



Welcome to UK News
14th November 2024
Your weekly update from around Cemex UK

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HEALTH & SAFETY

Supply Chain Health & Safety Contractor Award

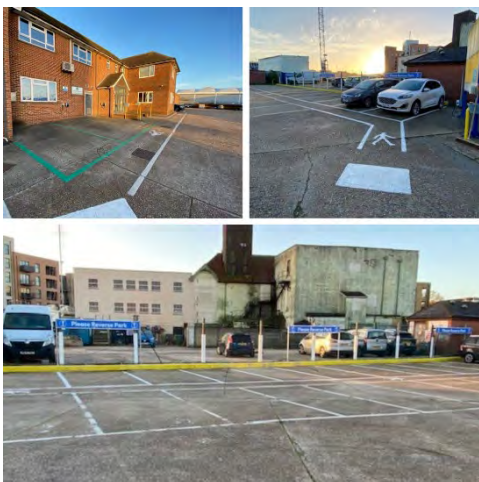
Congratulations to the Walsh Marine team who won the Supply Chain Contractors Safety Award in recognition of four years incident free operations.

Mark Grimshaw Smith, UK Rail and Sea Manager presented it to Dan Zamai from Walsh Marine, on board one of their tugs.

Walsh Marine operate tugs on the river Thames, which transport our Cemex barges between Dagenham and Fulham most days. The barges transport over 100,000 tonnes of sand and gravel every year and are a very successful way to ensure our material reaches our Fulham Readymix plant when it is needed, without adding trucks to London's busy roads. Using a barge offers a 75% CO₂ saving compared to road transport, with each loaded barge saving the equivalent of 20 HGV lorries travelling across the centre of London. By using alternative transports methods and saving lorry movements on the roads, demonstrates Cemex's Future in Action commitment to net zero CO₂.



H&S improvements at Marine office



At our Marine office in Southampton, the local team have made security and health and safety improvements to their carpark.

The team have installed clear visible signage, new markings on the ground to clearly indicate visitor parking, cleared vegetation along the boundary fence, strengthened the fence posts by inserting steel supports and installed a kerb, using Cemex Readymix concrete from the nearby plant.

These effective but low-cost improvements have ensured the site is more secure and the area is much safer for the local team and visitors to the site.



CUSTOMER CENTRICITY

Midlands Aggregates go paperless

After significant preparation, we are delighted to announce, as from 11th November our Midlands Aggregates business has launched Cemex Go Paperless deliveries. This offers our customers a more enhanced customer experience. They can sign for deliveries on the driver's device and then view the delivery ticket on their own device using Cemex Go Track app.

Additionally for drivers, the Cemex Go Driver app offers multiple benefits, such as a more efficient way of working, automatic storage of delivery documents (no more lost paperwork), automated waiting time (no need to manually claim anymore), and real time delivery tracking.

By introducing Cemex Go Paperless we can eliminate the need to print 350,000 delivery dockets per year, reducing our environmental impact and supporting our Future in Action strategy. It's a win-win all round, improving productivity by reducing administrative errors and realising the full potential of Cemex Go, enhancing our customer experience.

The Cemex Go team will be expanding the paperless rollout to other markets in the near future. Watch this space!



FUTURE IN ACTION

Emotional reunion for cycling team

This week we were proud and a little emotional to wrap up our Wellbeing Week Challenge with the handover to Sense of a cheque for £18,087, raised by Cemex colleagues, friends and family.

The closing ceremony was attended by the Wellbeing Challenge Cycling Team, members of our Cemex UK Coordination team and our main contacts at Sense. It was an emotional reunion for the cycling team and they spent some time during the session, sharing their memories of the epic five-day bike ride, their experiences and gave their thanks to the management team for allowing them to take part in the challenge.

Each team member was presented with a framed poster and a mug by Lex Russell, MD UK Materials and Andy Taylor, UK Health & Safety Director. Lex gave thanks to the cycling team for their incredible efforts and shared some details about the reason why Cemex was supporting Sense.

Caroline Buckland from Sense, who also joined the cyclists on their final day cycling to Southampton, thanked the whole Cemex team for their incredible contributions and the fantastic total raised. She shared some moving videos of how our donations will help people with complex disabilities.



