



UK NEWS



Welcome to UK News 24th October 2024
your weekly update from around Cemex UK

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HEALTH & SAFETY

Latest Safety Alert

SAFETY ALERTS



The Latest Safety Alert relates to an incident on an Asphalt Plant where hot bitumen escaped from a flange. The spill burnt through a compressed air hose, resulting in a spray of hot bitumen at an approximate temperature of 135-140 degrees being projected upwards, with potential for serious injury.

You can read the safety alert at the end of this document and on the UK News download page [HERE](#).

Please review the Alert with your team(s) as appropriate, considering whether we have any similar situations in our operations where pipework systems may be compromised, giving rise to latent risk.

Action >> Please display the Alert on relevant notice boards. Please look after yourself and each other.

Health and Safety information and resources can be found at the following location: <https://cemex.sharepoint.com/sites/UKHealthandSafety/SitePages/Safety-Alerts.aspx?web=1>

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.



[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.



Promoting Safe Driving at the National Technical Centre

At our National Technical Centre in Southam the team, after a team discussion about our Cemex Driving Essentials, together they came up with a great initiative to help get their vehicles winter ready.

Using the Safety Essentials – Safe Driving poster, they adapted it by adding a QR code to [the AA website – How to check tyre pressures](#), and a QR code to an RAC YouTube video demonstrating [How to check your vehicle's tyre tread](#).

The sign is on display at the National Technical Centre's visitor reception desk.

Well done team, for looking after yourselves and each other.



Safety Essential #10 – Working at Height

Working at height can present significant risks if the task is not correctly managed and controlled. That's why the primary goal of this Safety Essential is to prevent falls from height, which can result in serious and often fatal injuries. To achieve this, it is fundamental to use the correct access equipment and fall protection. This includes harnesses, lifelines, guardrails, safety nets, among others, which are all designed to provide a safe working environment and minimize the risk of incidents.

Managers play a crucial role in ensuring safety at height. They are responsible for providing suitable means of access for all tasks and must ensure that safe systems of work are in place and understood by all employees. This involves conducting regular safety training, performing risk assessments, checking equipment certifications and test reports, and implementing safety procedures that are tailored to the specific tasks and environments.

Employees have the responsibility to use the appropriate equipment provided and to always follow the established safe systems of work. This means wearing the necessary protective gear, following the safe systems of work, adhering to safety guidelines, and reporting any hazards or unsafe conditions to their supervisors.

Both managers and employees must work together to ensure that all safety measures are in place and strictly followed. So, **Let's do it!**

You can find these Safety Essentials in PDF format on the UK News download page: [here](#)





CUSTOMER CENTRICITY

Revolutionising Concrete Deliveries!

As part of a successful collaboration enabled by Cemex Ventures, Nigel Bateman, London Readymix Manager, shares his insights on working with Cloud Cycle, a startup that developed an IoT-based solution for real-time concrete monitoring.

After participating in the Leaplab Program and its past collaboration with Cemex UK, Cloud Cycle achieved a commercial agreement with the company, revolutionising how we monitor concrete deliveries from batch plant to job site. As a result, the Cemex UK team now has full visibility over key concrete parameters, allowing for smarter decisions and greater efficiency.

Watch the video [HERE](#) to find out more about this collaboration with Cemex Ventures and Cloud Cycle.



EMPLOYEES

The 2024 UK Communications Forum

Recently we held our UK Communication Forum in our Head Office at Binley. Employee Representatives from the different areas of the UK business spent the day listening to presentations from leaders and directors, participating in discussions, and asking questions that the colleagues they represent had asked them to take forward to the meeting. Topics covered included Health & Safety, Sustainability and Financial Performance as well as updates on the individual business areas.

A special thank you to the Employee Representatives for participating in the meeting and gathering questions beforehand. It's an important role, as the Communication Forum is one of the ways that we try to make sure we have a good flow of communication across the business and an understanding of shared concerns and issues.

You can read the Summary Newsletter and access the Questions & Answers on the UK News download page using the links below:

- [UK Comms Forum Newsletter 2024](#)
- [UK Comms Forum Q&As](#)



STOPTOBER - How to help someone quit smoking

STOPTOBER is a nationwide NHS campaign aimed at helping individuals quit smoking. 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.



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. Research also shows that quitters who have someone to help them on their journey are more likely to quit for good.

Helping someone to quit

Helping somebody to quit smoking can be a difficult time for both of you. A smoker's relationship with smoking can be complicated, so it's best to be led by them.

