



**Welcome to UK News**  
**6<sup>th</sup> February 2025**  
Your bi-weekly update from around Cemex UK  
View UK News on: [www.uknews.co.uk](http://www.uknews.co.uk)

You can also follow us on our social media channels



## HEALTH & SAFETY

### Latest Video Safety Alert – Black Ice

# SAFETY ALERTS



The latest Video Safety Alert highlights a High Potential incident on one of our plants, where a driver was very fortunate to avoid serious injury when his tipper vehicle skidded on black ice and collided with the landing of a stairway, writing off the vehicle cab.

 You can watch the Alert [HERE](#) or scan the QR code.



When watching the Alert please bear in mind that the video of the collision runs slightly fast, and the vehicle was only travelling at 7mph.

While the Alert is relevant to all car, van and truck drivers, reminding us to take extra care in adverse weather and drive in accordance with the conditions, there are some particular points site teams should consider:

- Do we have suitable arrangements in place ahead of any adverse weather?
- Do we monitor weather forecasts and assess the conditions, ensuring necessary precautions are in place before commencing operations?
- In addition to ensuring pedestrian routes are clear of ice / snow, do we also consider safe access for vehicles?
- Have we assessed the risk to vulnerable structures and those that could create a hazard to ensure barriers, diversions, etc. are in place?
- Where we have an incident or near miss due to adverse conditions, do we take timely action to reassess if suitable precautions are in place?
- Where we cannot guarantee the safety of colleagues and visitors, do we suspend operations until suitable controls are in place and the conditions are safe?

Please review the Alert with your teams and consider if there is anything more we need to do to ensure we keep everyone safe.

**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/SitePages/Safety-Alerts.aspx?web=1>

## Extra Steps for Safety



Our Northwest Readymix Management team have been keen to support their Aggregates and Cement Supply Chain team colleagues by introducing safety information as visible fixed weatherproof signage at discharge points. This ensures the appropriate safety information is clearly visible to drivers on arrival at site, reminding them what is required for a safe delivery – every time.

Thanks to the teams for taking these extra steps to look after each other and for making health and safety as your number one priority.


## Action For Happiness - Friendly February

We all want to feel connected and supported – and for good reason. The Friendly February Calendar poster is full of actions to help you give your relationships a boost.

Please share it on your workplace notice boards. You can find it at the end of this document and on the UK News download page: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

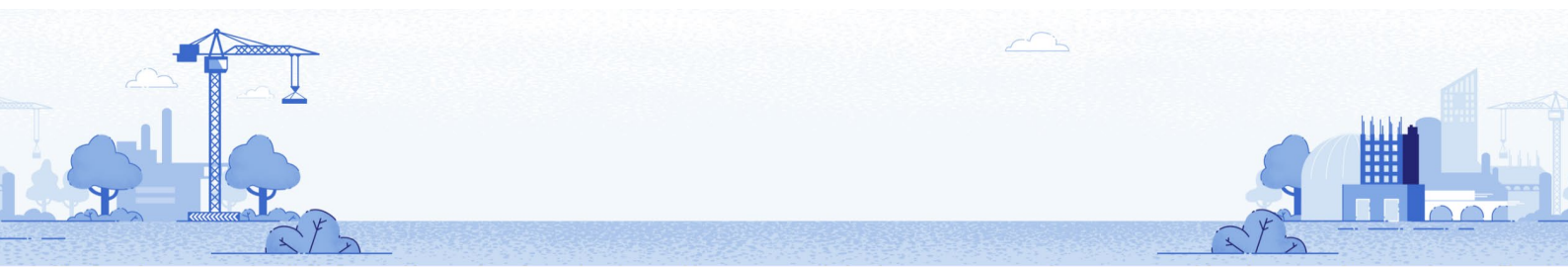
Even if we're shy or experiencing difficult relationships right now, there are still things we can do to feel more connected. Just taking a moment to send a message to an old friend or smile at someone can make a difference.



 Vanessa King from Action for Happiness shares her top tips for Friendly February, based on the key of Relating (one of the 10 Keys for Happier Living). Watch [HERE](#).

The [Action for Happiness](#) online program is a great way to get the new year off to a happier start, with inspiring daily videos and fun actions to try out. Prioritising happiness and kindness influences how we approach everything – including our personal lives, families, communities, schools, and workplaces. It also shapes our views on public policy and helps us to consider the wellbeing of future generations too.

