



Welcome to UK News

19th December 2024

Your weekly update from around Cemex UK

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HEALTH & SAFETY



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 posters to minimise our exposure to thefts and intrusions and reduce opportunities for would be offenders. You can find these 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](#) 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!



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.



CUSTOMER CENTRICITY

i-Con Going from Strength to Strength



Earlier this year, Cemex UK launched our i-Con digital solution for our customers – you can read all about it [here](#).

i-Con is a digital solution that provides wireless, real-time visibility into the strength and temperature of concrete during the curing process. This enables contractors to make dynamic, smarter, and more accurate decisions. It is a packaged solution that includes the supply of Readymix concrete, mix-specific maturity calibration undertaken by our Lab Experts team, GiaTec SmartRock sensor, and application.

Last week Cemex supplied our Vertua® Recycled concrete incorporating to RMB Contractors where they were using i-Con to track the strength development of the concrete. This enabled them to monitor this in real-time, providing potential for optimised construction processes.

Find out more here www.cemex.co.uk/i-con



FUTURE IN ACTION

Cementing Government Attention



Last week, our Public Affairs team co-hosted the UK Minister of State for Industry, Sarah Jones MP, at our Rugby Cement Plant, for a round table discussion about barriers and potential policy solutions to decarbonise cement production.

Co-hosted with Diana Casey, Mineral Products Association (MPA), Executive Director for Energy and Climate Change, the visit focused on how the Government can provide policy support to the cement sector.



Joining the round table were MPA members and discussions were wide-ranging, covering cement production within the UK's established carbon capture clusters, 'dispersed' plants like Rugby (not within a cluster), and decarbonisation opportunities across the wider industry.

Pictured left to right are Diana Casey, MPA Executive Director for Energy and Climate Change, Sarah Jones MP, and Philip Baynes-Clarke, Director - Cemex UK Cement Operations & Technology.



PROFITABILITY

Materials Customer Service Team Scoop Idea of the Month – November

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

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



- Materials Customer Service team – The team in conjunction with the Security and Communications departments have introduced a *“Red Flags for Fraud”* initiative to defeat cyber attempts to defraud our business. In the last 12 months we have suffered confirmed losses of over £21,000 of materials in addition to a further 14 failed attempts which would have potentially resulted in £100,000's in losses.
- Willington Quarry – Were looking to *“Optimise Crushing and Screening Processes”* to resolve grading challenges in Aggregate production and improve the subsequent rework and production downtime. This initiative ultimately resulted in higher-quality output, greater operational efficiency, improved profitability by effectively addressing and controlling the production of fines and coarse particles, and an estimated ROI of £102,000.

Our congratulations go out to Materials Customer Service team who took the top award this month!

As both ideas were deemed to be so close, you can find high-level PDF presentations for each entry, at the end of this document or click the links below - if you want further information on any of the Ideas, please visit the Ideation platform via the links here:

- Materials Customer Services team - https://cemex.idhall.com/idea/view.php?ide_id=443&vw_ccache=675b054f-1
- Willington Quarry - https://cemex.idhall.com/idea/view.php?ide_id=441&vw_ccache=675b03e0-1

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



CEO's End of Year Message



Please click [HERE](#) to watch our CEO, Fernando Gonzalez, share his end-of-year message.

Diversity, Equity & Inclusion Week

You may have seen that last week Cemex have been celebrating Diversity, Equity & Inclusion (DE&I) across our business. Our UK DE&I committee would like to share some further information with you around this topic to help promote the subject of DE&I within our workplace, explain what we mean by DE&I and why it is so important, create awareness of the resources that are available to support our learning in this area, and provide the opportunity for you to share any feedback or offer any thoughts you may have to how we can better promote DE&I across our UK business.



What do we mean by Diversity, Equity and Inclusion?

DE&I is an important and wide-ranging topic that covers many different characteristics such as age, gender, race, religion, sexual orientation and disability to name just a few. These characteristics make us who we are and are unique to each of us.