A huge thank you to everyone who took part in our Wellness Week Challenge – to those of you who were using the static bikes and logging your steps throughout the week, cheering your colleagues on, doing your own activities at home and logging those, following the cycling team's progress through our communications, everyone who donated and to the amazing cyclists and their support team – our One Cemex approach has made a real difference – well done!

• PROFITABILITY

Dove Holes Quarry Team Scoop Idea of the Month – October

On behalf of the Management Team, another big 'Thank You' goes out to everyone for continuing to develop and implement their ideas that will help make Cemex a Safer place to work, with better Quality and greater Efficiency/Effectiveness.

The following summary gives a brief overview of the ideas from the **September 2024** competition:

- **Dove Holes Quarry** – have installed a clean, safe, solid parking area & walkway for staff to follow and have included individual bays for the machines. Visually, this clearly shows where each vehicle is to be parked and allows the safe completion of tasks e.g. Pre-start vehicle checks.
- **Willington Quarry** – Enhancing Operational Efficiency and Safety Through the Replacement of Steel Pipes with Linatex Solutions. This reduces the chances of accidents for various high-risk activities and minimises the amount of downtime needed to replace the steel pipes.



After the narrowest of scores, our congratulations go out to Dove Holes Quarry team who took the top award this month!

As both ideas were deemed to be so close we have shared links to both ideas below – which you can also find at the end of this document and on the UK News download page [HERE](#).

- Dove Holes Quarry – https://cemex.idhall.com/idea/view.php?ide_id=438&vw_ccache=67348d3a-1
- Willington Quarry – https://cemex.idhall.com/idea/view.php?ide_id=436&vw_ccache=67348ea0-1

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



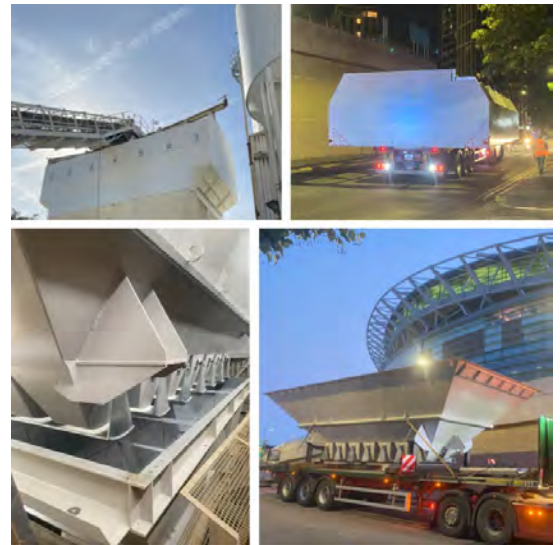
Significant investments at Wembley

Recently Cemex's Engineering team, in collaboration with D&C Engineers, completed the demolition and major refurbishment of the aggregate storage bins and access upgrades at our key Wembley Readymix plant in West London.

The bins were originally installed in 1986 and have been through some very busy periods, especially when Wembley stadium was rebuilt between 2003 – 2007, so were long overdue. This upgrade not only secures the plant mechanically for years to come, but also improves the daily working environment for the plant's team.

The new bins were designed and manufactured by D&C Engineers in three oversized bolted sections. This limited the downtime and helped in their installation and transportation, limiting as many H&S issues as possible. Logistically, when they were delivered, they had a police escort from their workshop in Tamworth to their destination in Wembley, a distance of almost 150 miles. They were then installed over the next two weeks, all this was done with the added restrictions whilst Taylor Swift was performing just across the way at Wembley stadium.

A big thank you to everyone involved at the plant and at D&C Engineers for a great job and ensuring that the project was brought in on time, on budget and most importantly with no H&S incidents or concerns.



EMPLOYEES

Support for Neurodiversity

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.

This week we are sharing resources for those looking for further support on Neurodiversity topics. You can find QR codes to all of these support organisations on the poster at the end of this document and on UK News download page [HERE](#).

There are numerous resources and organizations in the UK dedicated to this cause:

- **Neurodiversity UK**

A social enterprise dedicated to uniting the neurodiverse community across the UK. It provides ADHD coaching, neurodiversity training, and a directory of support groups and events.

