

CEMEX UK NEWS



Welcome to UK News
20th February 2025
Your bi-weekly update from around Cemex UK
View UK News on: www.uknews.co.uk

You can also follow us on our social media channels



CEMEX-UK



CEMEXUK



@CEMEX_UK



HEALTH & SAFETY

Latest Safety Alert – Adverse Weather Conditions

SAFETY ALERTS



The latest relates to an incident during recent adverse weather conditions, where an agency worker suffered an ankle injury when he slipped and fell while walking into work.

The Alert highlights the need for robust arrangements to minimise the hazards and risks from adverse weather. It also

outlines personal responsibilities to keep ourselves safe and the importance of reporting any gaps in processes and procedures via the Near Miss / Hazard Alert system.



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

With ongoing adverse weather, please review the Safety Alert with your team(s), asking if there is more we can do to ensure we look after ourselves and each other.

✦ Please also display the Alert on relevant notice boards.

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>

UK Supply Chain Celebrate 1 Year ZERO LTIs



🎉 Congratulations to the whole UK Supply Chain team who have achieved Zero LTIs for 1 year.

Dave Hart, Supply Chain Director, said: “Congratulations to the whole UK Supply team on achieving 1 year ZERO LTIs, a milestone of which you should feel very proud given the complexity of the operation. This has been achievable through your continued safety leadership and commitment allied with

the close collaboration and engagement with the wider UK teams. Please take time to recognise this with

your team, our drivers and hauliers and continue to make sure we lead by example and ensure safety remains our focus and number one priority each day. Well done.”

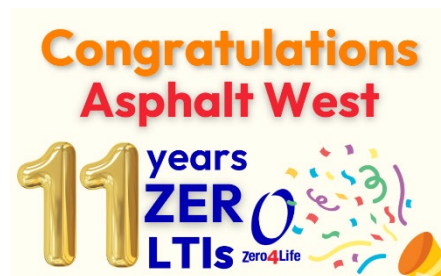
LTI milestones demonstrate that ZERO is possible, especially in challenging environments and working processes. With the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.

Asphalt West Celebrate 11 Years ZERO LTIs

👏 Congratulations to the Asphalt West team who have achieved a fantastic 11 years LTI free milestone.

Thank you to the team for your commitment and focus on Health & Safety as our number one priority.

LTI and TRI milestones demonstrate that ZERO is possible, especially in challenging environments and working processes. With the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.



Rail Safe Friendly Campaign Success



At Cemex, safety is our number one priority and last year we were very proud to partner with the Rail Safe Friendly programme which teaches children about rail safety awareness.

👏 In 2024 the programme engaged with 10 local schools around our UK operations, reaching over 10,500 young people.

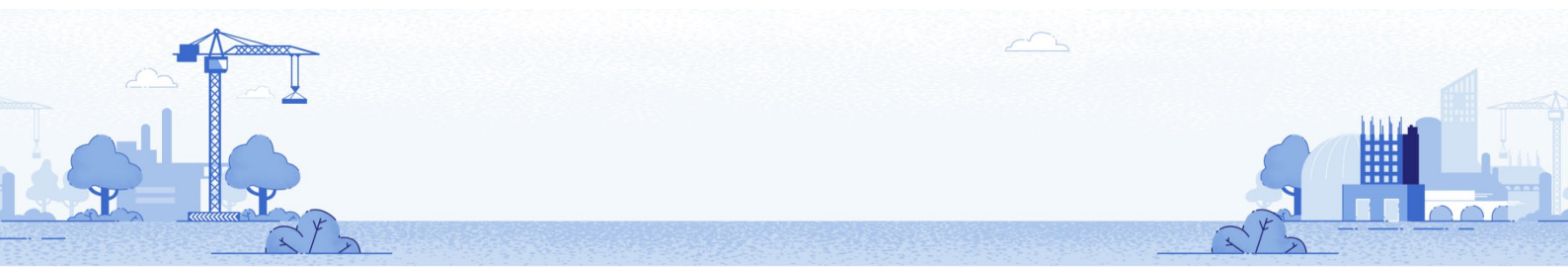
The programme highlights the importance of rail safety, taking learners through a process of understanding the risks related to railways, the appropriate behaviours needed to be safe around railways, and also engages the children in identifying railway line hazards.