- **Diversity** is the presence of characteristics that make us different from each other.
- **Equity** is fair access to opportunities for everyone.
- **Inclusion** is acknowledging, accepting, valuing, and celebrating differences among people.

We've created a short visual to show how these topics work in practice, you can view this using the following [link](#).

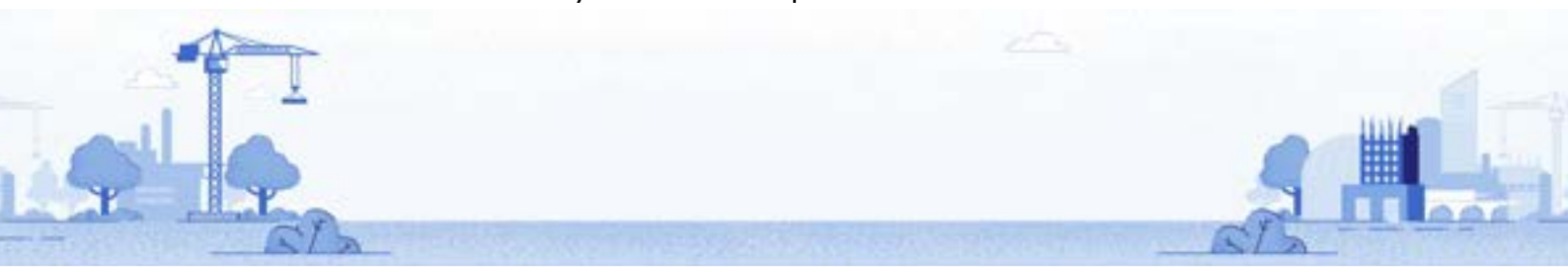
How does Cemex embrace diversity?

Embracing Diversity is one of our [core values](#) and our aim is to foster an open, respectful and collaborative workplace which empowers everyone to achieve their full potential. We actively encourage and embrace diversity in our teams, recognising the huge value that this brings.

We aim to respect and value the differences among individuals and promote an inclusive and safe environment where everyone feels supported, respected, and valued.

Why is DE&I important?

DE&I is an important subject for a number of different reasons, and there have been several studies that demonstrate the benefits of diversity within the workplace. We've listed some of these below:



- A diverse workplace helps people to feel welcome, valued and more connected to their peers and to an organisations purpose
- Diverse workspaces create an improved employee experience and sense of belonging, both of which are known to increase productivity and quality
- An organisation which embraces diversity has a far wider talent pool, allowing companies to attract and retain individuals with a more diverse range of skills, knowledge and experience
- Diversity provides improved decision-making, leading to more creative and innovative solutions through the consideration of a variety of perspectives and lived experiences
- Companies who promote diversity are shown to have a better understanding of the needs of their customers and tend to outperform their industry averages financially ([study by McKinsey & Company](#))

What can you do to help?

- 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.
- 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](#).

Christmas Cracker Pull at Head Office



Last week many of us donned our festive outfits for the Save The Children Christmas Jumper Day and had a holly good time!

At our Head Office in Coventry colleagues really went the extra mile with their festive outfits and we were delighted to present some awards to the best outfits!



- **Individual Festive Spirit Award**
Many congratulations to Aga for her amazing snowman outfit – she wins an Amazon voucher to spend on something nice.
- **Team Festive Spirit**
Many congratulations to the Cement Customer Experience team. They won a festive hamper of goodies to share.

We all loved your wonderful festive outfits – thanks for taking part!





You can see all the amazing festive outfits for yourself by watching our Big Binley Christmas Cracker Pull!

Click [HERE](#) to watch it.

Long Service Celebrations at Dove Holes

Recently a group of night shift colleagues from Dove Holes quarry came together to celebrate four of their colleagues' 2024 Long Service awards. They celebrated together with a take away!

Congratulations to John Worwood celebrating 25 years, Liam Perkins celebrating 30 years, Paul Doxey celebrating 40 years and Phil Bentley celebrating 45 years.



We appreciate all your contributions and hard work over the years, congratulations on reaching your long service milestones. We hope you all enjoyed your celebrations!