Understand if they want to quit

It's important to understand whether they are ready to quit and, if they are, ask how they feel about the process. Remember, it's never too late for somebody to quit, even if they've tried many times before. Most smokers are aware of the risks of smoking, so try not to nag or lecture them. Instead, have a conversation with them about their smoking and if they want to quit, how they want you to help. If they're not ready to quit right now, try to respect their decision. Explain how it makes you feel and help them understand your feelings but try not to force them into quitting.

If they're ready to quit, understand why

We all know the [benefits of quitting](#), but everyone who wants to stop smoking has to find their own reasons for wanting to do so. You can help them identify their reasons and use them as a reminder to help keep them on track.

There are many reasons people might choose to quit, but the most common are:

- for their children and family
- to improve general fitness and wellbeing
- to help reach an important milestone or life event, such as a big birthday or buying a new home
- to save money or improve finances

For further help and guidance on helping someone quit smoking click [HERE](#) to read more about:

- Understanding their cravings and triggers
- Ways to help someone stop smoking
- Discuss a Quit Plan
 - Discuss vaping (e-cigarettes) and nicotine replacement therapy (NRT)
 - Keep them motivated
 - Create a distraction plan
 - Create a smoke-free space
 - Celebrate success
- How to help with setbacks or relapses
- Looking after yourself

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.

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](#)
- [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!

November – will you take part?

Next week on 1st November is the start of Movember, a global movement that raises awareness and funds for men's health issues, including prostate cancer, testicular cancer, and mental health and suicide prevention.

Men are dying too young, and the Movember campaign is working to change that. Men's health issues are often overlooked and misunderstood, but Movember is helping to break the silence and raise awareness of these important issues. By getting involved in Movember, you can help to make a difference in the lives of men everywhere. You can help to fund research into new treatments and cures for prostate cancer and testicular cancer, and you can help to provide support to men with mental health problems.



During Movember, men grow moustaches (or Mo's) to raise awareness and money for these important causes. Women can also get involved by supporting the men in their lives, or by becoming 'Mo Sistas' and raising funds themselves.

Movember UK has raised over £400 million since 2003, funding more than 1,200 innovative men's health projects across the UK. This funding has helped to improve the diagnosis and treatment of prostate cancer and testicular cancer, and to provide support to men with mental health problems.

Please support Michael

Michael Haines, Cemex UK Landfill & Recycling Manager, has secured a place in the TCS London Marathon next April, and is raising money for Movember. You can support Michael and donate to Movember by clicking his Just Giving link [HERE](#).



How you can get involved in Movember

- **Grow a Mo:** If you're a man, grow a moustache for the month of Movember. You can register on the Movember website [here](#).
- **Move for Movember:** If you're not able to grow a Mo, you can still get involved by moving for Movember. This could involve running, cycling, swimming, or any other form of exercise. You can set yourself a challenge, such as running a 5K race or cycling 100 miles, and ask your friends and family to sponsor you.
- **Host a Mo-ment:** Host a fundraising event for Movember, such as a quiz night, a karaoke evening, or a bake sale.
- **Donate:** If you can't grow a Mo, move for Movember, or host a Mo-ment, you can still support the campaign by donating.

We have also shared some posters with details on how to grow a mo, how to support the campaign and some further Men's Health resources – please take a look [here](#).

Here are some further links to help you support Movember UK:

- Movember UK website: <https://uk.movember.com/>
- Movember UK fundraising page: <https://uk.movember.com/get-involved/fundraising-resources>
- Movember UK Move for Movember page: <https://uk.movember.com/>
- Prostate Cancer UK Movember page: <https://prostatecanceruk.org/about-us/movember/>
- Testicular Cancer UK Movember page: <https://uk.movember.com/mens-health/testicular-cancer>



Your Chance to Have Your Say... Coming Soon

Our 2024 Global Workforce Experience (We’X) Survey is launching on Tuesday 5th November.

This is your chance to have your say about working for Cemex. The survey will open from Tuesday 5th 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 Tuesday 5th 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.



Congratulations Paul on 40 years of service



Congratulations to Nightshift Operative Paul Doxey who has recently completed 40 years with the company.

