



Welcome to UK News
21st November 2024
Your weekly update from around Cemex UK

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HEALTH & SAFETY

Success at the MPA Health & Safety Awards



A message from Lex Russell, Chair of the UK Health & Safety Committee.

The Mineral Products Association Health & Safety Awards were held online last week with Cemex UK finalists in four of the categories. On behalf of the UK Health & Safety Committee I would like to congratulate all of our winners, finalists and runners-up for their well-deserved achievements. Recognition such as this relies on team work, and I thank everyone for looking after yourself and each other by being safer through caring. We should all be

proud of our recognition as it is a clear reflection of our company-wide dedication to keeping those around us safe. Please continue to keep Health & Safety your number one priority at all times and keep sharing your ideas and recommendations for Health & Safety improvements. Thank you for your ongoing support.

You can watch the full awards ceremony using this YouTube link:

<https://www.youtube.com/watch?v=hwOZmt5xuVA&list=PLXu4cRX3643fJ3-r2j8ScQMnYLLwxuHGT>

Use the time stamps below to watch our individual Cemex videos too!

You can also find a list of all winners on the MPA website here:

<https://mineralproducts.org/News/2024/release28.aspx>

Full details of our Cemex UK achievements:

Here is an overview of Cemex's achievements at the awards in 2024:

- **MPA Special Award:** Safer through improvements in health and wellbeing – Cemex won this for our 'Hey Girls' and menopause support from their Wellbeing Strategy Group – [VIDEO](#) from 1:48:26
- **John Crabbe Trophy:** Cemex were Joint Runners-Up
- **'The Fatal 6' Award:** Cemex were Joint Runners-Up with our Mixer Rollover Warning System
- **Individual Recognition Awards:** Julie Welch and George Howell
- **Young Leader:** Finalist George Howell

In the Category topic awards:

1. Safer Production:

Certificates of Merit for:

- Bin liner to prevent sticking and build up
- Hydrolig access platform
- Virtual reality 3D tour

Highly Commended for:

- Mould oil concrete build up prevention
- Crusher access single level platforms

2. Safer maintenance & housekeeping

Winner: 'Isolation videos and SSOW' – [VIDEO](#) from 19:46

Finalist: Improved washer barrel access – [VIDEO](#) from 25:00

Certificates of Merit for:

- Remote lubrication system
- Working at height / Sizing screen access
- New walkway on ship to shore tripper
- Manual Handling – cement chute

Highly Commended for:

- Isolation – Personal key retention
- 5S The Shining – Safety is improved by 5S, for positive results

3. Safer handling of inbound & outbound materials

Certificates of Merit for:

- Safe delivery of inbound liquid admixtures
- Steel fibre adding platform

4. Safer management of pedestrians & transport on site

Finalist: Keeping pedestrians safely segmented from plant – [VIDEO](#) from 50:30

Certificates of Merit for:

- Segregation of pedestrians and vehicles with Jersey blocks made from Waste Concrete
- Pedestrian walkway signage
- Catwalk automated access prevention
- Locating stock safety in the stock yard
- Removing manual sleeper gauging
- Traffic and pedestrian management
- Keeping pedestrians safely segregated from plant with AI Human Form Recognition

Highly Commended for:

- Bletchley site pedestrian route upgrade

5. Safer transport & logistics

Finalist: Mixer Rollover warning system – [VIDEO](#) from 1:01:18

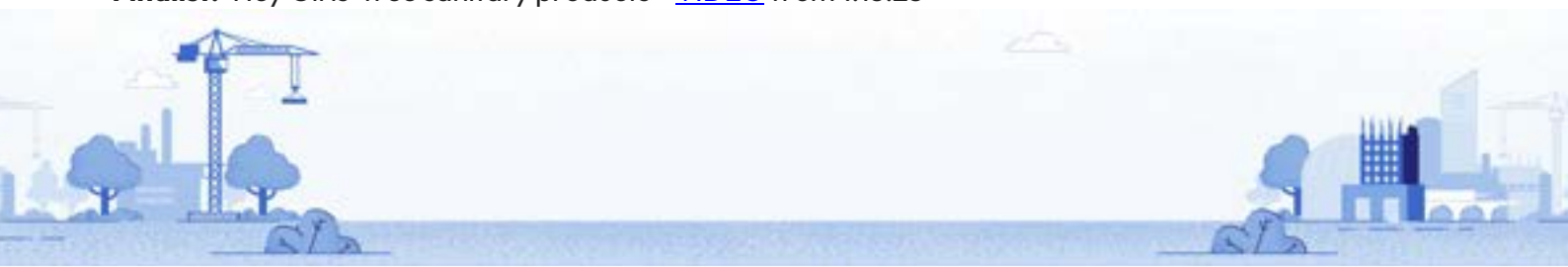
Highly Commended for: Safe systems of work – Transfer to short films