Together with our established school Road Safety events undertaken by our Cemex UK teams, these initiatives are part of our wider safety strategy to raise awareness and support our local communities.

Busy Bees Road Safety

Just as we adopt innovative approaches to safety for our drivers and contractors, in Cemex UK we are also doing the same for cyclists, pedestrians and other vulnerable road users. We draw on our expertise to promote best practices in the communities where we operate.

We implement awareness campaigns on road safety, regulation compliance, and accident prevention, where our Cemex employees teach the importance of road safety basics to members of these communities while explaining the safety features of our vehicles.



Recently, colleagues from our Rugby Cement Plant Supply Chain team carried out a special visit, along with a truck, to the local Busy Bees Nursery in Rugby. While this wasn't their typical school visit, it aligned perfectly with the nursery's ongoing learning journey about transport and road safety. After their lesson, the children were thrilled to tell their parents all about the truck visit and share what they had learnt about road safety. Christina Shields, Darrell Collins and Peter Ward arranged and carried out the event giving the children an opportunity to sit inside the truck.

Each child received their own high-vis jacket to take home, helping them stay safe when walking or biking with their parents.

Driving Essentials #1 – Safety Checks

Over the coming months we will be sharing our **12 Driving Essentials** as a reminder to help you drive to the expected standard and maximise vehicle efficiency. Please take a few minutes to refresh yourself of these important safety tips.

Safety Checks

Conducting regular vehicle safety checks is fundamental for ensuring the safety of both drivers and passengers. Before hitting the road, a thorough inspection of your vehicle can prevent incidents and potentially save lives. Checking essential components such as brakes, tyres, lights, and fluid levels can help identify any issues that might compromise the vehicle's performance or safety. By addressing these problems early, drivers can avoid unexpected breakdowns and dangerous situations on the road.

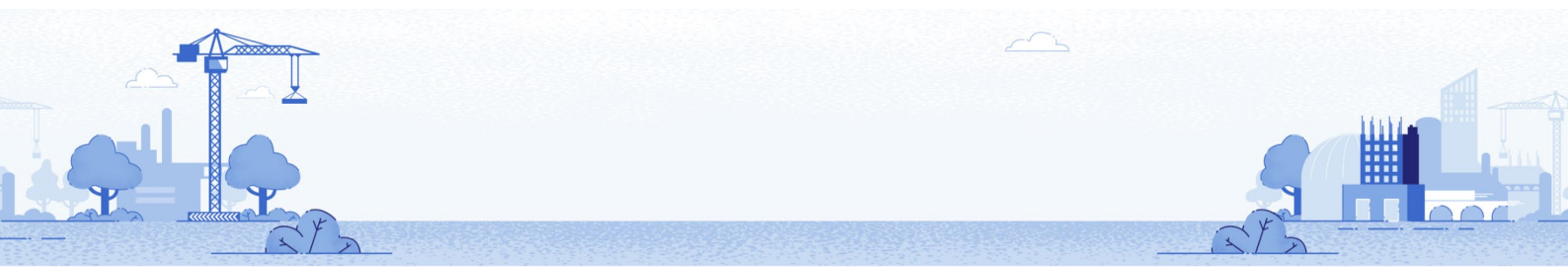


For commercial vehicles, especially those carrying heavy loads, safety checks are even more critical. Ensuring that the load is securely fastened and stable is paramount to preventing incidents caused by shifting loads. Unsecured loads can lead to loss of control, rollovers, and severe incidents, endangering not only the driver but also other road users. Regular inspections of the vehicle's load-bearing components are essential to maintain stability and safety on the road.

