



Welcome to UK News
6th March 2025
Your bi-weekly update from around Cemex UK
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HEALTH & SAFETY

Celebrating 16 Years ZERO LTIs

👏 Congratulations to the UK Building Products Supply Chain team who have achieved Zero LTIs for 16 years. This is a fantastic achievement - thank you to the team for your commitment and focus on Health & Safety as our number one priority.

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.



Innovative VR Safety Training Demonstrations

Recently, our Operational Excellent team organised a visit from Arco, a leading Health & Safety equipment supplies and training company, to Dove Holes quarry and Brighton Wharf. The purpose was to showcase their cutting-edge Virtual Reality (VR) safety training. This innovative approach to safety training has the potential to revolutionise how we prepare our employees for complex and hazardous activities.



During the demonstrations employees from Aggregates, Readymix, Building Products, Dry Silo Mortars, and our Head Office had the opportunity to experience various scenarios through VR headsets. These scenarios included abseiling down an aquarium, working on top of the Blackpool Tower, and navigating a confined space tunnel. The immersive experience provided a unique and engaging way to learn about safety protocols and procedures.

The Health & Safety Technologies Group are always on the lookout for innovative solutions and new technologies to help Cemex continuously improve our Health & Safety performance. The group at Dove Holes was particularly engaged, and the VR training sparked numerous ideas and lively discussions.

Following the sessions the team, including Lee Wearing from the Health & Safety team, believes that VR training could be the future of safety training for both new entrants and seasoned employees. By

simulating environments that closely resemble our local sites, we can provide more effective training for activities such as working at height and confined space activities.

While the technology is not yet perfect, the experience was highly promising and definitely one to watch for the future!

Action for Happiness – Mindful March


Want more moments of calm and clarity? Remembering to pause and live mindfully helps us get more out of life and cope better in difficult times.

This month the [Action For Happiness](#) focus is on being mindful. The idea is that these simple activities will help us all to be more present in the moment and identify what makes us happy.

Learning to be more mindful and aware can do wonders for our well-being in all areas of life – like the way we eat, the things we notice or our relationships. It helps us get in tune with our feelings and stops us dwelling on the past or worrying about the future – so we get more out of the day-to-day. It can also help us identify what we're grateful for, which has been proven to help boost your happiness levels!



Vanessa King from Action for Happiness shares her top tips for Mindful March. You can watch it [HERE](#).

 Our Mindful March calendar is full of great ways to help you feel less distracted or overwhelmed. You can find the Mindful March calendar at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Please share on your workplace notice boards and wellbeing boards.

Know the Symptoms

When it comes to heart attacks and strokes, every second counts. Recognising the early symptoms can make a significant difference in outcomes, potentially saving lives and reducing long-term damage.

According to the Centres for Disease Control and Prevention (CDC), heart attacks often present chest pain or discomfort, shortness of breath, and pain in the jaw, neck, or back. These symptoms can be subtle, so it's crucial to pay attention to your body and seek immediate medical help if you notice anything unusual.

Strokes, on the other hand, have their own set of warning signs. The CDC emphasises the importance of the F.A.S.T. method: Face drooping, Arm weakness, Speech difficulty, and Time to call for emergency support. Sudden numbness, confusion, trouble seeing, and severe headaches are also common indicators. Acting quickly can significantly improve the chances of recovery, as treatments are most effective within the first few hours of symptom onset.



Understanding these symptoms and responding promptly can prevent severe health complications. Whether it's a heart attack or a stroke, early intervention is key. Educating yourself and others about these warning signs is very important. Remember, it's always better to be cautious and seek medical attention if you're unsure.

Driving Essentials #2 – Journey Planning

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.

Journey Planning

In the world of road transportation one Driving Essential is meticulous route planning. Always remember, the journey starts with planning. By carefully mapping out the route, transport operators can identify potential hazards and avoid them, ensuring a smoother and safer journey for both the driver and the cargo.

Assess the risks and plan your journey to use the safest route. This involves considering various factors such as road conditions, weather forecasts, traffic patterns, and of course an effective communication process to make drivers known these factors. By doing so, transport operations can minimise the chances of road incidents.

In addition, by selecting the most efficient and safest routes, companies can reduce fuel consumption and maintenance costs. This also reduces the environmental impact of transportation activities. Route planning is a critical component of road safety. It helps in mitigating risks, ensuring timely deliveries, optimising operational costs and reducing environmental impacts. Therefore, investing time and resources in thorough route planning is essential for any transport operation aiming to achieve high safety standards. So, **let's do it!**



CUSTOMER CENTRICITY

Winners at the Superior Customer Experience Awards



Last month over 600 colleagues participated in the celebration of the EMEA Superior Customer Experience Day.