[Neurodiversity UK](#)

- **Epilepsy Society**



The UK's only charity dedicated to transforming the lives of people with epilepsy through research, advocacy, and care. They offer a range of services including a helpline, support groups, and educational resources.

[Epilepsy Society](#)

- **The Brain Charity**

Offers emotional support, practical help, and social activities to anyone with a neurological condition and their families. They include counselling, welfare benefits advice, adult learning courses, and support groups.

[The Brain Charity](#)

- **The Donaldson Trust**

The National Body for Neurodiversity, providing tailored support for neurodivergent individuals. They offer educational and vocational programs, wellbeing services, and neurodiversity training.

[The Donaldson Trust](#)

- **Daisy Chain**

Supports autistic and neurodivergent children, adults, and their families in the North East and beyond. They provide social groups, wellbeing services, vocational training, and family support.

[Daisy Chain](#)

- **The National Autistic Society**

The National Autistic Society supports autistic people and their families through advocacy, guidance, and services, aiming to create a more inclusive society.

[National Autistic Society](#)

- **The ADHD Foundation**

The ADHD Foundation supports individuals with ADHD and other neurodiverse conditions through education, training, and advocacy, promoting a strength-based approach to neurodiversity.

[The ADHD Foundation](#)

- **The British Dyslexia Association**

The British Dyslexia Association supports dyslexic individuals through advocacy, resources, and training, aiming to create a dyslexia-friendly society and promote neurodiversity.

[British Dyslexia Association](#)



Our 2024 Global We’X Survey is LIVE!

Thank you to everyone who has completed the 2024 WE’X survey so far.

We really want to hear from everyone, so if you have not yet had the chance to complete it be sure to take this opportunity to have your say about working for Cemex.

Look out for your personalised email from workforceexperience@qualtrics-survey.com, alternatively, simply scan the QR code below or follow this link : <https://cmx.to/wex>



Hear from our Leaders

We invite you to watch the following video from three of our EMEA Leaders, as they share what they each appreciate most about working at Cemex. Please click the image or the link below to watch.

[Derek-Graham-Yago-WeX-EN.mp4](#)

Your chance to have your say

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 create a positive change.

As a thank-you for completing the survey we’ll be donating £1 for every survey completed to our nominated charity Sense, who aim to support people with complex disabilities gain independence and achieve their potential.

Lifestyle Platform off-line for maintenance

Our Cemex Lifestyle Platform will be offline **from 9am on Sunday 17th November to 10am on Tuesday 19th November** while Pluxee carry out important upgrades and move the platform over to new servers.

Please note that every benefit and service currently accessible through the platform will be affected by this downtime.

The platform will be placed into maintenance mode from whilst we carry out the necessary changes and testing. We are planning to resume normal service by, if not before. We will add notices to the platforms to advise end users to download eVouchers ahead of the scheduled maintenance.



Our Employee Assistance Programme

Did you know that Cemex offers all employees a free, confidential employee assistance programme called Lifestyle Support?

You can find a guide all about How Care first can support you at the end of this document and in the UK News website: www.cemexuknews.co.uk/downloads

Do you need support? Care first

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

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

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



Call 0808 168 2143

Visit www.lifestyle-support.co.uk

Username: cemex

Password: cemex



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
212-11-2024	Bid Coordinator	Materials- Major Projects	Binley	25/11/2024
210-11-2024	Shift Mechanical Engineer	Cement Operations	Rugby Cement Plant	21/11/2024
209-11-2024	Multi Skilled Operative	Materials- Aggregates	Halkyn	21/11/2024
208-11-2024	Operative	Materials- Aggregates	Forest Hill	21/11/2024
211-11-2024	Asphalt Plant Manager	Urbanisation Solutions- Asphalt	Stourton	21/11/2024

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.



Safety Improvement - Dumper park

Tom Owen | 24 Oct 2024 | ID438

🚩 Idea of the Month Competition Nominees

✅ Closed with success by Tom Owen

Approver: Tom Owen

Implementation coordinator: Tom Owen

Plan: Quick Wins

Class: Health & Safety

Problem, context, environment, status

Previously when the staff come up for their break and at the end of the shift they would park there machines on the dumper park which is an allocated area for them, however there was no structure in place and it was often a free for all as dumpers parked where they wanted and in no form of order.