Our Employee Assistance Programme

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

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

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

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

Contact the Employee Assistance Line (Lifestyle Support) for confidential advice and support – call 0808 168 2143 or visit www.lifestyle-support.co.uk (Username: cemex Password: cemex).

Do you need support? Care first

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

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

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

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

CEMEX



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
224-12-2024	Operative	Materials - Aggregates	West Heath	23/12/2024
225-12-2024	Works Manager	Urbanisation Solutions – Building Products	Buxton	24/12/2024

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.



CHRISTMAS SHUTDOWN

As we prepare for the festive season, let's work together to keep our sites SECURE and energy-efficient during the Christmas shutdown.

S - Security
E - Equipment (Mobile & Static)
C - Condition & House Keeping
U - Utilities
R - Raw Materials (including FUEL!)
E - Energy



With energy being one of our highest costs, it's important to follow the tips below to help keep our consumption to a minimum while our sites are closed for the holiday shutdown.



Review all electrical equipment and ensure **items are switched off when possible** during non operational hours over the Christmas period.



Ensure **high load items** such as compressors, pumps, heating boilers and office equipment are **not operating out of hours** (unless required for safety or environmental purposes)



Consider **how much lighting is required** when sites are unoccupied and find the balance between safety, security and cost.



Review the **'base load'** of power consumption when sites are not occupied and trace any items that are consuming power and not needed.



Install timers on equipment to automate consumption patterns.



It's also important to make any **3rd parties or tenants** you have on site aware of this information.

On multi-product sites such as wharves, depots and quarries, we must work as One Cemex.



Cemex Security

KEEP SAFE THIS CHRISTMAS



- Where appropriate, ensure company cash is banked prior to the holiday and not taken home for safe keeping or left in the safe. If an onsite safe is otherwise empty, leave the door obviously ajar.
- Ensure all windows and doors are closed and locked. Lights and electric heaters are turned off unless there is a pressing reason for leaving them or lights are part of the night time security measures.
- Any site, mobile plant and vehicle keys are preferably taken off site or suitably secured preferably in a safe.
- Safe keys are taken home and not hidden. Site radios and chargers should be hidden or locked in the safe.
- Gate and office keys should not be hidden outside. If an authorised member of staff needs access to the site they should take a key with them.
- For CCTV sites monitored at Coventry, ensure your key holders are notified to the control room (ukcctv.security@cemex.com).
- Per usual practice, staff on site during the holidays must notify the control room when they enter and leave the site. Failure may result in the police or key holder being called.
- The Coventry CCTV Control Room will be staffed throughout the holidays, from 1800hrs Friday 20/12/23 to 0600hrs Thursday 2/1/24. (Tel: 01788 517377)
- Where possible, valuable personal possessions and tools should be taken off site, (they are not covered by the Company insurance), including, personal possessions in trucks and company car.
- Laptop computers should not be left in car boots or behind the back seat. This applies at all times, especially if socialising after work or visiting the shops or gym on the way home.
- If you have gas oil or fuel tanks on site, leave as little as possible in the tank, and don't get a delivery just prior to the holiday. Move any bowsters into as secure a location as possible and secure any containers (water cannisters, ad mixtures containers etc..) and heelbarrows that could be utilised to carry away syphoned fuel. If containers are not otherwise recyclable, consider puncturing to prevent misuse.
- Vehicles, trucks, and mixers...leave as little fuel in as possible. If able to do so move vehicles off unmonitored sites. Vehicles left on site should be parked tank-to-tank or battery-to-battery to frustrate offender access.
- Take steps to bury and protect all cabling and other copper assets. Cabling not in use should not be stored on site.
- If an intruder alarm is fitted to a building make sure it is set and operates correctly. If the gate is secured by a combination padlock ensure that Coventry CCTV office has the correct code (ukcctv.security@cemex.com)

If in doubt contact security
07557 318391 (John Sweeting)
CCTV Control: 01788 517377 / 378



