

CemExpress



ISSUE 34 | AUTUMN/WINTER 2024



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INNOVATION



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DRIVING
OUR FUTURE

A WORD FROM...



MARTIN CASEY, DIRECTOR PUBLIC AFFAIRS, COMMUNICATIONS & SOCIAL IMPACT

Welcome to the latest edition of CemExpress.

Health, safety and wellbeing are our number one priority as a company, so it is therefore fitting that we have recently launched our 'Zero4Life - Let's Do It' initiative. You can learn more about it inside this edition, along with more information on some of our wellbeing programmes.

Speaking of wellbeing, it would be remiss of me not to highlight the charity bike ride that took place earlier in the autumn, all the way from our Stockton-on-Tees office to the Marine offices in Southampton! What a great effort from the riders, and all those who supported them in raising awareness and funds for Sense, which works to help people with complex disabilities gain independence. The Cemex UK website has recently been updated with new information about this, along with our other social impact initiatives.

Our diverse UK business means that there is also a wide range of innovative and interesting developments, including the introduction of Regenera - a waste management and recycling partnership programme at Coleshill Quarry.

We recently hosted our first-ever careers open day, attended by students from local schools and colleges in Southampton at St. Mary's Stadium, with the aim of introducing them to our UK business and the wider mineral products industry.

The annual Communications Forum took place too, where employee representatives of all areas of our business had a chance to hear from leaders and ask questions.

Since the previous edition of CemExpress in the summer, much has changed. Most notably, we have had the general election and now have a new government in place. That brings change, not only in our personal lives, but also to the company. We have been engaging with the various departments and ministers to ensure that they understand our business priorities and how they can introduce policies to support them. Good examples include decarbonisation initiatives like the

(CONTINUED ON PAGE 4)

WELLNESS, FUNDRAISING, & TOGETHERNESS

In September, colleagues from across the UK came together to take part in our first Cemex UK Wellness Week, an event encompassing team spirit, togetherness, wellbeing, fundraising and inclusivity. The week-long fundraiser aimed to shine a spotlight on the UK charity Sense, raising awareness of its aims to help people with complex disabilities experience the world and fulfil their potential.

During the week, ten Cemex employees, all keen amateur cyclists, took part in an epic five day, 430 mile, bike ride from Stockton-on-Tees to Southampton, calling at Cemex sites along the way. During the week they were joined by the Mayor of Tees Valley, the MP for High Peak, and the MP for Rugby. Colleagues came out to cheer the cyclists on at sites along the route. They all arrived at our

Marine office on the Friday afternoon in high spirits, having safely completed their incredible fundraising challenge, together raising a huge amount for Sense.

Meanwhile, taking on the challenge to boost our wellbeing and increase our fitness, colleagues of all ages, ability and fitness levels, recorded over eight million steps, almost matching the equivalent steps of the cycling team, a really incredible 'One Cemex' effort.

To date, we have raised over £18,000 for Sense. A huge thank you to everyone who has supported these fantastic fundraising events.

You can read more about this amazing challenge on the centre pages!



HEALTH & SAFETY UPDATE

BY ANDY TAYLOR,
UK HEALTH & SAFETY DIRECTOR



While it is disappointing our more serious injuries are up slightly compared with 2023, most importantly, there have been no workplace fatalities for a sixth consecutive year. Of course, fatality free performance should be an expectation, but it's worth reflecting on the fact that not so many years ago workplace fatalities were sadly, not uncommon.

In the past few months, we have continued to make significant progress with our key wellbeing and safety initiatives, with over 1,000 people having now attended the Wellbeing and Safety sessions with Jason Anker MBE, nearly 300 managers and supervisors attending mental health awareness training, and our Wellness Week in September promoting the value of exercise while raising over £18,000 for the disability charity, Sense.

Thanks to our Operational teams, we have audited work at height arrangements across the business, developing plans to address any areas for improvement, continued to progress workplace standards through our 5S programme, and taken a lead implementing the industry MP Connect platform, which is intended to promote competency of contract personnel and their companies.

It has been encouraging to see many areas of the business extend their injury free records, including the following in the last quarter:

UK South West	→	3 years
UK Admixtures	→	23 years
UK Marine	→	5 years
UK Building Products Floors	→	1 year
UK Building Products	→	1 year
UK DSM	→	18 years
Supply Chain UK Aggregates & Asphalt	→	2 years

Of significant concern is the increase in incidents with high potential for injury (HiPos) that we have seen this year (16 YTD 2024 v 12 YTD 2023). These incidents have involved situations that have resulted in life changing or fatal injuries in the past, such as breaches in isolation procedures, inadequate control of work at height and runaway vehicles. It is also worth noting we suffered a significant increase in serious injuries in the first four months of both 2023 and 2024. As we start to think about our health and safety plans for 2025, we must consider what more is required to effectively eliminate/reduce risks in

NEW DRIVER INDUCTION PROCESS

A new standardised induction process for drivers has been devised and agreed by a number of companies from within the industry, including Cemex, Aggregate Industries (AI), Breedon and Heidelberg.

The new process utilises the MP Connect platform, which has been created by the Mineral Products Qualifications Council (MPQC) and is supported by The Mineral Products Association (MPA).