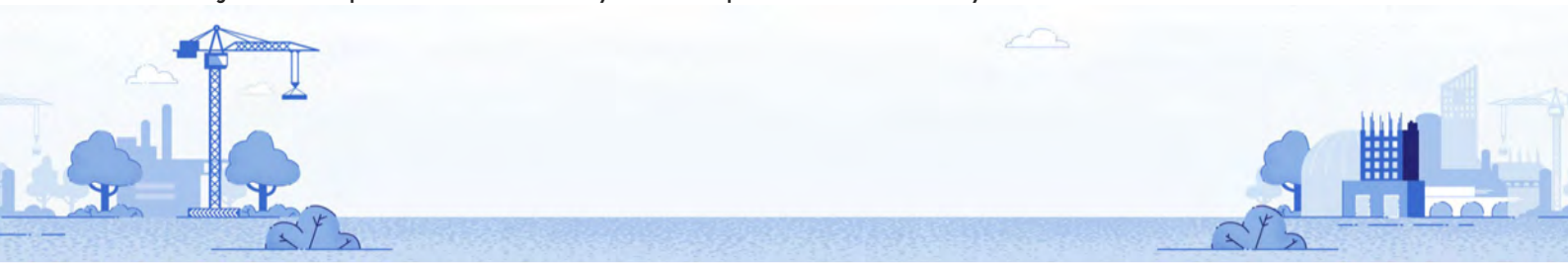
Paul was presented with the Institute of Quarrying award to recognise his length of service to the quarrying industry by Shift Supervisor Rick Hughes.

Paul started his career on the 4th September 1984 at Shining bank Quarry which was then operated by Thomas Wards. Shining bank was a small limestone quarry between Bakewell and Youlgreave in Derbyshire. Starting on an initial six week contract due to illness to one of the workers, Paul remembers his first day meeting John Shaw, who was in charge of the site at the time. The poorly worker never returned and Paul’s 40 year journey started from there.

After several years at Shining Bank, Paul moved to Goddards Quarry in Stoney Middleton just as RMC were building the plant there. Paul has fond memories from his time there and the different roles he undertook. He remembers having to go out on the main road to stop traffic during blasting, as sometimes bits of stone would land on the A623 there.

On the 1st July 2007 Paul moved to Dove Holes Quarry due to Goddards Quarry imminent closure and he initially started on the Primary nightshift. Five years later Paul was on the move again but this time just a shift and department change within Dove Holes. He moved onto the Secondary nightshift where he’s predominately been loading the trains since.

During his time with Wards, R.M.C and Cemex, Paul has covered many different job roles and met lots of different people over that time. Paul thinks that there isn’t as many characters as they’re used to be but that the job has improved considerably. “The improvement in safety standards and behaviours in them



40 years is incredible” Paul stated. With a wry smile and a shake of the head Paul stated that “by today’s standards you’d never believe how we did things back then and thankfully the company and industry has come a long way”.

Paul has used his Long Service gift money from Cemex to put towards a holiday for him and his family.

Well done Paul from all of us at Cemex and at Dove Holes Quarry.

Your P2P Contacts

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

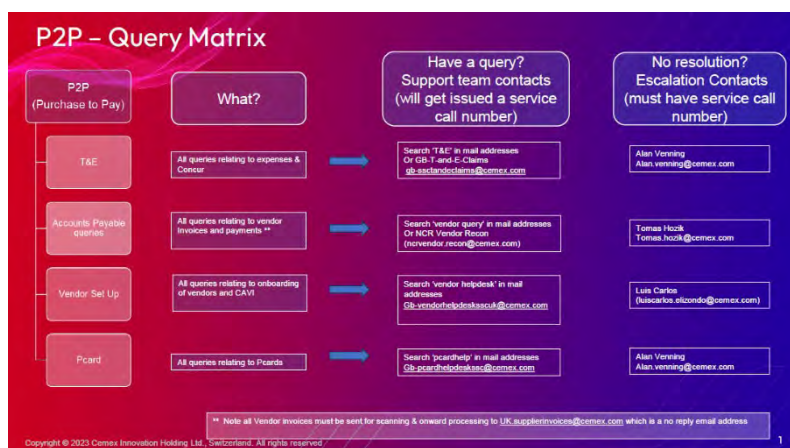
It is very important that you contact the correct team to action your enquiries.

You can find the list at the end of this document and on the UK News download page: [here](#)

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

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

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



Fireworks Frenzy – coming soon!



Firework Frenzy is coming to our benefits platform from 4th to 10th November!

Look out for some explosive offers from retail partners like Tesco, Halfords, and Primark, to name a few will have increased discounts for one week only!

Click [HERE](#) or scan the QR code to find out about these plus many more discounts!

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

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
198-10-2024	Commercial Manager, Bulk Cement (Home Counties & South West)	Cement- Cement Commercial	Home Counties & South West	01/11/2024
200-10-2024	Operative	Urbanisation Solutions- Building Products	Northfleet	05/11/2024
199-10-2024	Weighbridge Operative	Materials- Aggregates	Dove Holes Quarry	04/11/2024
196-10-2024	Admin Support	Cement Operations	Rugby Cement Plant	01/11/2024
197-10-2024	Cement Sales Coordinator	Cement - Cement Commercial	Binley	01/11/2024
198-10-2024	Commercial Manager	Cement- Cement Commercial	Binley	01/11/2024

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.