We also have a number of minimum requirements for vehicle safety features that must also be included in the safety checks to help keep everyone safe! If for any reason you are unsure about which items to check, the 'no go' policy on defects or how to record your findings, please speak to your Supervisor as soon as possible.

Additionally, safety checks contribute to the overall longevity and efficiency of the vehicle. Regular maintenance helps in identifying wear and tear early, allowing for timely repairs and replacements. This proactive approach not only enhances safety but also reduces long-term maintenance costs. Drivers who prioritise safety checks are more likely to experience fewer breakdowns and enjoy a smoother, more reliable driving experience.

Regular safety checks are a small investment of time that can yield significant benefits, including preventing incidents, saving lives, and maintaining vehicle performance. So, Let's do it!



Zero4Life: Family and Community



Through our Zero4Life: Let's Do It campaign we are reminding ourselves of why Health & Safety is, and always will be, our number one priority.

Health, Safety and Wellbeing extends beyond our operations.

Our activities impact everyone connected with Cemex, including local communities and the loved ones of our employees and contractors.

It is paramount that all our colleagues are working in the safest manner possible and continue to intervene on potentially unsafe practices, ensuring that everyone can go home to their families every day.

We are also fully committed to developing and supporting initiatives that can enhance community safety.

Through this, we can build a safer future for all and further strengthen our goal of reaching ZERO.



FUTURE IN ACTION

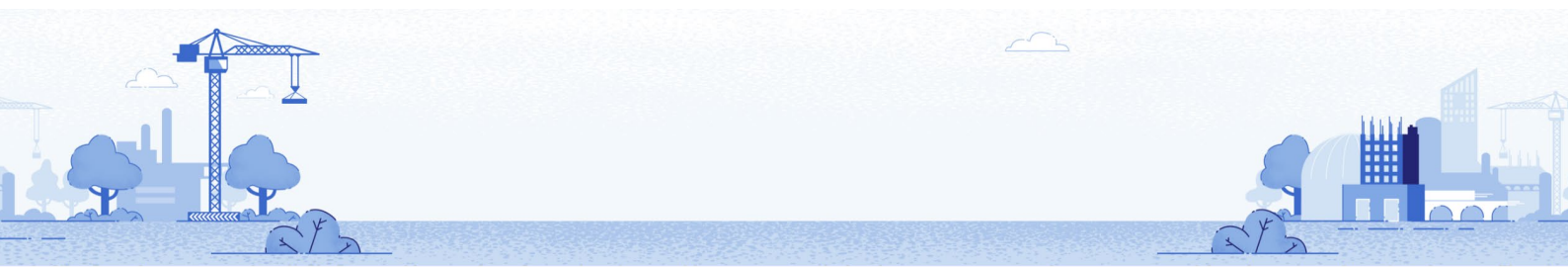
UK Head Office Awarded Regenera Seal

The Cemex UK Head Office in Coventry has recently been awarded the Regenera Seal at the highest level, Platinum, in recognition for becoming a zero-waste-to-landfill site. The office became the first facility in our EMEA region to be awarded this recognition.

This journey began in 2022 when a group of employees from various departments came together to pioneer sustainable practices in the office. They formed the Binley More Sustainable Group with the goal of transforming the UK head office into a zero-waste-to-landfill facility. Their efforts focused on addressing a wide range of issues, including waste management and energy consumption.

The team took several steps to reduce waste generation, including removing under-desk bins and paper coffee cups, as well as limiting the use of paper towels. They also minimised photocopying and printing by optimising office equipment and ensured that items like ink cartridges and packaging were properly recycled. Additionally, they tackled food waste by repurposing office coffee grounds as compost for allotments.

