



Welcome to UK News

7th November 2024

Your weekly update from around Cemex UK

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

You can also follow us on our social media channels

 @CEMEX_UK

 CEMEX-UK

 CEMEXUK



HEALTH & SAFETY

Southam Quarry 21 Years LTI Free

Southam quarry celebrated a remarkable milestone in October, reaching 21 years without a Lost Time Injury (LTI) — an incredible achievement. The Southam quarry extracts and processes around 500,000 tonnes of clay annually, meeting strict chemical quality standards before transporting it via road to the Rugby Cement Plant. Over the past 21 years, the team has safely extracted more than 12 million tonnes of clay, a testament to their skill and commitment, especially given the material's challenging nature during wet months.



During this period the quarry has undergone substantial transformations, including an £8 million capital investment to open Griffins Farm quarry. This project introduced a 1 kilometre conveyor system, a new crusher, and a tunnel beneath a major road. The site also utilises advanced equipment to continuously analyse clay quality and uses a stacker reclaimer to homogenise the material, ensuring consistency for Cement production. Southam's clay is a critical ingredient for manufacturing cement at Rugby Cement Plant, and each year, the Southam team safely loads over 17,000 lorries to transport this vital material.

Congratulations to the entire team on this impressive achievement!

Building Products Rail Celebrate 8 Years LTI Free



Congratulations to the Building Products Rail team who have achieved a fantastic eight years LTI free milestone. Thank you to everyone involved for your commitment and focus on Health and 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 and Safety, our Zero4Life objective can be met and sustained.

Successful Emergency Drill at Dove Holes

In late October Cemex UK, in collaboration with Derbyshire Fire and Rescue Service (DFRS), conducted a comprehensive emergency drill at the rail load-out shuttle at our Dove Holes quarry. The primary objective of this drill was to create and test a rescue plan for a casualty rescue scenario, ensuring that both Cemex and DFRS are well-prepared for any real-life emergencies.

The drill was meticulously planned and executed as a real-time incident to provide a realistic training environment. This approach aimed to foster collaboration with the Fire and Rescue service, including their control room, and to establish strong working relationships. Additionally, it offered Cemex site staff with valuable experience in testing response times and validating the effectiveness of their emergency procedures.



Rick Hughes, the Nightshift Supervisor at Dove Holes, led the drill, which involved two casualty rescues from the rail load-out. The scenario included one unconscious dummy casualty in the rail shuttle and one live casualty with broken legs on the walkway. The Rail operative discovered the casualties and radioed for first aiders, who then called 999. Derbyshire Fire and Rescue performed a rope rescue, administered CPR to the unconscious casualty, and relocated both casualties to a safe space.

The drill also tested various emergency procedures, including radio messages, first aid, and working at height. The exercise highlighted several positive aspects, such as excellent communication with incoming emergency services using pick-ups and weighbridge staff, a swift response from on-site first aiders, and effective handover to emergency services. However, it also identified areas for improvement, including radio etiquette during emergencies, managing production and heavy traffic during emergency service arrivals, and enhancing first aid training.

The joint exercise was a perfect opportunity for Rick, who also serves as a retained firefighter for Derbyshire Fire and Rescue, to bridge his roles and facilitate collaboration. The drill not only benefited Cemex but also provided valuable training for DFRS, particularly given the presence of several quarries in the area, which pose unique risks to the service.

The drill concluded with a debriefing session where both organisations reviewed the exercise from start to finish, discussed what went well, and identified areas for improvement. The debriefing followed the IIMARCH framework, covering Information, Intent, Method, Administration, Risk assessment, Communication, and Humanitarian Issues.

Congratulations to everyone involved. Overall, the joint emergency drill was a resounding success, demonstrating the importance of preparedness, coordination, and continuous learning in ensuring the safety and well-being of all involved.

You can watch a video [HERE](#), which was filmed during the Emergency Drill.



Zero 4 Life – Let's Do it



Cemex's mission to achieve zero incidents and injuries is driven by our Senior Leaders, and their unwavering dedication to ensuring Health and Safety is our number one priority.

It is paramount that our employees feel that they are working in an environment where they are safe, and our leaders have a moral responsibility to make this happen

Through Visible Felt Leadership, training, intervening when seeing unsafe working practices and championing mental health and wellbeing, our Leaders can make a significant impact on how we enhance Health and Safety at Cemex.

