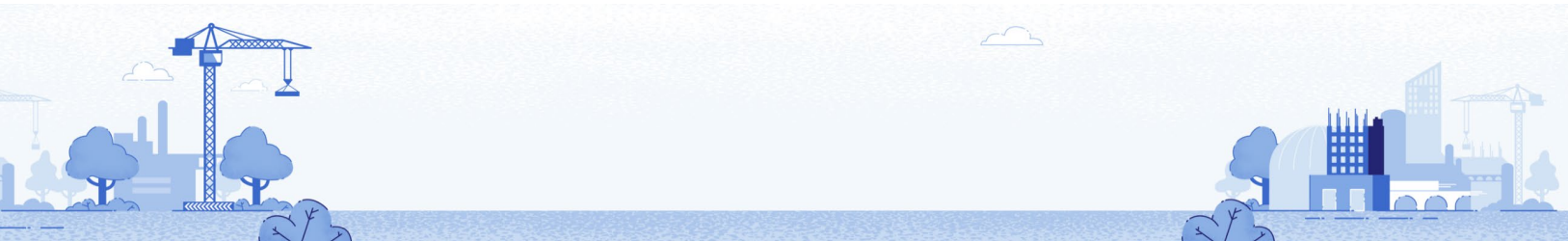
This is your chance to have your say, so be sure to complete the survey from Monday 4th November 2024 and help us to better understand what we’re doing well and where we can make improvements – together we can create a positive change.

Sharing Best Practice in Aggregates

Recently UK Operations Managers from our Materials business have been spending time with two new Operations Managers from France, sharing and learning from our UK operations.

The new Aggregate Operations Managers, Jerome Duraisin and Mathieu Naury, both of whom have previous Readymix and operational experience in the UK, visited Dove Holes, Swinderby, Alrewas, and Hatfield quarries where they had a great opportunity to find out how we operated our sites and discuss best practice. Jerome and Mathieu learnt about how the UK handles topics such as stock control, operational KPIs, cost control methods and tracking.

This is a great example of where, as a regional business, we can connect, collaborate, and learn from each other, working as One Cemex and sharing successful initiatives to support our European colleagues.



Connecting Industry and Policy



Dan Mann from our UK Public Affairs team recently attended the Conservative Party Conference in Birmingham, an essential gathering where industry leaders and policymakers come together to discuss key economic and policy issues.

This participation underscores Cemex's commitment to engaging in important conversations that shape the future of the construction and materials sectors, and also means that we are represented at both government and opposition events.

The Conservative Party Conference provides a vital platform for dialogue about policies that directly impact businesses like Cemex. By attending, we had the opportunity to connect with influential decision-makers, ensuring that the company's voice is heard in discussions that influence infrastructure development and sustainability initiatives.

One of the key benefits of attending such conferences is the opportunity to build valuable relationships. We were able to network with other industry leaders and government representatives, including Shadow Secretaries of State and Conservative Party Leadership candidates, laying the groundwork for potential collaborations that could drive positive change within the construction sector.

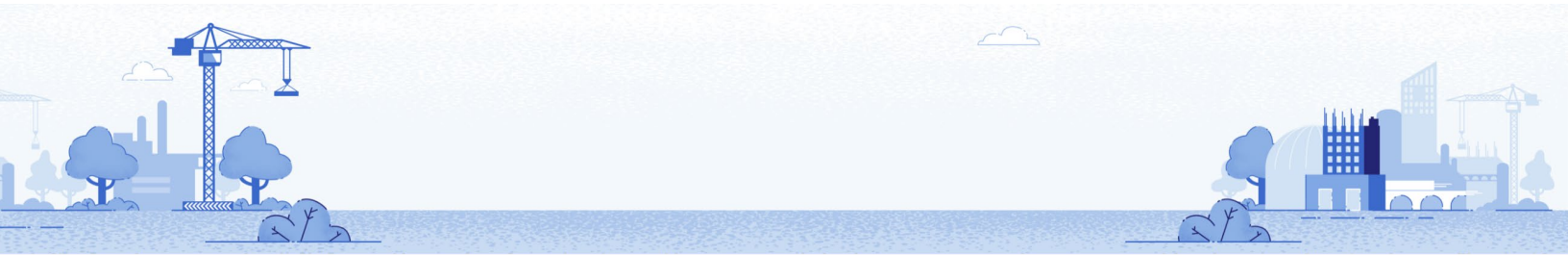
The presence of Cemex public affairs at the Conservative Party Conference highlights the importance of dialogue between industry and policymakers. By actively participating in these discussions, Cemex not only advocates for its own interests but also contributes to shaping a sustainable and resilient future for the UK's built environment. Engaging in these conversations is crucial for both the company and the broader industry.