You can also be part of a kind and friendly community putting Action for Happiness ideas into practice daily [using their app](#).





## CUSTOMER CENTRICITY

### Listen Back - EMEA Customer Experience Day



If you missed the EMEA Customer Experience Day webinar from 4<sup>th</sup> February, you can watch it back [HERE](#).



Watch to find out about:

- 2024 Customer Experience Performance Highlights
- The EMEA winners of the 2024 SCE Awards
- Customer Experience 2025 vision and goals



## FUTURE IN ACTION

### Embark on a Future in Action Journey!



*Future in Action: The Series* - an animated journey into the impactful stories behind our sustainability efforts / experience that brings our commitment to sustainability to life.

Over the month join Laura and her team of visionaries as they tackle the challenges of urban development, turning bold ideas into sustainable realities.



[Click HERE to watch the first episode now!](#)

In this first episode, we follow **Laura**, a dedicated Project Manager, as she takes on the challenge of designing a **green-certified urban district**. Along the way, she discovers how **Cemex plays a key role** in bringing this vision to life!



You can watch all future episodes, as they are released each week [HERE](#).

### Pioneers of Sustainable Urban Development at Cemex

Do you know which Cemex team contributes to a vibrant, resilient, and sustainable urban development?

We're highlighting one of the key players making it happen: Urbanisation Solutions ('Urban Soul').

Let's meet this innovative crew:

- Urbanisation Solutions' mission is to foster the development of sustainable and resilient cities.



- They play a key role in the company, supplying essential performance materials (including admixtures, mortars, asphalt), prefabricated elements for industrialised construction as well as circular solutions, offering overall a wide range of innovative building solutions actively contributing to a sustainable urbanisation.

 Join Marcelo Espinosa, VP Urbanisation Solutions at Cemex EMEA as he explains more about Urb.Sol role in fostering innovation!


Watch now his 7+3 questions [HERE](#)



## PROFITABILITY

### Best Practice Sharing Tool Evolves to Version 3.0

Our Operational Excellence team are excited to announce that Ideation v3.0 launched on MONDAY 3<sup>rd</sup> February!

 You can access it HERE! <http://cemex.idhall.com>

The Ideation portal is an online tool for capturing and sharing operational improvements, best practises, and innovations.

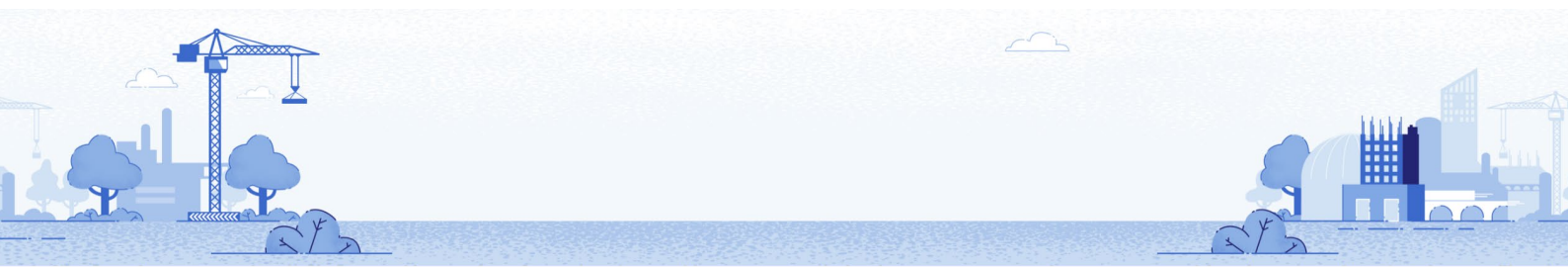


V3.0 is easier to use with new design features, it's more accessibility, and has simplified keyboard navigation.

Within the portal, you will discover new features including:

- On-the-fly re-authentication when the session has expired.
- Navigation pane on initiative sheets and forms for quick access to the desired section.
- Tag and Memo can be hidden in initiative sheets.
- The "Attachment" tab becomes "Resources".
- A 'Full Screen' button for viewing Action Plans or Opportunity Pre-Analyses, for example.
- In the Team section of the Initiative sheet, team members can be filtered by role.
- In the 'Explorer' section, new columns have been added to the Table view. You can now filter initiatives according to data relating to closure or rejection.
- And finally, you will be able to show the overall percentage of completion of the initiative portfolio in your statistical reports.

