



Welcome to UK News
12th December 2024
Your weekly update from around Cemex UK

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HEALTH & SAFETY

Latest Global Safety Alert

SAFETY ALERTS



The latest Global Safety Alert details relate to a fatal incident outside of the EMEA Region, where a Contract Supervisor sadly died in an explosion while using company oxygen and acetylene equipment. You will see from the Alert, the contractor was not authorised or competent to use the equipment, and the incident occurred on a Sunday when there was no Cemex supervision on site.

You can read this alert at the end of this document and on the UK News download page:
www.cemexuknews.co.uk/downloads

ACTION >> Please also ensure the Alert is displayed on relevant notice boards.

Please review the Alert with your team, taking the opportunity to consider what should be in place to prevent such a tragic incident, including:

- Effective contractor management:
 - Selection from our approved list of contractors.
 - Confirmation of the competence of contract personnel (MP Connect).
 - Effective planning of work...Risk Assessment, Method Statements, Induction, Pre-task risk assessments.
- Close and effective supervision, including regular checks on contract works.
- Restricted access to company equipment, particularly workshop equipment, which should be appropriately physically isolated to prevent unauthorised use where practical, through the use of lock boxes, lockout kits, etc.
- Authorised lists of competent personnel who are permitted to use mobile and workshop equipment.
- Suitable controls over any out of hours / weekend working.

Cemex Global Protocols require all Fatal Alerts to be communicated and managers to capture the signature of employees and contractors to confirm they have received and understood the information and the control measures they need to adopt. In addition, operations are invited to observe a one-minute silence in memory of the deceased at the time of discussing a Fatal Incident Safety Alert.

Before starting any new task always **stop, think...& check** it is safe, and always **STEP IN** if you see anything unsafe.

Look after yourself and each other.

Health and Safety information and resources can be found at the following location
<https://cemex.sharepoint.com/sites/UKHealthandSafety>

Christmas Closures – Staying Secure and Reducing Energy Consumption



The bank holiday configurations during this years' Christmas and New Year holidays again means many of our sites may be closed for a longer period than usual. As such our assets, in particular fuel, could be at risk of theft. It's critical, therefore, to think ahead and ensure our sites are SECURE for the break. Please use our guidance poster to minimise our exposure to thefts and intrusions and reduce opportunities for would be offenders. You can find this at the end of this document and on the UK News download page:
www.cemexuknews.co.uk/downloads

Additionally, with energy being one of our highest costs, it's important to follow the tips in the poster at the end of this document and in the download section of the UK News website: [here](http://www.cemexuknews.co.uk/downloads) to help keep our consumption to a minimum while our sites are closed for the holiday shutdown.

For those doing their Christmas shopping online, please beware of parcel fraud involving the 'One Time Code' system. 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.

Click [HERE](#) to read our advice on how to avoid parcel fraud.

Here's Ho.. Ho.. Hoping for a safe and secure Christmas!

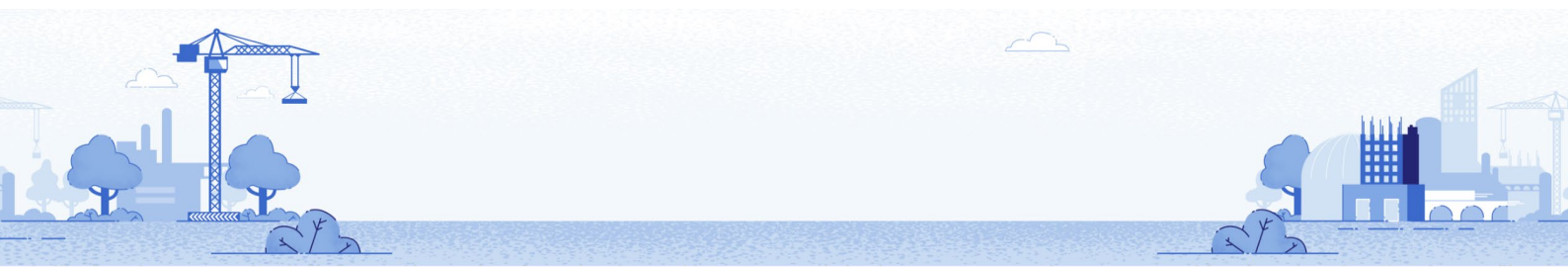
H&S Technologies Group

In January 2024, a new group was formed at Cemex UK to further our commitment to employee safety and well-being. The '**H&S Technologies Group**' brings together representatives from all corners of our business, including Cement, Aggregates, Readymix, Asphalt, Marine, Dry Silo Mortar, Building Products, Logistics, Engineering, Operational Excellence, and the Health & Safety team.