Action for Happiness – New Ways November

This month we're encouraging you to try something new!
A great way to boost resilience and feel happier is to try a new activity or take a different approach.

Why not download this month's New Ways November – Action for Happiness calendar, for some great ideas of new things to try. Each day they give you a little task to try and complete. It could be anything from 'Do something meaningful for someone' to 'Share an inspirational quote'.



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

You can also watch Vanessa Kings' video explaining New Ways November [here](#).

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

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.

HEALTH & SAFETY AWARDS ✓
SAFER BY SHARING

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.





Spain Urgently Needs Our Support

Since 29th October, Spain has faced the worst floods of this century. Hundreds of deaths have been reported and a high number of people are still missing. Our colleagues and their communities in Valencia, Castilla-La Mancha, and Andalucia have been severely affected.



We invite you to show solidarity by [donating to the Spanish Red Cross](#). Your contribution will support families in recovering from this tragic event, and Cemex will match every dollar donated by our people.

Please spread the word and extend the support

[By sharing this link](#), you can also extend the option to contribute to customers, business partners, collaborators, family, and friends.

This campaign will remain open until Sunday 10th November.

For questions or concerns, please contact: [Beatriz Tumoine, Global Social Impact Director](#)

Empty Spaces To Homes Upcycling Project

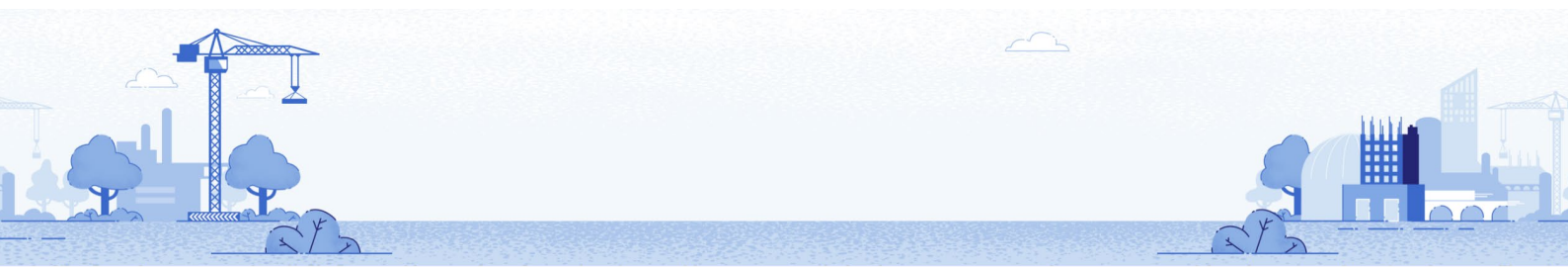


Recently our Commercial Readymix team, from London and the South, spent their Lend a Hand day volunteering at Habitat for Humanity GB's Dagenham Upcycling Workshop, upcycling furniture the Empty Spaces to Homes project.

Habitat for Humanity GB is dedicated to tackling furniture poverty and transforming empty spaces into homes through a collaborative approach. By partnering with local community groups, NGOs, government bodies, and the private sector, the organisation aims to have a profound impact on urban regeneration and community strengthening, particularly in London.

The empty spaces to homes project is part of Habitat for Humanity's collaboration with the London Borough of Barking and Dagenham to fund the transformation of three empty above retail storage spaces into three flats which will provide affordable housing initially for 11 looked after young people including care leavers, young people who have experienced homelessness, and unaccompanied asylum seekers. These completed properties to house more than 100 young people over the next 15 years.

The Cemex team included Marcus Rappensberger, Jeff Fielding, Tony Thorn, Chris Rose, Jamie Izzo, Pat Gregory, Alex Flocea, James Drobka, Lewis Reavney, Gonzalo Pradal and Chiedza Mupfumira. Together they pulled apart, sand papered and painted some pieces of furniture, that would otherwise been destined for the landfill.



The goals and initiatives of Habitat for Humanity GB align closely with Cemex's Future in Action strategy, which focuses on sustainability, community engagement, and improving quality of life through infrastructure development. By supporting Habitat for Humanity GB, Cemex is contributing to urban regeneration efforts, addressing the social housing crisis, and promoting resilient community infrastructure, all of which are pillars of Cemex's commitment to creating a sustainable future.