The driver induction process will be a mandatory requirement for all drivers entering Aggregate Industries, Cemex, and Breedon sites by 1 January 2025. Without completion of the Driver Induction on the MP Connect platform, drivers will be denied access.

Importantly, drivers will significantly benefit from the new process, with the one industry-wide induction rather than numerous separate ones for each company. This will then be supplemented by annual site-specific inductions.

Proof of having completed the driver induction will be stored on the MP Connect platform and be visible on site, enabling eligible drivers to work more efficiently, as well as safely.

David Hart, Cemex Supply Chain Director and chair of the MPA Transport Committee, said: "This new standardised industry driver induction has been produced with collaboration with drivers, hauliers, transport managers, and MPQC. Hosted on the MP Connect platform, it will benefit us all by providing visibility of the driver's induction status."

SEASONAL MESSAGES



WINTER DRIVING

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, particularly in snow, ice and rain? If you drive an EV, you may need to consider how the battery-range may be 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 is 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, bootlid 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.

HAVE YOU HAD YOUR FLU JAB YET?

With temperatures dropping as we go into winter, why not be prepared by getting your flu jab?

Flu is an unpredictable virus that can cause mild or unpleasant illness in most people. Over time, protection from the injected flu vaccine gradually decreases and flu strains often change. For this reason, new flu vaccines are produced each year, which is why people are advised to have the jab annually.

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.

Note for Managers: Requests for reimbursement should be sent to the HR Admin team using the form available via this QR Code.



THE JOURNEY OF A MINERAL

We've recently launched a short film entitled 'The Journey of a Mineral', designed to show how the materials we produce help to provide new homes, schools, hospitals, leisure facilities, road and rail improvements, alongside other vital infrastructure across the UK.

The video shows the end-to-end story of how the minerals we source and process from our quarries, marine operations and recycling play a vital role in creating buildings and infrastructure that help to improve quality of life.

As well as demonstrating the work we do in producing, transporting and delivering these materials to our customers, it also shows how we engage with local communities and carry out vital restoration work to enhance biodiversity and benefit nature.

Have a watch using the QR code provided and see how the roles we all perform on a daily basis help make a significant contribution towards the world we live in.



NEW SWINDON DRY MORTAR AND SPRAYED CONCRETE FACILITY



Cemex recently announced plans for a new plant in Swindon, Wiltshire, opening in 2025, and dedicated to dry mortar and sprayed concrete production.

As part of the Cemex Urbanisation Solutions, the new facility will enable Cemex UK's Mortar business to increase production capacity in the South East and South West and become a national supplier of both dry mortar and sprayed concrete.

Mike May, European Mortars Sales Manager at CEMEX Urbanisation Solutions Europe, comments: "We have seen our Mortars business grow from strength to strength in recent years, with demand reaching capacity for dry mortar and sprayed concrete at

Dove Holes in Derbyshire and at our dry mortar plant in Braintree, Essex. It is a nice problem for us to have and Swindon offers us the solution. The new Wiltshire plant is strategically located and will enable us to increase capacity and penetrate new regional markets, while expanding existing markets. The UK team is looking forward to an exciting 2025 serving our existing customer base and welcoming more to Wiltshire to experience our new 'Experts In Mortar' service offerings."

Building work for the new facility began in August 2024, with development works progressing into the new year. The site is planned to be operational during the second half of 2025.



CEMEX NOMINATED FOR 2024 TUNNELLING AWARDS

The New Civil Engineer's 2024 Tunnelling Awards are a prestigious industry awards event, dedicated to suppliers and contractors from across the tunnelling sector. They are a fantastic opportunity to showcase some of the incredible projects and solutions being implemented across the UK each year.

The 2024 awards are due to take place on

Thursday 5th December and, at the time of writing, Cemex has been shortlisted in two categories: The Specialist Solutions Entry and Tunneling Specialist Supplier of the Year, both for our Vertua® Lower Carbon Sprayed Concrete.

Fingers crossed for all the teams involved in these awards.



PERMAFLOW BECOMES PERVIA

Back in 2015, our UK Readymix business launched Permaflow, our permeable concrete solution for surface and stormwater management. Over the coming months, Cemex UK is renaming Permaflow to Pervia. This aim of this name change is to align with our global product offering and commitment to sustainability.

Pervia is one of the latest products to join our Vertua® family of more sustainable products, classified under Vertua's water conservation category due to its ability to facilitate water infiltration into the soil, enabling smart water use and management.

Pervia is engineered to incorporate

interconnected voids, allowing water to filter and return to the ground. When integrated into a Sustainable Drainage System (SuDS), it provides our customers with an effective solution to combat increasing surface water runoff from flash flooding caused by heavy rainfall, ensuring the collection of rainwater without discharging it into the sewage system. This is becoming increasingly important for developers as 3-day storms have increased by 50% since the 1960s.

Pervia is available in a range of permeability and compressive strengths for use in surface or lower layer applications and can be supplied from across the UK Readymix network.