The team hope you enjoy this update and that it will encourage you to share more good practices and win the now famous *Idea of the Month* competition!





### It's Time To Talk Week

February is Mental Health Awareness month once again, and this week our UK Wellbeing Strategy Group has launched 'Time to Talk Week' (3<sup>rd</sup> – 7<sup>th</sup> February), which coincides with the charity Mind's annual Time to Talk Day on Thursday 6<sup>th</sup> February.

Throughout the week we have been encouraging you to take time out and spend some time talking to each other about our mental health. It's a chance for us to come together to talk, listen and change lives. The more conversations we have, the better life is for everyone.

Talking about mental health isn't always easy and sometimes it's even harder to say how you really feel. But a conversation has the power to change lives. Time to Talk Week is the perfect opportunity to start a conversation about our mental health – but not just next week – keep those conversations going beyond next week.

We have provided a range of resources to support you during this campaign which you can access [HERE](#) (or scan the QR code in the image).

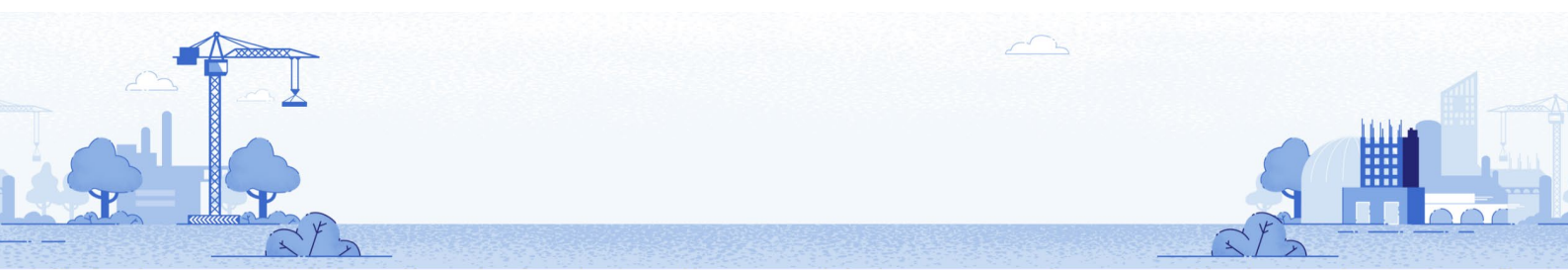
Please make time to display these on all work place notice boards, wellbeing boards, break areas.

#### The Time to Talk Week resources include:

Posters for displaying around offices/sites/noticeboards/Wellbeing boards:

- [Time To Talk Week 2025](#) – Main poster which includes QR code to all resources
- [Time to Talk Week 2025 - All posters to print](#) – Single PDF with all posters to print
- [Support Resources](#) – QR codes to many online mental health support organisations
- [Cemex Employee Assistant Programme](#) – Link and log on details to the Cemex EAP
- [Poster - Pull Up A Chair](#) – Poster from the Mind Time to Talk campaign
- [Poster - Filled With Doubt](#) – Poster from the Mind Time to Talk campaign
- [Poster - Fancy a Brew](#) – Poster from the Mind Time to Talk campaign
- [Tips for helping someone](#) – Tips to help guide you to support a friend, colleague or family member
- [Tips for sharing feelings](#) – Tips to help you find the best way of sharing your feelings
- [Andy's Man Club](#) – Details about a national charity aimed at supporting men to talk about their mental health
- [Talking Tips](#) – Tips to help guide you to support a friend, colleague or family member
- [True or False - get thinking about mental health](#) – Some statements to help get you thinking and talking about mental health

To all Plant and Site Managers – please ensure a selection of our posters are displayed on your local notice boards/break areas from Monday onwards and ensure our offline colleagues are included in our Time to Talk campaign.



## Innovation Webinar

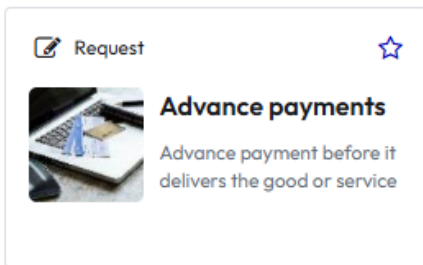
You are invited to join our leaders to discover how you can contribute to creating an innovative culture.