👏🏆 **Congratulations to our two UK winners!**

- **Alex Sailsbury** for Tracking Raw Material Deliveries
- **Terri Charles** for Order Management of Raw Materials

Seen here in the photo, presented by Matt Wild, Supply Chain & Procurement VP EMEA, Terri Charles and Alex Sailsbury were awarded with diplomas as winners of the Best Initiatives categories.



Both initiatives benefit our Cemex internal customers and were developed and implemented based on the Internal Customers Survey feedback, so please do participate in the next survey in May!

If you missed the webinar, you can find the recording [HERE](#). The webinar presented many commendable projects realised in the previous year, all with the same goal – improving the experience of our customers.



FUTURE IN ACTION

First 2025 Lend a Hand

In February the London and South Coast Readymix Commercial team took part in the first Lend A Hand Day of 2025 at Thorpe Church of England Primary School in Thorpe Village, on the outskirts of South West London.

Courtney Banham, Readymix Commercial Manager, whose daughter attends the Primary School, told us all about it...

“We've been planning this since August 2024, so finally completing it was a fantastic achievement! During the school's half term Jeff Fielding, Steve Deasley, Hitesh Patel, Erin Volpi, Joanna Devlin and I came together to tackle several outdoor tasks the school had requested.



The school had been quoted over £300 to remove the old wooden climbing frame, so they were absolutely thrilled when Jeff, Steve and Hitesh worked tirelessly to saw, dig and remove it from the ground. Brave Joanna faced the daunting task of clearing out the school's garden shed which had more spiders than toys, while Erin safely removed the dangerous brambles growing at children's height around the playground.

With a beautiful sunny day, we completed the new mud kitchen and pizza area for the Reception to Year 1 children (ages 4-6), complete with toppings! We also set up a new "grow your own" area where the children will learn to grow their own vegetables.

I can't thank the team enough for their time and effort. They've made such a positive difference to the school's environment. It's been the talk of the class WhatsApp groups, with parents and teachers praising Cemex's ethos. I'm so proud to work for a company that promotes giving back to our communities.

The children will love the changes and it's safe to say the parents will too, now that the spiky brambles that kept ripping expensive uniforms are gone!”

How to organise your Lend a Hand this year

To support you and your team in finding local opportunities for Lend a Hand activities, Cemex UK has partnered with Neighbourly, a volunteering platform to support you to deliver social impact. Once



registered, the new online platform will assist you in searching for volunteering activities in your local areas.

Click this link [HERE](#) to open Neighbourly. You can find instructions to register with Neighbourly [HERE](#)

If you need any further support using Neighbourly or organising your Lend a Hand activity this year, please contact Chiedza Mupfumira, Cemex UK Social Impact Specialist.

UK Environmental Briefing - Simpler Recycling, Waste Segregation Changes



The latest Environmental Briefing is about new waste segregation requirements in England called Simpler Recycling. This is a new legal requirement applicable to all sites in England which follows similar legislative changes in Wales last year. The Simpler Recycling changes must be implemented on all sites by **31st March 2025**.

 You can find the Environmental Briefing, plus Simpler Recycling Posters at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

The main change is that all sites including offices, require a Food waste bin alongside the current General and Mixed Recyclables bins. Also, Glass waste is prohibited from existing bins, and we recommend that glass waste is eliminated wherever possible. Where glass waste is generated, a separate glass collection service must be obtained. Our approved waste contractor, Biffa will shortly be rolling out the food waste bins to all sites. Where alternative waste contractors are used, please confirm the suitability of the proposed service with the Procurement or Sustainability team. Information posters can also be downloaded to show what waste types can be disposed of in each bin.

Further details will be provided shortly.

Earthly Matters



The February 2025 edition of Earthly Matters, the blog dedicated to the partnership between Cemex and the RSPB, is now available to read.

We've changed the blog to a new format so this can now be easily shared on workplace notice boards and rest areas, for those looking for an interesting read over your cup of coffee or lunch break.

In your February 2025 edition....

- Partnership Update: Monitoring Twite birds at Dove Holes.
- Sand Martin Code: Refresh your knowledge of the Sand Martin Code for colleagues working on sites with sand piles.



- International Day of Forests: Celebrated on 21st March, focusing on forests' role in food security, biodiversity and wellbeing.
- Actions for Nature: Clean bird feeders to prevent disease and support bird health.

 You can find the February edition of Earth Matters at the end of this document and on the UK News Website [HERE](#).

Final Video in Future In Action Series!



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 FINAL videos are now available to watch!

