



Welcome to UK News
31st October 2024
your weekly update from around Cemex UK

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HEALTH & SAFETY

VFL Week at Readymix Northwest

Recently the Northwest Readymix VFL (Visible Felt Leadership) week took place, organised by Operations Manager, Paul Cheesman. Several senior leaders from across our UK business visited all 14 plants in the area to talk about safety and wellbeing, and share stories.



Throughout the week site employees had the opportunity to engage with the VFL visitors, talking all things safety and showcasing their plants, whilst giving physical demonstrations on Lock Out, Tag Out, Try Out Isolation procedures, which has been a focus topic of discussion.

During the week the teams also had opportunity to discuss the upcoming Road Safety Week which this year centres around “After the crash”.

VFL days are an important opportunity to sense check our drive towards “Zero for Life” with Health, Safety and Wellbeing the No 1 priority within Cemex UK, helping to teams to identify any gaps in their standards for continuous improvement for all.

Many thanks to all those who have attended and to the Operational teams and IHCs for the positive engagement with our visitors.

Driving Safely This Winter

Winter has arrived and it is important to make sure you’re prepared to tackle all that the winter roads throw at you. Winter weather can be harsh and driving conditions can quickly change, with poor visibility, snow and ice on the roads; you need to be prepared and take extra care when planning your journey.

What’s the best way to prepare for cold weather – driving in snow, ice and rain? And if you drive an EV, how is range affected by cold weather?

Before you go anywhere, follow these tips to help you to stay safe:



- Plan your journey. Tell friends or family where you're going, which route you're taking and when you expect to arrive.
- Keep a torch, blanket, ice-scraper, small shovel, suitable shoes or boots, de-icing fluid and a supply of winter grade screen wash fluid in the car. Some basic food and drink are also a good idea, and perhaps a flask of hot drink for longer journeys.
- Always take a fully charged mobile phone with you, and ensure you have a working in-car charger.
- Never use warm or hot water to clear your windows of ice. The sudden change in temperature could crack the glass.
- Never set off if you haven't completely de-iced your car windows, lights and exterior mirrors. Driving with just a small 'porthole' of clear glass in a frosty windscreen isn't only dangerous – it's illegal. It's also a good idea to remove snow from the bonnet, boot lid and roof.
- Never leave your car unattended with the engine running to de-ice it – you may lose the car to an opportunist thief.
- Make sure your car is fuelled or charged sufficiently for your journey, bearing in mind you may get stuck in winter weather

Please print and share the Winter Driving Tips poster which you can find at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Keep Your Vaccinations Up To Date



With temperatures dropping as we go into November, 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](#).

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.



FUTURE IN ACTION

Latest UK Environmental Briefing – ISO 14001 & ISO 50001 Success

The latest Environmental Briefing is about our ISO 14001 (Environmental Management) and ISO 50001 (Energy Management) audit success.

2024 is the first year the two systems have been combined, reducing audit time and effort, so to achieve such success with only two minor non-conformities across the whole UK Materials business, including our Binley Head Office, is credit to everyone involved.



The two non-conformities and areas for improvement are listed in the briefing, which you can find at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Thanks to everyone who contributed to the success in 2024. As always we will need to keep up the good work to retain these certifications. We will be audited again in 2025 to ensure that we are continuing to manage and improve our energy and environmental aspects.



EU Funding for a Pioneering CO2 Capture Project



Cemex has been selected to receive funding from the EU's Innovation Fund for a pioneering CO₂ Capture Project at our Rüdersdorf Cement Plant in Germany.

Known as CO2LLECT, the project aims to capture 1.3 million tonnes of CO₂ from Rüdersdorf's Cement production annually, in a consortium with Linde.

It is our largest planned carbon capture scheme to date, and will decarbonise the plant by 2030 Sergio Menendez, President of Cemex EMEA, commented: "An important component of our Future in Action strategy is to develop breakthrough decarbonisation solutions for our industry to reach Net Zero. Our project at Rüdersdorf is one of them and has the hallmarks and credentials to make a significant contribution to the decarbonisation of the cement industry."

Across its global operations, Cemex is implementing a series of high-profile new projects designed for the capture, utilisation and storage of CO₂, widely referred to as CCUS, supporting its Future in Action strategy. Find out more [HERE](#).

Congratulations to our Sense Raffle Winners



Last month we ran a Wellness Week raffle to win some Cemex goodies and to raise £10,000 for Sense. Thanks to everyone who donated and 'purchased' raffle tickets – our current total is now over £12,000.