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



SAFETY ALERT

HiPo – BITUMEN PUMP GASKET FAILURE

UK SA16/2024 – 17.10.24

Display Until
29.11.24



DETAILS OF THE INCIDENT

A failure in the bitumen trace heating system on an Asphalt Plant resulted in the pipework cooling. After the trace heating was repaired the pipework was brought back to the operating temperature. The plant was then started successfully, mixing 6 tonnes without any problems; however, as the Manager passed by the bitumen system, he observed bitumen leaking beneath the pump cover box. He promptly notified the plant operator, leading to the shutdown of the equipment.

KEY FINDINGS

Pipework	The pipes connected to the pump were installed at an angle, which likely complicated the installation of the sealing gaskets during the pump's fitting. Additionally, the pump flange was square while the pipe flange was round, and a portion of the flange had been removed to accommodate the bolts on the side where the failure occurred.
Gasket	The gasket appeared to have been 'pinched' during installation, resulting in a vulnerable area that permitted the gasket to split.
Inspection & Maintenance	The piping and pump have been installed for several years without any problems or indications of malfunction
Air system	The cables and air pipes were raised, apart from one pipe positioned at ground level. This pipe ruptured when it became enveloped in bitumen, resulting in a spray of hot bitumen at an approximate temperature of 135-140 degrees being projected upwards.

HOW COULD THIS HAVE BEEN AVOIDED

- Assessing the existing condition of equipment, ensuring components are compatible, standardisation of equipment where practical, considering the consequences if a failure was to occur.

KEY REVIEW POINTS

- Review bitumen systems to determine if there are water or air pipes situated at ground level that may come into contact with bitumen in the event of a spillage from any section of the system.
- Is the bitumen pump adequately shielded to prevent the outward spraying of bitumen?
- Are all flanges enclosed to prevent bitumen spray in the event of a seal failure?
- Are relevant inspections in place for bitumen systems?
- Are there signs of leaking from pipework?
- It is essential to promptly address and repair any leaking bitumen pipework.



Failed gasket



A rupture in the air pipe caused bitumen to spray upward.