Throughout the series we've followed the inspiring transformation of a district that embraced sustainability wholeheartedly. With the unwavering support of Cemex, the dedication of our main character's team, and the commitment of the community, this district has emerged as a symbol of hope and an example for others to follow

Episode 4

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

In this concluding episode you'll witness the lasting impact of sustainable habits—from composting and recycling to enhancing biodiversity with rooftop gardens. These are just a few examples of how collective action can create meaningful change.




PROFITABILITY

Congratulations for Idea of the Month!

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 *January 2025* competition:

 You can find full details of both at the end of this document and on the UK News website: www.cemexuknews.co.uk/downloads



- Andy Ralph and Yorkshire Readymix team – The team held two Isolation Training sessions with Reece Safety which was focussed on empowering staff both new and experienced with practical knowledge and the confidence to safely implement isolation procedures.
- Gordon Renshaw and Yorkshire Readymix team – Have fitted a solenoid valve to stop the air at the outlet of the air receiver. This means if there are any small air leaks that haven't been repaired the compressor will automatically shut off when the pressure meets the target in the air receiver.



🏆👏 Our congratulations go out to Andy Ralph and the Yorkshire Readymix team who took the Top Award this month! 🏆👏

As both ideas were deemed to be so close, we are sharing both high-level PDFs - if you want further information on any of the ideas please visit the Ideation platform via the links here.

- Isolation Training - https://cemex.idhall.com/idea/view.php?ide_id=448&vw_ccache=67b6f8df-1
- Compressor Energy Saving - https://cemex.idhall.com/idea/view.php?ide_id=447&vw_ccache=67b6f783-1

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

Listen Back! EMEA Innovation Open Dialogue



If you missed the Cemex Innovation Open Dialogue from last week you can now watch the recording by clicking [HERE](#)

Quick recap: Cemex hosted an **Innovation Open Dialogue**, highlighting innovation as a cornerstone of our strategic vision. Hosted by Alberto Luis de Armas, VP Organisation and Human Resources, our CEO Fernando Gonzalez and Head of Global Innovation Gonzalo Galindo Gout, shared compelling insights into our company's innovation roadmap and its transformative potential.

Fernando Gonzalez emphasised the need for continuous innovation to stay competitive, while Gonzalo Galindo delved into the collaborative spirit that fuels innovation at Cemex, showcasing our commitment to a culture where *every idea matters*.

Our regional colleagues proudly presented groundbreaking initiatives, such as the revolutionary low carbon discharge system and the cutting-edge Spider Tracker technology. These innovations are not just projects; they are milestones in our journey towards a more sustainable and digitalised construction industry. The dialogue also focused on the future of innovation in construction, emphasising digitalisation and sustainability.

It's powerful reminder of Cemex's unwavering dedication to fostering a culture of innovation and actively engaging our employees in this exciting journey.

📄 You can get to know your Innovation Champions by downloading the document [HERE](#).



New EMEA President Visits the UK

This week, our UK operations were very proud to welcome Jose Antonio Cabrera to our Rugby Cement Plant and Dove Holes quarry, before taking up his new role as President of our EMEA region on 1st April 2025.



On Monday, the team at Rugby Cement Plant were proud to welcome Jose Antonio, who was joined by Fernando Enriquez, VP Product and Manufacturing Cement EMEA. Together they enjoyed a Plant tour visiting the control room and laboratory, the Climafuel facility, enjoyed the views from the top of the cooling tower and joined our Admixtures colleagues in the factory.

On Tuesday, Jose Antonio visited our Dove Holes quarry where he was able to meet with colleagues from across our Aggregates teams as well as our Asphalt, Dry Silo Mortar and Concrete products businesses. We've included a selection of photos from these visits showing Jose Antonio interacting with our colleagues and learning more about the work that we are performing across these sites contributing to our key areas of focus across safety, sustainability, customer experience and profitability.

We look forward to welcoming Jose Antonio into his new post on 1st April 2025 and will share more information around this announcement following his official start date.

A New Chapter.....

A message from Sergio Menendez, former EMEA President.

As you are all aware, new organisational changes were announced last week and I would like to reflect on this.



Over the past 6 years, I have had the incredible opportunity to lead Cemex EMEA activities, as well as oversee operations in our region.

During this time, we've faced numerous challenges, celebrated many accomplishments and most importantly, embarked on a journey rich with learning experiences between all the countries.

I am glad we've built a strong team "One Cemex" over the years with a deep sense of purpose and I am pleased to have had the opportunity to meet so many of you in person.

Beginning of March, I will be taking on a new role within Cemex being responsible for Cemex Mexico. As ever, I will approach this new chapter with the same dedication, enthusiasm and professionalism that have always driven my career.