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

Head Office Now ISO 50001 Certified

Following completion of the annual UK Materials ISO 14001 and 50001 environment and energy audits at our head office in Binley, Coventry recently, we are happy to share that our head office has been added to our ISO 50001 energy management system certification, alongside ISO 14001 which was achieved last year.

The auditor checked energy data and improvements that have been made over the last 12 months and found no negative findings. This is a testament to everyone's effort - he particularly liked the Head Office PowerBi dashboard (see image) and the ease of navigating the information.



As a requirement of the management system, the office needs to have an energy audit completed every two years and our local Operational Excellence team are supporting with this.

Thanks to everyone who contributed to this success in 2024. As always we will need to keep up the good work to retain these certifications.



EMPLOYEES

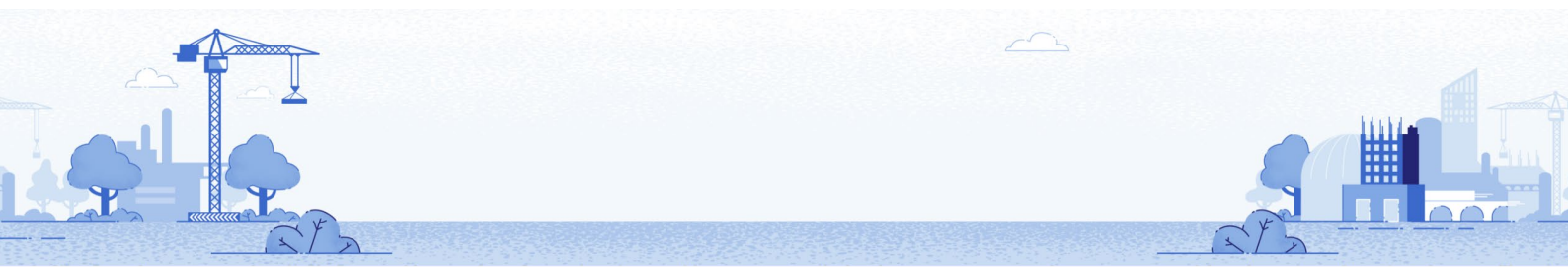
Embracing Neurodiversity in the Workplace

Our new wellbeing campaign is Neurodiversity. Throughout this campaign we will share articles to help us understand neurodiversity, how it can affect people, ways to support our neurodivergent colleagues and share external support organisations in the UK, for those wishing to find out more. In recent years, the concept of neurodiversity has gained significant attention, particularly in the context of workplace wellbeing. But what exactly is neurodiversity, and why is it important for us to understand and embrace it?



What is Neurodiversity?

Neurodiversity is an umbrella term that describes the variety of ways people think, learn, feel, and process information. It refers to the natural variation in human brain function and behaviour and encompasses a range of neurological differences, including autism, ADHD, Dyslexia and Dyscalculia, Dyspraxia, Dysgraphia and Tourette's Syndrome and more. According to NHS England, an estimated



one in seven people are neurodivergent, although with an increase in awareness and late diagnosis this is likely to be higher. The term was coined by sociologist Judy Singer in the late 1990s to promote the idea that neurological differences should be recognised and respected as a part of human diversity, much like cultural or ethnic diversity.

Understanding Neurodivergence

People who are neurodivergent have brains that function differently from what is considered “typical” or “neurotypical.” These differences can affect how individuals think, learn, and interact with the world. For example, someone with autism might have exceptional attention to detail and strong pattern recognition skills, while a person with ADHD might excel in creative thinking and problem-solving.

The Importance of Neurodiversity in the Workplace

Embracing neurodiversity in the workplace is not just about inclusivity, it also brings tangible benefits. Neurodivergent individuals often possess unique strengths and perspectives that can drive innovation and productivity. For instance, a study by [JPMorgan Chase](#) found that employees in their Autism at Work program were up to 140% more productive than their neurotypical peers.

Creating a neurodiversity-friendly workplace involves making small adjustments to accommodate different needs. This might include providing noise-cancelling headphones for those sensitive to sound, considering flexible work hours, or using clear and direct communication styles. By fostering an inclusive environment, we can help all employees thrive and contribute their best work.