6. Safer operations at a contracting, construction or customer site

Certificates of Merit for: Dry Dock management monitoring and review

7. Safer through improvements in health and wellbeing

Finalist: 'Hey Girls' free sanitary products – [VIDEO](#) from 1:18:25



Certificates of Merit for:

- Health and Wellbeing Wall
- Engaged workforce is a safe workforce
- Journey for Wellbeing improvement
- Menopause support and awareness for both men and women
- Mental Health Training
- Wellbeing and Safety Days
- Wellbeing Strategy Group

8. Safer together

Certificates of Merit for: Safety Essential Monthly Focus

Highly Commended for:

- Fire and emergency arrangements
- Journey for Behavioural Change - apply the basics, every day, with everyone

Supporting Road Safety Week



This week we have been supporting Road Safety Week across our UK business. The theme of this year's campaign is, 'After The Crash', focussing on the devastating impact road traffic accidents can have, not only on the victims but also on their friends and family.

Each day we have been sharing a different impactful video, demonstrating just how life-changing road traffic accidents can be. Thank you for engaging with these videos and taking some time to think about your own driving, and how you can contribute to creating greater road safety awareness.

If you've missed any of the videos from throughout the week, we have shared the links below and the QR codes in the image:

Monday 18th November, Video 1: <https://qrco.de/bfX2cS>

Tuesday 19th November, Video 2: <https://qrco.de/bfX3KU>

Wednesday 20th November, Video 3: <https://qrco.de/bfX3Ka>

Thursday 21st November, Video 4: <https://qrco.de/bfX3Ke>

Our focus on supporting Road Safety Week 2024 highlights our continued commitment to Health and Safety across our Supply Chain network. The videos we have shared throughout the week demonstrate the devastating impact road traffic accidents can have, not only on the victims, but also on their family and friends.

Red Flags for Fraud!

Last year Colin Jones, UK Security Manager, shared some Fraud Awareness training with our colleagues who have front facing customer roles such as our Customer Experience teams and Shipping colleagues - for a timely reminder, you can read all about this [here](#).

You will all be aware that cyber enabled crime remains (and is always likely to remain) one of the highest security threats to our business. Cemex is regularly



subjected to attempted fraud, some successful and costly, but others not, thanks to the vigilance of our colleagues.

Whilst there is a variety of different methods of fraud attempted, each offence was cyber enabled and there have been common strands of learning. To support our colleagues who talk to customers on the phone, our UK Security team in collaboration with our Customer Service Centre Managers, have summarised the critical reminders to detecting fraudulent activity, in a visual aid in the format of a red flag. The flag is attached to our colleagues monitors and serves as a visual reminder of the 'Red flags for fraud' helping to build upon the security awareness culture which is helping to defeat fraudsters.

Here is a quick reminder of those critical warnings to look out for:

- Beware of non-business email addresses (Hotmail, Gmail etc)
- Be cautious of callers uncertain of account details
- Never give out or volunteer account details
- Is background noise consistent with site/office?
- Do not be rushed or bullied over the phone
- Don't be tempted to deviate from the correct process
- Orders via credit card need extra caution – think fraud!
- Report any suspicions of fraud immediately. Ask your team leader to call the company.

Sneezing/Coughing While Driving!

Following a fatal incident in France, a “fit to drive” campaign was initiated in France. Investigations found that a potential contributor to the incident was coughing/sneezing while driving.