Congratulations Jamie

Congratulations to Jamie Helps, a Senior Transport Planner in Readymix. He has recently completed his Level 3 Team Leader qualification, achieving a distinction. The qualification is taught by The Institute of Apprenticeships and Technical Education via Derby College.

This was a remote learning course which Jamie completed both in work time and with private study. Melaine, his course tutor, was very supportive throughout the course with regular Teams meetings and guidance.

Jamie shared his experience with us: "The course was challenging at times, whilst carrying out my daily job requirements at the same time. I was lucky enough that towards the end of the course I had the opportunity to put my newly taught skills into practice. I was seconded into the team leader role at the Oldbury Shipping office. With the support from not only my colleagues, but my Team Leader, Naomi Gough, and the Readymix Freight Manager, Paul Cooke, I was able to



complete the course with a distinction and learn new aspects about the job, the people I work with and most importantly myself. I would, however, highly recommend the course to anyone who has the opportunity.”

Rob Greenfield, UK Planning & Development Manager, commented: “This level 3 Team Leader qualification is a new addition to the Cemex portfolio and is intended to help equip new or existing first line managers with the skills to lead a team successfully. It is an 18 month programme which has been developed and is delivered in collaboration with Derby Business College. Congratulations to Jamie for successfully completing his qualification and achieving a distinction in the process, this is testament to his hard work and dedication, and he is one of the first few Cemex employees to successfully achieve it.”

Reordering Hey Girls Products



This time last year we introduced a new Wellbeing Strategy group activity called Hey Girls – an initiative to provide emergency period products across our Cemex UK sites.



We invited sites to apply for a ‘Hey Girls’ pack in the hope that these will help in times when some of our employees get caught short and may not have these products to hand or don’t have enough.

The response was incredible, and many sites are now regularly stocking these.

As a reminder, for sites who have ordered packs, or would like to going forward, to order packs please click on these links to access the [‘How To’ guide](#) and the [Order Form](#).

Understanding Retaliation: Protecting our workplace at Cemex

Retaliation can severely impact employee morale and the overall health of any organisation. At Cemex, we are committed to maintaining a positive and safe workplace through our Non-Discrimination, Non-Harassment, Non-Bullying, and Non-Retaliation Policy. This policy strictly prohibits any form of retaliation or discrimination against individuals—whether they are employees or third parties.

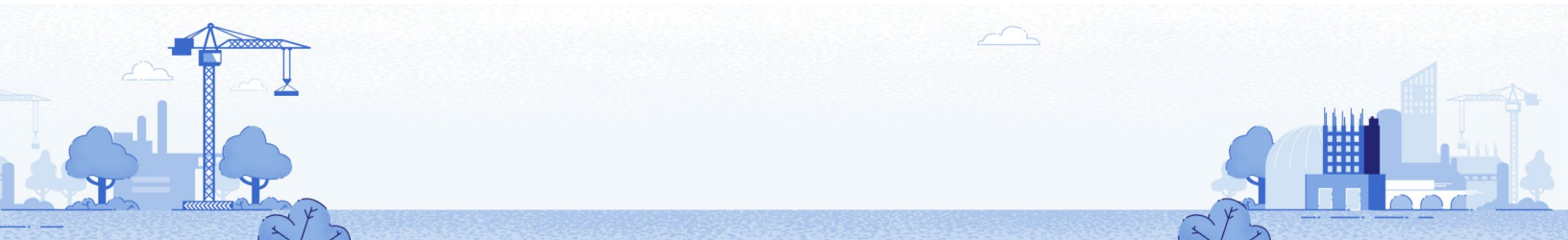


Despite this, not everyone fully understands what retaliation is or how it can manifest. In this article, we will explore the concept of retaliation to foster a supportive and inclusive work environment for all.