The group meets once per quarter to discuss project updates and the groups focus is structured around five key pillars: **Hot Topics**, **Digitalisation & AI**, **Personal Safety**, **Innovation**, and **Safer by Sharing**.



Throughout 2024, the team has worked to explore how new and emerging digital technologies can enhance our Health and Safety practices. Members of the team have visited Cummins Engine Plant in Daventry and Amazon's fulfilment centre in Derbyshire. These visits aimed to identify best practices and innovative safety initiatives from outside our industry that could be adapted to benefit Cemex.



The group's efforts have led to several projects currently being explored or piloted. One key area of focus is the potential implementation of AI to improve safety performance. By analysing the vast amounts of data we collect, AI could help us identify patterns and predict potential safety hazards before they occur.

Another initiative involves the use of VR headsets for training purposes. These headsets could provide immersive training experiences for HGV Drivers and Operators of heavy mobile equipment, allowing them to practice in a safe, controlled environment.

In our Marine business, the group is exploring software solutions to better plan safer routes for our dredger vessels. This technology aims to minimize risks associated with marine navigation and ensure the safety of our crews.

Additionally, the H&S Technologies Group is investigating the use of smart technology for lone workers. Devices equipped with sensors could detect when an employee is in distress or in an unsafe situation, automatically alerting emergency services or supervisors.

These are just some of the projects the H&S Technologies Group have been working on to integrate digital technologies into our safety practices. As the Health, Safety, and wellbeing remains our number one priority, we look forward to sharing more updates and successes with you as these projects and other projects progress throughout 2025.

Make A Personal Commitment



Make a personal commitment to Zero4Life.

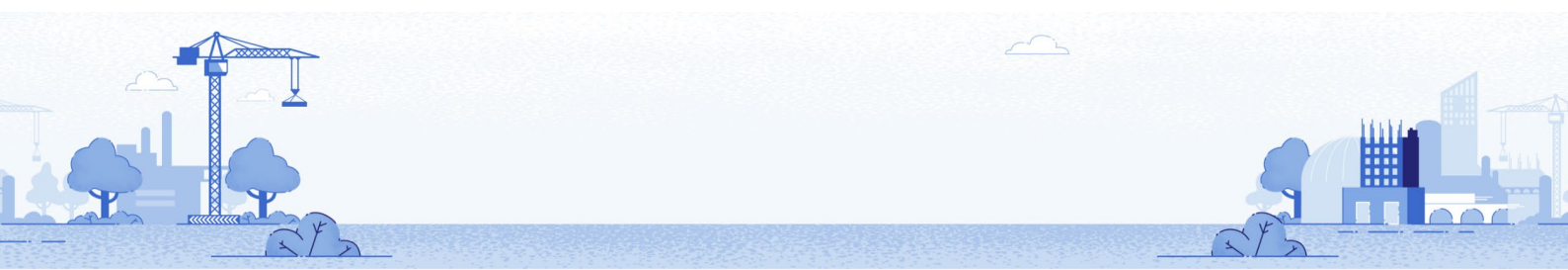
Health & Safety starts with you, on and off the job.

Making a personal commitment to health and safety is crucial for creating a secure and productive environment. It involves being proactive about identifying potential hazards, following safety protocols, and encouraging others to do the same. By prioritising Health and Safety, you not only protect yourself but also contribute to the well-being of your colleagues and family. This commitment means staying informed about safety practices, participating in training sessions, and consistently applying

what you've learned, on and off the job.

Remember, a safe home or workplace is a shared responsibility, and your dedication can inspire others to adopt a safety-first mindset.

Look after yourself and each other. Zero4Life: Let's do it!



Save the Date! New Year EMEA Health & Safety Webinar



You are invited to join the new year EMEA Health & Safety webinar where our Management team will be discussing Zero4Life – Let's Do it!

Please click [HERE](#) to join by Zoom.



FUTURE IN ACTION

Winners at Tunnelling Awards

Congratulations to Cemex Dry Mortar Europe Specialist Solutions team, who in conjunction with Normet Group, won the Tunnelling Specialist Supplier of the Year at the New Civil Engineer Tunnelling Conference 2024.