As a result, two new Health & Safety posters have been created to be shared with all teams and put on display on all site's Health & Safety notice boards. The posters give guidance for drivers being fit to drive and who may experience a sneezing or coughing fit while driving.



The posters can be found at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Zero 4 Life – Shared Responsibility



At Cemex, Health and Safety is our Number One Value and Priority. Our “Zero 4 Life: Let's do it!” program has been launched to support our journey to ZERO by ensuring the safety and well-being of our employees, contractors, and communities. We believe that every injury is preventable, and we are committed to achieving zero incidents across all our operations.

Safety is our shared responsibility: every employee, every contractor, every day. **Zero4Life: Let's do it!**



Parcel Fraud and 'One Time Code' System

This Christmas please beware of parcel fraud involving the 'One Time Code' system. Read on!

A recent surge in parcel fraud involving the 'One Time Code' (OTC) system is used by companies like Amazon. This bulletin aims to raise awareness and provide essential tips to protect yourself from falling victim to these scams, especially as we approach the busy Christmas season.



What is OTC parcel fraud?

Parcel fraud occurs when scammers exploit delivery systems to steal your packages or personal information. The 'One Time Code' system, designed to enhance security, is now being targeted by fraudsters.

There are several ways the scam may work

1. **Fake Delivery Notifications:** Scammers send fake delivery notifications via email, SMS, or phone calls, claiming to be from a legitimate company.
2. **Request for OTC:** They ask for the One Time Code sent to your phone or email, pretending it's necessary to complete the delivery.
3. **Package Theft:** Once they have the code, they can intercept and steal your package.

OR...

1. **Legitimate Company (EG Amazon)** sends genuine OTC.
2. **Parcel Contents Are Swapped** by dishonest employees within the delivery chain.
3. **Fake Parcel Content delivered** to a victim who provides a genuine OTC for a parcel that contains a no or low value replacement (sometimes a sarcastic Christmas decoration!)

How to protect yourself:

- **Verify Notifications:** If suspicious, verify delivery notifications directly through the official website or app of the delivery company.
- **Do Not Share Codes:** Never share your One Time Code with anyone. Legitimate delivery personnel will not ask for it over the phone or via email.
- **Report Suspicious Activity:** If you receive a suspicious request for your OTC, report it to the delivery company immediately.
- **Monitor Deliveries:** Keep track of your deliveries and ensure someone is available to receive them.
- **With OTC Deliveries Open The Parcel and confirm contents before the driver leaves!**

Christmas season tips:

- **Plan Ahead:** With the increased volume of deliveries during Christmas, plan your purchases and deliveries in advance to avoid last-minute rushes.
- **Secure Delivery Locations:** If possible, have your packages delivered to a secure location, such as a workplace or a trusted neighbour's house.
- **Use Delivery Alerts:** Sign up for delivery alerts to stay informed about the status of your packages.

What to do if you suspect fraud:

- **Contact the Company:** Immediately contact the delivery company to report the incident.
- **Change Passwords:** Change your account passwords to prevent further unauthorised access.



- **Monitor Accounts:** Keep an eye on your bank and credit card statements for any unusual activity.

Stay vigilant and protect yourself from parcel fraud this Christmas season. For more information, visit the official website of your delivery service provider.



CUSTOMER CENTRICITY

Rugby Cement Campaign Shortlisted at Construction Marketing Awards

Earlier this year, Rugby Cement transformed its Bagged Cement range with a redesign, and a subsequent marketing campaign relaunching the range.

The campaign has been shortlisted for the Best Campaign targeting Skilled Trades category at the 2024 Construction Marketing Awards! This recognition follows a remarkable 40% increase in sales with key merchants, showcasing the campaign's impact. The winners will be announced on 3rd December.



The new bags feature:

- A modern design, making the bags recognisable and standing out among competitors.
- Clear and simplistic application guidelines on the front, ensuring ease of selection for the right products.
- Vertua® labelling, highlighting our commitment to sustainable products.

This redesign was strengthened by a multichannel marketing campaign that leveraged Rugby's strong heritage in the market. It aimed to reinforce Rugby as the preferred choice for builders while supporting merchants with point-of-sale materials and trade mornings organised by the Rugby Account Managers.