Join the Innovation Open Dialogue on Wednesday 19<sup>th</sup> February at 3pm.

Join with the Zoom link [HERE](#).



## Advanced Payment Requests Now on ServiceNow



### A Message from our UK Accounts Payable Team - NCR Vendor Recon

We are excited to introduce the new Advance Payments feature for EMEA region in ServiceNow (SNOW), designed to streamline and enhance our financial operations. Advance Payments is **now available on ServiceNow**, so from now on we will stop receiving requests by email.

We hope this new feature enhances your experience with ServiceNow. This will simplify our workflow and give visibility to the status of each process in real time.

To access the Advance Payments service, click here: [Advance payments - CEMEX \(service-now.com\)](https://service-now.com/advance-payments)

You can also download a User Guide [HERE](#), with separate instructions for Approvers.

Any questions please contact [ncrvendor.recon@cemex.com](mailto:ncrvendor.recon@cemex.com)

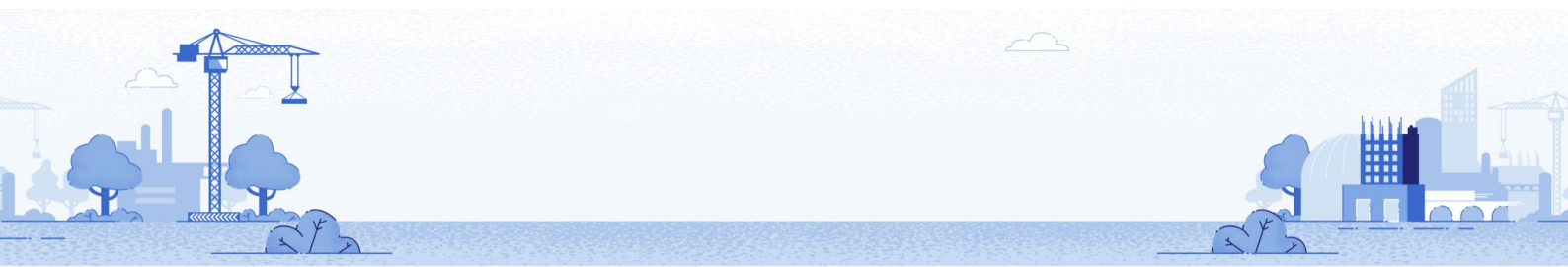
## Our Intranet is Evolving!



Our Cemex intranet Spark is getting ready to transform into a new experience.

Coming Monday 10<sup>th</sup> February.

Watch the teaser [HERE](#).



## Dan Goes Back to School



Dan Mann, Cemex UK’s Public Affairs Analyst, recently visited Runshaw College in Leyland to deliver a presentation and discuss careers in politics with students. The event was part of Cemex’s ongoing commitment to community outreach and inspiring young people to explore diverse career paths.

Runshaw College welcomed Dan as a guest speaker to shed light on the dynamic world of politics and public affairs. During the session, Dan shared his journey into public affairs, highlighting the skills and experiences that shaped his career. From the importance of effective communication to understanding policy development and stakeholder

engagement, Dan gave students a comprehensive overview of what a career in politics entails.

Students were particularly intrigued by Dan’s anecdotes about his work, including advising a former cabinet minister on electoral strategies and his role at Cemex advocating for sustainable practices and community initiatives. He emphasised the importance of staying informed about current events, building strong networks, and being adaptable in a fast-paced environment.

The event concluded with a lively Q&A session, where students asked questions ranging from how to get started in politics, to best and worst political interactions, and even onto Dan’s thoughts on key global issues!

Reflecting on the experience, Dan said: “It was a privilege to be back at Runshaw after more than a decade away, and to speak again to my brilliant former teacher. The questions I was asked are some of the toughest I’ve had in my career to-date, and I hope I was able to provide them with some valuable guidance and some entertaining anecdotes for their future careers.”

Thank you to Runshaw College and students for the warm welcome, and we wish the students all the best for their exams and future careers and we look forward to returning in the future.

## Update Your Email Signature Today!

If you send emails as part of your Cemex role you will need to ensure your email signature is using the latest update.

Click [HERE](#) and follow these simple quick steps to update yours today!