'Red Flags For Fraud' initiative

Lucy Dodd | 21 Nov 2024 | ID443

Idea of the Month Competition Nominees

Closed with success by Lucy Dodd

Approver: Lucy Dodd

Implementation coordinator: Lucy Dodd

Plan: Quick Wins

Class: Security

Problem, context, environment, status

Cyber enabled crime continues to present the #1 security risk to Cemex business across our global estate. Cyber threats can materialise in a range of different ways, most notably through social engineering, email enabled (E.G. phishing) as well as the more traditional credit card fraud. Our company faces significant challenges as employees contend with increasing attempts of fraud aimed at illegally obtaining materials on account or credit.

The primary challenge to defeat such attempts sits largely with our front facing sales staff in the Customer Services Centre. Over the past 12-15 months fraudsters have employed various tactics to deceive our employees into releasing materials without proper authorization or payment. These attempts can lead to substantial financial losses and damage to Cemex's reputation.

In the last 12 months alone we have suffered confirmed losses of over £21,000 of materials in addition to a further 14 attempts the combined sales values of which would have numbered in £100,000's.

Description of the initiative

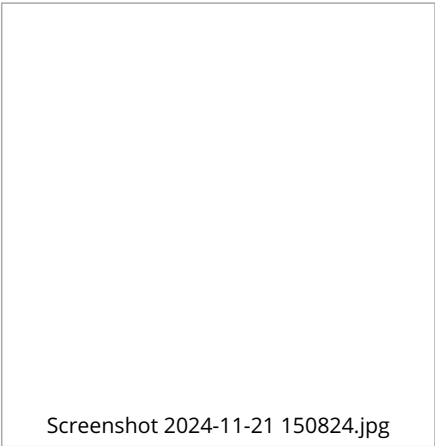
In partnership with our Security and Comms Team we have run a number of educational workshops aimed at changing the cyber security awareness and operating culture across the Customer Service Centre Team. At the beginning of 2024, over 250 staff were briefed on what to look for and how to recognise attempts at social engineering, fraud and general cyber crime. In order to compliment the culture change and keep the fight against fraud fresh in the minds of colleagues, we have created the 'Red Flags For Fraud' initiative.

All colleagues in the Binley HQ Customer Service Centre and across our shipping offices now benefit from a monitor mounted flag listing the main watch and reminder points to defeat fraud (refer to slide and pictures for details).

The flags cost a total of £300 and serve as a constant reminder to staff to staff vigilant, apply the rules and avoid financial loss due to fraud.

Within the launch week alone, an attempted fraud for over £12,000 of asphalt was detected and defeated by following the simple rules. Special mention to Gav Walker, one of our Planning Team Leaders for this particular spot and speedy escalation of the details across the Customer Service Centre. It is anticipated this will be but one of many attempts we expect to thwart utilising the flag reminders. Together, we can defeat fraudsters!

Resources: [Screenshot 2024-11-21 150824.jpg](#)



Expected benefits

Continued vigilance throughout the Customer Service Centre teams to be alert to fraudsters and to prevent any future losses

Resources: [Screenshot 2024-11-21 150845.jpg](#)



Financial analysis

Title	Impact distributed over time	Forecast amount
Estimated benefits over last 12 Months	01-01-2024 – 31-12-2024	£140,000.0
One off cost Attempts at fraud so far that we have identified and prevented over the last 12-15 months had the potential to exceed £140k	01-11-2024	-£300.0
Total cost amount		-£300.0
Total gains amount		£140,000.0
ROI		£139,700.0
Profitability		46,567%

Attempts at fraud so far that we have identified and prevented over the last 12-15 months had the potential to exceed £140k

Optimising Crushing and Screening Processes to Resolve Grading Challenges in Aggregate Production

Daniel Lane | 6 Nov 2024 | ID441

Idea of the Month Competition Nominees

Closed with success by Daniel Lane

Approver: Daniel Lane

Implementation coordinator: Daniel Lane

Plan: Quick Wins

Classes: Commercial + Efficiency + Quality

Problem, context, environment, status

A case study was carried out to address persistent grading issues in the 0/4 MP concrete sand and the 4/10 product at a processing plant. Both products failed to meet quality and compliance standards due to inappropriate particle size distributions.