The success of this campaign is a testament to the combined efforts between the Marketing, Commercial, and Technical team, who worked together in the creation and implementation of the bag design and the campaign.

Celebrating 1,000th Train at Barrington



Congratulations to the team at Barrington for reaching a significant milestone!

The landfill operation at our former quarry at Barrington has been receiving regular trains of inert spoil from tunnelling works being carried out at Willesden Euro Terminal for the HS2 project, and now the 1,000th train has been received! This equates to ~1.5Mt since we commenced in June 2021. This milestone is a testament to the hard work put in by our team, in partnership with the SCS Railways Logistics team.



This achievement also highlights the hugely important role that Rail Logistics plays in the success of major construction projects, such as HS2. Moving spoil by rail and taking lorry loads off the UK road network has provided huge environmental benefits. This is supporting our Future in Action strategy through the reduction in carbon emissions.

Thanks to everyone involved in this fantastic 'One Cemex' joint effort from our Operations, Commercial and Supply Chain teams. Special thanks go to Edgaras Dapsauskas, Tracey Millen and Michael Haines.

Barrington is a huge site with a large complex track with many stakeholders, both internal and external.

Many thanks to everyone keeping this operation safe and effective.



FUTURE IN ACTION

Cemex and RSPB Celebrate 15 Years of Partnership



Last week Cemex and the RSPB marked 15 years of their biodiversity partnership at an event at the RSPB headquarters in Bedfordshire. Initiated in 2009, the partnership aims to improve outcomes for species and habitats by restoring quarries post-operation.

The event was attended by the Cemex/RSPB Steering Group members and included RSPB CEO Beckie Speight plus other members of the RSPB team. Together, the group reflected on some of the successes of the partnership to date and through several workshops,

discussed priorities for the future with the ongoing commitment towards continuing to enhance biodiversity for a Nature Positive future.

Meeting the full team for the first time was Carl Cornish, the new Senior Business Conservation Adviser for the RSPB-Cemex Partnership. Carl has been working for the RSPB for past 14 years in the East Midlands as a Conservation Officer and is now excited to get to know our Cemex business and the stakeholders who will be critical to the ongoing success of our partnership.

To date, the partnership has led to significant biodiversity gains, including the restoration of over 1,750 hectares of priority habitats, the restoration of grasslands, woodlands, heathlands, and ponds, the planting of over 100,000 trees. These efforts have created habitats for 46 threatened bird species and numerous other wildlife, such as otters, red squirrels, and water voles. Various rare butterflies, moths, birds and wildflower species have been recorded at Cemex sites through the Biodiversity Management Plans.

Looking ahead, we will continue to prioritise biodiversity through our global Future in Action programme, aiming for carbon net zero by 2050. The UK serves as a pilot for Cemex's Nature Positive by 2030 programme, which includes habitat mapping to measure and enhance biodiversity. The partnership's success in the UK has inspired similar initiatives across Cemex's European operations.



2024 Sustainability Best Practices – Register your initiatives



The 2024 Sustainability Best Practices campaign is now open for submissions, available until 18th December. This effort aims to recognise the best practices, projects, and initiatives, whether they're planned or already executed, across our global operations that contribute to our Future in Action program. Any initiatives set for 2024 are welcome to participate!

As Sustainability ambassadors, we're excited to see and recognise all the projects, ideas, and initiatives aligned with our Future in Action program in which you and your teams are working on.

For more details about the campaign and to register your initiatives, please visit the campaign site: [2024 Sustainability Best Practices campaign](#).

Don't miss out this opportunity to showcase your efforts and to win a global recognition at the Global Awards 2025 event.... and remember to spread the word to other colleagues with efforts related to Cemex's Future in Action program.

Any questions about the campaign or the registration process, please reach out the Corporate Sustainability team.

PROFITABILITY

Green Belts Workshop

Recently, the UK Operational Excellence team delivered a 'Green Belt' two day training course with delegates from Land, Development and Permitting, Rail and Sea, Engineering Projects, Readymix Operations and Operational Excellence.

Green Belt Problem Solving projects are usually more complex problems that have a negative impact on one or more Key Performance Indicators. As a result, the projects usually take between 3 – 6 months to complete but can take longer!