From:

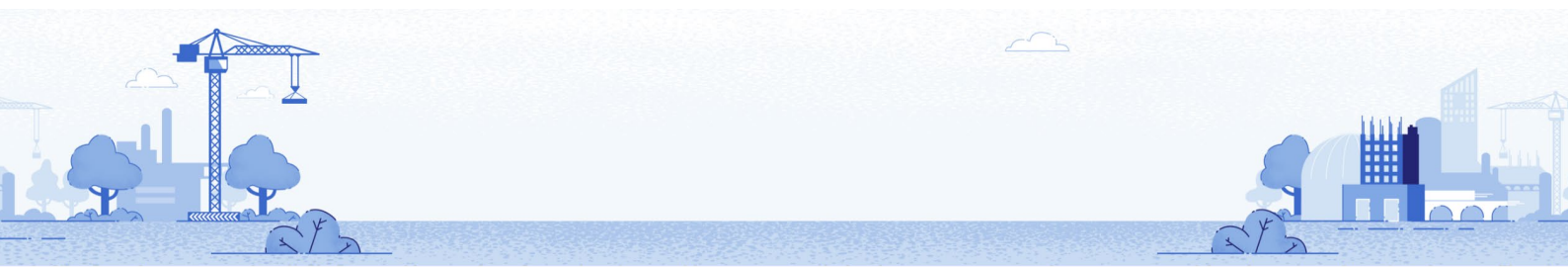


**John Smith**  
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SPGG. Mty, N.L. Mx.  
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To:



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## Sign Up for a Pluxee Card for Just £5.99!



**Pluxee Card**  
**Sign up today for just £5.99!**

**Save 40%!**  
Usually £9.99

**Key Benefits:**

- Earn up to 15% cashback at 80+ top retailers
- Spend online or in-store anywhere (20k+ stores)
- Combine with special offers, loyalty schemes and promo codes
- Get a partner card for someone in your household
- Contactless payments for fast, secure transactions
- Manage your account with the Pluxee UK Card app

Visit your benefits platform and search 'Pluxee Card' to sign up. Offer valid 3rd - 28th February 2025.

A Pluxee Card, available from our Cemex Lifestyle Benefits platform, is a prepaid VISA card that earns you cashback automatically when you spend at over 80 partner retailers, online and in store.

You can top up your card online and using the 'Pluxee UK Card' app, then spend wherever you like, online and in-store, protected like any other VISA payment card. It's also contactless and works with both Apple Pay & Google Pay!!

No stacks of vouchers, no expiring codes, just cashback on purchases you'd probably be making anyway, without having to think about it. (It can be used in conjunction with loyalty cards, promo codes, and in-store offers).

Sign up before 28<sup>th</sup> February for just £5.99 (usually £9.99).

Click [HERE](#) for the offer.

## 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 in the UK News website: [www.cemexuknews.co.uk/downloads](http://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](http://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](http://www.lifestyle-support.co.uk)

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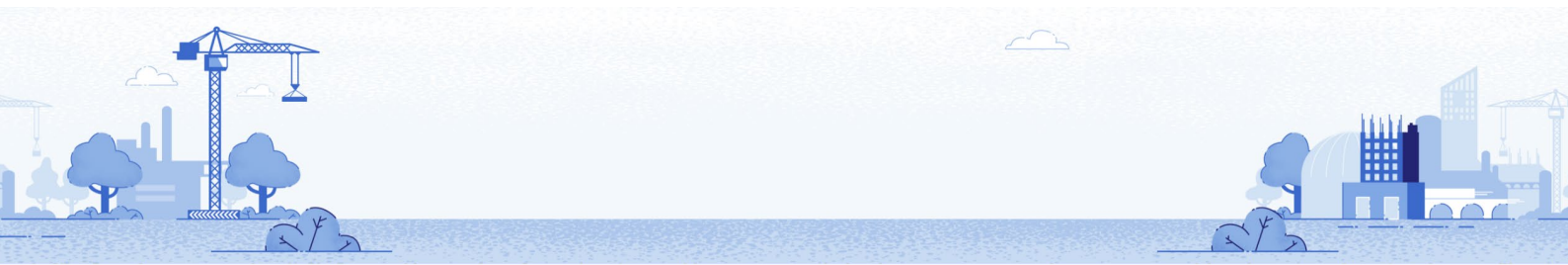
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## Internal Vacancies