You are a fantastic team, full of dedication and passion, so I have no doubt that under the leadership of Jose Antonio Cabrera you will achieve further success.

I look forward to our continued collaboration and I am sure that our paths will cross.



I want to THANK YOU all for your continuing professionalism and commitment, which is enhancing Cemex's reputation every day as a safer, innovative, more sustainable and reliable partner with proven customer service - a significant leader in our industry and in EMEA region.

With best regards, Sergio Menéndez

Women at Cemex 2025 - Nominations are now open!



As part of our recognition and celebration of International Women's Day, which takes place on Saturday 8th March, nominations are now open for the EMEA Women at Cemex Awards.

You can nominate female colleagues who inspire, innovate and help to drive positive change across our business.

Nominations for the EMEA Women at Cemex Awards are now open!

Starting today, you can nominate the women who inspires at Cemex

Categories:

- ✓ Lifetime Legacy – Outstanding leadership and a lasting impact
- ✓ Emerging Women Leaders – Rising talent shaping the future
- ✓ Influence – Inspiring leadership with a meaningful impact
- ✓ Game Changer – Driving innovation and transformation
- ✓ Excellence in Operations – Leadership and excellence in our operations

💡 **Do you have someone in mind who deserves to be recognised?**

[>>> Participate here <<<](#)

📅 You have until 19th March to participate.

Don't miss the chance to highlight their impact! Women at Cemex is about recognising the contributions of women building a better future.

Celebrating 20 Years of Cemex in the UK

In 2005, Cemex acquired RMC to enter the UK's building and materials market. By this time Cemex was already a well-established global business.

The acquisition of RMC provided Cemex with an established operation with a proud heritage in the UK, dating back to 1826 when a small family business owned by Thomas Walker and his son George started producing lime mortar in Rugby. RMC's own history dated back to the 1930s when Kjeld Ammentorp is credited with founding the organisation and establishing the UK's first Readymix Concrete Plant.



🎉🥳 To mark Cemex's 20th birthday in the UK, throughout March, over on our UK LinkedIn channel, we are taking a look back down memory lane to some of the events that took place in the UK during 2005.

?🗨️ Join in the celebration by check out our first post [HERE](#) and share your memories of these historic moments? #CemexUKis20

Materials Roadshows – Dates for your Diaries



Lex Russell, MD Materials UK, has confirmed the first dates for his Materials Roadshows. 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.**

- **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.

Want to Know More about our Employee Assistance Programme?

Join one of our Employee Assistance Programme Virtual Webinars.

As well as the main topic, the seminars will cover everything you need to know about the Employee Assistance Programme, including an overview of CareFirst and how it can help you, what counselling sources are available and how to access them.

Care First is also offering two further webinars:

- **Stress Awareness** – 9th April @ 12.00pm
Register [HERE](#).
- **Mental Health Awareness** – 14th May @ 12.00pm
Register [HERE](#)



Mike Reader MP Visits Northampton Plant



Last month, Cemex UK's Public Affairs team welcomed MP for Northampton South, Mike Reader, and Joe Hackett from the Minerals Product Association to our Northampton Concrete Plant for a tour of the site.

During the visit, they learned about how the site operates and its contributions to local development. They also discussed a range of local, regional, and national issues with our Public Affairs team.

We are grateful for Mike and Joe's time to visit the plant. A massive thank you to Nick, Wayne and the Northampton team for accommodating the visit.

Could you Cycle to Work?

Are you considering a healthier, more sustainable way of travelling this Spring? If so, then Cemex Cycle to Work scheme may be just what you are looking for!

The scheme is permanently open all year round, so you can apply to the scheme at any time.

Details of scheme

Working for Cemex gives you **exclusive access** to a range of hand-picked **Halfords brand bikes** – and with the promo code **C2WEXCLUSIVES**, they can save as much as **57%** of the usual cost! This is an unbeatable opportunity to get a high-quality award winning bikes such as, Carrera, Apollo, & Voodoo at an incredible price, making commuting cheaper, greener, and healthier than ever.



Click here to choose your [BIKE](#), or scan the QR code - Add your chosen bike to the basket on Halfords.com and enter '**C2WEXCLUSIVES**' in the promo code box.

The scheme works by allowing you to purchase a new bike and accessories through salary sacrifice, meaning you don't pay tax on the amount you have spent, saving you up to 42% on your new cycling gear. The cost is deducted from your salary over 12 months. The maximum amount that you can spend on a bike and/or accessories is up to £3,000. This will allow those looking to purchase electric bikes to choose from a wider selection.