Congratulations go out to the three winners, John Sweeting in UK Security (left in photo), Neil Meredith, Landfill Manager, and Rob Greenfield, Planning & Development and Training Manager (who entered on behalf of his neighbour).

Our donations to Sense are supporting people living with complex disabilities, and those who are deafblind, to take part in life and enjoy meaningful connections that spark joy. One of the many ways that our donations are helping is by offering employment support through their Sense Employment Programme.

Rob Shares His Epic Bike Ride Experience



Rob Greenfield, Planning, Development and Training Manager, was a member of the core cycling team who recently cycled from Stockton to Southampton for the Cemex Wellness Challenge, and raised an enormous amount of money for the charity Sense.

Rob has shared his experience of the week with our Corporate Communications team and you can watch Rob's uplifting video story [HERE](#).





Continued Partnership with Victa Railfreight

Victa Railfreight and Cemex have announced the renewal of their rail terminal operations partnership at Dove Holes quarry in the Peak District as Cemex continues to grow its Rail Supply chain activities in the UK in support of its global Future in Action programme. This underpins all of Cemex's environmental and sustainability activities; with the ultimate objective of becoming a carbon net zero business by 2050.



Mark Grimshaw-Smith, Rail and Sea Manager for Cemex in the UK, said: "The renewal of our Rail Terminal operations contract at Dove Holes is a demonstration of our continued commitment to rail as a safe, effective and more sustainable mode of transport and our partnership with Victa Railfreight is critical in the shunting, placement and planning management of our rail schedules across the wider rail network."

Rail transportation plays a key part in Cemex's UK Supply Chain activities at its Dove Holes quarry, from which it transports around three million tonnes of Aggregates a year. This is then dispatched to receiving depots around the UK for use in a wide range of building, construction and infrastructure projects, with Victa Railfreight also coordinating the provision of facilities for customers to collect materials from the quarry using their own rail providers. Cemex has significantly grown its rail operations over recent years and now has rail transport links at 12 of its sites in the UK with plans to increase this in the near future.

Cemex's Director of Supply Chain for the UK, Dave Hart, comments that: "Rail is an integral part of our transport operation at Cemex and aligns with our global Future in Action strategy of reducing our CO₂ emissions. Delivery by train produces around 50% less CO₂ per ton-mile than a road vehicle, largely in part to their ability to carry significantly increased volumes of materials. We're extremely proud of the growth that we have seen across our rail operations at Cemex in recent years, and of the contribution that this has made to our overall sustainability commitments. It remains a key focus area which we intend to continue to grow, and it will play an ever-increasing role in our supply chain network."

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

Photo: left to right: Neil Sime (Managing Director, Victa Railfreight) and Mark Grimshaw-Smith (Rail and Sea Manager, Cemex UK).





November – will you take part?



Tomorrow 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.

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](https://uk.movember.com/).
- **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... We'X Survey 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, or by QR code 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 workforceexperience@qualtrics-survey.com

A key measure of the We'X Survey is Employee Net Promoter Score (eNPS). It works by subtracting the percentage of detractors from the percentage of promoters. The diagram to the right demonstrates how the scoring system works in terms of identifying promoters and detractors.

Only scores of 9 or 10 (which are classed as 'promoters') and scores of between **0 and 6** (which are classed as 'detractors') are used when calculating our overall eNPS score. Scores of 7 or 8 (which are classed as 'passives') are not included in the calculation.

Cemex UK – A Look Back at our Highlights from 2024 so far...

There have been too many highlights from across our business in 2024 to include all of them, but we've taken this opportunity to remind you of some of our experiences and achievements over the past 12 months. Thank you for all your efforts in contributing to our successes throughout the year.

Please print and share the poster at the end of this document and on the UK News website: www.cemexuknews.co.uk on your workplace notice boards.

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 continue to create a positive change.



Thanks For Your Effort – September 2024 Winners



Congratulations to the September 2024 Thanks For Your Effort winners, Chiedza Mupfumira (UK Social Impact Specialist) and Tina Baxter (UK Communications Advisor). Chiedza and Tina won the award for working as One Cemex, embracing diversity, promoting physical activity and supporting the charity Sense.

The nomination was made by Colin Jones, UK Security Manager, along with the Core Cycling team. Here is why they were nominated:

Between 16th–20th September, during the Cemex Wellness Week, a team of cyclists rode from Stockton Office to Southampton Office, covering a mammoth 430+ miles raising over £10,000 for our charity partners Sense. The inaugural 'Wellness Week' concept and the charity cycle ride challenge, whilst authorised and promoted via the Cemex UK Well Being Committee, were the creative brainchild of Chiedza Mupfumira.