The aims and objectives of the two day session were to give the delegates the tools and knowledge to:

1. Clearly 'Define' their projects including identifying the major Stakeholders.
2. Accurately 'Measure' the critical success factors both before and after implementation.
3. Use effective tools and techniques to 'Analyse' data.
4. Brainstorm effective 'Improvement' ideas using Impact / Difficulty matrices to prioritise the highest impacting actions.
5. Standardise 'Control' measures to ensure the improvement actions stick.



There is a wide range of projects currently being worked, from Minimising Project Snagging Items and Streamlining Working Methods to more effective Mixer Truck Washouts.

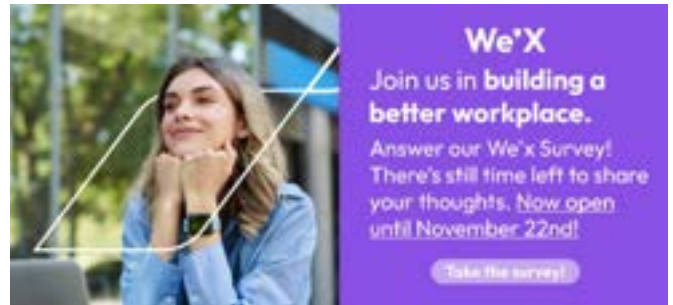


EMPLOYEES

Last Chance to Take the 2024 We'X Survey

Good news! The deadline for this year's We'X Survey has been extended to Friday 22nd November.

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.

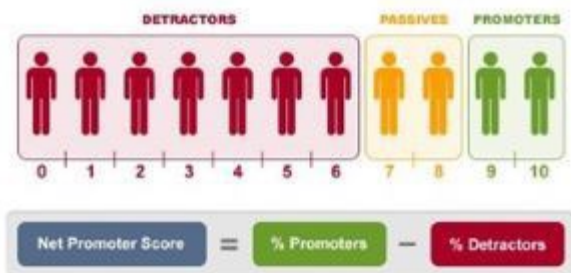


You should have received an email from a third-party company called Qualtrics, so please check for an email from workforceexperience@qualtrics-survey.com, or a letter in the post with a QR code. If you access the survey via QR code you will need to use your employee number and in some cases you may need to omit the initial digit '0' 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:

This is your LAST 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.**



Common Misconceptions About Neurodiversity

Understanding neurodiversity is essential for fostering an inclusive and supportive workplace. However, several misconceptions can hinder this understanding. Here are some common myths and the realities behind them:



- Myth: All neurodivergent individuals are the same
 - Reality: Neurodivergent individuals are as diverse as neurotypical individuals. Conditions such as autism, ADHD, dyslexia, and dyspraxia manifest differently in each person. For example, one autistic person might be non-verbal and highly sensitive to sensory input, while another might be highly articulate and less affected by sensory stimuli.
- Myth: Neurodivergent individuals are less competent
 - Reality: Neurodivergent individuals often possess unique strengths and skills. For instance, people with autism may have exceptional attention to detail and strong analytical abilities, while those with ADHD might excel in creative problem-solving and dynamic thinking.
- Myth: Neurodiversity is a mental illness
 - Reality: Neurodiversity refers to the natural variations in the human brain and is not a mental illness. It includes different ways of thinking and processing information, which can be strengths in various contexts.
- Myth: Traditional discipline works for neurodivergent children
 - Reality: Traditional disciplinary methods may not be effective for neurodivergent children and can sometimes be harmful. Understanding and accommodating their unique needs is crucial for their development and well-being.
- Myth: Neurodivergent individuals cannot lead successful lives
 - Reality: Many neurodivergent individuals lead successful, independent lives and make significant contributions to their fields. For example, Dr. Stephen Shore, an autistic professor, has made substantial contributions to the field of special education.

By debunking these myths, we can create a more inclusive and supportive environment for neurodivergent individuals, allowing them to thrive and contribute their unique talents to the workplace.

In last week's UK News, we shared some links to organisations who can support neurodiverse individuals.