What is Retaliation?

Retaliation occurs when an individual at Cemex faces negative consequences for reporting in good faith a possible misconduct or engaging in protected activities. These activities can include reporting harassment, discrimination, or unethical behaviour. The retaliation may take many forms, such as:

- Being passed over for promotions.



- Receiving unwarranted negative performance reviews.
- More subtle actions, such as being excluded from meetings or team activities.

Why is Retaliation Harmful?

Retaliation erodes trust within the organization. When employees fear retribution for raising concerns, they are less likely to report issues, allowing inappropriate behaviours to persist or escalate. This not only creates a hostile work environment but also negatively affects productivity, collaboration, and morale.

What Can You Do if You Experience Retaliation?

If you believe you are experiencing retaliation, or if you know someone who is, remember that you are not alone. Cemex provides various channels through which you can share your experiences. By encouraging others to speak up, you help to build a culture of integrity and transparency.

How Does Cemex View Retaliation?

At Cemex, we prioritize the protection of all employees and third parties from retaliation. Any confirmed acts of retaliation are subject to strict disciplinary measures as outlined in our policy.

Need Support or Want to Learn More?

If you or a colleague are facing retaliation, please remember that there are official, confidential channels to share your situation. To learn more about retaliation and how to report it, we encourage you to take the [Doing What's Right: ETHOS in Action](#) course available now.

Together, we can Act with Integrity and build a better future, together.

Mindfulness Tips

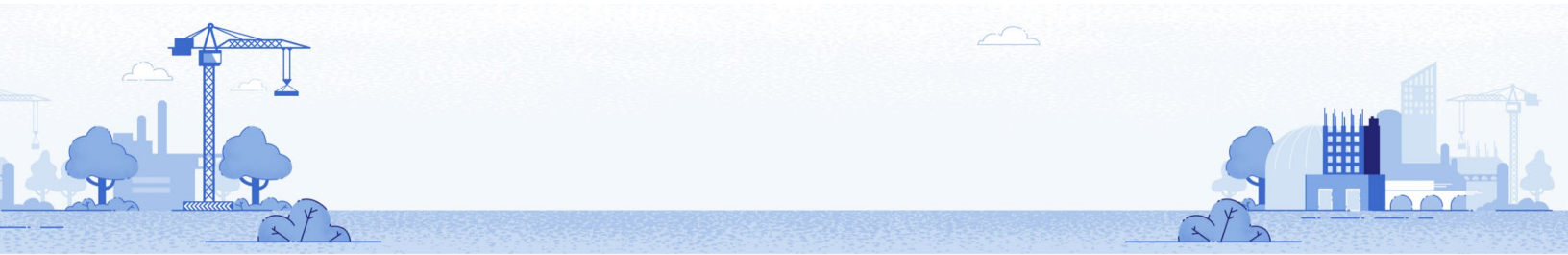
Mindfulness is the practice of being fully present and engaged in the current moment, without judgment. It has its roots in ancient meditation practices but has gained popularity in modern times for its benefits in reducing stress, improving focus, and enhancing overall well-being.

In a busy work environment, mindfulness can help you stay calm, focused, and productive.

Check out these easy activities you can include in your routine to involve mindfulness into a busy workday:

Morning mindfulness routine: Start your day with a simple breathing exercise to set a calm and focused tone. Try the 4-7-8 breathing technique: inhale through your nose for 4 seconds, hold your breath for 7 seconds, and exhale through your mouth for 8 seconds. Repeat this cycle three times. Afterward, set a positive intention for the day, such as: “I will approach my tasks with patience and clarity.”

Mindful breaks: Taking short, mindful breaks throughout the day can help you reset and recharge. Try a 5 minute meditation: sit comfortably, close your eyes, and focus on your breath. Notice the sensation of the air



entering and leaving your nostrils. If your mind wanders, gently bring your focus back to your breath. You can also use mindfulness apps like Headspace or Calm for guided sessions and reminders to take breaks.