In the coming weeks we will explore more about how we make small adjustments in the work place to create a neurodiversity-friendly workplace, to accommodate different needs.

Our 2024 Global We’X Survey is NOW LIVE!

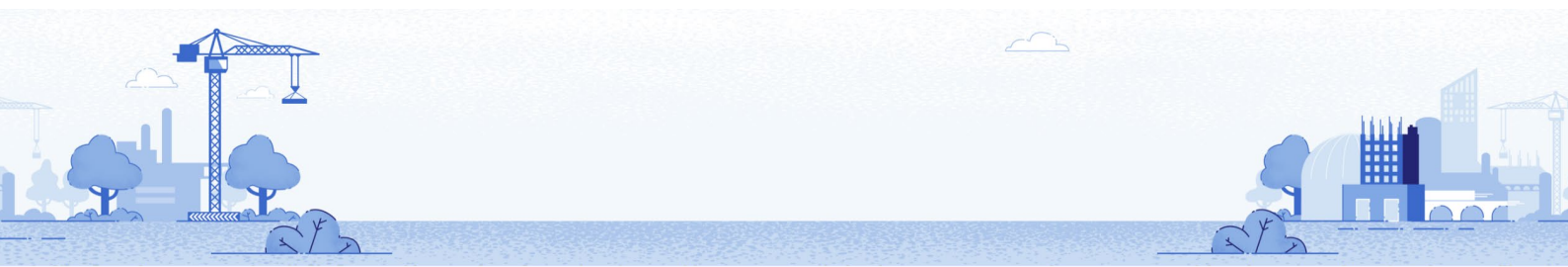


This is your chance to have your say about working for Cemex. It’s completely confidential and all employees across Cemex are invited to complete the survey.

By now you should have received an email from a third-party company called Qualtrics, so please check for an email from workforceexperience@qualtrics-survey.com, or a letter in the post with a QR code. If you access the survey via QR code you will need to use your employee number and in some cases you may need to omit the initial digit ‘O’ when entering your employee number.

A key measure of the We’X Survey is Employee Net Promoter Score (eNPS) – here’s how it works. 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.

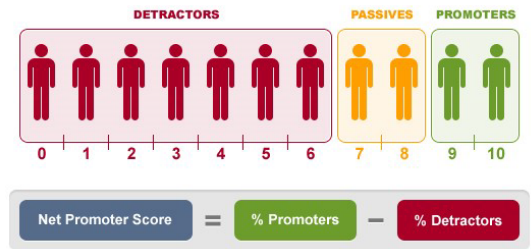
Only scores of 9 or 10 (which are classed as ‘promoters’) and scores of between 0 and 6 (which are classed as ‘detractors’) are used when calculating our overall eNPS score. Scores of 7 or 8 (which are classed as ‘passives’) are not included in the calculation.



Cemex UK 2024 Highlights

There have been far 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 achievements over the past 12 months in the video below. Thank you for all your efforts in contributing to our successes throughout the year.

Click [HERE](#) to watch our 2024 Highlights video:



Your chance to have your say

This is your chance to have your say, so be sure to complete the survey 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.

Passion and Professional Growth



Cemex is committed to building diverse teams that encompass a broad range of characteristics, including gender identity, age, race, religion, disabilities, and beyond. Diverse teams help foster an environment that encourages various perspectives, backgrounds, and life experiences. Therefore, when the opportunity to offer an Industrial Placement came up, Baiba Medne, Process and Continuous Improvement Manager at our Rugby Cement Plant, was delighted to offer the placement to David Pius, an ambitious and passionate engineer.