RESEARCH & DEVELOPMENT UPDATE

BY MIKE HIGGINS,
NATIONAL TECHNICAL MANAGER

Our National Technical Centre team has continued to make progress on our 18 live UK R&D projects. The projects include Aggregates, Asphalt, Readymix, Admixtures and Building Products. They have made exciting progress, with some of the projects moving from concept stage to laboratory trials, while others have progressed out of the lab to plant trials. Most of our recent R&D activity continues to focus on more sustainable solutions, driven by market and specifier interest, along with project specific customer requests.

Some examples include:

- The evaluation of recycled materials, driven by the ongoing Circular Economy activity. Here the team have been evaluating materials for use in Readymix by assessing impact on finished product characteristics of over 50 Circular Economy Opportunity Sources. The laboratory has also established new testing regimes to assess Opportunity Sources through investment in equipment and training.
- An Innovate UK funded project as part of the £3.2 million Decarbonisation of Concrete fund, working to reduce embodied carbon of Readymix using ternary blends and exploring the impact of including graphene into the mix. This project is currently at laboratory evaluation stage with a customer site arranged for Q1 2025 in Leeds to Northumbrian Water through Galliford Try.



• An interesting project developing photocatalytic solutions. This project originates from Communities of Practice following some success in Mexico and is focussed on reducing the concentrations of Nitrogen Oxides (NOx) and other harmful substances in the air. The Early Engagement team has also been developing market interest within the Specifier community on this topic.

• Some joint development work between UK and France R&D teams on permeable concrete solutions for a customer specification out of the laboratory to site trials. The UK R&D team have localised the technology from our Global Research Centre in Switzerland and developed a bespoke solution for sports applications.

If you have any product R&D proposals or customer challenges that you are unable to address, please get in touch with the National Technical Centre team on 01926 812 671.

ALL ABOARD FOR CAREERS OPEN DAY

In collaboration with the Solent Careers Hub, Cemex UK hosted an open day at St Mary's Football Stadium, Southampton, next to our Leamouth Wharf and Marine operations. The aim of the day was to introduce students from four local schools and colleges to our UK business and the wider mineral products industry.

Estate, Wessex Archaeology, Brockenhurst College, SSTG, Minerals Matter and Maritime UK Solent.

Our collaboration with Solent Careers Hub not only benefits students but also helps us as a business, shaping the skills we need for a more sustainable future.

Kurt Cowdrey, from UK Marine, opened the event with some inspirational words to the students. Commenting on the event Kurt said: "It was a great event and day, well done to the organisers and congratulations to the students."

Chiedza Mupfumira, Social Impact Specialist, added: "At the heart of our commitment to engaging communities is our people-centred approach. One of the ways we honour this is by supporting young people through career guidance opportunities. We were delighted to see so many young people showing an interest in our company at the open day, asking some great questions and engaging with our event partners. We hope the day gave the students a broad understanding of our company and the importance of the industry as a 'foundation industry'."

This was the first open day held exclusively for students, designed to offer insights into career pathways at Cemex and ultimately help them make informed decisions about their futures.

The students enjoyed tours around our dredger ship, the Cemex Go Innovation, our Leamouth wharf and Readymix plant. They had a fantastic opportunity to talk to our professionals and partners, ask lots of questions and gain a real-world insight into our company and the world of work in general.

The event was strongly supported by Cemex colleagues from across our UK businesses, including Cement, Dry Silo Mortars, Planning, Readymix, Sustainability, Aggregates and Marine. Also supporting were our partners from the Southampton area; The Crown



A WORD FROM...

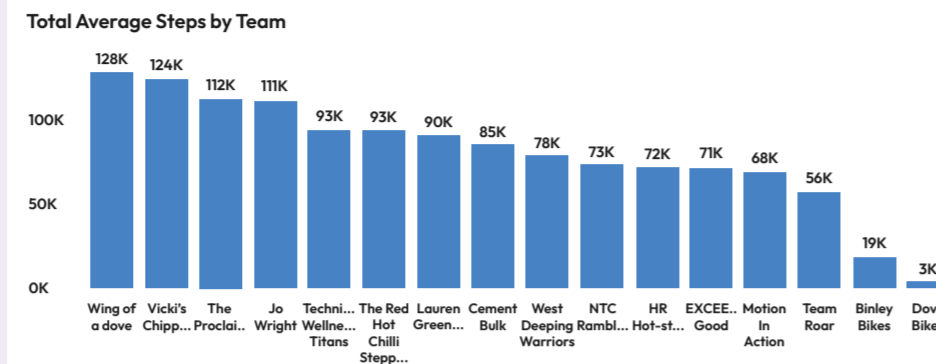
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Carbon Border Adjustment Mechanism (CBAM), reform to planning regulations, and the development of an industrial policy.