Mindful task management: When you start a new task, take a moment to fully focus on it. Clear your workspace of distractions, set a timer for a dedicated work period, and commit to working on that task alone. Again, if your mind starts to wander, gently bring your attention back to the task at hand. This practice can help you stay more engaged and efficient throughout your workday.

Mindfulness in meetings: Staying present in meetings can be challenging, but it's essential for effective communication and decision-making. Practice active listening by focusing fully on the speaker and avoiding the urge to interrupt. Take mindful notes, jotting down key points without letting your mind wander. If you feel your attention drifting, take a deep breath and bring your focus back to the discussion.

End-of-day reflection: At the end of the day, take a few minutes to reflect mindfully. Find a quiet space, sit comfortably, and close your eyes. Think about the day's events without judgment. What went well? What could have been better? Consider keeping a journal to jot down your thoughts and any lessons learned. This practice helps you wind down and prepares you for the next day with a clear and calm mind.

Incorporating mindfulness into your busy workday can significantly enhance your overall well-being and productivity. By starting your day with a calming routine, taking mindful breaks, staying present in meetings, and reflecting at the end of the day, you can navigate your work environment with greater focus and calm. These simple practices can help you manage stress, improve your concentration, and foster a more positive and productive work experience.

Here are some tools that can help you practice mindfulness:

Playlists:

Peaceful meditation.

<https://open.spotify.com/playlist/37i9dQZF1DWZqd5JlCZlOu?si=nc9nBmwfRgyMm7ZhkDZV2A>

Mindfulness- focus/relax.

https://open.spotify.com/playlist/2ozb9cgwMcl2SDWK4SLRp8?si=tTCCYz_jQDCquObRKTnHZQ

Meditation music and spiritual healing.

<https://open.spotify.com/playlist/40t5uhP4kCF0pGls1D7m37?si=XsLkOv5OTNynNGRQg2bBsg>

Our Employee Assistance Programme

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

Do you need support? Care first

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

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

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

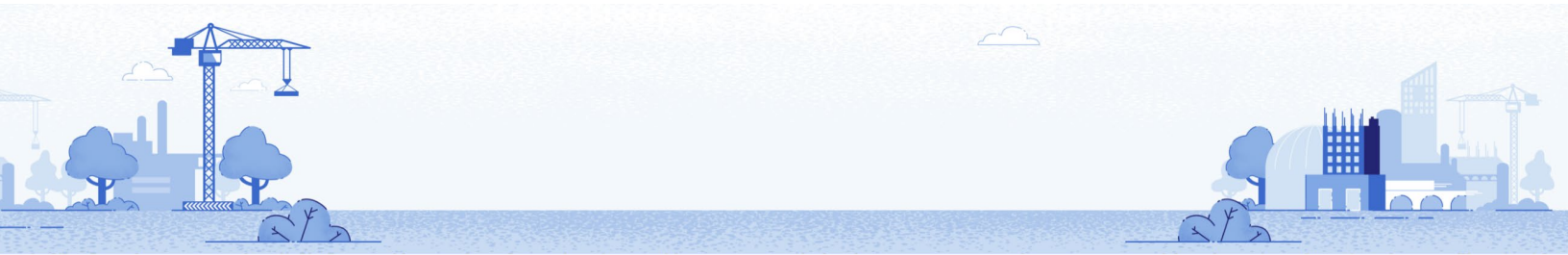


Call 0808 168 2143

Visit www.lifestyle-support.co.uk

Username: cemex

Password: cemex



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

Contact the Employee Assistance Line (Lifestyle Support) for confidential advice and support – call 0808 168 2143 or visit www.lifestyle-support.co.uk (Username: cemex Password: cemex).