By February 2024, these efforts had evolved into the 'Near to Zero Waste to Landfill' programme across the EMEA region, aimed at making offices more sustainable and circular. While this initiative laid the groundwork for offices to begin their journey, the global rollout of the Regenera Seal in April 2024 introduced a more comprehensive and standardised approach, ensuring that all facilities achieve zero-waste-to-landfill.



The Regenera Seal is part of Cemex's Regenera business initiatives. Regenera was officially launched in 2023 to provide circularity solutions to extend the life cycle of products and materials by reusing them into value-added products.

In December 2024, the UK Head Office became the first office in the company to reach this milestone and the Head Office team are extremely proud of their achievement. They are planning a day of celebration when the Regenera Seal award will be unveiled.

Continue on your Future In Action Journey!

Future in Action: The Series is the NEW animated journey into the impactful stories behind our sustainability efforts / experience that brings our commitment to sustainability to life. The second and third videos are now available to watch!

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



Episode 2

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

Have you ever wondered how a sustainable project begins? In this second episode find out how Laura got inspired by Cemex's commitment to sustainable excellence for the construction of her urban district.

Learn more about the six pillars of our Future in Action strategy.



Episode 3

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

While Laura's team is working in the zero-waste urban district, they face significant waste management challenges. In this episode, delve into how they leverage Cemex's Circular Economy principles to convert waste into valuable resources, ultimately shaping a sustainable future.



PROFITABILITY

Your EMEA Innovation Champions

EMEA
CEMEX
4YOU

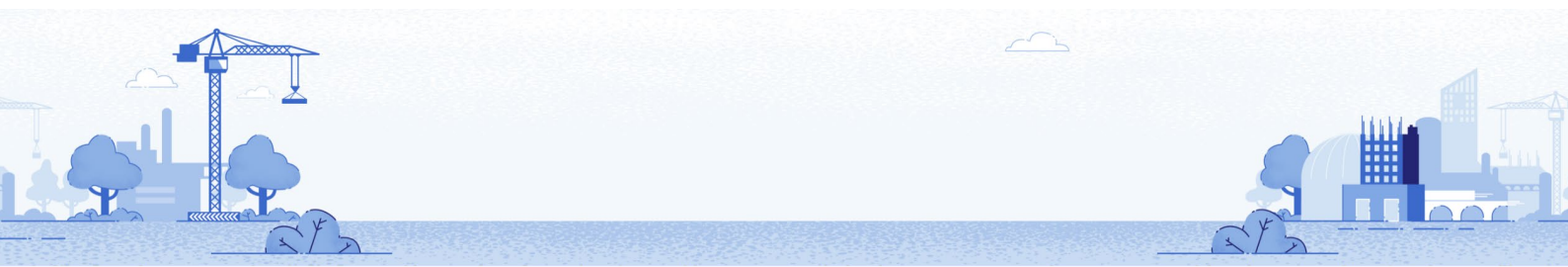
GET TO KNOW OUR EMEA SMART
INNOVATION CHAMPIONS!



Following the Cemex Innovation Open Dialogue yesterday 19th February, we are sharing the names of the EMEA Innovation Champions by functional area and business unit.



Get to know your Innovation Champions by downloading the document here.



New Quarry Now Open Inside M25

Sixty years ago, RMC purchased land at Shepperton, inside the M25 in the South West of London. Ten years ago, Cemex applied for planning permission to develop the greenfield site as a sand and gravel quarry, plus a processing plant.



The site, also known as Watersplash, represents a £5M investment for 1.3M tonnes of sand and gravel over four years, supplying the West London area. The new processing plant was finally commissioned last month and is now open for customers. It is staffed by colleagues moving over from the nearby Datchet and Langley plant.

 You can watch a short video showing the last 12 months development on site – [click HERE](#).

EMPLOYEES

Materials Roadshows – First 3 Dates For Your Diaries



Lex Russell, MD Materials UK, has confirmed the first three dates for his Materials Roadshows taking place next month. Further dates for the usual other locations will be announced shortly.