Our agreement is with Cycle2work from Halfords. You can choose from shopping in Halfords stores, Halfords online, Tredz.co.uk or one of over 800 independent retailers, or visit: www.cycle2work.info to see your local options.

Decide what value you want to spend on your bike and safety equipment. You can choose to take between £100 and £3,000 in increments of £5. To register for the scheme please visit www.cemexlifestyle.co.uk or call 01908 303 498.

Once your application is approved then your Letter of Collection (LOC) is issued within 48 hours and you can go and collect your bike and equipment.



If you encounter any issues accessing the portal please use this link:<https://cemex.salarydeductplatform.com/Information/Index/22368>

Some common questions

Do I have to cycle to work every day, and do I need to record when I use the bike? Simple answer is No! You can cycle all or part of a journey – to the station, to meet a colleague or client, from site to site etc. You can cycle just when it suits you – just on Fridays or in the summer months. You don't have to keep a record of when you cycle. You can use the bike for leisure purposes – pit stop at the café or pub makes it all worthwhile!

Further information and a guide to how to make an application can be found [here](#)

You can find a poster with a QR code to register at the end of this document and on the UK News download page: [here](#) Please download this poster for your noticeboards.

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).



Internal Vacancies

| IVC Ref | Position | Company | Location | Closing date |
|------------|---------------------|--------------------------|-----------------------------------|--------------|
| 32-02-2025 | Operative | Asphalt | Liverpool Docklands Asphalt Plant | 14/03/2025 |
| 33-02-2025 | Foreman | Building Products - Rail | Somercotes | 14/03/2025 |
| 34-02-2025 | HR Business Partner | Human Resources | Cemex House Binley | 14/03/2025 |



| | | | | |
|------------|--------------------------|--|------------------------|------------|
| 35-03-2025 | Operative (Nights) | Materials - Aggregates | Angerstein Wharf | 18/03/2025 |
| 36-03-2025 | Supervisor (Days) | Materials - Aggregates | Angerstein Wharf | 18/03/2025 |
| 37-03-2025 | Asphalt Plant Manager | Asphalt | Birmingham | 18/03/2025 |
| 38-03-2025 | Senior Fitter | Urbanisation Solutions - Building Products | Buxton | 21/03/2025 |
| 39-03-2025 | Sales Executive | Dry Silo Mortar | South West/M4 Corridor | 28/03/2025 |
| 40-03-2025 | Internal Sales Executive | Customer Experience - Inside Sales | Sheffield | 12/03/2025 |

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



Mindful March 2025

SATURDAY

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

1 Set an intention to live with awareness and kindness

2 Notice three things you find beautiful in the outside world

3 Start today by appreciating your body and that you're alive

4 Notice how you speak to yourself and choose to use kind words

5 Bring to mind people you care about and send love to them

6 If you find yourself rushing, make an effort to slow down

7 Take three calm breaths at regular intervals during your day

8 Eat mindfully. Appreciate the taste, texture and smell of your food

9 Take a full breath in and out before you reply to others

10 Get outside and notice how the weather feels on your face

11 Stay fully present while drinking your cup of tea or coffee

12 Listen deeply to someone and really hear what they are saying

13 Pause to watch the sky or clouds for a few minutes today

14 Find ways to enjoy any chores or tasks that you do

15 Stop. Breathe. Notice. Repeat regularly

16 Get really absorbed with an interesting or creative activity

17 Look around and spot three things you find unusual or pleasant

18 Have a 'no plans' day and notice how that feels

19 Cultivate a feeling of loving-kindness towards others today

20 Focus on what makes you and others happy today

21 Listen to a piece of music without doing anything else

22 Notice something that is going well, even if today feels difficult

23 Tune into your feelings, without judging or trying to change them

24 Appreciate your hands and all the things they enable you to do

25 Focus your attention on the good things you take for granted

26 Choose to spend less time looking at screens today

27 Appreciate nature around you, wherever you are

28 Notice when you're tired and take a break as soon as possible

29 Choose a different route today and see what you notice

30 Mentally scan your body and notice what it is feeling

31 Discover the joy in the simple things of life



ENVIRONMENTAL BRIEFING

Simpler Recycling – New Legal Obligations in England

Summary

The UK Government has implemented the new Simpler Recycling legislation to reform waste collections and recycling across England. This follows segregation requirements already introduced in Wales which will remain unchanged. This new regulation aims to clear up confusion over recyclable and non-recyclable materials, standardise recycling practices for workplaces, reduce landfill waste, and tackle illegal waste activities, promoting a more sustainable and environmentally conscious approach to waste management.