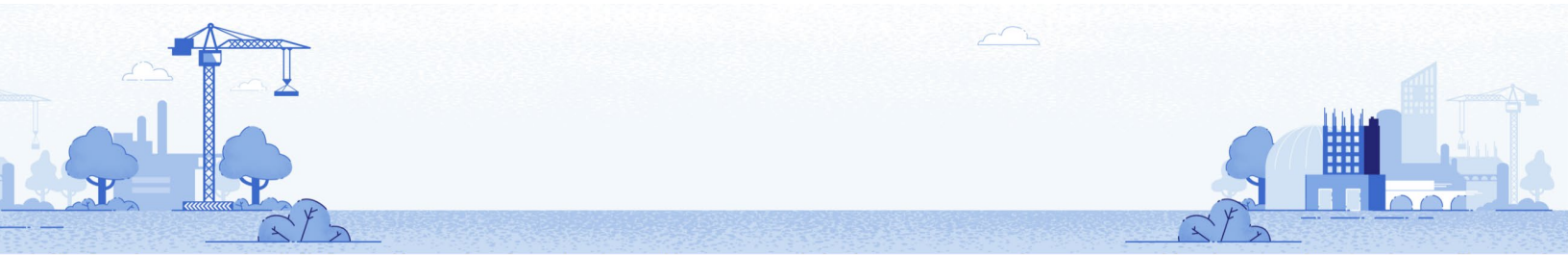
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
187-10-2024	Distribution Coordinator	Customer Experience - DSM	Binley	17/10/2024
188-10-2024	Landfill Monitoring and Compliance Manager	Sustainability – Legacy Landfill	Binley	28/10/2024
189-10-2024	Credit Advisor	Credit and Collection – Credit Advisor	Binley	28/10/2024
190-10-2024	Plant and Field Technician	Technical - Readymix	Cardiff	23/10/2024
191-10-2024	Operative (Days)	Urbanisation Solutions - Rail	Somercotes	30/10/2024

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.



Replace Effluent Pump Type and Style

Adam Bradbury | 27 Sep 2024 | ID419

🚩 Idea of the Month Competition Nominees

✅ Closed with success by Adam Bradbury

Approver: Adam Bradbury

Implementation coordinator: Adam Bradbury

Plan: Quick Wins

Classes: Commercial + Efficiency + Employee Engagement + Energy Awareness + Health & Safety + Water Management

Problem, context, environment, status

Current WGR 200/200 MK2 is not fit for purpose. Using RCA's and data comparison this pump is second on the list for downtime at Bramshill. This pump was purchased by previous management from Weir Minerals as a refurbished return, the pump mounts and feed are off center with the mounting plate being at the bottom of a 10 foot sump from previous plant installations. This sump fills with water from poor alignment, old steel walls and rain. Due to ongoing issues with gland seals and pump faults the chamber fills with silt regularly requiring a vac tanker to remove. A second pump removes water overnight but cannot be left on at weekends should it fail/burn out meaning in wet season the whole chamber is flooded and requires time to pump out. This effects the bearing cartridge which fails more often than manufacture expectation. The Linatex impeller does not hold up against the stone/sand/organics discharged by the plant causing damage and blockages which require specialist contractors and cranes to replace and work on.

Resources: [WGR Placement](#)



WGR Placement

Description of the initiative

Replace WGR pump with a High Chrome impeller Vertical Shaft Pump. This will enable a lower KW motor

running at higher efficiency. The VSP design and chromium impeller will be able to handle organic content of effluent material. Approached a new supplier Yellow Pumps as found a 10-15k cost saving against current Cemex vendors.

Resources: Yellow Pump Walkway



Yellow Pump Walkway

Expected benefits

Massive reduction in breakdowns caused by blockages

Reduction in downtime due to chamber filling

No replacement costs of bearing cartridges and gland seals due to being submerged

Decrease in site power use due to lower KW motor and IE4 efficiency

Health and Safety benefits from removing a confined space from site. Improved access with new walkway and service points.

Financial analysis

Title	Impact distributed over time	Forecast amount
Purchase of Pump Purchase of new pump	26-04-2024	-£21,850.0
Motor Platform Purchase	28-05-2024	-£5,182.0
Change from 55kw motor to Based on 8 hours running per day over 220 working days	01-01-2025 – 31-12-2025	£9,020.4
Downtime Costs of WGR for 2024	01-01-2025 – 31-12-2025	£65,506.1
Total cost amount		-£27,032.0
Total gains amount		£74,526.6
ROI		£47,494.6
Profitability		176%

Adam Bradbury – 27 Sep 2024



✖ 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.