Chiedza not only pioneered the idea; she went on to promote it and coordinate all the efforts and moving pieces behind the scenes with unerring enthusiasm. Her dedication and tenacity to overcome issues was clear to the small number of cyclists who together formed the organisation committee. She worked long hours at times to ensure no task was left outstanding and no detail overlooked. There is no doubt without Chiedza's dedication the event would not have taken place.

The country-wide 'buy-in' to this event was the consequence of the commitment invested by our Communications Advisor, Tina Baxter. Working in partnership with Chiedza, Tina was able to gain huge momentum in the interest and support amongst the UK workforce. A series of News articles supported the event during the lead up weeks, securing participating 'buy-in' from all over the Cemex UK network. Impressive as this is, however, Tina's support went above and beyond immediately before and during the week of the Cycling Challenge. She lent huge support to publicising the fund-raising effort, including painstakingly creating QR based 'Sponsor Me' publicity t-shirts for the cyclist to wear at each rest point.

The cyclists lost count of the number of engaging and supportive comments received from well-wishing members of the public, including numerous that went on to pledge support financially on the 'JustGiving' web page. Amazing publicity for both Sense and Cemex. In addition, a series of timely updates, often created out of working hours, gave the whole workforce an almost 'to the minute' update on the teams' progress and assisted in accumulating a real togetherness across the workforce, as demonstrated in each of the sites the cycling challenge visited, where the team were welcomed by significant ovations; coordinated by Chiedza and promoted by Tina.

Thanks For Your Effort – September 2024 Nominees

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

They are:



Caroline Gardner, Marketing Specialist

Nominated by Mike May, Sales Manager Mortars Europe, for focusing on customers, pursuing excellence and working as One Cemex. Caroline is an extremely helpful member of the Cemex family. The quality of her work is exceptional, and she always goes out of her way to include other departments in discussions which bring a different perspective and inclusivity into her work. Caroline always responds to our requests in a timely manner and in her dealing with customers direct whilst organising video, photos and case study comments she always ensures that the customer is happy with what we are intending to do and is fully on board. Her ability to ensure full customer engagement is key to us securing permission to attend sites to video and promotes goodwill. The quality of her work is exceptional, and the video case studies, photo case studies, our submissions to enter the tunnelling awards and Cemex awards are among the best quality I have seen during my working career. Caroline takes pride in her work and always puts in extra effort to ensure that the best we can possibly produce is the end result. Caroline goes the extra mile, often we will put in a request and the responsibility for carrying out the work is likely to be split across various departments, Caroline always volunteers to project manage and lead the coordination. She is an extremely professional, valuable and high performing member of the Cemex team. She warrants recognition.

Matt Baker, Logistics Support

Nominated by Daniel Bateman, Haulage Manager, Logistics / Supply Chain, for ensuring safety, pursuing excellence, working as One Cemex. Matt has been working on a Defensive Driver training package which he has now completed, and this will be rolled out to all employed and contractor drivers over the coming weeks. In the past when it has come to defensive driver training we have used videos and examples from outside the industry and tried to make them relevant. What we decided to do this year was create our own using real examples from our fleet of vehicles to make a relevant training package. Matt coordinated fitting go pros to several vehicles to record as they go about their normal business and then reviewed hours of footage to pick out relevant examples of good and bad behaviour on the roads and then linked this to the vehicle telematic information and also the Cemex driving essentials creating a high-class training package we can use for all drivers and contractors which is modern and relevant. Anybody who drives a HGV for or on behalf of Cemex will have access to this training package. We are also going to circulate in the industry through MPA and there is also the possibility this can be translated into different languages and shared with Cemex worldwide.

Please see link to the video: <https://youtu.be/A3VwMzOfdOY>

Michael Mallard, Plant Manager (Parkgate Readymix and Tracey Carden, Technical Manager (Yorkshire)

Nominated by Andrew Ralph, Operations Team Leader Readymix Yorkshire, for focusing on customers, working as One Cemex. The Readymix team recently had a Mortar customer who was nearing the end of their project and needed only a small amount of Readymix Mortar to finish the job. Unfortunately, we were unable to deliver the required quantity as it was less than 0.5 metres. To assist the customer, Tracey Carden arranged for them to collect the Mortar from our Parkgate depot. Upon the customer's arrival, Mick Mallard went above and beyond by hand-shovelling the material into the Mortar tub on their pickup truck to prevent any splashing. When the customer attempted to offer Mick some money for his effort he kindly declined and simply requested that they consider Cemex for any future projects. As a result of this exceptional service, the customer left a glowing review on Google. The primary beneficiary of these actions was the customer, who received the small amount of mortar they needed, along with exceptional service. This positive experience also benefited Cemex by reinforcing customer loyalty and earning a glowing Google review, which could attract future business. Additionally, the employee involved, Mick, benefited by demonstrating his commitment to customer service, reflecting positively on his work ethic and enhancing his reputation within the company.