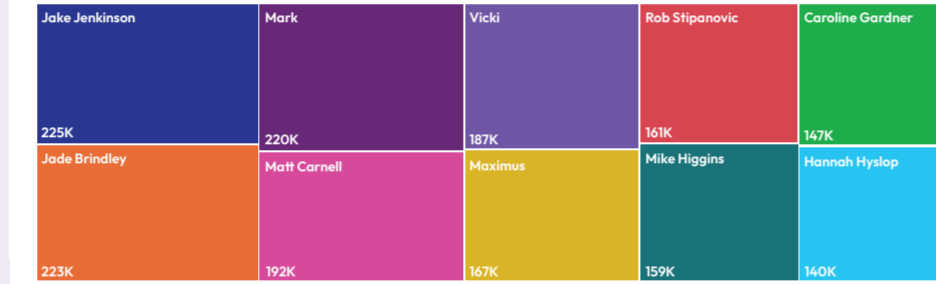
This year we celebrate the 15th anniversary of our partnership with the RSPB. Our collaboration goes from strength-to-strength, delivering better outcomes for nature and helping the company towards its 2030 target of being biodiversity net positive.

There's all this and so much more going on across our UK business, so I hope you and your family enjoy this latest edition!

Cemex Wellness Week: The Results



Top 10 Steppers!!!



WELLNESS, FUNDRAISING, AND TOGETHERNESS

(CONTINUED FROM PAGE 1)

The Cemex Wellness Week 2024 was an inspiring initiative, in collaboration with the charity Sense, and became our largest fundraising community challenge to date. It was aimed at boosting our wellbeing, bringing together our colleagues and our local communities from across the UK, while fundraising and raising awareness of Sense's support for people with complex disabilities. These aims align with Cemex's ambitions to foster an inclusive environment, where everyone feels a sense of belonging and can achieve their full potential.

The bike ride kicked off from Stockton-on-Tees early in the morning, with the cyclists being cheered on by colleagues from the Stockton office. The Mayor of the Tees Valley, the Rt Hon. Ben Houchen, was present to fire the starting pistol, marking the beginning of this epic journey. Dave Hart, Supply Chain Director, also joined to support the team.

The cyclists, who came from various parts of the business, covered 89 miles on the first day, building camaraderie despite a few unexpected twists and turns. The team included Susie Taylor from UK Marine, James Ward from Cement Logistics, Edward James Tisor from Cement Logistics, David Hakes from Materials UK Engineering, Craig Large from Cement Ops Maintenance, Rob Greenfield from HR Planning & Development, Colin Jones from UK Security, Al Laverly from Materials UK Engineering, James Fairclough from Central - Demand Generation, and James Carling from Land Development.

The Cemex Wellness Week also got employees from across the UK involved in

plenty of physical activities and fund raising for Sense. While we were able to follow the cyclists' progress with a live tracking link, we could also follow our teams' wellness activities from the daily dashboard. Everyone demonstrated a really positive competitive spirit, which is testament to the power of community and its ability to make a positive difference in the workplace.

The Cemex Wellness Week was a remarkable event, bringing together the Cemex community and beyond, to support a worthy cause. It highlighted the importance of inclusivity, collaboration, and physical well-being, all while raising over £18,000 for Sense, making a real difference to people's lives. This initiative not only showcases Cemex's commitment to social responsibility but also inspires others to get involved and support their local communities.



CEMEX SUPPORTS BASILDON MEMORIAL GARDEN

Cemex has lent its support to a community project with fire fighters from Basildon Fire Station in Essex, to create a 9/11 Memorial Garden in commemoration of all those who lost their lives in the tragedy - 67 of which were citizens of the UK, the highest number of any country outside the USA.

The memorial garden was officially opened on Wednesday 23rd October, with Carl Scheetz, a retired New York firefighter who was on duty on September 11th 2001, in attendance. The project was initially conceived as an idea by fire fighters from Basildon Fire Station and has now been completed with the help and dedication of local partners and businesses.

As part of the commemoration, a piece of World Trade Center steel has been flown to England to form a central part of the memorial garden (see image). Whilst many of the materials from the buildings were removed as part of the investigation, some of the artefacts were kept and institutions

have been able to apply to house sections of the steelwork. Twelve applications have been allocated for the UK, of which Basildon fire station is one, with others having gone into museums.

Cemex, along with other local partners, has provided support in the form of building materials to help create the memorial garden and turn the idea of Basildon's fire fighters into a reality.

Tony Archer, Commercial Development Manager from Cemex, commented: "When we were initially approached to support this project, we made every effort to provide both the building materials and our expertise in producing an advanced fibre concrete that would deliver the level of performance and reinforcement required. Working with other partners across the community to help create this memorial for the fire fighters of Basildon showcases the value Cemex places on collaborating with local communities."

Find out more about Cemex's work in the community

IMPROVEMENTS TO SOCIAL IMPACT WEBPAGES

We are pleased to announce the launch of our new UK Social Impact webpages, showcasing the positive impact that Cemex is making in the communities we work within.

The improvements to this area of our website allows us to demonstrate our social impact strategy and how we are delivering on this through a range of local activities - including our employee-led volunteering and charity work - to our wider community engagement and community investment partnerships.



Our website provides the vehicle to showcase this work to both internal and external audiences, demonstrating the various community activities we support. Recent examples include food banks, disability charities, local heritage sites, community festivals, careers fairs, school and college visits, youth clubs, sports teams, and local conservation and biodiversity projects.

Learn more about our social impact work via the QR codes above.

SOCIAL IMPACT 2024

Beyond donations and volunteering, Cemex engages in partnerships that address societal challenges, enhance our reputation, and align with the UN's Sustainable Development Goals.