The study found that the 0/4 MP concrete sand had excessive fines, with an initial sample showing 75% passing on the 500-micron sieve—well above the desired range of 30% to 70%. This excess of fine particles rendered the sand unsuitable for its intended applications and led to non-compliance with industry standards. The root cause was traced to the crusher settings, specifically an eccentric bush set at 24 mm and a CSS (Closed-Side Setting) of 19 mm, which allowed an overproduction of fines during the crushing process.

In contrast, the 4/10 product suffered from coarseness, as 7% more material was retained on the 10 mm sieve than specifications allowed, resulting in non-compliance with grading standards. This issue was also linked to the initial crusher settings, which produced oversized particles that compromised the product's grading and usability.

These issues had broader implications for the plant's operations. Non-compliance led to inefficiencies like increased rework and production downtime, ultimately reducing the plant's productivity. Additionally, the grading inconsistencies raised operational costs due to the need for additional processing, the risk of penalties, and material losses that impacted overall yield and profitability.

Resources: [Excessive Fines](#)

Description of the initiative

The initiative aimed to resolve grading issues in the 0/4 MP concrete sand and 4/10 product by optimizing the crushing and screening configurations. This involved making targeted adjustments to the crusher and screen settings to reduce the production of excessive fines and manage coarse material more effectively, thus bringing the products within the required specifications.

Key Adjustments Made

Reduction of Eccentric Bush Size:

The initial eccentric bush setting of 24 mm was reduced to 16 mm. This adjustment was made to limit the crusher's throw, effectively decreasing the fine material generated during crushing. This change helped control the fines in the 0/4 MP sand, improving its grading and bringing it closer to the target range.

Exceed

Tightening of CSS (Closed-Side Setting):

The CSS was initially set at 19 mm, allowing too much material to pass through the 500-micron sieve, resulting in excessive fines. The crusher could better control particle size distribution by reducing the CSS to 18 mm and tightening it further to 17 mm. This adjustment enhanced the grading for both products, reducing fines in the 0/4 MP sand and bringing the coarser particles in the 4/10 product closer to compliance.

Modifications to the Screen Deck:

The screen deck was fitted with 5.5 mm aperture mats, which did not adequately control the separation of fine and coarse particles. To improve size control, 50% of these mats were replaced with 6.5 mm aperture mats. This change allowed for better separation of material sizes, reducing fines in the 0/4 MP sand and managing the coarseness in the 4/10 product.

No Adjustments to the Wash Plant:

No changes were made to the wash plant to avoid material loss in the silt lagoon. This decision preserved material yield, focusing all improvements on the crusher and screen configurations.

Expected benefits

Following these adjustments, the grading of the 0/4 MP concrete sand improved to 65%, passing on the 500-micron sieve and falling within the target range of 30% to 70%. Similarly, the 4/10 product's grading reached 88%, passing on the 10 mm sieve, aligning more closely with specifications. These targeted changes ensured that both products met industry standards while maintaining yield and minimizing production waste.

Enhanced Product Quality: Both the 0/4 MP sand and 4/10 product met their target specifications.

Increased Efficiency: Better crusher and screen settings minimized the need for rework and reduced downtime.

Cost Savings: The optimized settings lowered maintenance costs by controlling particle size distribution and reducing wear and tear on equipment.

Process Stability: The adjustments provided a more stable and predictable production process, ensuring consistency in meeting product specifications without frequent recalibration.

This initiative ultimately resulted in higher-quality output, greater operational efficiency, and improved profitability by effectively addressing and controlling the production of fines and coarse particles.

Financial analysis

Title	Impact distributed over time	Forecast amount
One Time Eccentric Bush Adjustment Cost	06-11-2024	-£2,000.0
Increased in Yield	06-11-2024 – 06-11-2025	£104,000.0
Total cost amount		-£2,000.0
Total gains amount		£104,000.0
ROI		£102,000.0
Profitability		5,100%

Resources: [Financial Analysis.docx](#)



✖ Employee Assistance Programme

How Care first can support you...