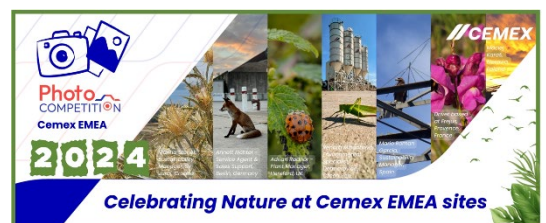
Up against a large pool of high achieving contenders, the submission focussed on meeting decarbonisation goals without compromising on quality, strength and durability of sprayed concrete works in aggressive ground conditions. The judges were impressed with the detailed explanation of the carbon reduction process and extensive testing to provide a solid foundation for their claim of excellence. The result of Cemex and Normet's efforts is a sprayed concrete that offers a 25.4% carbon reduction compared with traditional like-for-like sprayed concrete applications.



Together with Normet, the team developed a groundbreaking, high-performance, lower carbon product innovation: Vertua® Lower Carbon Sprayed Concrete, which offers a 25.4 % carbon reduction compared with traditional like-for-like sprayed concrete product applications. The innovative new product solution was developed specifically for challenging site conditions on the Balfour Beatty Vinci JV, HS2, Long Itchington & Bromford tunnel design. Vertua® Lower Carbon Sprayed Concrete is testament to tireless collaboration across multiple disciplines in the pursuit of lower carbon end-to-end delivery and design excellence as part of Cemex's climate action strategy, Future in Action.

Adrian Wins at EMEA Competition

We are delighted to share that Hereford Readymix Plant Manager, Adrian Radnor, has, for the second year running, won at the Cemex EMEA Photography Competition. Congratulations Adrian!



The competition "Celebrating Nature at our sites", was launched back in the summer and received almost 170 entries from all countries in EMEA. The photos were very varied and showed the amazing beauty and wildlife at our sites – the judges had a really tough job!



Adrian's stunning photograph of a ladybird (see image) won first prize in the Wildlife Category. He, along with the other category winners, will receive the latest Cemex Nature Book title 'Rewilding' at a ceremony to be held in early 2025.

Rugby Sponsors Football Stand



For the past few years our Cement Plant has been sponsoring the local Rugby Football Club's football shirts and this year we had the opportunity to sponsor the club stand at the football stadium too.

The football club is owned by a family who also own builder's merchants, Melbros, who stock our Rugby Cement bags in their Rugby branch. Cemex have an excellent relationship with Melbros so we are delighted to take up this fantastic opportunity.



EMPLOYEES

How Is Your Mental Health This Festive Season?

Christmas can affect our mental health in lots of different ways. This could be if Christmas is part of your life, or if it's happening around you. It's a time of year that often puts extra pressure on us.

Christmas could affect your mental health if you wish you didn't have to deal with Christmas or find it stressful because of other events in your life or feel alone or left out because everyone else seems happy when you're not.

If you feel like you are struggling, or you know someone who is, read on...

The one Million Lives campaign

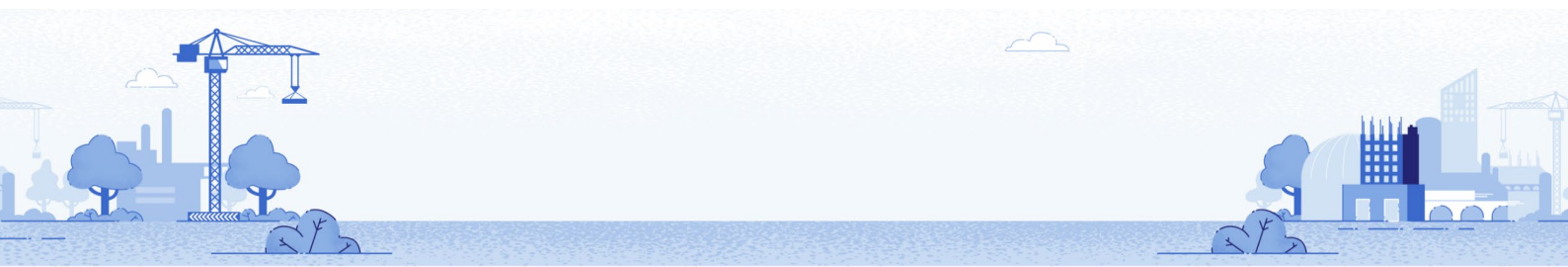
[One Million Lives](#) (OML) is a free mental health check developed by Jacobs and clinical psychologists to help you understand how you're currently coping and provide suggestions for building resiliency. Checking in is helpful even if you feel well – the earlier you check, the earlier you can make changes to stay well.