These initiatives underpin our steadfast commitment to social responsibility while strengthening the communities we serve. By collaborating with specialist organisations, groups, and charities, we aim to create a lasting positive impact.

Our work with Groundwork East and Groundwork 5 Counties educates children about the quarry lifecycle, with a focus on restoration and biodiversity. This initiative aims to spark curiosity and passion among

young children. Our partnership with Pan Intercultural Arts supports youth from diverse backgrounds, aiding them in overcoming trauma and integrating into their communities through artistic expression. Additionally, our collaboration with the Cambridge Science Centre enhances STEM outreach and enriches learning experiences for numerous students.

With the dedicated support of our Supply Chain team, we have now launched the Rail Safe Friendly partnership, which has provided essential rail safety education to over 10,000 school children. Together, these efforts exemplify our proactive approach to supporting and shaping the future of our communities.



LEND A HAND WEEK

Cemex held its inaugural 'Lend a Hand Week' from 17th to 21st June, partnering with six organisations for impactful community activities.

These included enhancing a care home, supporting a homeless charity, creating an environmental education space, rejuvenating a safe house garden, and improving a local heritage site garden. In total, 62 Cemex colleagues contributed to eight different activities across the week with a total of 461 volunteering hours across locations, from Manchester to Colne Valley. This event showcased our commitment to community engagement and the strength of our teams in collaborating with local communities and delivering our core values.



ALREWAS PLANT ADOPTS RENEWABLE ENERGY

As part of Cemex's company-wide climate action programme, 'Future in Action', our Alrewas site has installed a hybrid solar unit in a bid to significantly reduce both CO₂ emissions and the plant's operational costs. The new facility opened in 2023 without mains electricity, which means the site has been exclusively powered by diesel generators until recently. Once the renewable power units were installed, the Operational Excellence team was able to reduce the night-time diesel generator usage by a massive 68%.

Steven Coles, Operational Excellence Manager, West Europe Materials, comments: "Cemex is embracing all forms of new innovations and ideas in the quest to lower our carbon footprint. As our operations transition towards net zero, we are all enjoying the experience of designing and utilising new technology, with batteries and other forms of renewable energy. Cemex's intensive training with the Renewables Institute has enabled us

to skill up in this critical area. It is empowering in itself to have completed several renewable projects over the past year and to now have more exciting projects in the pipeline."

Andy Spencer, VP for Corporate Affairs, Sustainability & ERM, adds: "It is inspiring to witness our Future in Action programme sparking high levels of ingenuity and creativity within our workforce. The renewables installation at Alrewas is attractive in both payback and CO₂ reduction, as well as being replicable across other operations that are not able to be connected to the electricity grid. The future here is bright!"

As a result of the success at Alrewas, a second battery and solar unit installation is now planned at Cemex's Hamer Warren Quarry, in the New Forest, Hampshire. The same renewable energy technology will be utilised at Hamer Warren to reduce diesel consumption during the plant's onsite pumping activities.



NEW REGENERAR PARTNERSHIP AT COLESHILL

Cemex has introduced Regenera, a waste management and recycling partnership programme, at our Coleshill Quarry in Warwickshire.

Production at the new Coleshill Regenera recycling facility started in September and has witnessed rapid early development due to a longstanding partnership with HD Ricketts, a major existing Cemex customer, specialising in recycled aggregates.

Lex Russell, Managing Director, Cemex UK, comments: "Coleshill is a prime UK site for Cemex Regenera. With over 20 years' experience in the waste management sector, we launched the Regenera business globally in 2023 as a natural evolution for the organisation. We have been effectively managing and integrating waste and industrial byproducts into our production processes for many years. Regenera is now the umbrella under which Cemex will provide all of its circularity solutions, which extend the life cycle of products and materials by re-purposing them into value-added products. A wide range of tailored services including reception, management, recycling, and

the co-processing of waste have also been incorporated into the Regenera offering."

Adrian Ricketts, Managing Director, HD Ricketts adds: "Working in partnership with Cemex builds on the existing close working relationship between our two organisations and brings together the best of both worlds. The combined expertise of HD Ricketts and Cemex's Regenera business will allow us to maximise and explore many future opportunities in waste management and recycling - clearly demonstrating our joint commitment to circularity and decarbonisation."

Regenera provides sustainable solutions for three major waste streams. Municipal and Industrial Waste, Construction Demolition Excavation Waste (CDEW) and Industrial Byproducts. Municipal and Industrial Waste have been contributing to the production of alternative fuels to power Cemex's cement operations through our pioneering ClimaFuel solution, which has led to significant reductions of 71% in the use of traditional fossil fuels within the cement making process at Rugby Cement Plant.

NEW SUSTAINABLE CONSTRUCTION ACADEMY

Cemex UK has launched a new Sustainable Construction Academy via our Cemex University learning and development platform, helping to develop future talent across the industry. The aim of this new learning programme is to increase knowledge and understanding across the building and construction sectors of how lower carbon materials can support the sustainability requirements of modern building and construction projects.

It's free to register via: <https://cemexuniversity.com/Course/SustainableConstructionAcademy> and, as well as gaining a valuable insight into the sustainability benefits that can be achieved through the use of more sustainable materials and products, participants will also receive a digital certificate upon completion.