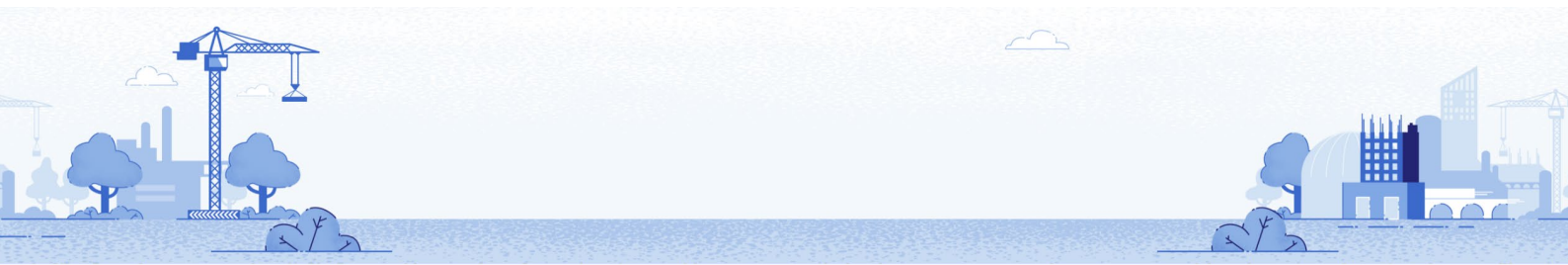
Join Lex as he reflects on 2024 and shares our priorities for 2025, for both Cemex UK and our Materials Business.

All employees are welcome to join one of Lex's Roadshows. Please pick a date/location to suit you and book your space via the organiser. Please share with your teams but be aware that **some locations have limited availability as they are constrained on space.**

- **London** – Wednesday 5th March, 1.00, Venue: The Alma, 499 Old York Rd, London SW18 1TF
Contact Nigel Bateman to book your place.
- **Southampton** – Monday 31st March, 10.00, Venue: Southampton Football Club, Britannia Rd, Southampton SO14 5FP, Matt Le Tissier Room.
Contact Graham Osman and Joe Holcroft to book your place. Parking is available at the Cemex Marine office.
- **Wick** – Tuesday 1st April, 10.00, Venue: Cemex Wick, London Rd, Wick, Bristol BS30 5SJ
Contact Ann Ponting to book your place.

During the Roadshows attendees will have the opportunity to ask Lex any questions they have about our business.

Watch this space for further venues and dates to be announced.



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!

Meet 'My Cemex' - Our New and Improved Intranet

This week has seen the launch of [My Cemex](#), our new and improved intranet, incorporating insights to enhance your work experience and cater to your specific interests.

Click [HERE](#) to watch a short video about how our intranet is evolving...

Click [HERE](#) to open and explore our new intranet
<https://my.cemex.com/>



What's new:

- Sleek new design: Aligned with our corporate brand for a seamless look.
- Effortless navigation: Find what you need faster and easier.
- Personalised content: Tailored to your interests for a more engaging experience.

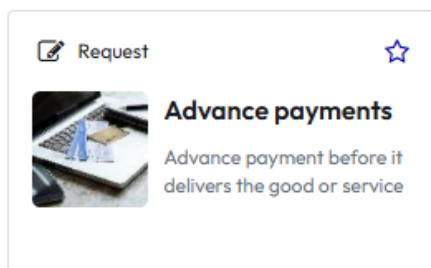
Get started:

1. Follow topics: Stay up-to-date by following topics that interest you.
2. Search for information: Easily find reference information about our company, such as our values, strategic priorities, and management team.
3. Personalise your apps: Add frequently used tools and apps like SuccessFactors, Payslips, Concur and Service Now to your homepage.

Explore [My Cemex \(my.cemex.com\)](#) today and take advantage of all the new features.

Correct Link | Advance Payment Requests Are Now Available in ServiceNow (SNOW)

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



We are now sharing the correct link [HERE](#) to the Advance Payments Service in Service Now.