Look after yourself and each other

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

Tools and Equipment

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

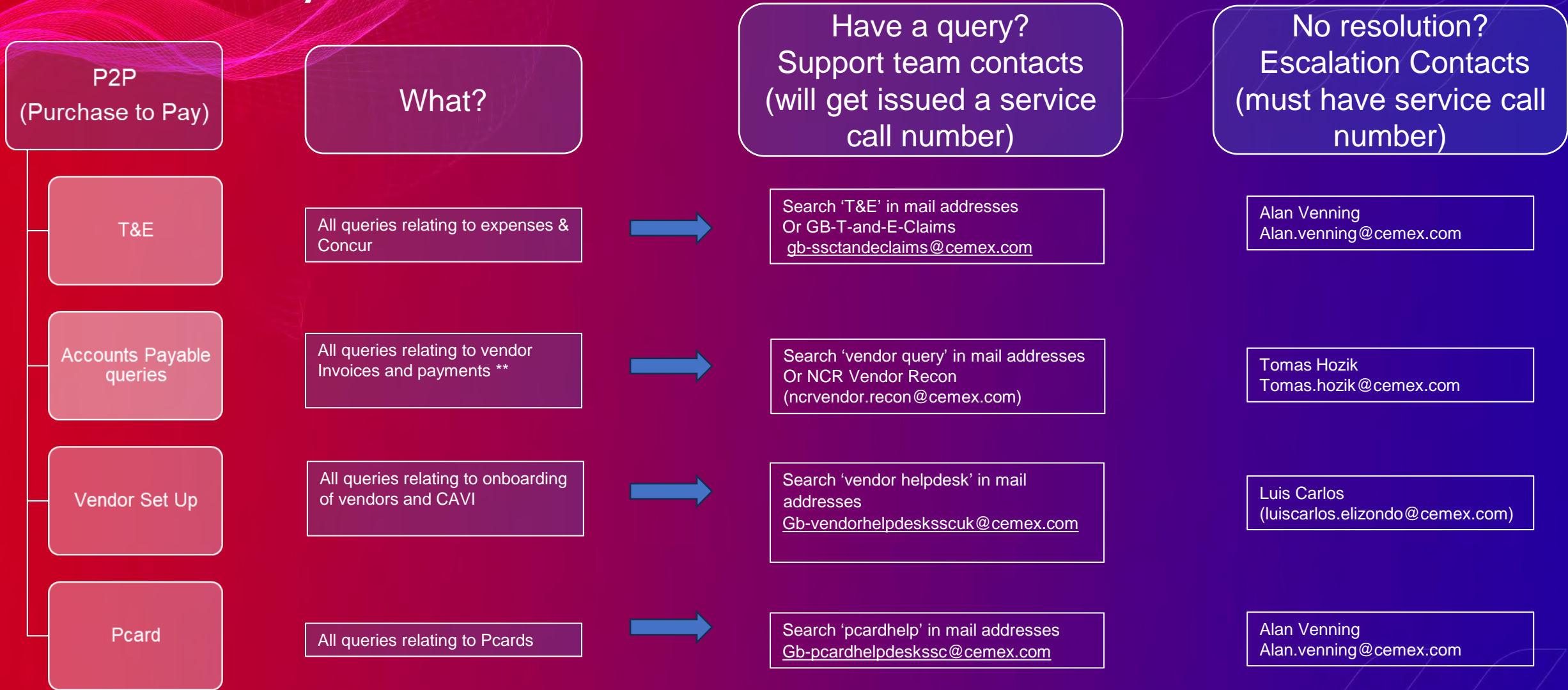
Safe Systems

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



STOP THINK ACT

P2P – Query Matrix



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



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

Search **Stoptober**
for free support



**Better
Health**

**Let's
do this**



MOVEMBER®



**HOW TO
GROW IN
MOVEMBER**

MEN ARE FACING A HEALTH CRISIS THAT ISN'T BEING TALKED ABOUT. THEY'RE DYING TOO YOUNG. MUCH BEFORE THEIR TIME.

A problem this size calls for big minds, and big solutions. But there's a smaller, hairier solution to the men's health crisis. A solution you can Grow yourself. A solution that's sitting right under your nose.

Grow a Mo this Movember to raise funds and awareness for men's health. Stop men dying too young.

HERE'S HOW:

01
SIGN UP AT MOVEMBER.COM
Choose to Grow this Movember.

02
START GROWING
Start clean-shaven, then let your Mo take the spotlight and start conversations.

03
MAKE IT COUNT
Ask friends and family to back your Mo by donating. Together, we can stop men dying too young.



Need support? Get in touch at info.uk@movember.com and we'll give you a hand.

TIPS TO HELP YOU GROW

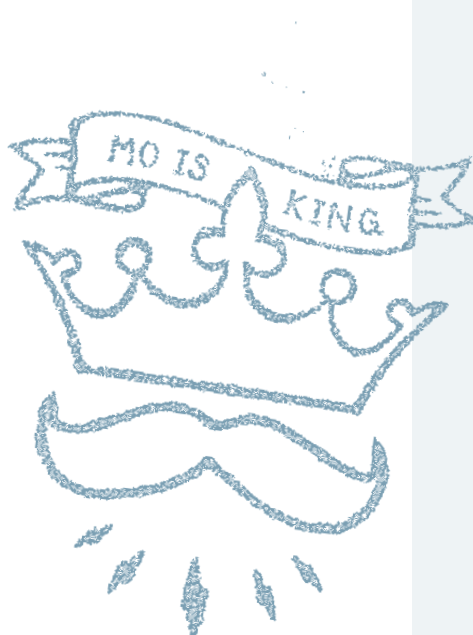
01
BE PREPARED
Choose the moustache that will grace your face. Trucker, regent, connoisseur or wisp? Check out the options at movember.com.

02
BE BRAVE
The first few days, even weeks, can be uncomfortable as your Mo takes shape. Ride it out to encourage donations.

03
IGNORE THE ITCHING
Remind yourself that men have endured worse in the past. You can stand a little face tickle.

04
SHAPE YOUR MOUSTACHE
Get across all the proper grooming techniques. A great Mo comes down to great grooming.

05
NURTURE IT AND KEEP IT CLEAN
Look after your Mo, and your Mo will look after you.



MO STYLE GUIDE



THE WISP



THE BUSINESS MAN



THE ROCK STAR



THE BOX CAR



THE CONNOISSEUR



THE REGENT



THE ABRAKADABRA



THE UNDERCOVER BROTHER



THE AFTER EIGHT



THE TRUCKER

Care first



Do you need support?

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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.



Call 0808 168 2143



Visit www.lifestyle-support.co.uk

Username: cemex

Password: cemex

Lifestyle Support also offers a series of free Seminars for all Cemex employees. Details on UK News download page – scan here