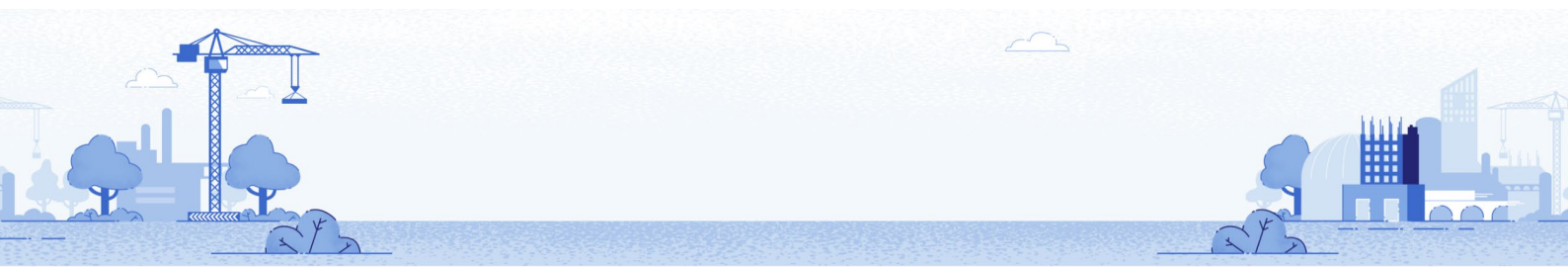
IVC Ref	Position	Company	Location	Closing date
06-01-2025	Tipper – Driver x 2	Materials - Readymix	Peterlee Mortar Plant	06/02/2025
07-01-2025	Mixer – Driver x 2	Materials - Readymix	Jarrow Wharf	06/02/2025
09-01-2025	Maintainer Operator	Cement Operations	Rugby Cement Plant	07/02/2025
10-01-2025	Maintainer Operator	Cement Operations	Rugby Cement Plant	11/02/2025
11-01-2025	Electrical Technician	Cement Operations	Rugby Cement Plant	11/02/2025
12-01-2025	Fitter	Asphalt	Stourton Asphalt Plant	11/02/2025
13-02-2025	Area Sales Manager	Urbanisation Solutions – Building Products	Wick and Field based	28/02/2025
14-02-2025	Operative – Rail Yard	Urbanisation Solutions – Building Products	Rochester	17/02/2025
15-02-2025	Operative	Urbanisation Solutions – Building Products	Rochester	17/02/2025
16-02-2025	Plant and Field Technician	Quality and Product Technology	Southampton Readymix Plant (Laboratory)	28/02/2025
17-02-2025	Multi Skilled Operative	Asphalt	Springetts Coating Plant	18/02/2025
18-02-2025	Operative	Materials - Aggregates	East Leake Quarry	19/02/2025
19-02-2025	Weighbridge Operative	Materials - Aggregates	Raynes Quarry	19/02/2025
20-02-2025	Multi Skilled Operative	Asphalt	Preston Coating Plant	19/02/2025



**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](mailto:gb-communicationsandpublicaffairs@com)

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



# Friendly February 2025

MONDAY



TUESDAY



WEDNESDAY



THURSDAY



FRIDAY



SATURDAY

SUNDAY

3 Do an act of kindness to make life easier for someone

4 Invite a friend over for a 'tea break' (in person or virtual)

5 Make time to have a friendly chat with a neighbour

6 Get back in touch with an old friend you've not seen for a while

7 Show an active interest by asking questions when talking to others

8 Share what you're feeling with someone you really trust

9 Thank someone and tell them how they made a difference for you

10 Look for good in others, particularly when you feel frustrated with them

11 Send an encouraging note to someone who needs a boost

12 Focus on being kind rather than being right

13 Smile at the people you see and brighten their day

14 Tell a loved one or friend why they are special to you

15 Support a local business with a positive online review or friendly message

16 Check in on someone who may be struggling and offer to help

17 Appreciate the good qualities of someone in your life

18 Respond kindly to everyone you talk to today, including yourself

19 Share something you find inspiring, helpful or amusing

20 Make a plan to connect with others and do something fun

21 Really listen to what people say, without judging them

22 Give sincere compliments to people you talk to today

23 Be gentle with someone who you feel inclined to criticise

24 Tell a loved one about the strengths that you see in them

25 Thank three people you feel grateful to and tell them why

26 Make uninterrupted time for your loved ones

27 Call a friend to catch up and really listen to them

28 Give positive comments to as many people as possible today