Mike Higgins, National Technical Manager at Cemex, explains: "The Sustainable Construction Academy is an exciting new learning and development platform that will provide the wider industry with a better understanding of how innovative and more sustainable concrete solutions can help enhance project value and support environmental certification goals."



COME WIND OR SHINE!

Cemex's Avonmouth Wharf has recently benefited from the installation of solar panels and Cemex's first wind turbine. This is one of several renewable energy installations as part of our Future in Action strategy.

All energy is captured using a 9.2kWh battery, meaning no renewable energy is wasted. This 'hybrid' solution was designed specifically for

Avonmouth, and it means that 'come rain or shine' we can generate renewable energy on the site.

Our investment in the installation of a wind turbine and solar panels at our Avonmouth Wharf will not only harness the power of renewable energy, but also pave the way for a sustainable future for the site.

EPD PUBLICATION SUCCESS

Cemex UK recently announced that it has published Environmental Product Declarations (EPDs) for products at our Rugby and Tilbury Cement Plants. The EPDs have been gained for cement delivered in bulk tankers, covering more than 80% of manufactured cements.

Paul Fletcher, Head of Sustainability for Cemex Europe comments: "Achieving third-party verification through the International EPD System provides independent and transparent information of our cement's environmental performance over the entire lifecycle of the product."

"The EPD factors in all raw materials, energy inputs and water usage throughout the manufacturing process and therefore provides us with a holistic validation of our products to support our net zero ambitions."

CEM II/A-L 52,5N (Cemstone) is a factory produced Portland composite cement with the addition of limestone, containing around

80% clinker. It provides benefits in a wide range of concrete, mortar, render, screed and grout applications being suitable for use as an alternative to Portland cement in most types of concrete.

CEM I 52,5N cement is a traditional Portland cement, containing 95% - 100% clinker, and is now being replaced by Cemstone across most customer segments due to the lower carbon intensity of Cemstone.

Both cements can be used to produce precast and prestressed concrete elements and can be used in ready mixed concrete. Recent changes to BS8500, the complimentary British Standard to the European concrete standard EN206, now allow Cemstone to be used in combination with other additions to produce concrete suitable across a wide range of Exposure Classes. As a result, specifiers and concrete producers can select and produce even lower carbon concretes that support the industry's drive to Net Zero by 2050.



ENERGY EFFICIENCY THROUGH REAL-TIME MONITORING

As part of our Digital Forward strategy, we've implemented a project across our Readymix plants in the UK to install panoramic sensors, from which we can obtain live real-time monitoring and feedback of our energy usage. We now have over 100 plants in the UK, France and Spain that are using this technology.

Working in partnership with Centrica, which provides the digital platform used to monitor our energy usage, we are now able to monitor out of hours energy usage and anomalies or problems instantly, via a live alert system.

With traditional monthly meter readings, decisions and actions relating to site energy usage could only be made retrospectively after any issues had taken place. If a piece of equipment had been left on, or was using more power than expected, then the business would have absorbed any cost associated long before we were even aware of the issue.

Panoramic Power gives us the ability to monitor our energy usage in real-time, so we can take immediate action to improve

our energy efficiency. While operatives are unable to monitor energy usage constantly due to the variety of tasks that their roles entail, the alert system has provided a particularly useful feature that allows us to react where we are seeing anomalies or peaks in energy consumption.

We have also installed live water monitoring via the Panoramic Power system at a handful of our sites, providing us with real time visibility of our water consumption. This will also help us to meet our freshwater reduction targets as part of our global Future in Action strategy.

Adam Leverett, Head of Operational Excellence across our Western Europe Materials business, comments: "We see Panoramic Power as a key part of our Future in Action global sustainability strategy, as it is providing us greater control of our energy usage and water usage. The granular level of data, available in real-time, has become invaluable to us and the project has also helped us achieve our ISO 50001 Energy Management accreditation."

20%

Reduction in specific freshwater withdrawal in Cementitious

Shift to Non-freshwater

15%

Reduction in specific freshwater withdrawal in Aggregates

Prioritised by Water Stress Category

10%

Reduction in specific freshwater withdrawal in Concrete

Implement Water Positive initiatives

IDEAS OF THE MONTH ROUNDUP

On behalf of the Management team, a big 'thank you' goes out to everyone for continuing to develop and implement 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 recent months:

• **Dove Holes Quarry (October Winner)** - 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** - Enhanced 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.

• **Bramshill Quarry (September Winner)** - Replaced a WGR pump with a high chrome impeller vertical shaft pump to reduce the number of breakdowns/ downtime and improve energy efficiency. ROI £47,500.

• **Angerstein Wharf** - Utilised concrete railway sleepers from a previous project on site to contain stone within the bay and minimise Spillage/STF in the area.

IMPROVING 5S AND MANUFACTURING EFFICIENCIES

The Operational Excellence team works closely with teams across West Europe Materials to help them improve site efficiencies, optimise health and safety practices, and reduce waste and energy usage.

They have created a new video to highlight some of the projects they've been working on this year, including a number of ongoing 5S projects and a range of renewable energy solutions for sites across West Europe.