By March 31st 2025, all Cemex sites are legally obliged to have provision for the separate collection of recyclable waste streams. It has been agreed with Biffa that to meet the legal requirements the following separate bins will be required:

- General - Residual (non-recyclable) waste
- Mixed Recycling - Dry recyclables (paper, card, plastics, metals)
- Food
- Glass – **(only if glass waste will be generated – we are not expecting sites to need this)**

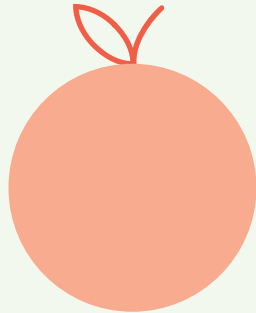
The significant change is that all sites will be provided with a new Food Waste collection bin to supplement the Dry Recyclables bin (paper, card, plastics, metals) and General Waste bin (residual non-recyclable waste) already provided. **No provision will be available for the disposal of glass unless specifically requested locally.** No glass will be permitted in the General, Dry Recycling or Food Waste bins.



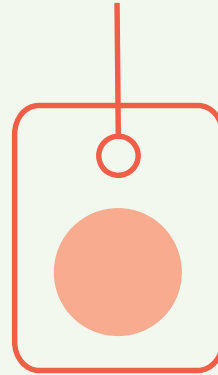
Key Points

- Poor management could lead to environmental prosecutions. The EA and NRW could audit sites at any time to confirm compliance.
- Poorly segregated waste could also cost us more through wasted journeys and refused collections.
- Good segregation could lead to reduced general waste costs.
- Our compliance with Simpler Recycling can only be assured through the use of Biffa waste services. If an alternative waste management contractor is used then compliance must be confirmed with the Procurement and Sustainability teams.
- **You will be receiving an additional food waste bin before 31st March 2025.**
- **No glass will be permitted in the General, Mixed Recycling or Food Waste bins. A separate glass bin will need to be requested locally if required, but it is recommended that all glass waste be eliminated from sites.**
- Further information on the Biffa roll out will be made available via Procurement and Sustainability in preparation for compliance by March 31st 2025.

Food waste container, what goes in?



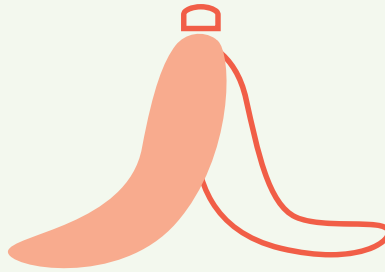
Food



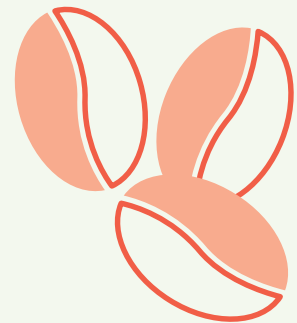
Tea bags



Plate scrapings



Peelings



Coffee grounds



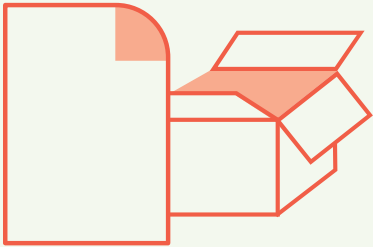
- Used paper towels
- Empty food containers and packaging
- Large bones
- Oils

Remember

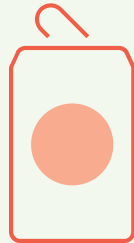
Make sure all food waste is free from contamination such as plates and cutlery. If the waste contains any material that is not food it cannot be recycled.

Recycling container, what goes in?

✔ Yes



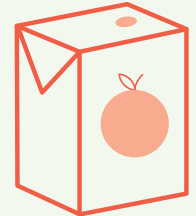
Clean paper
and card



Empty
food and
drink cans



Newspapers
and magazines



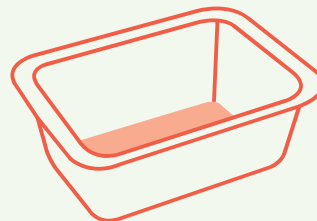
Empty cartons
e.g. fruit juices



Clean plastic
pots, tubs
and trays



Empty
plastic
bottles



Clean
aluminium foil
and food trays



Empty
aerosol
cans

✘ No

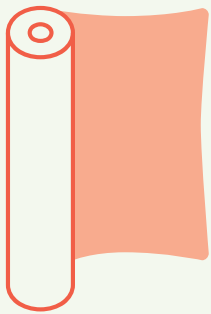
- Shredded paper
- Paper or cardboard contaminated with food/oil/grease/paint
- Tissues/paper towels/kitchen roll
- Till receipts
- Laminated paper cups