Happy Diwali To All Those Celebrating This Weekend

We want to wish a very happy Diwali to everyone who may be celebrating this weekend.

At Cemex, we aim to celebrate diversity, equity and inclusion. We want all of our employees to be able to bring their true selves to work and we recognise the part that faith and religion play in the lives of so many. Our objective is to be respectful to the beliefs of all individuals, including those without a faith. We want to create a wider awareness and understanding of all faiths and religious beliefs in order to become a truly inclusive employer.



Diwali is the five day Festival of Lights, celebrated by millions of Hindus, Sikhs and Jains across the world. The celebrations and activities include good food, fireworks, special candles and lamps – used to signify the festival of light. Whilst the Diwali story may be interpreted slightly differently based upon where you live – the common theme no matter where people celebrate is of light over darkness.

Long Service Awards – October 2024

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

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

- Gary Cox, Operative in Cardiff, celebrated 40 years
- John Kirby, Quarry Manager – Lodge Farm/Southam quarry, Warwickshire, celebrated 25 years



Creating New Suppliers in CAVI

Please be reminded of the basic procedure for creating new suppliers through the CAVI portal, along with some [useful links](#) to presentations and manuals to make this process easier.

- [What is CAVI](#)
- [CAVI and informing suppliers about their payment terms by negotiators or buyers](#)
- [The Proxy Supplier Creation Manual](#)
- [Former manual payments done in UK](#): This process applies for payments that were previously done manually through former Treasury Tool WSS in UK: (i.e. third-party suppliers for payment concepts including settlement agreements, death in service payments, police, doctors, debt collecting agencies, bailiffs, properties/land)
- The list of approvers in CAVI – [file "Proxy Approvers CAVI \(16.10.2024\)"](#)

Registration



Invite Supplier



My Suppliers



All Suppliers



Below are the links to CAVI, the Learning Centre:

- Access to the CAVI application for Cemex users: <https://cemex.apexportal.net/saml/sso.aspx>
- Access to CAVI for suppliers: <https://cemex.apexportal.net>
- CAVI Learning Centre: <https://cemex.sharepoint.com/sites/CEMEXAlliancesVendorIntegration>

Fantastic Work Experience for Dan

Cemex colleagues regularly complete the Rail Safety Awareness (RSA) course, run by Colette Ranford from Victra Railfreight. The training course ensure colleagues are competent when working around our Cemex railway yards and sidings.

Colette's son, Dan Ranford, turned 18 this year and has just finished his 'A' levels. He is keen to pursue a career as a future Health and Safety Manager. He has recently passed his IOSH Managing Safely course (Institution of Occupational Safety and Health) and he is currently studying for his NEBOSH General Certificate (National Examination Board in Occupational Safety and Health).

Dan recently completed a day's work experience at Dove Holes quarry where he also completed the Rail Safety Course. This involved a practical session at a working rail siding in the afternoon enabling Dan to practice what he'd learnt in the morning session.

On the day Dan was able to see some of the operations taking place at Dove Holes, gaining a fantastic insight into our Aggregates business. Dan was also able to talk to Health & Safety professionals, Sonny Netto (UK Health & Safety Adviser) and Robert House (Director Health & Safety EMEA) who were able to give him some fantastic insights and encouragement into working as Health & Safety Managers.

Dan was extremely grateful for the opportunity to visit Dove Holes and sent in a lovely message of thanks which you can read in the photo.



Leanne Names New Training Truck



Leanne Marriner, a recently graduated Driver Apprentice at Rugby Cement Plant, has recently won a competition with our training provider, SP Training, to name their brand-new eco training vehicle which recently went into service.

Leanne, who excelled in being the first in the group to take and pass her HGV test, also named the truck Eden.