Click here to find out more: <https://cemexuknews.co.uk/employees/support-for-neurodiversity/>



On the Right Track – Paving the Way for UK Logistics



Cemex UK's Public Affairs team, alongside Mark Grimshaw-Smith, Head of Rail and Sea, recently attended a parliamentary reception for the launch of Logistics UK's new report, *The UK Logistics Network*. This landmark publication maps the country's critical supply chain infrastructure and aims to spark a vital conversation about the future of logistics in the UK.

The event, hosted by Bill Esterson MP, Select Committee Chair, brought together industry leaders, policymakers, and stakeholders to discuss the report's findings and the strategic importance of a resilient logistics network. With Cemex heavily

reliant on efficient road, rail, river and sea transport for delivering materials across the UK, the event presented a key opportunity to engage with decision-makers on the challenges and opportunities within the sector.

Cemex representatives contributed to discussions on improving planning systems, strategically aligning freight connectivity, sustainability, and innovation in logistics, highlighting the company's commitment to supporting a more efficient, low-carbon supply chain. This aligns with Cemex's broader sustainability goals and its strategic focus on leveraging alternative transport modes to reduce emissions.

By participating in events like this, Cemex demonstrates its dedication to shaping conversations that influence the future of UK infrastructure and ensuring the company remains a trusted partner in building a sustainable supply chain.

Christmas Discounts Galore!

Christmas is fast approaching so take advantage of offer of our Cemex Lifestyle Platform to gets some amazing gifts and maybe a few treats for yourself!

<https://cmx.employeebenefitsplatform.com/dashboard>

Here are just some of the offers available!

- [15% off at Benefit Cosmetics](#)
- [Save up to 10% on Apple products!](#)
- [Save up to 70% on Ladies and Mens fragrances PLUS an extra 6%!](#)
- [15% off a beautiful bouquet and FREE delivery for both New and Existing Customers!](#)
- [Save 22% on gifts and experience days!](#)



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
213-11-2024	Internal Sales Executive	Materials - Readymix	Sheffield	22/11/2024
214-11-2024	Sales Executive	Materials - Readymix	Yorkshire	04/12/2024

We would love to hear from you for the next edition

To send us a story: either click on 'submit a story' on the UK News website or email gb-communicationsandpublicaffairs@.com

If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.

Do you need support? Care first

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

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

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

  **Call 0808 168 2143**
Visit www.lifestyle-support.co.uk
Username: cemex
Password: cemex





FIT TO DRIVE

Check your health
condition before driving



✓ = It's important for drivers to ensure they
✓ = are fit to drive before starting any
✓ = journey. Here are some steps to help
check your health condition:



Take a moment
to self-assess
how you feel



Check your
numbers (BP,
sugar levels)



Have you had
medication if
required?



Avoid driving on
empty stomach
or dehydrated



Ensure you have
had adequate
sleep



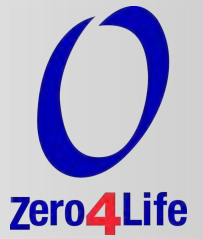
Assess your
mental state -
(stress, anxiety)



Ensure vision is
clear, eye-wear
is up to date

Stay safe and
take care!

Sneezing while driving



Sneezing can cause your eyes to close for up to 3 seconds. While driving at 70mph, you could travel up to 100 metres with your eyes closed!

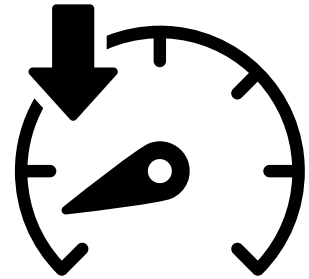
Follow these steps if this happens to you

**KEEP
CALM**

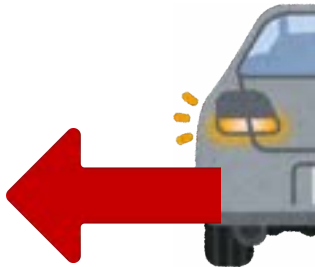
Remain calm to
avoid panicking



Keep both hands
on the wheel



Gradually reduce
your speed



Signal, pull over
if safe to do so



Turn on
hazard lights



Take a break,
drink some water



Assess your
condition



Keep tissues and
water in vehicle

**The same steps
also apply to
coughing
fits**