Remember

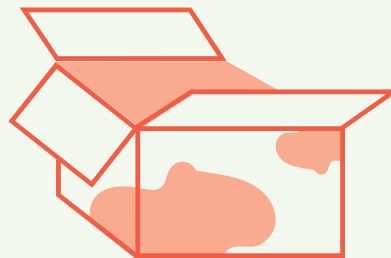
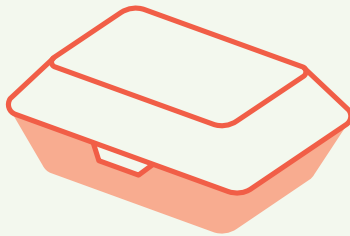
No hazardous waste. Make sure all material is clean, dry and uncontaminated. If the recycling waste is wet or contaminated with oils, foods etc, it cannot be recycled.

Biffa

General waste container, what goes in?



Flexible and soft plastic packaging



Contaminated materials



Soiled products



- Clean paper, card, tins, cans or plastic containers
- Food
- Glass
- Electrical or battery-operated devices and products

Remember

If it can be recycled, put into the correct container ensuring it is clean and dry. Anything that cannot be recycled needs to go into the general waste.

Earthly Matters



Cemex & RSPB Partnership Blog
February 2025



Welcome to the February 2025 edition of **Earthly Matters**, the blog dedicated to the partnership between Cemex and the RSPB.



Partnership Update

By Carl Cornish, RSPB Senior Business Conservation Adviser

I'm gradually visiting more quarries and my recent visit to Dove Holes Quarry was fascinating. I've been most familiar with sand and gravel quarrying, so Dove Holes was an eye opener. My involvement there is focusing on monitoring the Twite, a special bird found at the site. To many, a Twite will look like a LBJ – little brown job. It looks like a slimmer sparrow, streaky brown with peachy colouration around the face. They like weedy areas of uplands, feeding on flower heads and seeds and scrubby areas for nesting. The loss of these areas has led to their decline and they're now a rare breeding bird in England (more common in Scotland).





Twite. Credit: Mike Langman ©RSPB

Despite the national trend, Dove Holes has maintained a Twite presence. Cemex, working with the RSPB, has created good quality habitat for Twite in their surrounding fields. The site acts as a stop off point for birds migrating back to their breeding grounds in the Spring. In winter, they leave uplands for coastal salt marshes, but Dove Holes acts as a "service station," providing supplementary food to help sustain them on their journey. This careful feeding program supports monitoring efforts, ensuring their needs are met without unintended consequences (see Actions for Nature).

I'm back at Dove Holes in March to meet up with a local birdwatcher who monitors Twite using the fields near the quarry.

Forests for wellbeing for us and our planet!

  [International Day of Forests](#), celebrated on 21st March raises awareness of the importance of all types of forests. This year's theme, forests and foods celebrates the crucial roles of forests in food security, nutrition and livelihoods. In addition to providing food, fuel, income and employment, forests support soil fertility, protect water resources, and offer habitats for biodiversity, including vital pollinators.

Forests also provide clean air, water, and a space for recreation, which are essential for physical and mental health. Spending time in nature reduces stress, boosts mood, and enhances overall wellness. By protecting and restoring forests, we not only preserve biodiversity but also promote a healthier, happier society.

Check out this [blog post](#) from the Forestry Commission about "**Why are forests and woodlands are so good for our mental health**"

Actions for Nature

A reminder to clean bird tables and feeders to keep birds healthy. Ideally, birds would find natural food, but habitat loss makes supplementary feeding essential, especially during the spring "Hungry Gap" when food is scarce. Dirty feeders can spread diseases like avian pox, bird flu, and finch trichomonosis, which has severely impacted Greenfinch populations. Use mild detergent to clean feeders, move them occasionally to prevent food buildup, and remove any mouldy food. Feeding birds safely helps connect us with nature, benefiting mental well-being. Monitoring garden birds also reflects the overall health of our environment.



Greenfinch. Credit: Nigel Blake ©RSPB



If you'd like further information or advice about any of the topics in this blog please contact Carl Cornish at carl.cornish@rspb.org.uk

Do You Know the Sand Martin Code?