Please take a few moments to find out more about these fantastic projects. You can watch the video using this QR code.



MAJOR REFURBISHMENT CONTINUES AT ANGERSTEIN

The team at Angerstein Wharf, close to the Thames barrier in London, has recently completed phase two of a major project to replace the Ship-to-Shore conveyor, which offloads sand and gravel from ships, into the plant.

Phase two involved the replacement of the mid-section of the Ship-to-Shore conveyor and GTU (Gravity Take-Up) tower. Thor Atkinson was the chosen principal contractor, with Axon Power being the Electrical Contractor. The design and fabrication took three months, with a build time on site of three weeks and installation taking seven days.

The majority of the work was carried out 'working at height' over the Thames with a

rescue boat on standby and was all completed safely. Throughout the project there was excellent communication between all parties involved, including Engineering, Operations, Marine, and Greenwich Council.

The project was completed safely, ahead of schedule, under budget and with no effect on sales - all due to a fantastic 'One Cemex' cross team working together.

Congratulations and well done to everyone involved in the completion of this project.

CELEBRATING 60 YEARS OF INNOVATION

On 27th October 2024 we celebrated a significant milestone in British industrial history - the 60th anniversary of the slurry pipeline connecting Kensworth Quarry to our Rugby Cement Plant. In today's world, where sustainability and resource efficiency are critical, this pioneering infrastructure continues to stand as a testament to visionary engineering and innovative design.

THE BIRTH OF A GROUNDBREAKING IDEA

In the early 1960s, Rugby Cement Plant and Southam Cement Plant had exhausted local deposits of limestone and the UK cement industry was grappling with two major challenges: the high cost of transporting raw materials over long distances and the environmental impact of traditional transport methods such as road and rail.

Kensworth Quarry in Bedfordshire, rich in chalk - a key ingredient for cement - was located nearly 90 kilometres away from Rugby Cement Plant in Warwickshire, one of the country's largest producers. Transporting thousands of tonnes of chalk over such a distance by truck or rail was not feasible.

This led to the revolutionary idea of using a slurry pipeline. Instead of transporting dry chalk, engineers proposed grinding the chalk with water into a slurry - a semi-liquid mixture that could be pumped through an underground pipeline. Though innovative for the cement industry, this concept was inspired by other sectors like mining and oil, where pipelines were increasingly being used to transport fluids over long distances.

On 27th October 1964, after years of meticulous planning and construction, the first

slurry flowed through the pipeline, marking the beginning of a new era in efficient and sustainable cement production.

THE TECHNOLOGY BEHIND THE PIPELINE

At its core, the slurry pipeline is both simple and effective. The system pumps a water-based mixture of chalk from Kensworth Quarry to Rugby Cement Plant, where it is processed and converted into cement. Spanning 92 kilometres and passing under the M1 motorway multiple times, the pipeline was an engineering marvel for its time. It was designed to minimise friction, prevent blockages, and handle the abrasive nature of the slurry. Today, it continues to transport around 1.4 million tonnes of chalk each year.

The slurry travels through the 10 inch pipeline (increasing to 11 inch after 25 kilometres to reduce friction losses on its way to Rugby), in a journey that takes about 22 hours, pumped at a pressure of 1,800 psi from Kensworth. Buried underground, the pipeline operates with minimal environmental disruption and is shielded from the effects of weather. To ensure its long-term reliability, the pipeline is regularly monitored and maintained using the latest technology.

LOOKING AHEAD

As we celebrate this remarkable 60-year milestone, we are not just reflecting on the past, we are looking forward. The Kensworth-to-Rugby slurry pipeline remains a powerful symbol of innovation, proving that industrial progress and environmental stewardship can go hand in hand.



A WORD ON WELLBEING

During 2024, our Wellbeing Strategy Group has been sharing support and resources for a number of campaigns, including Mental Health, Men's Health, Women's Health, Stoptober, Alcohol and Drugs.

Throughout each campaign we have held webinars, shared videos, advice and resources for further support about the topics. We do hope these have been helpful to anyone affected by the topics we've covered.



Using these QR codes you can access resources for specific topics such as Prostate and Testicular Cancer, Movember, Bowel Cancer, Breast Cancer, Menopause, Blood Pressure, Heart Disease, Mental Health, Depression, Quitting Smoking, Sleep and Anxiety, Cholesterol, and Alcohol and Drugs.

For our final campaign, we will be sharing further information and resources about Neurodiversity and Loneliness, so look out in UK News for these new campaigns.



Left to right: Leanne Marriner, Kyle Deffy, Kirtus Grimmett, Ian Sammons, Aaron Keohan, Ryley Stevenson, Chloe Louise Walker

DRIVING OUR FUTURE

Our latest team of Logistics Driver Apprentices have successfully graduated. As part of their graduation, they visited the DAF truck assembly plant in Leyland for a full guided tour, seeing how our trucks are designed, tested, and built. The 86-acre site employs around 1,200 people and produced 20,354 trucks in 2023, for delivery in the UK and Europe.

This group is the first to achieve a 100% first time pass rate for the HGV test, against an industry average of 60%, and they have demonstrated excellent driving skills throughout. Since starting last year, the apprentices have worked closely with their mentors and buddy drivers, who have passed on their skills and experience, and they've also

received great support from across the business.