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

Any questions please contact ncrvendor.recon@cemex.com



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

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



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
21-02-2025	Operative	Asphalt	Lincoln Coating Plant	20/02/2025
22-02-2025	Operative – Rail Yard	Urbanisation Solutions – Building Products	Rochester	20/02/2025
23-02-2025	Plant Manager	Materials - Readymix	High Wycombe	27/02/2025
24-02-2025	Regional Negotiator (Energy and Fuels)	Procurement	Rugby Cement Plant	26/02/2025
25-02-2025	Area Sales Manager – London, Northern Home Counties and East Anglia	Urbanisation Solutions – Building Products	Northfleet/Field based	21/02/2025
26-02-2025	Plant Manager	Materials - Readymix	Widnes	21/02/2025
27-02-2025	Specification Manager	Quality and Product Technology	Hub Office	21/02/2025
28-02-2025	Plant Manager	Materials - Readymix	Castleford	25/02/2025

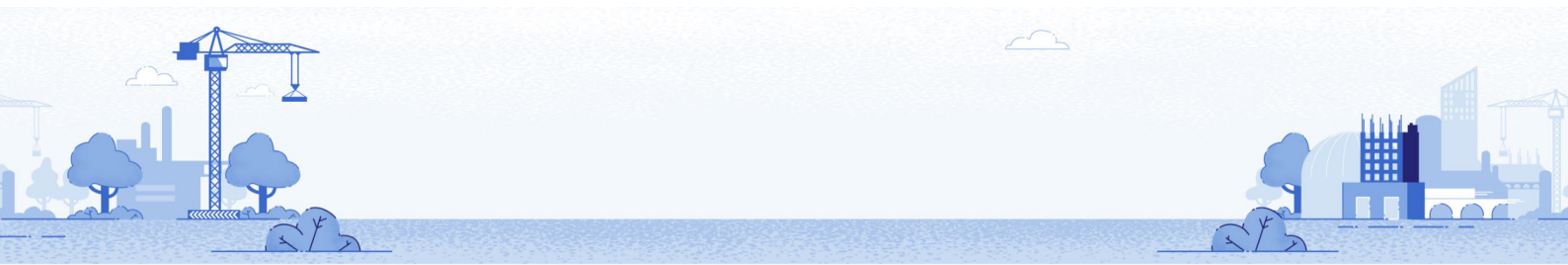


29-02-2025	Quarry Manager	Cement Operations	Southam Quarry	26/02/2025
30-02-2025	Multi Skilled Operative	Materials - Aggregates	West Deeping Quarry	28/02/2025
31-02-2025	Business Development Manager	Materials – Business Development	UK – location flexible but must be able to travel	28/02/2025

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

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



SAFETY ALERT

ANKLE INJURY IN ADVERSE WEATHER



DETAILS OF THE INCIDENT

During a spell of cold frosty weather, an Agency worker was walking to work early in the morning when he slipped and fell as he approached the site entrance gates. He reportedly suffered a fractured bone in his ankle.