If Sand martins colonise an active quarry face, sand or dust stockpiles then **all work must stop between March and August inclusive**. All birds and their nests are fully protected under the Wildlife & Countryside Act 1981 which makes it an offence to intentionally kill, injure or take any wild bird. >>You can find the Sand Martin Code [here](#). **Please display on all workplace notice boards where sites have sand piles.**



Send us your stories and photos

We are looking for staff stories to include in upcoming blogs, these can be experiences from work or home. We would love to share them in an upcoming blog. Send them in to: gb-communicationsandpublicaffairs@cemex.com



Compressor Energy Saver

Gordon Renshaw | 23 Jan 2025 | ID447

Idea of the Month Competition Nominees

Closed with success by Gordon Renshaw

Approver: Gordon Renshaw

Implementation coordinator: Gordon Renshaw

Plan: Quick Wins

Classes: Efficiency + Energy Awareness + Environmental

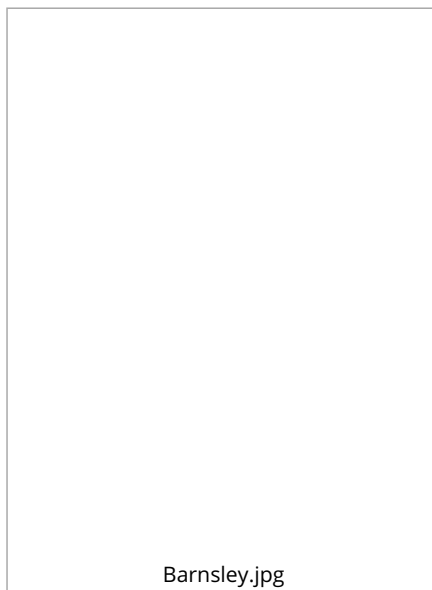
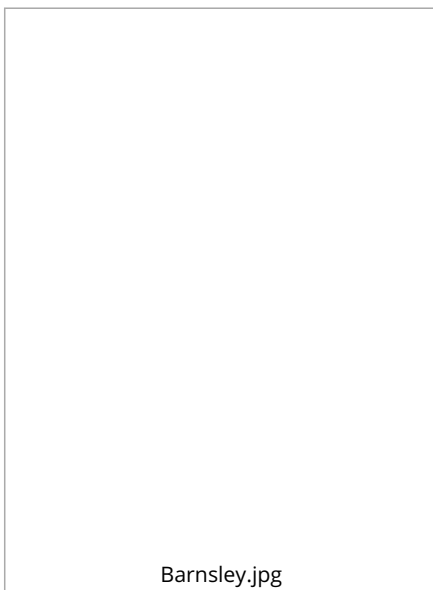
Problem, context, environment, status

Most plants have some small minor air leaks. Unless the plant manager remembers to turn off the compressor when he has a gap in loading, the compressor will keep on running.

Description of the initiative

We have fitted a solenoid valve to stop the air at the outlet of the air receiver. This means if there are any small air leaks, that haven't been repaired, the compressor will automatically shut off when the pressure meets the target in the air receiver. The solenoid is linked to HTC batching system, when the batch gets to the finalisation screen a output is sent to the solenoid to shut. A second solenoid is also in line that is linked to our silo protection system, so if we're not batching, but have a cement delivery, the air can still operate the shut off valve. On top of this we have fitted a manual valve, just in case either of the solenoids fail, or we have a need for maintenance.

Resources: [Barnsley.jpg](#), [Barnsley.jpg](#)



Exceed

Compressor Energy Saver (ID447)

Expected benefits

Energy saving in lost air and compressor running time.

Isolation Training

Andrew Ralph | 31 Jan 2025 | ID448

Idea of the Month Competition Nominees

Closed with success by Andrew Ralph

Approver: Andrew Ralph

Implementation coordinator: Andrew Ralph

Plan: Quick Wins

Class: Health & Safety

Description of the initiative

I arranged for Reece Safety to conduct a trial run of two isolation training sessions for the Yorkshire Readymix team, with the aim of rolling this out further. The training session proved to be a massive success, combining hands-on learning with engaging tools such as isolation boards and other Lockout equipment.

The session focused on empowering staff both new and experienced with practical knowledge and the confidence to safely implement isolation procedures. Feedback from the team has been overwhelmingly positive, with participants praising the interactiveness and the clarity of instruction, as well as a fun and enjoyable approach.

we continue working with the H&S Department to hopefully introduce the training across the company.



✖ Cycle Benefit Scheme

How to apply to your Cycle Benefit Scheme.

Unlock the full potential of your Cycle Benefit Scheme with these few easy steps on how to apply!

1. Take note of the maximum value of your Letter of Collection (LoC) you can apply for - set by your employer
2. Visit instore or online to Halfords, Tredz or a selected independent bike store to select the bike & accessories right for you - just note the value for now!
3. Go to your Cycle Benefit Scheme portal with your payroll number and click apply!
4. Once approved, you will receive an email with your LoC number for your nominated amount
5. Go to the store, with your LoC and purchase your bike and accessories
6. Pedal your way to savings!

halfords

tredz

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<https://cmx.employeebenefitsplatform.com>

Call: 01908 303 498

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