The apprentice scheme's success is down to team effort and it's very rewarding to see the next generation of skilled and safe drivers starting their careers with Cemex. The programme is run in association with our apprentice training provider, Systems People Training, and offers a professional framework to a nationally recognised qualification.

Carl Milton, Cement Logistics Manager, commented: "A big well done to all the apprentices and a big thank you to their driver mentors, driver buddies, managers and System People Training, who have coached and guided them through the course."

LONG SERVICE AWARDS

Huge congratulations and thank you to the following colleagues for reaching long service milestones in the last few months:

50 YEARS

Stephen Leigh, Works Manager, Dove Holes

40 YEARS

Paul Doxey, Multi Skilled Operative, Derbyshire

Steven Broomfield, Sales Executive, Bedfordshire

25 YEARS

David Cornwall, Operative, Liverpool

Neil Adams, Supply Chain System Supervisor, Gloucestershire

William Newton, Quarry Manager, West Midlands

Daron Shaw, UK C&I and Continuous Improvement Manager, Warwickshire

Neil Meredith, Landfill Manager, Gloucestershire

Mark Rozic, Maintenance Planner, Warwickshire

Mark Smith, Plant and Field Technician, Bedfordshire

Bruce Butler, Multi Skilled Operative, Derbyshire

Andrew Smart, CAD Draughtsperson, Bristol

15 YEARS

Andrew Ralph, Readymix Operations Team Leader, West Yorkshire

Jonathan Prichard, Technical Systems Administrator, West Midlands

Kevin Long, Class 1 Driver (Tipper), Derbyshire

Bayram Kose, Works Manager, Kent

DISCOUNTS FOR YOUR NEW YEAR'S RESOLUTIONS

As the New Year approaches, many of us start reflecting on the changes we want to make in our lives. One of the most common resolutions is to become more active and improve our overall wellbeing. Embracing a healthier lifestyle not only benefits our physical health, but also boosts our mental and emotional wellbeing.

An excellent way to kickstart your New Year's resolution is by incorporating regular exercise into your routine. Whether it's joining a gym, cycling to work, or simply going for daily walks, increasing your physical activity can have profound effects on your energy levels and mood. Our Cemex Lifestyle Benefits Platform offers some great discounts for gym memberships, buying a new bicycle, plus our free MyPossibleSelf App which can help manage anxiety, tackle depression, reduce

stress and improve sleep. Scan the QR code to find out more!

Save up to 25% on membership at thousands of gyms, leisure centres, yoga studios, bootcamps and more. Log in to our Lifestyle Platform, click on Benefits > Gym Membership, or, scan the QR code. Then click 'View Now' to access My Gym Discounts.

Our Cycle to Work Scheme enables you to purchase a new bike and accessories through salary sacrifice, meaning you don't pay tax on the amount you spend, saving you up to 42% on your new cycling gear. The cost is deducted from your salary over 12 months. The scheme is open all year round so if you are thinking about cycling in the new year, scan the QR code to find out more about how to save on a new bike.



A FABULOUS FAMILY CELEBRATION



Congratulations to **Stephen Leigh**, Works Manager at Dove Holes, who celebrated a phenomenal 50 years of long service with our company this summer.

Steve began his long career in the industry on 29th July 1974, as an Apprentice Fitter at Staveley Industries with the Works Manager, Granville Hadfield. He completed his apprenticeship in 1980 and was asked by Greg Anson to become Engineering Supervisor at Hindlow, also part of Staveley Industries. Steve worked alongside the Works Engineer, Jack Barker, for around six months, when Jack then took early retirement due to ill health, at which time Steve took over as Works Engineer. He then went on to perform various roles at Hindlow including Quarry Manager and Production Manager, and around 1984 Staveley was taken over by RMC.

Steve left Hindlow in 1997 and came back to Dove Holes as Assistant Quarry Manager under the directorship of Mike Lenagh. In 1998 he became the Engineering Manager under Mike, who left a few years later and was succeeded by Martin Downey. In 2005 Cemex completed its acquisition of RMC and in 2008 Steve became Quarry Manager/ Engineering Manager.

Kevin Cage, Head of UK Aggregate Operations, has worked with Steve since 1990 and sent the following message for Steve: "I would personally like to thank Steve for his hard work, dedication and commitment to our company over the years. Steve was one of the first people I met when I joined the team at Hindlow as a management trainee. I have a lot to thank him for in those first two years. He and his team taught me a lot, most of which I still use today. 50 years is an incredible achievement and we wish him all the best in the years to come. Thank you Steve, and many congratulations on achieving this special milestone!"

Steve celebrated his significant milestone with the Operations team from Dove Holes. Joining Steve in his celebrations was his daughter, Samantha Culshaw, and his son, Adrian (see picture above), who have recently both celebrated their 12th year working for Cemex! Sam started as an Area Sales Manager in Concrete Products and has progressed to National Sales Manager, and Adrian began working on the weighbridge at Dove Holes on nights and is now an electrician in the quarry.

Congratulations to the whole family - we hope you enjoyed celebrating your fantastic milestones together!

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