Useful weblinks for Mental Health support



Wellbeing Strategy Group UK

CEMEX



The goal of OML is to create a ripple effect across the globe, where over one million people are inspired to complete a mental health check-in. It is not intended to be a substitute for professional care. If you are struggling or suspect you are suffering from any mental health or other medical conditions, please seek immediate help from your doctor, local health service, our [Cemex Employee Assistance](#) Programme or one of the organisations [listed here](#).

The check-in tool [HERE](#) is a web-based application and can be accessed through all standard web browsers on computers or mobile devices at <https://www.oml.world>. You can create an anonymised account, and once logged in can opt to take a quick or full check-in. You will be asked a series of questions about your mental health to assess how you are currently coping. Once the check-in is complete, you will be able to view your results and explore suggestions for how to improve your mental health and wellbeing.

You can either do a full check-in, or a short one, or both. The quick check-in is comprised of five quick daily questions to help you get a bearing on key wellbeing indicators. The full check-in takes 10-15 minutes and assesses:

- Current mental health (e.g. distress levels).
- Early warning signs of mental health (e.g. low resilience and not bouncing back from setbacks).
- Risk indicators (e.g. perfectionism, coping, or social isolation).

Find out more about OML [HERE](#)

If you need immediate support please use our poster with links to many support organisations or call our [Cemex Employee Assistance on](#) 0808 168 2143.

You can find our Mental Health Resources poster at the end of this document and on the UK News download page [HERE](#).

Diversity, Equity & Inclusion Week

This week is Diversity, Equity & Inclusion week at Cemex and to celebrate this our Global team hosted a webinar entitled, 'Embracing Diversity'.

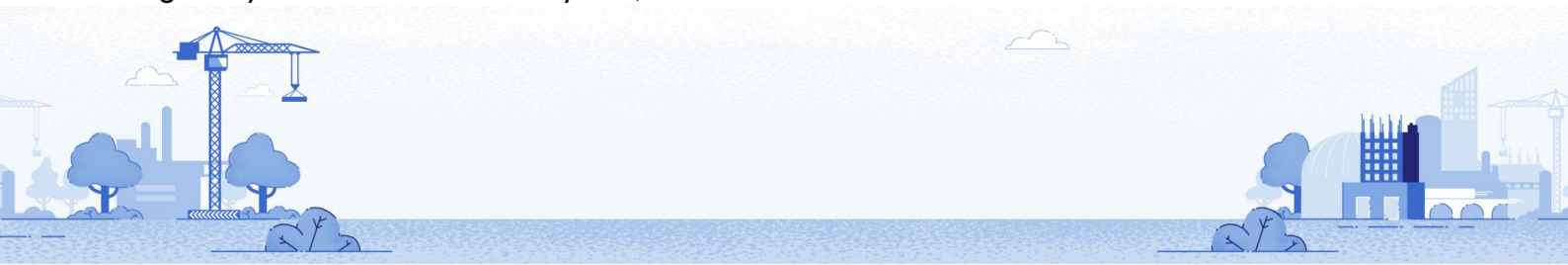
Last week we introduced you to the UK DE&I committee – read [HERE](#). They are responsible for helping to coordinating the activities which promote Diversity, Equity and Inclusion throughout our workplace.

What are we doing to support DE&I in the UK?

- We have seen the creation of the UK DE&I Committee over the past 12 months, the group meets quarterly and helps to coordinate our DE&I activities across the UK.
- Our '[Inclusive Leadership](#)' training course has seen a successful take-up across the UK, and we would encourage everyone who hasn't already, to use the link provided to complete this course and learn about how we can become a more inclusive organisation.
- One of the key objectives of our DE&I activities is to attract more women to our business. Our sector is still sometimes viewed as a more traditionally male-dominated industry, of course this isn't the case, and our work has seen us steadily increase the number of women working for Cemex both globally and in the UK in recent years, but we know we still have more to do.



**Embrace
diversity**



- We've made a number of improvements to our [careers website](#) to better reflect the diverse range of roles that are available at Cemex and to ensure that we present ourselves to future employees as a people-centred organisation with a commitment to the wellbeing, health and safety of our employees. As part of this work, we've launched a series of case study videos telling the stories of what it's like to work for Cemex in the UK from the perspective of our people.
- We're partnering with a number of specialist organisations, community groups and charities to expand upon our DE&I objectives. This year we've partnered with national disability charity Sense, on our journey towards becoming a disability confident employer.
- We hosted our first-ever careers open day earlier this year, to introduce school and college children to our sector, providing career guidance and highlighting pathways into the industry. We've supported with school and college visits and as well as hosting work experience candidates to help students make informed decisions about their futures and provide essential employability skills to young people.