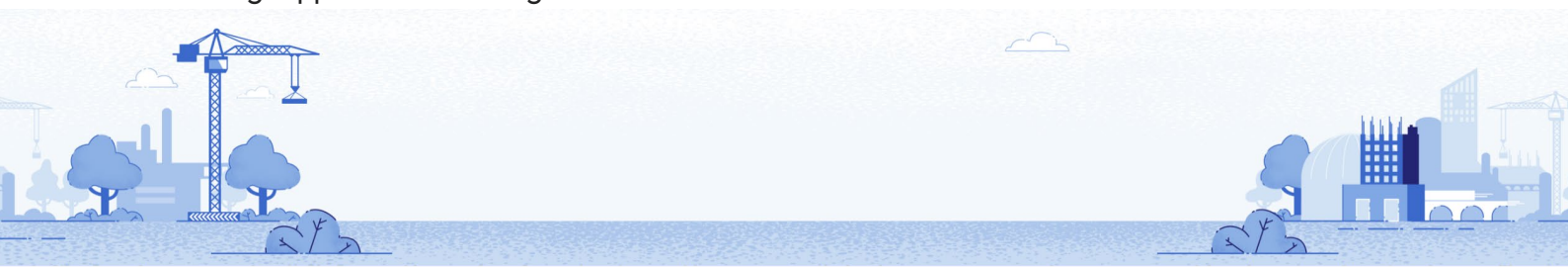
David is a Process and Continuous Improvement Engineer at our Rugby Cement Plant, with a unique background and journey to working at Cemex. Currently completing a Master's degree in Sustainable Engineering: Energy, at Nottingham Trent University, David works part-time at Cemex which he started in September 2023 as his Industrial

Placement. In April 2025, David will be awarded his MSc and has accepted a full time offer to continue in his current role within the Process and Continuous Improvement department at the Cement Plant.

David's academic journey began with an undergraduate degree in Petroleum Engineering from Nigeria, followed by an MBA from Nexford University (Distance learning) in the USA. This educational foundation paved the way for his entry into the cement industry where he gained substantial experience between 2018 and 2022 working at a Cement Plant in Nigeria. Starting on a Management Trainee Programme, David then transitioned into the role of Technical Support Engineer.

When it came to applying for his MSC Industrial placement, David was offered five different placements from reputable companies and in the end chose Cemex. David said: "It was a difficult decision, but I am so happy I chose Cemex. The quality of the on-the-job training, the high standards of Health and Safety and the fact that I was immediately involved in current projects has given me a fantastic experience so far. For me, I love the fact that the work I am doing has a direct impact on our Future in Action Strategy, and that is really important to me."

Due to the quality of the placement work and world-class experience at Cemex Rugby, David achieved a high distinction in his placement module for his one-year placement at Cemex. His experience at Cemex has been positively shaped by the company's friendly environment, open-door policy, and the unwavering support of his colleagues.



David's current role a Process and Continuous Improvement Engineer involves process optimisation, root cause analysis, and he delighted to be directly involved in Rugby's decarbonisation projects. His experience at Cemex not only provides him with immediate involvement in significant initiatives but also exposes him to invaluable experiences that continue to enrich David's professional journey.

David's Line Manager and mentor, Process and Continuous Improvement Manager, Baiba Medne, said: "I came across David's CV during his application for the Process Engineer role at the Rugby Cement Plant and was taken by his prior experience at the Dangote Cement Plant in Nigeria. During the interview, David stood out from other candidates with his confidence, strong presentation skills, and well-prepared questions. His thorough understanding of Cemex's profile, vision, and goals highlighted his motivation and genuine interest in our company. Over the course of a one-year work placement, David proved to be a reliable, driven, and passionate young engineer eager to learn and grow. I was particularly impressed by his confidence and proactive approach, especially his initiative in leading technical and safety-related meetings. Supporting and observing David's professional development during this year was a rewarding experience for me as a new Manager. David has become a vital member of the Rugby Process team. His collaborative spirit and attentiveness to team dynamics ensure that colleagues feel supported and that tasks remain on track. We already miss his presence and contributions while he is back at university."

David's journey is a testament to his commitment to professional growth and his passion for sustainable engineering. He exemplifies the qualities of a driven and capable engineer ready to make a significant impact in the industry.

Bargains Galore – coming 4th November!



Firework Frenzy is HERE!