KEY FINDINGS

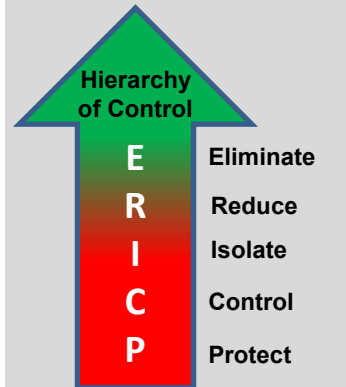
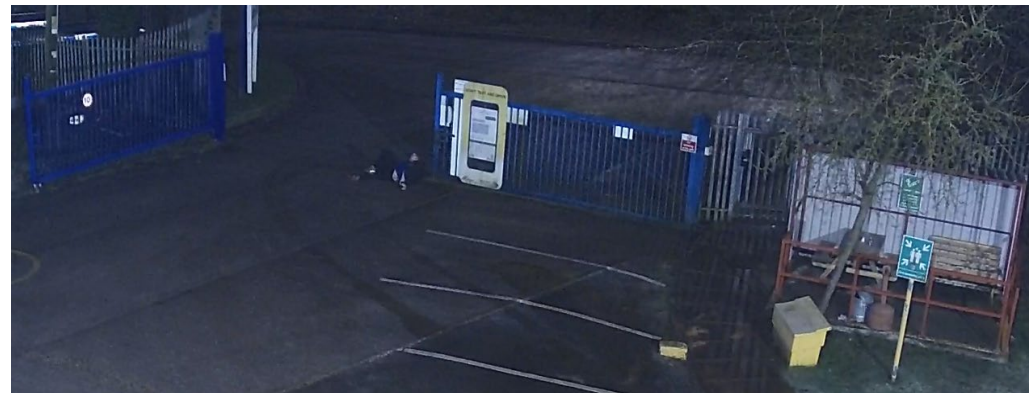
Pedestrian access	The injured person walked past the pedestrian access gate, where the path had been gritted, and approached the main vehicle entrance; it was later found that the lock on the pedestrian gate had frozen and hadn't been opened by the nightshift, although the injured person wasn't aware of this.
Safe Systems	The site paths, yard and car park areas had been gritted; however, this did not include the bell mouth at the entrance as this is outside the site boundary.
Risk awareness	The site rules and induction specify the need to use the pedestrian access. The injured person did not try the gate or STOP & THINK and assess the risk before approaching the vehicle access, which hadn't been gritted.
Near Miss / Hazard Alert	There were no reports of the pedestrian access gate not being open previously, nor was it realised that the opening of the gate was not included in the nightshift routine for preparing the site ahead of the arrival of the day shift.

HOW COULD THIS HAVE BEEN AVOIDED

- The gate to the designated pedestrian access route should have been opened ahead of the arrival of the day shift.
- The pedestrian access route should be used in line with the site rules and induction.
- Continue to promote the Near Miss / Hazard Alert reporting process; any previous instances where the pedestrian gate was not opened ahead of the arrival of the day shift should have been reported.

KEY REVIEW POINTS

- Are robust arrangements in place to minimise the hazards and risks from adverse weather?
- Has the winter checklist been completed for every site to ensure lighting, drainage, gritting procedures, etc. are effective and access routes are clear of slip / trip hazards?
- Is everyone aware of site access / egress rules and what they can do to help keep themselves safe, especially new starters or temporary workers who are new to a site?



Housekeeping



Keep designated access routes and work areas tidy and free from trip/slip hazards.

Safe Systems



Follow safe systems of work, site rules, signage and traffic signals.

Incident/Hazard alerts



Report all incidents/hazards immediately.



STOP THINK ACT

GET TO KNOW OUR EMEA SMART INNOVATION CHAMPIONS !



HEALTH & SAFETY

TOMASZ SKIBINSKI



MATERIALS WEST

STEPHEN SHELLER



SUPPLY CHAIN

VICTOR MANUEL GONZÁLEZ



CUSTOMER EXPERIENCE

VICTORIA CASTRO
SILVIA VAQUERO



CENTRAL MATERIALS

PATRYK CZAPLEWSKI
MAGDALENA BIERYT



CEMENT OPERATIONS

TOMÁS SÁNCHEZ-CORRAL
PHILIPP RODER
SERGIO SANZ



URBANIZATION SOLUTIONS

MARTHA HILDA GONZALEZ
MAILEN MANIGLIA



CEMENT COMMERCIAL

ADRIAN BURCHARD
KAROLINA OSTAPIUK



SUSTAINABILITY

MARTIN HILLS



HUMAN RESOURCES

CARLOS DELGADO



ISRAEL

ALAN LIFEROW
EINAT BAKON



EGYPT & UAE



EMAN RASMY