What can you do to introduce the topic of DE&I within your teams?

Hannah Hyslop, Specification Manager for Quality and Product Technology in the UK, has taken the opportunity within her team to introduce the topic of diversity and what it means to members of the team. By sharing their views across the team, they have been able to have an open discussion about how they can more widely consider diversity within their team and across their day-to-day tasks.

What can you do to help?

If you'd like to get involved in coordinating future events, let us know of any topics that we may not have considered, or share your experiences of how we can better promote Diversity, Equity and Inclusion across our business, we'd love to hear from you – you can leave any comments you may have using the following [link](#).

Latest CemExpress – Have You Received Yours Yet?

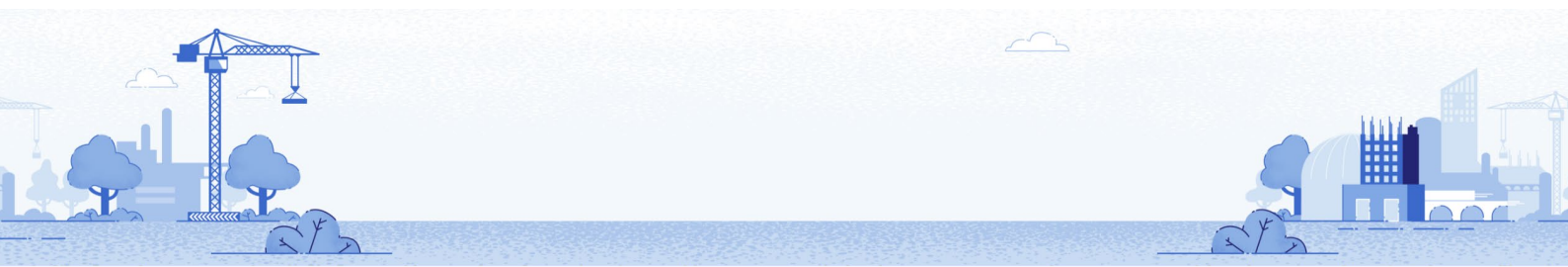


The latest edition of our CemExpress newspaper should be arriving through your letter boxes any day now.

Our 2024 winter issue front page shares the fantastic photos from our fantastic Wellness Week in September, and includes a word from our Martin Casey, Director Public Affairs, Social Impact & Communications. Inside the newspaper you'll find further articles covering health, safety and wellbeing updates, new product launches, overview of some of our social impact activities and a look at activities from across our UK business.

We hope you enjoy this issue! You can view it online [HERE](#).

Please contact gb-communicationsandpublicaffairs@cemex.com with any feedback, ideas for the next edition or if you haven't received your copy.



Engaging with Stakeholders at Chamber of Commerce Event



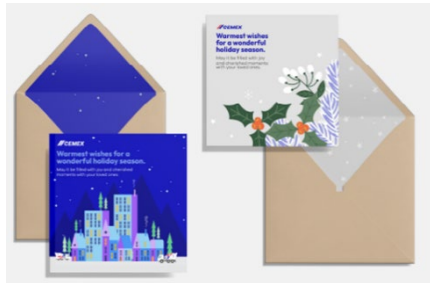
Recently, our Public Affairs team attended the Coventry and Warwickshire Chamber of Commerce's Economic and Business Conference in Southam, a flagship event bringing together business leaders, policymakers, and stakeholders from across the region.

This year's conference explored key economic developments, challenges, and opportunities impacting businesses in Coventry, Warwickshire, and beyond. Topics included sustainability, infrastructure, and innovation—areas closely aligned with Cemex's commitment to building a better future through sustainable practices and innovative solutions. Especially important recently were economic briefings from leading banking experts following the first budget from the Labour government, and the announcements of statistics on expected growth and infrastructure investment.

Attending the conference was an important opportunity for Cemex to engage with regional stakeholders, gain valuable insights into the economic landscape, and advocate for priorities such as green construction and the circular economy. These conversations help ensure Cemex continues to be seen as a key figure in supporting regional growth and sustainability goals.

By actively participating in events such as this, Cemex continues to strengthen its presence as a leading business in the local area, while contributing to meaningful discussions about the future of business and the environment.

Cemex Holiday e-Cards are Now Available



Click [HERE](#) to set up your festive e-cards and send some holiday cheer.

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.

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



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
223-12-2024	Operations Project Manager x 2	Materials - Aggregates	Midlands/South	19/12/2024

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.