When the second shift and days the following morning came to get on their trucks they would roam freely around the dumper park, often on sloppy slippery ground and in front of large vehicles ready to pull out trying to find their machine so they could conduct a pre start check and go about the day.

this was identified as a hazard as there was no clear segregation between pedestrians and vehicles, during the wetter months with the increased mucky residue on the floor this also carried a greater Slip Trips and Falls hazard.

Resources: [Dumper park before.](#), [DP 2.JPG](#), [DP 3.JPG](#)



Dumper park before.



DP 2.JPG



DP 3.JPG

Description of the initiative

We have installed a clean, safe, solid walkway for staff to follow and have included individual bays for the machines.

we have put signs on both the front and back of the blocks, the front so the driver can easily identify which bay belongs to them and the rear one so as they are walking around the walkway they can see which machine is theirs without walking out into the bay to see which number is printed on the side of the machine.

Resources: [Finished park.jpg](#), [Dumpers.jpg](#), [Dt1.jpg](#), [Rear photos of dumpers.jpg](#), [Walkway.jpg](#)



Finished park.jpg



Dumpers.jpg



Dt1.jpg



Rear photos of dumpers.jpg



Walkway.jpg

Expected benefits

this improvement will eliminate the likelihood of a STF's incident as we have replaced the wet sloppy ground with a solid, concreted, well lit footpath. It has also eliminate the risk of people coming into contact with moving machinery as they have no reason to walk freely around a live dumper park anymore. Finally it has greatly increased the visual aspect of the site as its the first thing you see when driving into the Quarry.

Enhancing Operational Efficiency and Safety Through the Replacement of Steel Pipes with Linatex Solutions

Daniel Lane | 11 Oct 2024 | ID436

🚩 Idea of the Month Competition Nominees

🟢 Closed with success by Daniel Lane

Approver: Daniel Lane

Implementation coordinator: Daniel Lane

Plan: Quick Wins

Classes: Commercial + Customer Centricity + Efficiency + Environmental + Health & Safety

Problem, context, environment, status

The current pipe system at the quarry consists of steel pipes divided into six sections over a 20-meter span. These steel pipes, used to transport 0/4 MP Concrete Sand, are subject to frequent wear and tear, requiring each section to be replaced at least once yearly. This high rate of replacement leads to several operational challenges:

Frequent Downtime: Each steel section replacement causes 2 hours of downtime, during which the quarry loses production capacity. With six sections requiring yearly replacement, the cumulative downtime significantly impacts overall productivity and profitability.

High Maintenance Costs: The annual replacement of 6 steel sections incurs regular costs, including pipe materials, flanges, and labour, as well as the cost of hiring a Mobile Elevated Work Platform (MEWP) for safe access during the replacement process.

Increased Health and Safety Risks: The regular need for replacements increases the risk of workplace accidents, as workers are frequently required to perform high-risk tasks such as heavy lifting, working at height using MEWPs, and handling heavy steel pipes, all of which can lead to injuries.

Reduced Equipment Lifespan: Steel pipes are less durable in abrasive conditions than alternative materials, leading to a shorter lifespan and an ongoing cycle of costly replacements.

This current situation drives up operational costs, increases safety risks, and reduces the overall efficiency of the quarry operations. Addressing these issues requires a more durable and efficient piping solution.

Description of the initiative

The initiative proposes replacing the existing steel pipe system at the quarry with more durable Linatex pipes. Linatex pipes are engineered to handle abrasive materials like 0/4 sand more effectively, offering a longer lifespan and significantly reducing the need for frequent replacements. By implementing a more efficient and reliable piping solution, this initiative aims to address operational downtime, high maintenance costs, and safety risks.

Critical Components of the Initiative:

1. Health and Safety Benefits:

Linatex pipes are lighter and easier to install than steel pipes, reducing the physical strain on workers and minimising the risks associated with heavy lifting and working at height.

Fewer replacements also mean fewer high-risk activities, significantly improving worker safety.