Counselling support

Our team of professionally trained, qualified and BACP accredited counsellors are available 24/7 to offer support for personal or workplace related issues. As well as the headline issues surrounding mental health, our Care first counsellors are also trained in dealing with both work and home grievances, bullying & harassment issues, domestic violence, relationships at both home and at work and much more. No matter how big or small the problem may be, our counsellors are here for you to provide you with unbiased support away from the situation. Everyone has very individual needs for support, Care first provides short term focused counselling, so the Care first counsellor will assess your circumstances when you call to establish what the most appropriate form of support will be for you. It might be that you just need a brief conversation with the counsellor that day, or you may benefit from a few more sessions.

Information Specialists

As control, or the lack of it, can be an influencing factor on the impact of stress. Many individuals identify stress as emotional. However, a lack of control around practical issues can be just as impactful. We have expert advisors that have been trained by Citizens Advice who can provide you with comprehensive answers and assistance on a wide range of practical issues which can affect our daily life, these include but are not limited to; redundancy, advice on funerals and probate, legal information, housing and tenancy issues, childcare, elder care, health, consumer issues, employment, travel and education.

Our Information Specialists are also money trained experts and can provide support with a variety of financial queries such as help with budgeting finances and advice with benefits. You can speak with one of our Information Specialists confidentially Monday-Friday between 8am-8pm.

Management Support

If you are a manager, have leadership responsibilities, or look after a team within your organisation, it is as important as ever that your colleagues are made aware of the range of support available from Care first. As well as supporting you to signpost your colleagues to the Care first service effectively to maintain your managerial boundaries, Care first can also provide you with support within your role as a manager. Care first counsellors are all management trained and can provide support with issues such as if the organisation is going through a period of redundancy, managing change and difficult conversations, workplace performance, remote working, absence management and disciplinary.

Care first Lifestyle

Through the Care first lifestyle site you can access a wide range of supportive information, read helpful articles published by our team, view Webinars covering a variety of well-being topics and even speak with a Care first counsellor in real-time via our online counselling facility.

You can log into your account by visiting www.carefirst-lifestyle.co.uk and logging in using your organisation's unique log in details. If you are unsure what these details are then please contact your line manager or HR department. The Care first Lifestyle website is great place to go to learn more about Care first and the different areas that we can support in.

Care first service
BACP counselling
Information specialists
Management support
Care first lifestyle
How it supports?
Mental wellbeing
Practical issues
Support for managers within their working role
Hub of resources and information

How all of these above services link together

As you can see from the above table, all the services that we offer complement each other to ultimately encompass an individual's overall mental and physical wellbeing, which enables individuals to access professional and clinically proven support.

Our counselling support is available 24/7 to help individuals with any emotional issues that they may have. Our Information Specialists can help individuals with practical information and advice. This practical support is so important because if an individual is concerned about a practical issue, then this can cause detrimental effects to their emotional wellbeing. By getting some support from an Information Specialist this will provide the individual with some clarity on that particular issue, which may help them to feel more in control of a situation and relieve some anxiety.

The Care first Lifestyle site can help individuals who are concerned about an issue. The individual may not know where to start and they can have a look at the resources on our Lifestyle website which may be enough to help them.

The Lifestyle website is a great starting place to learn about the types of issues that Care first can support with. The individual can also access our online counselling tool through the Lifestyle website which is an alternative way to access support from a counsellor. By an individual looking through all the resources on our Lifestyle website this can help them to get answers about an issue they may be having.

Again by getting some clarity on their issue this may have a positive effect on their mental wellbeing.

If you wish to contact the Care first telephone counselling and information line then please don't hesitate to call the Freephone number provided below and you can speak to a professional in confidence.

Visit: www.carefirst-lifestyle.co.uk to view our articles on health and well-being, or call **0808 168 2143** for in the moment support.