She explained: "When it came to naming the new eco truck I instantly thought of the name "Eden" because of the link with the Eden Project. I also found out that the River Eden passes through Carlisle, giving it a local connection, which made it the perfect name for their new recruit. I can't thank SP Training and Cemex enough for the joint support they have provided throughout the last year on my apprenticeship and equipping me for the role of a LGV Class 1 Tanker Driver. Spending the day at SP Training with my driver mentor, Richard Jenkins, and getting a tour of the new truck was a great way to end the year on a high.

Well done and congratulations Leanne.



Photo: (L) Richard Jenkins, Cemex Driver Apprentice mentor, (R) Leanne Marriner.

Bargains Galore – coming 4th November!



Firework Frenzy is coming to our benefits platform from 4th to 10th November! Start your Christmas shopping with discounts galore!

Look out for some explosive offers from retail partners like Wickes, 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
201-10-2024	Customer Service Team Leader	Customer Experience - Readymix	Binley	01/11/2024
202-10-2024	Administrator	Legal	Binley	01/11/2024



203-10-2024	Relief Plant Manager	Materials - Readymix	South West	11/11/2024
204-10-2024	Electrical Shift Technician	Cement Operations - Cement	Rugby Cement Plant	11/11/2024
206-10-2024	Multi Skilled Operative	Urbanisation Solutions - Asphalt	Stourton	13/11/2024

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.

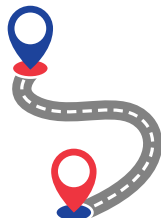


Winter DRIVING TIPS

Plan your route

Always complete your pre-journey vehicle safety checks.

Allow a little extra time for your journey and arrive safely.



Use major roads

Keep to major roads - they are always gritted first.

Double distance

Increase your safety gap
- Don't follow too close.



Be visible

Be prepared to clean your lights, windows and mirrors at the start and during your journey.



Emergency kit

Always carry an emergency kit.



Signal early

Ensure you always give clear, early signals to other road users.



Control with care

Accelerate, brake and steer carefully - use all controls.

Large vehicles

Take care when driving high-sided vehicles in windy conditions.



Local news

Listen to local radio for up to date traffic information.





ENVIRONMENTAL BRIEFING

ISO 14001 & ISO 50001 Success

Summary

2024 is the first year where a single certification company, NQA, have been auditing our compliance with both ISO 14001 (Environmental Management Standard) and ISO 50001 (Energy Management Standard). This has reduced the total number of external audits needed at operational sites and at our Head Office. Common aspects of both systems are covered together and this has given savings in time and costs without compromising on scrutiny of our systems.

During 2024, audits were carried out by NQA at our Binley Head Office and on numerous operational sites across all business areas. We are delighted to report that we have successfully passed our 2024 audit with only 2 minor non conformities and a small number of opportunities for improvement raised. All closed out during the year. This is an excellent result.

The NQA auditor was keen to feedback that the success was due to the excellent way that energy and environmental management are integrated into all that we do and the excellent engagement exhibited by everyone involved in the audits.

4 Key areas for improved focus highlighted during the audits

- | |
|--|
| <ul style="list-style-type: none">Both minor non conformities related to contaminated waste streams. Waste must be properly segregated by us and our contractors – hazardous and non hazardous wastes in particular. This includes unusual items like office chairs, fluorescent tubes and WEEE (waste electrical and electronic equipment). |
| <ul style="list-style-type: none">Waste management registers and waste Duty of Care documentation must be kept fully up to date. |
| <ul style="list-style-type: none">Environment and energy deviations must be reviewed regularly and closed off once completed. The auditor noted a large number of overdue deviations and will be expecting this to have improved next year. |
| <ul style="list-style-type: none">All sites need to have had at least one energy audit in 2023 - 2024. Any outstanding sites should be audited by the locally trained energy auditor by the end of 2024. |

Our new ISO 14001 and ISO 50001 certificates are available on the [UK Sustainability SharePoint](#) and should be displayed on site noticeboards. These certifications help us to demonstrate our sustainability credentials to customers, regulators and other stakeholders.



Thanks to everyone who contributed to the success in 2024. As always we will need to keep up the good work to retain these certifications. We will be audited again in 2025 to ensure that we are continuing to manage and improve our energy and environmental aspects.

For further details or information, please contact a member of the Sustainability Department.

5th - 15th November

CEMEX
4YOU 

We'X

Survey 2024

Your chance to have your say

Regular Communications



Creating opportunities

Caring for our planet



FUTURE IN ACTION



Collaborating with communities

Investing in our Future

Working with charities

Engaging with You



Looking after ourselves and each other



**TOGETHER WE CAN CREATE
POSITIVE CHANGE**





✖ 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.