2. Environmental and Operational Improvements:

The longer lifespan of Linatex pipes results in fewer materials used over time, supporting sustainable operational practices.

3. Replacement of Steel Pipes:

The current system, comprising six sections of 3-meter steel pipes, and will be replaced with two sections of 10-metre Linatex pipes.

Linatex pipes are designed to last up to 8 years in high-abrasion environments, reducing the need for annual replacements.

4. Reduced Downtime:

The Linatex pipes require far fewer maintenance interventions, reducing the frequency of downtime from 6 separate events per year to potentially just one replacement event every eight years.

This will significantly increase production uptime and improve profitability.

5. Cost Savings:

By reducing frequent replacements, labour, MEWP hire, and material costs associated with steel pipes, the switch to Linatex will result in substantial savings over five years—estimated to be £78,990.

The initial cost of Linatex pipes, including installation and downtime, is quickly recouped, with a payback period of less than six months.

More consistent system performance leads to smoother operations and less disruption to production schedules.

Expected benefits

Replacing steel pipes with Linatex pipes is expected to deliver a wide range of benefits, spanning operational efficiency, financial savings, and improved health and safety standards at the quarry.

1. Improved Health and Safety

Reduced High-Risk Activities: Fewer pipe replacements mean less frequent work at height, fewer instances of heavy lifting, and less use of MEWPs, all of which contribute to a safer working environment for employees.

Lower Risk of Injuries: The lighter weight of Linatex pipes and the reduced frequency of interventions will minimize the risk of musculoskeletal injuries and accidents during maintenance activities.

2. Sustainability and Environmental Benefits

Reduced Material Usage: Linatex pipes' longer lifespan results in fewer resources being used for replacements, supporting sustainable practices by reducing waste and material consumption.

Lower Carbon Footprint: Fewer maintenance activities and the extended durability of the Linatex system contribute to a reduced carbon footprint associated with pipe manufacturing, transportation, and installation.

3. Significant Cost Savings

Lower Maintenance Costs: Linatex pipes have a much longer lifespan (up to 8 years) than steel pipes, which require annual replacements. This will drastically reduce the yearly costs for materials, labour, and equipment hire.

Reduced Downtime Losses: By decreasing the frequency of pipe replacements, the quarry will minimize production downtime, saving up to £12,000 per year in lost production. Over five years, the total savings are

estimated to be £78,990.

Quick Payback: The initial investment of £6,000 for the Linatex system will be recouped within less than six months, providing rapid financial returns.

4. Increased Operational Efficiency

Fewer Disruptions: Fewer replacements will reduce production interruptions significantly, ensuring smoother and more reliable operations.

Consistent Performance: Linatex pipes are highly resistant to abrasive materials, leading to fewer unexpected failures or performance issues, contributing to steady and uninterrupted operations.

5. Long-Term Operational Reliability

Enhanced Durability: Linatex pipes provide superior resistance to wear and abrasion from transporting sand and other abrasive materials, leading to more reliable and long-lasting infrastructure.

Fewer Emergency Repairs: The enhanced durability reduces the likelihood of sudden failures, which typically require urgent and costly emergency repairs.

6. Summary of Benefits

By transitioning to Linatex pipes, the quarry will experience significant cost savings, improved operational efficiency, and a safer work environment. This initiative aligns with the quarry's long-term goals of increasing productivity, improving profitability, and ensuring sustainable and safe operations for the workforce.

Financial analysis

Title	Impact distributed over time	Forecast amount
Total Cost of Project	01-10-2024 – 31-12-2024	-£9,300.0
Total Financial Gain	31-12-2024	£78,990.0
Total cost amount		-£9,300.0
Total gains amount		£78,990.0
ROI		£69,690.0
Profitability		749%

Resources: [Financial Analysis of the Initiative](#)

Daniel Lane – 12 Oct 2024

Support for Neurodiversity



The ADHD Foundation

Supports individuals with ADHD and other neurodiverse conditions through education, training, and advocacy, promoting a strength-based approach to neurodiversity.



The Brain Charity

Emotional support, practical help, and social activities to anyone with a neurological condition and their families. Includes counselling, welfare benefits advice, adult learning courses, and support groups.



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