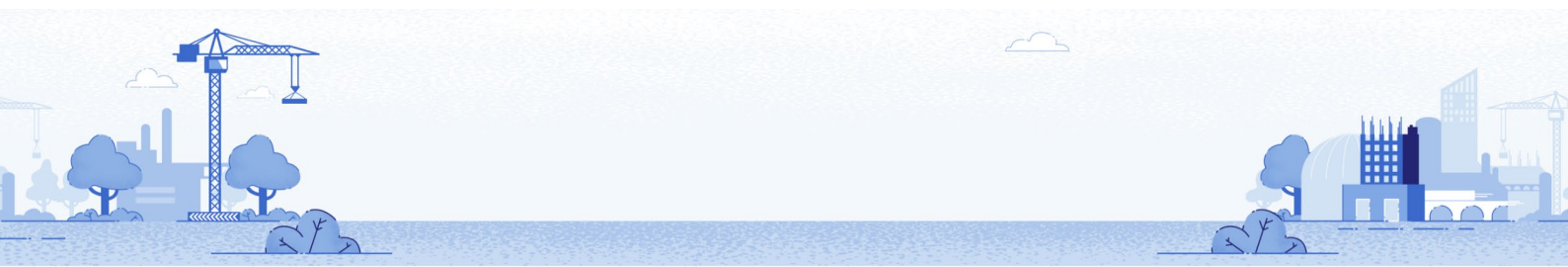
From now until 10th November 2024 you can make explosive additional savings at nine fantastic retailers via our Cemex Lifestyle benefits platform.

Now's the perfect time to stock up on eVouchers to boost your savings this Black Friday and Cyber Monday* (29th November and 2nd December) and in the run up to the festive period!

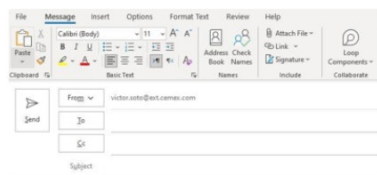
- Halfords **WAS 6% NOW 8%**
- Halfords Autocentres **WAS 5% NOW 7%**
- Lastminute.com **WAS 6% NOW 9%**
- Red Letter Days **WAS 20% NOW 25%**
- Primark **WAS 8% NOW 10%**
- Wickes **WAS 5% NOW 7%**
- Tesco **WAS 4% NOW 5%**
- Iceland **WAS 3% NOW 4%**
- Laithwaites **WAS 12% NOW 15%**

Offers now live until 23.59pm on 10th November 2024!

Click [HERE](#) to find out about these plus many more discounts!



Email Signature



Are you using the latest Cemex branded email signature? If not please follow the simple quick steps to update yours today!

Watch the quick video [HERE](#) to find out why it's important we all apply this latest signature.

Click [here](#) and follow the simple steps and update yours now.

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).

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**



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
207-10-2024	Weighbridge Operative	Materials - Aggregates	Dagenham	14/11/2024

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.



New Ways November 2024

MONDAY



TUESDAY



WEDNESDAY



THURSDAY

FRIDAY

SATURDAY

SUNDAY

4 Sign up to join a new course, activity or online community

5 Change your normal routine today and notice how you feel

6 Try out a new way of being physically active

7 Be creative. Cook, draw, write, paint, make or inspire

8 Plan a new activity or idea you want to try out this week

9 When you feel you can't do something, add the word "yet"

10 Be curious. Learn about a new topic or an inspiring idea

11 Choose a different route and see what you notice on the way

12 Find out something new about someone you care about

13 Do something playful outdoors - walk, run, explore, relax

14 Find a new way to help or support a cause you care about

15 Build on new ideas by thinking "Yes, and what if..."

16 Look at life through someone else's eyes and see their perspective

17 Try a new way to practice self-care and be kind to yourself

18 Connect with someone from a different generation

19 Broaden your perspective: read a different paper, magazine or site

20 Make a meal using a recipe or ingredient you've not tried before

21 Learn a new skill from a friend or share one of yours with them

22 Find a new way to tell someone you appreciate them

23 Set aside a regular time to pursue an activity you love

24 Share with a friend something helpful you learned recently

25 Use one of your strengths in a new or creative way

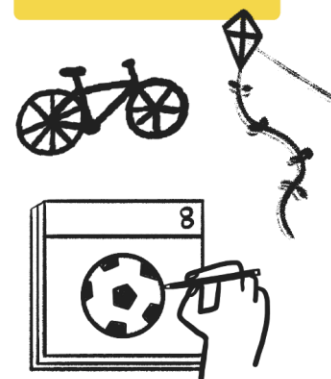
26 Try out a different radio station or new TV show

27 Join a friend doing their hobby and find out why they love it

28 Discover your artistic side. Design a friendly greeting card

29 Enjoy new music today. Play, sing, dance or listen

30 Look for new reasons to be hopeful, even in tough times



ACTION FOR HAPPINESS

Happier · Kinder · Together





✕ 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.